

NURS 451 Leadership and Management in Professional Nursing

Credit Hours: 3 HRS

Scheduled hours per week:

Lecture: 3 HRS

Lab:

Other: Field experiences outside of classroom include interview with nurse executive and attendance to a committee meeting. Each activity is anticipated to last 1 hour each.

Catalog Course Description: This course focuses on leadership skills, knowledge, and creativity to promote and manage safe, holistic patient-centered care for diverse individuals, families, groups, and populations across the lifespan.

Prerequisites: NURS 311, NURS 320, NURS 324, NURS 330, NURS 431, NURS 440

Pre-Co-requisites: NURS 450

Course Learning Outcomes:

Human Flourishing: Incorporate the knowledge and skills learned to help patients, families, and communities continually progress toward fulfillment of human capacities.

1. Review management, organizational and administrative theories and application to usefulness in nursing. (Diversity)

Nursing Judgment: Make judgments in practice, substantiated with evidence, which synthesizes nursing science and knowledge, from other disciplines in the provision of safe, quality care and the promotion of the health of clients and the community.

2. Utilize effective communication techniques to professional relationships, team building and client care. (Patient centeredness, Caring)

Professional Identity: Expresses one's identity as a nurse through actions that reflect integrity, a commitment to evidence-based practice, caring, advocacy, and safe quality care for diverse clients and their communities, and willingness to provide leadership in improving care.

3. Participate in identifying, planning, and effecting necessary changes to improve delivery of service within a health care agency. (Excellence)
4. Identify personal and professional goals related to nursing management and leadership at all levels of nursing practice. (Integrity)

Spirit of Inquiry: Act as a scholar who contributes to the development of the science of nursing practice by identifying questions in need of study, analyzing published research, and using available evidence as a foundation to propose creative, innovative, or evidence-based solutions to clinical practice problems.

5. Evaluate strategies for human resource management considering legal, ethical and professional standards. (Ethics, Holism)

Topics to be studied:

Unit I	Leadership and Management Principles
Unit II	Change and Innovation/Organizational Climate
Unit III	Critical Thinking and Time Management
Unit IV	Communication and Relationship Building
Unit V	Workplace Conflict and Diversity
Unit VI	Knowledge of the Health Care Management Environment
Unit VII	Quality, Safety, and Outcomes
Unit VIII	Business Skills

Relationship of course to program outcomes:

The goals of nursing education for the RN-to-BSN program can be summarized in four broad program outcomes. Nurses must use their skills and knowledge to enhance **human flourishing** for their patients, their communities, and themselves. They should show sound **nursing judgment**, and should continually develop their **professional identity**. Finally, nurses must approach all issues and problems in a **spirit of inquiry**. All essential program-specific core nursing practice competencies and course outcomes are assumed within these four general aims (NLN, p. 9).

Relationship of Course to General Education Learning Outcomes:	
Composition and Rhetoric Students illustrate a fundamental understanding of the best practices of communicating in English and meet the writing standards of their college or program-based communication requirements.	X
Science & Technology Students successfully apply systematic methods of analysis to the natural and physical world, understand scientific knowledge as empirical, and refer to data as a basis for conclusions.	X
Mathematics & Quantitative Skills Students effectively use quantitative techniques and the practical application of numerical, symbolic, or spatial concepts.	X
Society, Diversity, & Connections Students demonstrate understanding of and a logical ability to successfully analyze human behavior, societal and political organization, or communication.	X
Human Inquiry & the Past Students interpret historical events or philosophical perspectives by identifying patterns, applying analytical reasoning, employing methods of critical inquiry, or expanding problem-solving skills.	X
The Arts & Creativity Students successfully articulate and apply methods and principles of critical and creative inquiry to the production or analysis of works of art.	
5/3/2016	

Special projects or requirements of the course:

- Weekly Discussion Board Posting
- Various written assignments
- Group assignments/projects
- Committee meeting and interview
- Professional Portfolio
- Quizzes and final exams
- Criminal Background Checks
- Current Healthcare Provider CPR Certification

- Immunizations as required

Student successful performance on written and discussion boards assessed with published grading rubrics with a grade of 78% or better will assess achievement of course outcomes.

Additional information:

This is an asynchronous course conducted entirely online. Students will be required to access the Learning Studio from their respective off-campus locations. Students are expected to participate in all course activities as assigned by the instructor.

NURS 451 Leadership and Management in Professional Nursing is a nursing course. Failure to pass a second nursing course will result in dismissal from the RN-to-BSN Program at West Virginia University at Parkersburg. (See Student Handbook)

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