![UT Tyler School of Nursing logo]

Nursing Leadership in the Healthcare Environment

NURS 5331
Spring 2023

Scheduled Class Days and Times: Online

Instructor's Name: Instructor's Name: Deborah Crumpler, MSN, PhD, RN, CCRN-K (Section 0.060, 0.060L; 061, 061L)
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Office Hours: Virtual on Thursday 10:00 - 1:00 PM CST or by appointment, including Zoom. Please email instructor for appointment or Zoom link.

Course Description: Enables the professional nurse to demonstrate organizations and systems leadership by synthesizing principles of leadership and management theory, organizational science, professional communication, and informatics. Theories are applied in the consideration of evidenced based practice.

Prerequisites: NURS 5301 AND Admission to any MSN program or enrolled in the PhD in nursing program. Admission to the Admin Cert program

Student Learning Outcomes:

Upon successful completion of this course, the student will be able to:

1. Incorporate theories of leadership and management in the analysis of organizational culture considering customer service, personnel management, and labor relations through healthcare team coordination. (AACN Essentials I, II, VII, XI).

2. Utilize organizational science and informatics to strategically plan for the application of change processes across multiple healthcare delivery systems. (AACN Essentials I, IV, V).

3. Apply communication principles to the strategic planning process considering patient safety and quality improvement initiatives with an interdisciplinary focus. (AACN Essentials I, II, III, IV, VII, IX).

4. Employ research and scholarly activities to foster an environment for evidence-based practice within their organizations. (AACN Essentials I, III, IV, IX).

Required Textbooks and Readings:

If you are in a clinical course, all students are required to have an active InPlace subscription.

American Psychological Association. (2020). *Publication manual of the American Psychological Association*. (7th ed.). Washington, D.C.: Author**.** (ISBN-13: 978-1433832178; ISBN-10: 1433832178)
The American Nurses Association. (2016). *Nursing administration. Scope & standards of practice* (2nd ed.)*.* Silver Springs, MD: Nursebooks.org. (ISBN-13: 9781558106437)

Roussel, L., Thomas, P.L., and Harris, J.L. (2023). *Management and leadership for nurse administrators*. 9th ed.). Burlington, MA: Jones & Bartlett Learning. ISBN-13: 978-1284249286, ISBN-10: 128424928X

Recommended Textbooks and Readings:

The American Nurses Association. 2016). *Nurse Executive Review and Resource Manual* (3rd ed.) Silver Springs, MD. (ISBN 978-1-935213-78-9)

Assigned readings from journals and periodicals such *as Journal of Nursing Administration, Nursing Management, Journal of Public Health* and others will be used to supplement material within the course.

All students are required to have an active InPlace Clinical Placement subscription. See UT Tyler Bookstore. Website: https://utt-us.inplacesoftware.com/

Assignments and Weights/Percentage/Point Values

Assignments and Weights/ Point Value	Percentage of Grade:
1. Group Discussion Boards (4 at 9 % each)	36%
2. Project Leader Presentation (Abstract, Evaluation, PowerPoint)	25%
3. Environment of Care and Professional Practice Paper	25%
4. Clinical Reflective Journals (CRJ) (2 at 7 % each)	14%
5. Clinical (to include satisfactory completion of 37.5 hours and submission of required clinical self-assessment, objectives, logs, journals, and preceptor evaluation by due dates on Calendar (Clinical failure will constitute a course failure)	Pass/Fail
There is no final exam.	
TOTAL	100%

Grading Scale:

Specific guidelines and grading criteria for all assignments are in the Modules. Final grades for the course will be determined based upon the following point assignments:

A - 90-100
B - 80-89
C - 70-79
D - 60-69
F - Below 60

Grades will not be rounded when calculating the average (79.5 is not rounded to 80, and 89.5 is not rounded to 90). Students are required to achieve an average of 80% (B) to complete the course successfully.

