**THE UNIVERSITY OF TEXAS**

**AT ARLINGTON**

**COLLEGE OF NURSING**

**N5343 Sections**

**Leadership in Complex Health Care Systems**

**Summer 2014**

Section 001

University of Texas at Arlington College of Nursing, Pickard Hall

**Tuesdays, 4:00 – 8:30 pm**

The University of Texas at Arlington College of Nursing

**Graduate MSN Program**

**N5343** **Nursing Leadership in Complex Health Care Systems**

### Summer 2013

**Tuesdays, 4:00 – 8:30 pm**

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| **INSTRUCTORS:** | Lead Instructor:  Cynthia Plonien DNP, RN, CENP  Office Hours: by appointment  Office: 522 Pickard Hall  Office: 817-272-3793  Cell: 817-938-6808  Email:  [plonien@uta.edu](mailto:Barbara@UTA.edu) |
| **COURSE WEB SITE OR WORLD WIDE WEB SITE:** | <http://www.uta.edu/nursing>  [www.uta.edu/nursing](http://www.uta.edu/nursing) |
| **COURSE PREREQUISITES:** | NURS 5327; 5311 or concurrent enrollment. |

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| **REQUIRED TEXTBOOKS** | 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 / 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 AND**  **DROP POLICY:** | * Regular class attendance and participation is expected of all students. * Students are responsible for all missed course information.   A graduate student who wishes to change a schedule by either dropping or adding a course must first consult with his or her Graduate Advisor. The following regulations pertain to adds and drops:   1. A student may not add a course after the end of the late registration. 2. A graduate student dropping a course or resigning from the university after the Census Date but before the final designated drop date for the enrolled semester will receive a grade of W only if at the time of dropping the student is passing the course (has a grade of A, B, or C); if the student has a D or F at the time of dropping, an F will be recorded. Students dropping a course must: (1) Complete a Course Drop Form (available online <http://www.uta.edu/nursing/g-downloads.htm> or Graduate Nursing Office #512); (2) obtain faculty signature and current course grade; and (3) Submit the form to Graduate Nursing Office # 512. 3. A graduate student who desires to drop all courses for which he or she is enrolled is reminded that such action constitutes a withdrawal from the University. The student should indicate intention to withdraw from all courses by: (1) Completing a Registration Form (available online <http://www.uta.edu/nursing/g-downloads.htm> or Graduate Nursing Office # 512); (2) Obtaining faculty signature for each course enrolled and current course grade; (3) Submit the registration form in the College of Nursing Office Room 512; and (4) The departmental office will send resignation form to the office of the Registrar. 4. Graduate students may drop a course up to 12 weeks in the Summer or spring semester and up to 8 weeks in a 10-week Summer session. Under extreme circumstances, the Dean of Graduate Studies may consider a petition to withdraw after the designated drop date, but in no case may a graduate student selectively drop a course after the drop date and remain enrolled in any other course.  Last Date Drop or Withdraw Date: July 17, 2014 |
| **TENTATIVE LECTURE/TOPIC SCHEDULE (COURSE CONTENT):** | * 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 |
| **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 Web CT. |

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| **GRADE CALCULATION (COURSE EVALUATION &**  **FINAL GRADING)** | Vision Statement: 20%  Interview Paper: 20%  Book Review: 20%  Class Participation: 20%  Letter to the Editor: 20%  92 – 100 A  83 - 91 B  74 – 82 C  68 – 73 D  <68 F  **Note: Late papers**: Subtract 10 Points - day 1, 20 Points - day 2, 30 Points - day 3. Assignments not accepted after 3rd day. Score for papers after 3rd day are zero. |
| **STATUS OF RN LICENSURE:** | All graduate nursing students must have an unencumbered license as designated by the Texas 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 for the MSN Program, Dr. Jennifer Gray. The complete policy about encumbered licenses is available online at: <http://www.uta.edu/nursing/grad/unencumbered> |
| **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> |
| **AMERICANS 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 93112 -- The Rehabilitation Act of 1973 as amended. With the passage of new 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 accommodation" to students with disabilities, so as not to discriminate on the basis of that disability. Student responsibility primarily rests with informing faculty at the beginning of the semester and in providing authorized documentation through designated administrative channels. |

