Academic Unit: School of Nursing
Course Prefix: NUR 705
Course Title: Leadership for Advanced Practice Nurses in Clinical Practice
Term Offered: Summer
Credit Hours/Clock Hours: 3/45 Clock Hours
Course Prerequisites: Admission to the DNP and NUR 700
Mode of Instruction: Online

Catalog/Course Description:
Students will explore the leadership roles of advanced practice nurses within healthcare organizations to affect change and ensure quality improvement. Students will focus on inter- and intra-professional collaboration. Critical topics in organizational and systems leadership that emphasize the primacy of clinical work and the opportunity for nursing innovation to transform service delivery, and improve health outcomes to ensure patient safety will be examined.

Course Purpose Statement:
The purpose of this course is to prepare the advanced practice nurse to develop leadership skills with a particular focus on organizational quality improvement and implementation of organizational change. Skills required as a leader include professional collaboration, project management, quality measures and outcomes all focused on service delivery and outcomes. This course prepares the student for implementation of organization change from a leadership perspective.
Student Learning Outcomes

Clinical Practice and Prevention (DNP Essentials I, VIII)
- Apply the tenets of contemporary theory, research, and leadership models (including transformational leadership, emotional intelligence, leadership IQ, etc.) in advanced nursing practice.
- Integrate knowledge of organizational behavior, systems theory, process/outcome models, interdisciplinary teams and collaborative leadership to plan and design an innovation initiative in advanced nursing practice that affects a clinical practice or patient safety outcome.

Leadership (DNP Essentials II, V)
- Compare a leadership style to appreciate team and individual contributions inclusive of the differences in cultural, gender, and professional attributes of other members of the interdisciplinary healthcare team..

Critical Reasoning (DNP Essentials I, III, VII)
- Analyze the systems, structure, function and outcomes of healthcare delivery systems and complex organizations at multiple levels.

Professionalism and Professional Values (DNP Essentials II, VIII)
- Clarify dimensions of an advanced nurse practitioner’s values, beliefs, attitudes and personal leadership style through assessment, reflection, and action.

Course Structure and Approach
This online course uses a Bb Learn platform for the delivery of assignments, asynchronous online discussions, and exploration of selected issues. Text, electronic readings, team activities, online quizzes, presentations and written assignments are included as approaches to learning. In this course students will be expected to discuss questions, application, insights and understandings as they relate to the required readings and professional experience.

Textbook and Required Materials


## Course Outline

| Module 1 | Leadership vs. Management  
| Leadership theory  
| Leading professionals  
| Followership  
| Power  
| Leading change  
| Leader characteristics  
| Conflict management  
| Transformation  
| Effectiveness  
| Organizational change and change drivers  
| Innovation  
| Organizational culture  
| Healthcare Finance |
| Module 2 | Vision  
| Errors  
| Emotional competence  
| Transforming a punitive culture  
| Gender  
| Toxic organizations  
| Toxic people  
| Chaos  
| Willingness  
| Crisis management  
| Change barriers and process  
| Conflict solutions  
| Healthcare Finance |
| Module 3 | The future of Nursing  
| Coaching  
| Courage  
| Developing as a Leader  
| Empowerment  
| Mentoring  
| Willingness  
| Personal leadership development  
| Excellence  
| Introspection as a leader  
| Trust  
| Healthcare Finance |
| Module 4 | Budgeting/Finance  
| Leadership and culture  
| Exceptional Leaders  
| Practice application in case analysis of modules 1, 2 and 3. |
| Module 5 | Self and peer appraisal  
| Working in teams  
| Practice application in case analysis of modules 1, 2 and 3. |
Assessment of Student Learning Outcomes

<table>
<thead>
<tr>
<th>Assessment Area</th>
<th>Weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introduction</td>
<td>2%</td>
</tr>
<tr>
<td>Leadership v. Management blog</td>
<td>5%</td>
</tr>
<tr>
<td>Followership Style Quiz</td>
<td>5%</td>
</tr>
<tr>
<td>Innovation Case Study blog</td>
<td>5%</td>
</tr>
<tr>
<td>Team Charter</td>
<td>2%</td>
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<tr>
<td>Leadership Characteristics Quiz</td>
<td>2%</td>
</tr>
<tr>
<td>Toxic Organizations Case Study blog</td>
<td>5%</td>
</tr>
<tr>
<td>Crisis Management Quiz</td>
<td>2%</td>
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<tr>
<td>Coercive Persuasion Blog</td>
<td>2%</td>
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<tr>
<td>Living Leadership Quiz</td>
<td>2%</td>
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<tr>
<td>Discussion (Organization and Problem)</td>
<td>2%</td>
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<tr>
<td>Emotional Competence Quiz</td>
<td>2%</td>
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<tr>
<td>Team Paper Outline (Discussion Post)</td>
<td>2%</td>
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<tr>
<td>Budget Blog</td>
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<tr>
<td>Annotated Bibliography</td>
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<tr>
<td>Budget Draft</td>
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<tr>
<td>Team Paper Outline Blog</td>
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<tr>
<td>Case Study Final Paper</td>
<td>40%</td>
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<tr>
<td>Self and Team 360 Assessments</td>
<td>5%</td>
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</tbody>
</table>

Total 100%

Grading System

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

A grade of 84% or better is required to pass a graduate course. Course with a C or less must be repeated.

Students are required to receive a score of 84% or better on the scholarly project or paper in each course, which will be submitted in the portfolio for partial fulfillment of the graduation requirements for the Doctor of Nursing Practice.

If less than an 84% is achieved, the portfolio assignment will be considered failed and the student will receive a grade of in progress (IP) for that course. The student has one opportunity to revise the paper with a successful outcome score. The student and faculty member will agree upon a deadline for the revision and notify the program coordinator of the agreed learning contract. If the portfolio assignment is failed a second time, the course will be considered failed and the student will need to repeat the course.

(approved graduate faculty 2/4/13)

Course Policies

1. Each student is accountable and responsible for knowledge and skills obtained in the prerequisite courses.
2. Each student is expected to complete all readings, all assignments, and to participate in discussions.
3. All papers must be written in the American Psychological Association (APA) format 6th edition (typewritten, double-spaced, reference citations, etc.).
4. Papers may be sent as an attachment through course Email.

Revised 12/4/14
5. Microsoft Word (.doc or .docx) or Rich Text Format (.rtf) is the required word processing for sending papers as attachments.

6. Assignments (papers, discussions) are due by midnight on the due date. Discussion replies are due by midnight on the due date. **There will be a 10% deduction each day (24 hours) for each late assignment.** Extenuating circumstances (circumstances beyond the student’s control) resulting in late assignments will be evaluated on a case-by-case basis.

7. It is expected that students conform to and comply with the Northern Arizona University’s Graduate Student Handbook and the SON Graduate Student Handbook.

8. Oral or written material belonging to another author which is not properly documented and which is represented as the student’s own work constitutes plagiarism. **Any student who plagiarizes will fail the course.** Quotation marks should be used to indicate exact words of another. Paraphrasing (summarizing a passage, rearranging the order of a sentence, or changing some of the words) does not necessitate quotation marks; however, each time a source is either quoted or paraphrased, a credit for the source must be included in the text and at the end of the document. See the APA manual for the format for in-text and end-of-text referencing.

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**University Policies**

**NORTHERN ARIZONA UNIVERSITY**

**POLICY STATEMENTS**

*See the following document for additional policy statements: [http://nau.edu/university-policies/](*