Academic Unit: School of Nursing

Course prefix: NUR 452:

Course Title: Nursing Leadership Application

Term Offered: Summer, Fall and Spring

Credit Hours/Clock Hours: 2 credits/30 Clock Hours

Course Pre-requisite: NUR 307, NUR 307L, NUR 320, NUR 321, NUR 330, NUR 390W, NUR 420, NUR 424, NUR 442

Co-requisites: NUR 450C

Mode of Instruction: Online

Instructor’s Name:

Instructor’s Contact Information:

Instructor’s Availability:

Catalog Description: Emphasis on the application of nursing leadership principles. Faculty-guided individual leadership projects will be completed in approved community, agency, or institutional settings.

Course Purpose:
Nurse Leadership Applications is a required senior level course that complements the Nursing Leadership capstone course through the application of leadership characteristics into practicum experiences. The key concepts for this course are the application of the School of Nursing Curriculum Concepts of leadership, professionalism, and communication strategies. The successful student will demonstrate leadership characteristics through the completion of a proposed healthcare change process. Professionalism will become evident through effective interactions with nurse leaders. The successful student will stimulate communication strategies through the preparation for collaborating with a nurse leader. The Science and Applied Science Distribution Block is addressed in each assignment and course activity by integrating evidence based theory in proposed healthcare changes, meeting with highly educated nurse leaders, and promoting current nursing standards for measurable healthcare outcomes (Draft).
Course Student Learning Outcomes:

At the completion of NUR 450C the successful student will be prepared to:

**Clinical Practice and Prevention**
- Integrates evidence based theory, research, and professional perspectives to patients across the lifespan and health continuum.

**Communication**
- Incorporates effective communication into professional nursing practice.

**Critical reasoning**
- Analyzes leadership and management styles and their impact on patient care.
- Integrates reliable evidence from multiple ways of knowing to inform practice and make clinical judgments.

**Leadership**
- Integrates knowledge and skills in leadership, quality improvement, health care policy and patient safety into practice to provide high quality care.

**Professionalism and Professional Values**
- Creates a nursing practice which values and utilizes ethical and legal principles and professional standards.
- Integrates caring’s affective characteristics into patient-centered care and with other healthcare professionals.

**Global Health**
- Synthesizes principles of health equity and social justice for vulnerable populations into the role of the professional nurse.
- Analyzes the role of the nurse a change agent related to improving local and global environmental conditions which affect a population’s health.

**QSEN:** Quality and Safety Education in Nursing competencies are an integral part of each of the learning outcomes.

**Assignments/ Assessments of Course Student Learning Outcomes:**

With faculty guidance, determine leadership application projects with a focus on meeting the course outcomes including: EBP, Quality Improvement, QSEN, Communication, Ethics, Cultural, & Environmental applications. Meeting of course objectives will be accomplished through the completion of the following assignments focusing on application of leadership characteristics.

**Journals:**
APA format – use Journal template & respond to each question. Compose responses to each assigned prompt, incorporate assigned readings, personal experiences, & supporting written self-examination, include reflection for potential changes & improvement in leadership characteristic application, follows guidelines/rubrics for length, etc.

**Nurse Leader Interview Paper:**
APA format – Total of 2-3 pages including at least 2 references. Appraise the professional role of the nurse leader you choose to interview. Please formulate specific questions before the interview that include the nurse’s role & responsibility, leadership style – strengths & weaknesses, goals & expectations related to current healthcare mandates. Share those questions in the blog forum with your classmates, and provide feedback to at least one other student. See assignment details in assignment tab.

**Change Project Application PowerPoint:**
APA format – maximum of 10-15 PowerPoint slides. Distinguish & assess one aspect of one healthcare system in need of change. Examine potential internal & external barriers for implementation of the change using one of the change process guidelines. See assignment details in assignment tab. The findings & recommendations should be summarized in a professional presentation format. This assignment may be completed individually or as a group of no more than 4 students.

**Change Project Application Discussion:** Please post your change project slides including notes in the discussion board. Provide a summary of your project in the discussion textbox, and provide comments to at least two classmates’ postings. All discussion postings should include at least two, comprehensive paragraphs and at least two references and should follow current APA guidelines. *Include the names of all group members in the discussion post.

**Grading System:**

<table>
<thead>
<tr>
<th>Assignment</th>
<th>Points</th>
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<tbody>
<tr>
<td>Journals 3@ 15 points</td>
<td>45 points</td>
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<tr>
<td>Nurse Leader Interview Questions - Blog</td>
<td>5 points</td>
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<tr>
<td>Nurse Leader Interview Paper</td>
<td>20 points</td>
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<tr>
<td>Healthcare Change Project PowerPoint</td>
<td>25 points</td>
</tr>
<tr>
<td>Healthcare Change Project summary posted to discussion board</td>
<td>5 points</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100 points</strong></td>
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**Grading System:** The NAU SON grading scale is as follows. No rounding.

