



## NUR 420: Contemporary Nursing – Leadership and Management

### Student Syllabus

#### Course Description

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This course will provide the student of nursing practice to understand the complex issues facing today's healthcare systems. This course will provide practical solutions for implementing strategies from the direct patient care level to that of the national legislative arena with a goal of improvement of patient care, the health-care system, and nursing as a profession. Looking at nursing from a historical perspective to today's trends and issues that have effect on patient care and patient outcomes. Every nurse has the necessity to lead and manage within the realm of practice. From nursing theory to roles, budget, communication, delegation, and staffing to care delivery models, a deeper understanding of basic leadership and management principles will help in decision making ability for quality improvement and patient safety. Prerequisites: Declared Geneva College Nursing major, completed CCBC nursing program, successfully passed the NCLEX.

#### Course Introduction

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NUR 420 focuses on the key components of leadership in nursing. Bachelor's prepared nurses are leaders in their practice environment. Nursing leaders face unique issues in the workplace and must understand the role of nursing in policy development to encourage practice change. This course will challenge the student to think deeper about issues in the workplace, leadership style, professional development, and the importance of being involved in local, national, and global policy concerns.

#### Course Outcomes

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

1. Use written, verbal, non-verbal, and emerging technology methods to communicate effectively.
2. Demonstrate basic knowledge of healthcare policy, finance, and regulatory environments, including local, state, national, and global healthcare trends.
3. Examine the roles and responsibilities of the regulatory agencies and their effect on patient care quality, workplace safety, and the scope of nursing and other health professionals' practice.
4. Compare the benefits and limitations of the major forms of reimbursement on the delivery of health care services.
5. Demonstrate tolerance for the ambiguity of the world and its effect on the healthcare system as related to nursing practice.
6. Recognize how national and global policy impacts eliminating health inequities.
7. Promote the image of nursing by modeling the values and articulating the knowledge, skills, and attitudes of the nursing profession.

## Course Texts

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American Psychological Association. (2020). *Publication manual of the American Psychological Association* (7<sup>th</sup> ed.). American Psychological Association.

ISBN-13: 978-1433832161

ISBN-10: 143383216X

Cherry, B., & Jacob, S. R. (2017). *Contemporary nursing: Issues, trends, and management* (7<sup>th</sup> ed.). Elsevier.

ISBN-13: 978-0323390224

ISBN-10: 0323390226

Patton, R. M., Zalon, M. L., & Ludwick, R. (Eds.). (2019). *Nurses making policy: From bedside to boardroom* (2<sup>nd</sup> ed.). Springer Publishing Company.

ISBN-13: 978-0826142221

eISBN: 978-0826142238

### Textbook Disclaimer

The textbooks for this course were chosen because their primary content directly relates to the objectives of this course. At times, there may be items or issues that are not presented from a proper Christian worldview. As such, the textbooks do not represent an endorsement by Geneva College or the relevant academic department at Geneva College.

## Archiving of Online Courses

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In order to provide the best service and to eliminate bandwidth bottlenecks, online courses will be removed from Moodle according to a scheduled archiving process. Students will have access in Moodle to courses taken during the current academic year and one previous academic year. Once a course is removed from Moodle, students will no longer have access to their coursework for the archived course. In preparation for the archiving of online courses, students are advised to save copies of their papers and other important coursework offline on a personal computer or other file storage location. Geneva College is not responsible for student files once a course has been archived offline.

## Learning and Physical Disabilities Policy

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Geneva College values diversity and inclusion and recognizes disabilities as an aspect of diversity. Our shared goal is to create learning environments that are accessible, equitable, and inclusive; ultimately leading to the success of our students in and beyond college. Therefore, Geneva College complies with the ADA as well as Section 504 of the Rehabilitation Act by affording reasonable accommodations to qualified students with disabilities. Any student with a disability who needs academic accommodations

should contact Geneva's Student Success Center (SSC) to arrange a confidential appointment with the Director of the SSC before or during the first week of classes. (Some accommodations may take time to put into place, so it is advised to request this appointment as early as possible.) Legally, no retroactive accommodations can be provided.

