

N5343 Nursing Leadership in Complex Health Care Systems



Syllabus

N5343 Nursing Leadership in Complex Health Care Systems

Instructor

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Doctor of Nursing Practice

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Coaches

Sandi McDermott, MSN, RN, NEA-BC

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Tammy Eades, MSN, RN

Office Hours: by appointment

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Email: tammy.eades@academicpartnerships.com

Prerequisites

NURS 5327; 5311 or concurrent enrollment

Textbooks, Reading Material, and Resources

American Psychological Association. (2010) *Publication manual of the American Psychological Association*, 6th ed. Washington, DC: Author. **ISBN: 9781433805615**

Gibson, J. L., Ivancevich, J. M., Donnelly, J. H., & Konopoaske, R. (2012). *Organizations: Behavior, structure, processes*. 14th ed. Boston, MA: Irwin McGraw Hill. **ISBN: 0078112664 / 9780078112669**

Gibson Premium Online Resources, McGraw Hill Publishing (2012). **ISBN: 0077325737 / 9780077325732 Online Learning Center (OLC)**
<http://www.mhhe.com/gibson14e> (call OLC Digital Care Team at 800-331-5094 with access issues).

(Package with text and premium online resources: **ISBN: 0077874544 /**

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9780077874544)

Note: students in the Masters in Nursing Administration program who purchased a previous version of the Gibson text and a previous version of the premium online access do not need to purchase the revised version.

Individual readings and activities will be assigned for each class, including the first night of class.

Course Description

Analyze leadership strategies in current and predicted health care systems including dimensions of workforce and workplace issues, leadership, and evidence-based decision-making.

Student Learning Outcomes

1. Develop a personal vision related to leadership in nursing administration.
2. Synthesize key components of the leadership role
3. Analyze the effect of leadership on workplace culture.
4. Examine leadership in a health care political environment.
5. Apply evidence-based leadership strategies that lead to positive outcomes in nursing and health care agencies

Attendance & Drop Policy

- Regular class attendance and participation is expected of all students. Absences will be reflected in the course grade.
- Students are responsible for all missed course information.

Graduate students who wish to change a schedule by either dropping or adding a course must first consult with the Director of the MSN Graduate Program, Jennifer Gray jgray@uta.edu

DROP DATE: Friday, March 16 at 5 pm CST

Course Topics

- Urban and rural health care organizations
- Working in a health care political environment
- Management vs. leadership
- Personal vision of leadership in health care
- Leadership and stewardship
- Transformational leadership
- Communication in complex health care systems
- Evidenced-based decision-making Influence of leadership on workplace and workforce issue

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Specific Course Requirements

- Attendance and participation in clinical seminars, discussions, role play, and case studies.
- Extensive readings from texts, references and related literature.
- Book review presentation on leadership
- Analysis paper of successful leadership profiles and strategies in nursing administration.
- Composition of personal leadership style and personal vision of leading in the health care environment

Referenced letter to the editor related to administration and management leadership strategies in health care systems (e.g. leadership, evidence-based decision-making, workforce and workplace issues).

Teaching Methods/Strategies

Discussions, case studies, multimedia presentations, written papers, role play Course materials and intra-course communication will be managed through Epic.

Grading Policy

A = 92 – 100

B = 83 – 91

C = 74 – 82

D = 68 – 73

Students must remain in satisfactory academic standing by maintaining a minimum of a 3.0 GPA. This means that students must score an 83 or better to continue in the program.

(D and F are **not** considered passing)

Grades are extended to two decimals without rounding for the final grade. For example a final course score of 91.99 is a B in the course.

Assignments and Projects are the major part of the course work and should receive appropriate attention. All material submitted for grading must meet the standards of graduate level work (content and format). All assignments are to be submitted electronically via Blackboard unless otherwise specified by the instructor. A UTA College of Nursing title page for each assignment is required unless otherwise specified.

If for any reason, course work requires resubmission, the grade will be dropped up to one letter grade, at the discretion of the clinical faculty (i.e., a maximum of a B or 91% percent can be achieved on any work resubmitted).

Turn in only one copy of your work; all assignments are the property of the University. Students should make a copy of their work prior to submission.

Due Dates and Times of Assignments

The assignments are due as designated in Epic. Late assignments will only be accepted at the discretion of the faculty and would involve a late penalty. The due time is the “end of day,” which is 11:59 pm. I recommend that you submit your assignments earlier to avoid submission

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problems.

Note: Late papers: Subtract 5 points/day

MSN Graduate Student Dress Code

Policy: The University of Texas at Arlington College of Nursing expects students to reflect professionalism and maintain high standards of appearance and grooming in the clinical setting. Clinical faculty has final judgment on the appropriateness of student attire and corrective action for dress code infractions. Students not complying with this policy will not be allowed to participate in clinical.

Please View the College of Nursing Student Dress Code on the nursing website: www.uta.edu/nursing

Confidentiality Agreement

You signed a Confidentiality Form in orientation and were provided a copy of the form. **Please take your copy of this Confidentiality Form with you to your clinical sites.** Please do not sign other agency confidentiality forms. Contact your faculty if the agency requires you to sign their confidentiality form.