- 93-100%   A
- 84-92%    B
- 78-83%    C
- <78 %     F (failing)

**Readings and Materials** Lists such elements as books, readings, musical manuscripts or recordings, access to software requirements, and other such materials required for the course.

**Required Textbooks:**


**Recommended:**
## Class Outline or Tentative Schedule:

<table>
<thead>
<tr>
<th>Weeks</th>
<th>Lessons</th>
<th>Topics - Focus</th>
<th>Assignments</th>
<th>Course Outcomes</th>
</tr>
</thead>
</table>
| 1-4   | Lesson 1: Foundations of Leadership | 1. Leadership Principles  
2. Leadership development  
3. QSEN-Patient Centered Care  
4. Healthcare Organizations | **Lesson 1**  
- **Readings:** Yoder-Wise Chaps: 1,3,4, 7, 21  
- **Written assignments due:**  
  - Journal #1  
  - Blog – Nurse Leader Interview Questions |  
**Communication**  
Global Health – Analyzed the role of the nurse as change agent related to improving local & global environmental conditions which affect population health. |
| 5-8   | Lesson 2: Leadership Skills & Organizational Design | 1. Communication Principles  
2. Conflict & Conflict Resolution  
3. Cultural, Ethical Issues  
4. Organizational Design | **Lesson 2**  
- **Readings:** Yoder-Wise Chaps: 5, 6,8, 9,23  
- **Written assignments due:**  
  - Nurse Leader Interview Paper  
  - Journal #2 |  
**Communication**  
Global Health – Synthesizes principles of health equity and social justice for vulnerable populations into the leadership role of the professional nurse.  
**Clinical Practice & Prevention** – Integrates theory, evidence, professional perspectives, & patient preferences into leadership application in the healthcare environment.  
**Critical Reasoning** – Synthesizes evidence & nursing knowledge to examine & evaluate leadership practice.  
**Professionalism & Professional Values** – Incorporates ethical & legal principles & professional standards into nursing leadership. |
| 9-12  | Lesson 3: Leadership Implementation | 1. Quality Management  
2. QSEN-Leading Change through Teamwork & collaboration  
3. QSEN-Quality Improvement  
4. QSEN-Safety | **Lesson 3**  
- **Readings:** Yoder-Wise Chaps: 17,18, 20  
- **Written assignments due:**  
  - 1. Healthcare Leadership Change Project PowerPoint with notes posted to assignment  
  - 2. HCP summary posted to discussion and two responses to classmates |  
**Critical Reasoning** – Synthesizes evidence & nursing knowledge to examine & evaluate leadership practice. Integrates reliable evidence from multiple ways of knowing to inform leadership application & develop leadership characteristics.  
**Global Health** – Synthesizes principles of health equity & social justice for vulnerable populations into the leadership role of the professional nurse.  
**Professionalism & Professional Values** – Integrates professional values & their associated behaviors into nursing leadership. |
### Class Policies:

There is strict adherence to every part of the [NAU Student Handbook](http://www.nau.edu) and the [School of Nursing Undergraduate Student Handbook](http://www.nau.edu).

1. All assignments must be submitted by the due date and time. Late assignments will not be accepted. All assignments will be due by Midnight. Failure to complete assignments on time could result in failure to meet course objectives.

2. Students who have a catastrophic or emergency event which may prevent submission of an assignment by the deadline may request, in writing, to the faculty, as far in advance as possible, but no later than 24 hours before, permission to submit a late assignment. Approval of any such request is at the discretion of the faculty.

3. All assignments are to be completed by each student individually without the help of others unless specifically identified as a group project or the student has been directed to seek help from a designated NAU tutor or teaching assistant.

4. Wikipedia is not considered an acceptable, valid, or reliable resource for use in any School of Nursing coursework. One purpose of this course is to help students identify, appraise, and utilize valid and reliable professional resources. Wikipedia does not meet these criteria.

### Makeup tests and retests

There are no quizzes or exams in this course.

### Attendance Policy:

Under NAU Policy, students are expected to engage in class and be prepared to participate in the activities and discussion. We believe active engagement will enrich the learning experience.
Academic Dishonesty/Plagiarism:
All forms of student academic dishonesty, including cheating, fabrication, facilitating academic dishonesty and plagiarism are prohibited and subject to disciplinary action. Cheating means intentionally using or attempting to use unauthorized materials, information or study aids in any academic exercise. Fabrication means intentional and unauthorized falsification or invention of any information or citation in an academic exercise. Plagiarism means intentionally or knowingly representing the words or ideas of another, as one's own in any academic exercise. For further explanation of academic dishonesty refer to the School of Nursing Undergraduate Student Handbook and Northern Arizona University Student Handbook.

University Policies:
Review the following policies available on the Northern Arizona University Policy Statements website:
1. Safe Environment Policy
2. Students with Disabilities Policy
3. Academic Contact Hour Policy
4. Academic Integrity Policy Webpage
5. Research Integrity Policy
6. Sensitive Course Materials Policy
7. Classroom Disruption Policy