Accommodations for disabilities are available only as recommended by the SSC. For more details, visit Geneva's website, call 724-847-5005, or stop by the Student Success Center office. The SSC is located on the second floor of the Student Center. Students who have questions about their right to benefits or have grievances under these statutes should contact the Director of the SSC.

Geneva College also offers professional counseling services for students who are experiencing concerns with their overall mental health, either chronic or acute. These services are confidential and free of charge and are provided by Health and Counseling Services. Students can schedule an appointment through [MyGeneva](#) or by contacting Counseling Services at 724-847-4081.

## The Grading System

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The grading scale is A, B, C, D, and F. Geneva includes pluses (+) and minuses (-) in the determination of the grade point average (GPA). Grade points are assigned for each semester hour of credit earned according to the following system:

Letter Grade	Percentage	GPA	Explanation
A	93.00% - 100.00%	4.0	Excellent
A-	90.00% - 92.99%	3.7	
B+	87.00% - 89.99%	3.3	
B	83.00% - 86.99%	3.0	Good
B-	80.00% - 82.99%	2.7	
C+	77.00% - 79.99%	2.3	
C	73.00% - 76.99%	2.0	Satisfactory
C-	70.00% - 72.99%	1.7	
D+	67.00% - 69.99%	1.3	
D	63.00% - 66.99%	1.0	Less than Satisfactory
D-	60.00% - 62.99%	0.7	
F	< 60.00%	0.0	No Credit Given

## Policy on Academic Honesty

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Because honesty is expected in all college relationships, any form of cheating on exams or any plagiarism in formal written work is punishable by failure in the course. Repeated violations may result in expulsion from the college. Please read the Academic Integrity Policy in the College Catalog.

Students may appeal any disciplinary action by following the procedure laid out in the College's Policy on Academic Integrity.

Students are encouraged to visit [www.plagiarism.org](http://www.plagiarism.org) in order to clarify what constitutes plagiarism as well as a number of other academic standards. This website also provides directives as to how to avoid committing this act and how to properly cite academic sources.

## Turnitin Policy

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Students agree that by taking this course all required papers may be subject to submission for textual similarity review to [Turnitin.com](http://Turnitin.com) for the detection of plagiarism. All submitted papers will be included as source documents in the Turnitin reference database solely for the purpose of detecting plagiarism of such papers. Students must agree to the End User License Agreement (EULA) for Turnitin. Use of the Turnitin service is subject to the Usage Policy and Privacy Pledge posted on Turnitin.com.

## Participation Policy

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In the online environment, **participation is marked by the completion of an academic event in each session (week) of the course.** Academic events include, but are not limited to, submission of a class assignment, participation in class discussion forum, or completion of a quiz/exam.

**If no academic event is completed within the first session (Week 1) of a course, the student will be administratively withdrawn from the course.** Beyond the first session, if no academic event is completed for a class session, the student will be considered as having not participated in that week of class, which in some cases may result in zeros on the missed assignments and a half-letter grade deduction from the student's final course grade.

**If a student does not complete an academic event for two consecutive sessions, the student will either be administratively withdrawn from the course or will receive a final course grade of F,** depending on how much of the course has transpired at the time of the second week of nonparticipation. For more details, please review Geneva's Student Handbook ([Undergraduate](#) and [Graduate](#)).

## Academic Grievance

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For grievances related to grading and other course academic policies, the student should follow the published Academic Grievance Policy in the College Catalog.

