

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 at 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

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 patients and the community.

2. Utilize effective communication techniques to professional relationships, team building, and patient 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 patients 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 Decision making 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 and safety/measuring and managing 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).

Program Learning Outcomes:	Course SLO
Human Flourishing: Incorporate the knowledge and skills learned to help patients, families, and communities continually progress toward fulfillment of human capacities.	SLO 1
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.	SLO 2
Professional Identity: Express 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.	SLO 3 and 4
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.	SLO 5

Course SLOs Assessment Methods:

- Discussion board postings
- Various written assignments
- Committee meeting and interview
- Group assignments/projects
- Professional portfolio
- Continuing education activities
- Quizzes and comprehensive final exam

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.

Special requirements of the course:

- Academic coaching
- Criminal background check
- Required immunizations
- Current Healthcare Provider CPR Certification

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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