Graduate Student Handbook

Students are responsible for knowing and complying with all policies and information contained in the Graduate Student handbook online at:
<http://www.uta.edu/nursing/handbook/toc.php>

Status of RN Licensure

All graduate nursing students must have an unencumbered license as designated by the Board of Nursing (BON) to participate in graduate clinical nursing courses. It is also imperative that any student whose license becomes encumbered by the BON must immediately notify the Associate Dean, Dr. Jennifer Gray. Failure to do so will result in dismissal from the Graduate Program. The complete policy about encumbered licenses is available in the Graduate Student handbook online at: <http://www.uta.edu/nursing/handbook/toc.php>.

Student Code of Ethics

The University of Texas at Arlington College of Nursing supports the Student Code of Ethics Policy. Students are responsible for knowing and complying with the Code. The Code can be found in the Student Handbook.

Academic Integrity

It is the philosophy of The University of Texas at Arlington that academic dishonesty is a completely unacceptable mode of conduct and will not be tolerated in any form. All persons involved in academic dishonesty will be disciplined in accordance with University regulations and procedures. Discipline may include suspension or expulsion from the University.

"Scholastic dishonesty includes but is not limited to cheating, plagiarism, collusion, and the submission for credit of any work or materials that are attributable in whole or in part to another person, taking an examination for another person, any act designed to give unfair advantage to a student or the attempt to commit such acts." (Regents' Rules and Regulations, Series 50101, Section 2.2). For additional information please refer to the Student Handbook.

Plagiarism

Copying another student's paper or any portion of it is plagiarism. Additionally, copying a portion of published material (e.g., books or journals) without adequately documenting the source is plagiarism. If five or more words in sequence are taken from a source, those words must be placed in quotes and the source referenced with author's name, date of publication, and page number of publication. If the author's ideas are rephrased, by transposing words or expressing the same idea using different words, the idea must be attributed to the author by proper referencing, giving the author's name and date of publication. If a single author's ideas are discussed in more than one paragraph, the author must be referenced at the end of each paragraph. Authors whose words or ideas have been used in the preparation of a paper must be listed in the references cited at the end of the paper. Students are encouraged to review the plagiarism module from the UT Arlington Central Library via <http://library.uta.edu/tutorials/Plagiarism>.

Bomb Threats

If anyone is tempted to call in a bomb threat, be aware that UTA will attempt to trace the phone call and prosecute all responsible parties. Every effort will be made to avoid cancellation of presentations/tests caused by bomb threats. Unannounced alternate sites will be available for these classes. Your instructor will make you aware of alternate class sites in the event that your classroom is not available.

American with Disabilities Act

The University of Texas at Arlington is on record as being committed to both the spirit and letter of federal equal opportunity legislation; reference Public Law 92-112 - The Rehabilitation Act of 1973 as amended. With the passage of federal legislation entitled Americans with Disabilities Act (ADA), pursuant to section 504 of the Rehabilitation Act, there is renewed focus on providing this population with the same opportunities enjoyed by all citizens.

As a faculty member, I am required by law to provide "reasonable accommodations" to students with disabilities, so as not to discriminate on the basis of that disability. Student responsibility primarily rests with informing faculty of their need for accommodation and in providing authorized documentation through designated administrative channels. Information regarding specific diagnostic criteria and policies for obtaining academic accommodations can be found at <http://www.uta.edu/disability>. Also, you may visit the Office for Students with Disabilities in room 102 of University Hall or call them at (817) 272-3364.

Online Etiquette Policies

Electronic Communication Policy: The University of Texas at Arlington has adopted the University e-mail address as an official means of communication with students. Through the use of e-mail, UT Arlington is able to provide students with relevant and timely information, designed to facilitate student success. In particular, important information concerning registration, financial aid, payment of bills, and graduation may be sent to students through e-mail.

All students are assigned an e-mail account, and information about activating and using it is available at <http://login.live.com/>. New students (first semester at UTA) are able to activate their e-mail account 24 hours after registering for courses. There is no additional charge to students for using this account, and it remains active as long as a student is enrolled at UT Arlington. Students are responsible for checking their e-mail regularly.

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Online Conduct: The discussion board should be viewed as a public and professional forum for course-related discussions. Students are free to discuss academic matters and consult one another regarding academic resources. The tone of postings should be professional in nature.

It is not appropriate to post statements of a personal or political nature, or statements criticizing classmates or faculty. Inappropriate statements/language will be deleted by the course faculty and may result in denied access to the Main Discussion board. Refer to UTACON Student Handbook for more information.

No Gift Policy

In accordance with Regent Rules and Regulations and the UTA Standards of Conduct, the College of Nursing has a “no gift” policy. A donation to one of the UTA College of Nursing Scholarship Funds, found at the following link:

<http://www.uta.edu/nursing/handbook/scholarships.php>, would be an appropriate way to recognize a faculty member’s contribution to your learning. For information regarding Scholarship Funds, please contact the Dean’s office.