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| **STUDENT SUPPORT SERVICES** | The University of Texas at Arlington supports a variety of student success programs to help you connect with the University and achieve academic success. They include learning assistance, developmental education, advising and mentoring, admission and transition, and federally funded programs. Students requiring assistance academically, personally, or socially should contact the Office of Student Success Programs at 817-272-6107 for more information and appropriate referrals. |
| **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 online: <http://www.uta.edu/nursing/handbook/toc.php> . |
| **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, 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, Part One, Chapter VI, Section 3, Subsection 3.2, Subdivision 3.22) |
| **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. |
| **E-CULTURE POLICY:** | The University of Texas at Arlington has adopted the University email address as an official means of communication with students. Through the use of email, UT-Arlington is able to provide students with relevant and timely information, designed to facilitate student success. In particular, important information concerning department requirements, registration, financial aid and scholarships, payment of bills, and graduation may be sent to students through email. All students are assigned an email account and information about activating and using it is available at [www.uta.edu/email](http://www.uta.edu/email). Students are responsible for checking their email regularly. |
| **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:  [Nursing Scholarship List](http://www.uta.edu/nursing/schol-list) 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. |
| **GRADUATE MSN COURSE SUPPORT STAFF:** | **Felicia Chamberlain*, Administrative Assistant I***  Office #515 – Pickard Hall, (817) 272-2776  (817) 272-0659 Direct Line, (817) 272-2950 Fax  Email: [chamberl@uta.edu](mailto:chamberl@uta.edu) |
| **LIBRARY INFORMATION:** | **Peace Williamson, *Nursing Librarian***  817-272-6208; email: peace@uta.edu  Research Information on Nursing:  <http://libguides.uta.edu/nursing> |
| **MISCELLANEOUS INFORMATION:** | Inclement Weather (School Closing) Inquiries:  *Metro (972) 601-2049*  Fax Number - UTA College of Nursing: (817) 272-5006  Attn: Graduate Nursing Programs Office  UTA Police (Emergency Only): (817) 272-3003 |

GRADUATE NURSING WEBSITES

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| **Description** | **Website** |
| University of Texas Home Page | <http://www.uta.edu> |
| Graduate Catalog & Faculty | <http://www.uta.edu/gradcatalog/nursing> |
| Graduate Nursing Programs | <http://www.uta.edu/nursing/MSN/administration.php>  <http://www.uta.edu/nursing/MSN/practitioner.php> |
| Graduate Nursing Courses & **Syllabi** | <http://www.uta.edu/nursing/MSN/grad-courses1.php> |
| Faculty and Staff Email Contacts and Biosketches | <http://www.uta.edu/nursing//faculty.php> |
| Graduate Student Handbook | <http://www.uta.edu/nursing/handbook/toc.php> |
| * Graduate Forms * Preceptor Package * Nurse Admin Preceptor Package * Graduate Nursing Websites * Student Confidentiality Statement * E-log Consent Form * Banking Clinical Hours * Guidebook * Liability Policy * Traineeship Statement Forms * Master’s Completion Project Forms | <http://www.uta.edu/nursing/MSN/forms.php> |
| Forms: Faculty Evaluation of Preceptor  Student Evaluation of Preceptor  Preceptor Evaluation of Student  NP Clinical Evaluation (Practicum Tools)  Nurse Admin Faculty Eval of Preceptor  Nurse Admin Preceptor Eval of Student  Clinical Procedure Evaluation  Invasive Procedure Evaluation  Educator Evaluation  Student Self Evaluation |
| **Instructions for E-Reserves** | <http://pulse.uta.edu/vwebv/enterCourseReserve.do>  Select under Library Catalogs  ([UTA Library Catalogs](http://pulse.uta.edu/))  Select Course Reserves  Look for Instructor’s Name  Click Search  Select Article  Password is course abbreviation and course  number.  ALL CAPS no spaces (ex. NURS5343). |

Revised May 20, 2010

**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.

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 on Education for Nurses in Administrative Roles.* Washington, DC: American Association of Colleges of Nursing.

N5343 Assignments and Discussions

Personal Vision Statement

(100 points; 20% of grade)

* See guidelines and grading criteria on Blackboard.
* Submit electronically to Blackboard (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.
* Due date: June 25, 2012, at 11:59 p.m.

Interview/Analysis Paper

(100 points; 20% of grade)

* See guidelines and grading criteria on Blackboard.
* Submit electronically to Blackboard (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.
* Due date: July 16, 2012, 11:59 p.m.

Letter to the Editor

(100 Points; 20% of Course Grade)

* See guidelines and grading criteria on Blackboard.
* Submit electronically to Blackboard (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.
* Due date: July 30, 2012, at 11:59 p.m.

Book Review Presentation

(100 points; 20% of grade)

* See guidelines and grading criteria on Blackboard.
* Submit electronically to Blackboard (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.
* Due date: Upload to assignment drop box by August 6, 2012, at 11:59 p.m. Submit a copy to discussion board 24 hours prior to presentation.

Participation

(20% of grade)

* Includes timely and well-prepared class and online participation and dialogue, attendance at live classes, scholarly analysis and discussion of assigned readings, and interaction with guest speakers that reflects preparation. See guidelines and grading criteria on Blackboard.
* Online discussions will be posted to Blackboard 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 schedule