Academic Integrity: Cheating of any kind, as defined in Section 8 of the UT Tyler Manual of Policies and Procedures (MOPP) for Student Affairs (https://www.uttyler.edu/mopp/), will not be tolerated. Consequences may include:
- reprimand
- exam failure
- course failure
- expulsion from the Nursing program
- expulsion from the University
- other consequences as assigned

Exam and homework materials, questions, and problems are the intellectual property of faculty, UT Tyler, or publishers.
- These materials may not be distributed without permission.
- Distributing or uploading them to online resources destroys the integrity of the assignment and the course, allowing others an unfair advantage by letting them view the materials.
- Uploading these materials to online resources is a violation of UT Tyler's academic misconduct policies and may result in formal conduct charges.
- Sanctions for uploading or otherwise divulging the contents of these materials can include:
  - a reduced or failing grade on an assignment
  - a reduced or failing grade for the course
  - removal from the Nursing program
  - removal from UT Tyler

Late Policy: 5% will be deducted each day an assignment is past due unless prior arrangements have been made with your course faculty. Extenuating circumstances may apply.

Repeating a Course: Students repeating this course may not use previously submitted assignments nor utilize the same patients for an assignment. Submitting the same or slightly modified assignments from previous semesters is considered self-plagiarism and is subject to academic discipline, including failing the assignment or the course.

Attendance and Make-up Policy: Attendance/participation is expected. Make-up for exams, quizzes, assignments, and missed clinical time is at the instructor's discretion.

Graded Course Requirements Information:

The following is an overview of course rerquirements:

Self-Reflective Exercise: (Complete/Incomplete) Self-evaluation based on the AONE Competencies.

Clinical Good-To-Go: Email verifying Castlebranch complete for clinical experience.

Clinical Objectives: (Complete/Incomplete) Four objectives for clinical experience.

Clinical Schedule: (Complete/Incomplete) Schedule of days and times for 37.5 hours with preceptor.

Project Leader Presentation: Graded assignment on a project currently conducted at the clinical site; includes a PowerPoint presentation, abstract, and Learner Evaluation Tool.

Environment of Care and Professional Practice Paper: Graded APA document that extends the Project Leader Presentation to include evidence to support a change project and factors influencing the outcome.

Strengths and Leadership: (Complete/Incomplete): Self-reflective exercise on strengths/weaknesses for an administrative role.

Clinical Reflective Journals: Graded journals (2) reflecting on clinical experiences

Discussion Boards: Graded posts which address questions reflecting assigned readings and clinical experiences; respond to two peers.

Evaluation of Preceptor: (Complete/Incomplete) Completes evaluative survey on assigned Preceptor.

Please Note: Detailed information along with grading rubrics for course assignments will be provided in Canvas.

Clinical Course Requirements Information:

The student will complete 37.5 clinical hours following approval of a Preceptor Agreement by the Clinical Liaison. In addition, the student must be compliant with Castlebranch requirements (current immunizations, CPR, etc.) and complete required facility orientation.

The student must receive a "good to go" email from the Clinical Liaison prior to beginning clinical. The student will provide a clinical schedule, clinical objectives, a log of actual hours verified by the preceptor, and two Clinical Reflective Journals detailing experiences related to nursing leadership. During the clinical experience, the student will observe an ongoing change project and reflect on associated leadership involvement for graded course assignments. Finally, the student will complete a Preceptor Evaluation.

Important Course Dates:

Classes Begin: January 9, 2023
Census Date (withdraw without penalty): January 20, 2023
Last Date to Withdraw: March 20, 2023. Students please notify your course faculty and contact your advisor.
Final Exam: Not required.

Calendar of Topics, Readings, and Due Dates:

Course Schedule				
Week #	*Date*	*Class Topic*	*Readings*	*Assignments Due*
Week 1	1/11 – 1/17	Course Introduction	ANA: Nursing Admin Scope and Standards	
			Reflective Journaling	
		Main Discussion Board (DB): Self Intro		**DB 1/17**
		Self-Evaluation based on AONE Competencies		**1/17**
		Zoom Session: Course Introduction		**1/13**
Week 2	1/18 - 1/24	Leadership, managing organizational change	Roussel textbook, see Canvas ANA Code of Ethics (2015)	**Good-to-Go Email for clinical 1/24**
		Main DB: Top Nursing Issues Today and How Nurse Administers Should Address.	See rubric in Canvas	1/24