Course Evaluation

Course evaluation is a continuous process and is the responsibility of both the faculty and the students. Ongoing feedback (formative evaluation) is the only way to improve the course and to assure that it meets your needs and those of the discipline of nursing. It is your responsibility to give immediate, constructive feedback regarding class structure and process.

Formal evaluation of the course and the instructor occurs at the end of the course. You will receive instructions at your University of Texas at Arlington e-mail address about how to complete the course evaluations online. Your ratings and comments are sent to a computer not connected to the College of Nursing, and faculty members do not receive the results until after they have turned in course grades.

Graduate Course Support Staff

Felicia Chamberlain, Graduate MSN Program, Administrative Assistant I

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817.272.0659
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Suzanne Despres, M.S.

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Library Information

Helen Hough, Nursing Librarian

(817) 272-7429

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Email: hough@uta.edu

Research Information on Nursing: <http://www.uta.edu/library/research/rt-nursing.html>

Statement of Scholarship Masters of Science in Nursing Administration University of Texas College of Nursing

Congratulations! You've chosen to embark on an exciting journey in the University of Texas at Arlington (UTA) Masters of Science in Nursing Administration program. As the graduate faculty for this program, our assumption is that you'll be stretched—as you take on new and challenging professional roles and responsibilities.

Many students believe graduate school is merely an extension of undergraduate work. However, graduate school requires that you be prepared and disciplined in your work, thinking, and writing. Some students may need to develop their ability to think critically, and to speak and write English properly and effectively.

We expect each of you to set high performance goals for yourselves and to enthusiastically pursue excellence. When you leave us, we know you'll feel that your graduate experience was not only informational, but also transformational. Now is the time to renew your commitment to being an active participant in your own personal and professional development. We look forward to facilitating your successful completion of this program.

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Nursing Administration Program Core Competencies

- Develop and articulate a vision for nursing practice
- Facilitate collaborative relationships
- Use advanced analytic, problem solving and communication skills
- Make sound decisions that value effectiveness and parsimony in use of resources
- Use information and communication technology in a global framework
- Assume risk-taking behavior that promotes quality patient care
- Advocate consumer and community partnering
- Demonstrate creative problem solving
- Use of team-building strategies that create partnerships and collaboration within nursing and across health care disciplines
- Embrace change and manage it effectively
- Negotiate and resolve conflict
- Effectively market the nursing practice enterprise
- Demonstrate effective public speaking
- Establish relationships with community groups around the issue of health

Reference

American Association of Colleges of Nursing, American, Organization of Nurse

Executives, (1997), Joint Position Statement of Education of Nurses in

Administrative Roles, Washington, DC: American Association of Colleges of Nursing

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N5343 Assignments and Discussions

Personal Vision Statement

- See guidelines and grading criteria on EPIC.
- Submit electronically to EPIC (not by email).
- Late papers: subtract 5 points/day unless negotiated prior to the due date.
- Use APA 6th edition guidelines to credit sources and reference ideas and comments that are not your own.
- Assignment due date: 11:45 pm on Sunday of Week 2

Interview Analysis Paper

- See guidelines and grading criteria on EPIC.
- Submit electronically to EPIC (not by email).
- Late papers: subtract 5 points/day unless negotiated prior to the due date.
- Use APA 6th edition guidelines to credit sources and reference ideas and comments that are not your own.
- Assignment due date: 11:45 pm on **Sunday** of Week 3

Letter to the Editor

(100 points; 20% of Course Grade)

- See guidelines and grading criteria on EPIC.
- Submit electronically to EPIC (not by email).
- Late papers: subtract 5 points/day unless negotiated prior to the due date.
- Use style defined in guidelines for authors from selected journal to credit sources and reference ideas and comments that are not your own (e.g, APA, MLA, AMA)
- Assignment due date: 11:45 pm on **Sunday** of Week 4.
- Confirmation of journal submission: 11:45 pm on **Sunday** of Week 5 (note: do not submit letter until after integrating feedback from graded assignment)

Book Review Presentation

(100 points; 20% of grade)

- See guidelines and grading criteria on EPIC.
- Submit electronically to EPIC (not by email).
- Late papers: subtract 5 points/day unless negotiated prior to the due date.
- Use APA 6th edition guidelines to credit sources and reference ideas and comments that are not your own.
- Assignment due date: 11:45 pm on **Wednesday** of Week 5

Participation

(20% of grade)

- Includes timely and well-prepared online participation and dialogue, scholarly analysis and discussion of assigned readings, and interaction with peers that reflects preparation. See guidelines and grading criteria on EPIC.
- Online discussions will be posted to EPIC discussion boards without using attachments (e.g., please do not attach us posts/responses with MS Word).
- Please use headings when applicable
- Use APA 6th edition guidelines to credit sources and reference ideas and comments that are not your own.
- Due dates: see EPIC