## Course Evaluation

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Criteria	Points Breakdown	Points
Discussion Forums (8)	30 points each	240 points
Position Paper Part 1: Selecting a Contemporary Nursing Issue	One Submission	100 points
Final Position Paper	One Submission	160 points
Case Studies (2)	150 points each	300 points
Professional Development Oral Presentation	One Submission	200 points
Total		1000 points

## Assignment Descriptions

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### *Discussion Forums*

Class participation is monitored by postings and responses in the discussion forum. Typically, class participation is composed of two parts:

- Part 1 – Requires you to go to your discussion forum and post a response to a question or prompt that is written in your syllabus by 11:55 pm (EST) Wednesday of your scheduled session week. Your instructor will generally respond to your post within 24 hours. Depending on the nature of the assignment, the instructor may have a follow up question for you, ask you for clarification or further details, or direct your conversation to someone else for rebuttal.
- Part 2 – Respond back to your instructor's post. In addition, post a response to at least two of your fellow classmates' postings, using 1 or 2 paragraphs. Your response should further the discussion (e.g., ask a question, provide further information or examples, or introduce a different opinion). In particular, one response to a classmate **MUST** be in the form of a question that seeks to further the conversation. Your question must be posed by 11:55 pm (EST) Friday of the scheduled session week so that your classmate has adequate time to answer it.

Likewise, if a question is posed to you by Friday night, you are also required to answer it.

Part 2 of these online activities (response to instructor, response to classmates' questions of you, and responses to your classmates) must be completed by 11:55 pm (EST) Saturday of each session.

Your posting and responses will be graded by your instructor.

### *Position Paper*

The two-part Position Paper assignment provides students an opportunity to articulate thoughts and communicate in writing their viewpoint and competing viewpoints on an existing nursing issue, as effective communication and advocacy are important nursing leadership skills. Specific instructions for completing the two-part Position Paper written assignment can be found in the course outline below.

- Session 2: Position Paper Part 1
- Session 3: Final Position Paper

Each of these written assignments will be graded on content, style, and timeliness. They should adhere to all page length requirements and typical APA 7<sup>th</sup> edition style and formatting (double spacing, proper APA citations, etc.).

All written assignments are due by 11:55 pm (EST) Saturday of the designated session week.

### *Case Studies*

Throughout this course, students will complete two case studies that will require them to concisely respond to and apply some of the key course concepts. Specific instructions for completing these written assignments can be found in the course outline below.

- Session 4: Case Study 1
- Session 6: Case Study 2

Each of these written assignments will be graded on content, style, and timeliness. They should adhere to all page length requirements and typical APA 7<sup>th</sup> edition style and formatting (double spacing, proper APA citations, etc.).

All written assignments are due by 11:55 pm (EST) Saturday of the designated session week.

### *Professional Development Oral Presentation*

In Session 8, students will create an 8-10-minute oral presentation discussing professional development goals. For this assignment, students will present a professional development plan that includes key aspects of leadership, such as licensure, professional certification, leadership roles, and involvement in policy development.

The oral presentation will be an audio-embedded PowerPoint presentation that will be uploaded to a forum in the Moodle classroom. Your fellow classmates and instructor will be able to view your presentation, ask questions, and make comments. If you need further instructions for recording an audio-embedded PowerPoint, a tutorial will be available in your Moodle classroom.

The purpose of this assignment is to communicate a plan for continual development as a professional nurse. Please be mindful that this is a professional presentation. Students should imagine that the audience is a potential employer who has asked where they plan to be in their career within the next several years. Use the 5/5/5 rule and limit clip art on slides.

After uploading your presentation, watch 5 of your classmates' presentations. Then, choose 2 of these presentations and provide a brief response by asking a question and giving feedback. Response posts should be approximately 50 words and include a question and a constructive response to the presentation's content.

This assignment will be graded on organization, content, delivery, and use of media. The presentation should adhere to typical APA 7<sup>th</sup> edition style and formatting (proper APA in-text citations, reference list slide, etc.) where applicable.

Students must post their audio-embedded PowerPoint by 11:55 pm (EST) Wednesday Session 8.

Responses to 2 classmates' presentations must occur by 11:55 pm (EST) Saturday Session 8.