COURSE TITLE: Nursing Leadership & Management  
COURSE NUMBER: NUR 4827

COURSE DESCRIPTION (with prerequisites):
This course focuses on concepts, principles, and theories of leadership, management, role development, and administration. Skills required by the professional nurse leader including delegation of responsibilities, networking, facilitation of groups, conflict resolution, case management, collaboration, budgeting, cost effectiveness and resource allocation, managing quality and performance, and teaching are emphasized. 3 semester hours credit.

NAME(S) OF INSTRUCTORS:
Leah Varieur, RN, MSN  
850-209-7219  
varieurl@chipola.edu

EFFECTIVE ACADEMIC YEAR:
2014-2015

REQUIRED TEXTBOOKS AND INSTRUCTIONAL SUPPLIES:


GRADING POLICY:
The standing of a student in each course is expressed by one of the following letters and corresponding grading system:
A – 100 - 90  
B – 89 - 80  
C – 79 – 75  
D – 60 – 74  
F – 59 or less
The Chipola Catalog provides policies and procedures regarding the grading system. A student’s Grade Point Average is derived from the grading system/quality point scale.

ATTENDANCE AND WITHDRAWAL POLICIES:
Chipola College expects regular attendance of all students. Students who are absent from classes for any reason other than official college activities must satisfy the
instructor concerned that the absence was due to illness or other clearly unavoidable reasons. Otherwise, the student may suffer grade loss at the discretion of the instructor. Chipola policy allows each instructor to specify in the Instructor First Day Handout whether or not an absence is excusable and what affect the absence or tardy may have on the grade.

A student is allowed to repeat a course a maximum of three (3) times. **On the third attempt a student (1) must bear the full cost of instruction (unless waived by Student Services), (2) cannot withdraw, and (3) must receive a grade.**

**MAKE-UP POLICY:**
Chipola allows each instructor to specify in the Instructor First Day Handout the makeup policy.

**ACADEMIC HONOR CODE POLICY:**
Students are expected to uphold the Academic Honor Code. Chipola College’s Honor Code is based on the premise that each student has the responsibility to (1) uphold the highest standards of academic honesty in his/her own work; (2) refuse to tolerate academic dishonesty in the college community; and (3) foster a high sense of honor and social responsibility on the part of students. Further information regarding the Academic Honor Code may be found in the Chipola Catalog, Student Governance section.

**STUDENTS WITH DISABILITIES POLICY:**
Chipola College is committed to making all programs and facilities accessible to anyone with a disability. Chipola’s goal is for students to obtain maximum benefit from their educational experience and to effectively transition into the college environment. Students with disabilities are requested to voluntarily contact the Office of Students with Disabilities to complete the intake process and determine their eligibility for reasonable accommodations.

**LIBRARY AND ON-LINE REFERENCE MATERIALS:**
The library is a comprehensive learning resource center providing information in print, electronic, and multimedia format to support the educational objectives of the College. On-line catalogs, e-books and electronic databases can be accessed by using the LINCCWeb icon on the Chipola Library website at [www.chipola.edu/library](http://www.chipola.edu/library). If you have questions about database usage consult the “How to Use the Chipola Databases” on the Library website or call the Library at 850/718-2274 during regular hours. Library hours are posted each semester at the building entrance and on the Library website. See your Instructor First Day Handout for individual instructor recommendations and resources.

**TECHNOLOGY RESOURCES:**
The college’s learning management system is Canvas. Classes become available on Canvas on the first day of the semester. It is the student’s responsibility to log onto the Canvas system the first day of class to establish the first day of attendance and to check announcements. All official class communication must be through Canvas. For
further information, contact your instructor or the Director of eLearning. The Canvas support hotline is available online in live chat and on the phone, toll-free, at 855-308-2812 for any issues in accessing or utilizing Canvas. The Information Technology Center, located in the library, is equipped with computer workstations. Lab hours are posted each semester at the building entrance and on the Library website.

**TUTORING RESOURCES:**
Chipola College has contracted Smarthinking, a Pearson Company, for online tutoring services, accessible especially from 5 p.m. to 8 a.m. It can be accessed through Canvas. Additionally, the Academic Center for Excellence (ACE) Lab, located in Building L, offers free tutoring from 8 a.m. to 5 p.m. and is equipped with computer workstations. Lab hours are posted each semester at the room entrance.

**ELECTRONIC DEVICE USAGE:**
All electronic devices such as cell phones, beepers, pagers, and related devices are to be silenced prior to entering classrooms and/or laboratories to avoid disruption. Should it become necessary for a student to leave his/her “device” on in order to send or receive an emergency call and/or text message, the student must inform the instructor prior to class. If the student finds it necessary to send and/or receive an emergency call and/or text message during class/lab time, he/she is instructed to take all books and belongings and step outside the classroom to deal with the situation. To minimize classroom disruption and the distraction to classmates, the student will not be permitted to reenter the classroom during that class period. Any time a test is being administered, all such devices must be turned off and put away. If a device is seen or heard during an exam, a score of zero will be given for that exam. Initial and repeated infractions may result in disciplinary action.