Week #	Date	Class Topic	Readings	Assignments Due
Week 3	1/25 - 1/31	Readiness for clinical	Bloom's Taxonomy, see Canvas	
		Meet with Clinical Preceptor and Develop Your Schedule (37.5 hours)		
		Review Project Leader Presentation Requirements	See rubric in Canvas	
		Zoom Session with Instructor		**1/27**
		Draft Clinical Objectives (4)		1/31
Week 4	2/1 - 2/7	Theories of motivation and leadership, individual actions	Roussel textbook, see Canvas	
		Group DB #1: On Group DB		**Sunday 2/5 initial post**, 2/7 peer
		Final Clinical Objectives		**2/7**
		Finalize Clinical Schedule		**2/7**
Week 5	2/8 - 2/14	Managing change in the healthcare environment	Roussel textbook, see Canvas	
			Change Management Videos	
		Optional rough draft of Project Leader Presentation-(no grade)	See rubric in Canvas	**2/14**
Week 6	2/15 - 2/21	**Reflective Journal #1**	See format in Canvas. Need minimum 10 hours for journal #1	**2/21**
		Develop Project Leader Presentation	See rubric in Canvas	

Week #	Date	Class Topic	Readings	Assignments Due
Week 7	2/22 - 2/28	Healthy work environment, patient and employee safety, diversity, and organizational transparency.	Roussel textbook, see Canvas	
		Project leader Presentation (PLP): PPT, Abstract and Evaluation Tool		**2/28**
		DB: Begin Peer Review of PLP		**2/28**
Week 8	3/1 - 3/7	Intra/Interpersonal issues. Managing conflict. Groups and teams	Roussel textbook, see Canvas	
		DB#2: Change project management		**3/5 initial post**, **3/7 peer**
		Complete Peer reviews of PLP on Group DB		3/7
Week 9	3/8 - 3/21 (Includes **Spring Break** 3/13-3/18)	Leadership in healthcare reform and value determination	Roussel textbook, see Canvas	
		DB #3: Role of the CNO		**3/19 initial post, 3/21 peer**
		Zoom meeting with students		3/10
Week 10	**3/20**	**Last day to withdraw**		
Week 10	3/22 - 3/28	Innovation: managing change through leadership Conflict: Managing Diversity in the workplace.	Roussel textbook, see Canvas	
		Optional rough draft of EOC and Prof Practice paper for feedback (no grade)		**3/28**

Week #	Date	Class Topic	Readings	Assignments Due
Week 11	3/29 - 4/4	Errors, opportunities, risk-taking and managing change	Roussel textbook, see Canvas	
		DB #4: SWOT Analysis		**4/2 initial post, 4/4 peer**
Week 12	4/5 - 4/11	Finalize course assignments	No assigned readings	
		Environment of Care Paper		**4/11**
		Final Preceptor Evaluation		**4/11**
		Final Student Evaluation from Preceptor		**4/11**
Week 13	4/12 – 4/18	Coaching in Leadership	Roussel textbook, see Canvas	
		Clinical Reflective Journal #2		**Encouraged to submit earlier. 4/18**
		Final Clinical Log		**4/18**
		Strengths Reflection: Basement Descriptors		**4/18**
Week 14	4/19- 4/21	End of semester – all asginments completed.		

UT Tyler School of Nursing Justice, Equity, Diversity and Inclusion Statement:

The University of Texas at Tyler School of Nursing aspires to create, foster, and sustain a culture of justice, equity, diversity, and inclusion irrespective of one's identity. We value and embrace all backgrounds, experiences, and identities, realizing that no one group, person or perspective has all the answers. We are richer when our individual skills, knowledge, experiences, cultures, backgrounds, and identities are combined in an accepting community. We strive to ensure that every individual gets a fair and equal chance to participate and thrive in a nurturing environment where all feel a sense of belonging. We are committed to intentionally and deliberately creating a diverse community that instills a sense of equitable justice and belonging for everyone affiliated with our school.

School of Nursing Policies and Additional Information:

https://www.uttyler.edu/nursing/college/student_guide_and_policies.php

Student Resources and University Policies are provided in Canvas