**DISCIPLINE SPECIFIC COMPETENCIES / LEARNING OUTCOMES:**

N1. Utilize the nursing process to plan, to implement, and to evaluate safe nursing care to promote the health of individuals and families with nursing problems.

N2. Demonstrate competence in nursing skills, including the cognitive, psychomotor, and effective domain.

**DISCIPLINE SPECIFIC COMPETENCIES / LEARNING OUTCOMES CONTINUED:**

N3. Recognize, intervene as necessary or alert appropriate persons to changes in a patient’s condition which changes the level of care

N4. Apply principles of bio-physical, environmental, psychological, and socio-cultural sciences while providing comprehensive nursing care.

N5. Use communication effectively with clients, families, significant others, and health team members.

N6. Modify his/her own behavior for enhancements of relationships with others
N7. Enable individuals and families to access available social and health resources within the community to meet identified healthcare needs.

N8. Adhere to legal and ethical principles of nursing practice. These principles include: assuming responsibility for personal and educational growth, using sound judgment to make decisions related to clinical performance, and seeking help when necessary.

N9. Participate as a member of various nursing organizations.

N10. Protect the privacy and rights of clients by acting as a client advocate

## LINKING COURSE-LEVEL STUDENT LEARNING OUTCOMES WITH DISCIPLINE-SPECIFIC COMPETENCIES, ASSESSMENT METHODS, AND ARTIFACTS

<table>
<thead>
<tr>
<th>COURSE-LEVEL STUDENT LEARNING OUTCOMES FOR NUR 4827</th>
<th>DISCIPLINE-SPECIFIC GENERAL EDUCATION COMPETENCIES</th>
<th>ASSESSMENT METHODS FOR COURSE LEVEL STUDENT LEARNING OUTCOMES</th>
<th>LEARNING ARTIFACTS FOR AA PROGRAM ASSESSMENT</th>
</tr>
</thead>
</table>

**Assessment Codes**
- **T** = Tests
- **Pre/Post** = Pre- and Post-Tests
- **OT** = Objective Tests
- **UT** = Unit Tests
- **Q** = Quizzes
- **F** = Final Examination
- **CF** = Cumulative Final
- **EX** = Departmental Exam
- **SE** = Nat’l or State Standardized Exam
- **RPT** = Report/Presentation
- **SP** = Skills Performance
- **SD** = Skills Demonstration
- **W** = Writing Assignments
- **E** = Essays
- **DE** = Documented Essays
- **RP** = Research papers
- **J** = Jury
- **R** = Recital
- **Proj** = Projects
- **Exp** = Experiments
- **Cap Proj** = Capstone Project
- **Cap Course** = Capstone Course
- **Prac.** = Practicum
- **Intern.** = Internship
- **H** = Homework
- **PS** = Problem Solving
- **DB** = Discussion Board
- **BO** = Behavioral Observation
- **Clin.** = Clinicals
- **CS** = Case Study
- **CP** = Case Plan
- **Port.** = Portfolio
- **Obs.** = Teacher Observation
- **Sk. Check** = Skills Check-off
- **Curriculum Frameworks**
- **JP** = Judged
- **Performance/Exhibition**
MEANS OF ACCOMPLISHING STUDENT LEARNING OUTCOMES:
On line discussion board participation, writing assignments, projects and readings in course text.

See First Day Handout for further information.

ASSIGNMENT AND/OR COURSE OUTLINE

COURSE CONTENT OUTLINE

I. Foundational Theories and Theories of Management and Leadership
   A. Theories of management and leadership
   B. Organizational structure and function
   C. Philosophy of nursing care and delivery and nursing service
   D. Budgeting and Financial Skills

II. Nursing Leadership Strategies
   A. Time Management/Delegation
   B. Conflict/conflict resolution
      a. Confrontation
      b. Negotiation
   C. Priority Setting
   D. Teaching/Learning
      a. Needs Assessment
      b. Planning
      c. Implementation
      d. Evaluation
      e. Utilizing Research
   E. Roles
      a. Consultation
      b. Collaboration
      c. Coordination
      d. Conference Leader
   F. Change
   G. Problem solving/Decision-making
      a. Process
      b. Assessment and Analysis
      c. Decision Identification
      d. Methods
      e. Critical Pathways
      f. Legal and Ethical Elements
   H. Consumer Relationships
   I. Stress Management

III. Factors Impacting Leadership
   A. Power and politics
   B. Motivation
   C. Ethical and legal standards
   D. Critical thinking
E. Group process
F. Nursing service delivery systems
G. Health care organizations
H. Cultural diversity

IV. Standards of Nursing Practice
   A. Accountability
   B. Quality improvement/Process improvement
   C. Risk management
   D. Laws/policies
   E. Standards of care
   F. Standards of practice

V. Human Resource Management Skills
   A. Recruitment and retention
   B. Absenteeism, turnover, and personal problems
   C. Performance appraisal
   D. Job analysis
   E. Staffing and scheduling
   F. Organization of nursing care

See your Instructor First Day Handout for individual instructor assignment schedule.