I. LOCATOR INFORMATION
Course: NURS 410 Nursing Leadership
Curriculum Level: Senior level only
Course Credit: 2 Credit Hours
Pre-requisites: All nursing courses in curriculum, Co-requisites NURS 406 and NURS 406L and NURS 481 and 481L

FSU Policy on Electronic Mail: Fayetteville State University provides to each student, free of charge, an electronic mail account (username@uncfsu.edu) that is easily accessible via the Internet. The university has established FSU email as the primary mode of correspondence between university officials and enrolled students. Inquiries and requests from students pertaining to academic records, grades, bills, financial aid, and other matters of confidential nature must be submitted via FSU email. Inquiries or requests from personal email accounts are not assured a response. The university maintains open-use computer laboratories throughout the campus that can be used to access electronic mail. Rules and regulations governing the use of FSU email may be found at the FSU website.

II. COURSE DESCRIPTION
This course is designed to analyze the role of the professional nurse as a leader in the profession and health care delivery. The course will focus on nursing leaders as vanguards of the profession and the role of the nurse leader in health care delivery systems. Advanced theoretical concepts will be examined using the nursing process as a framework.

III. DISABLED STUDENT SERVICES
In accordance with Section 504 of the 1973 Rehabilitation Act and the Americans with Disabilities Act (ACA) of 1990, if you have a disability or think you have a disability to please contact the Center for Personal Development in the Spaulding Building, Room 155 (1st Floor); 910-672-1203.

IV. Title IX – Sexual Misconduct
Fayetteville State University (University) is committed to fostering a safe campus environment where sexual misconduct — including sexual harassment, domestic and dating violence, sexual assault, and stalking - is unacceptable and is not tolerated. The University encourages students
who may have experienced sexual misconduct to speak with someone at the University so that the University can provide the support that is needed and respond appropriately. The Sexual Misconduct policy can be found at the following link: http://www.uncfsu.edu/Documents/Policy/students/SexualMisconduct.pdf

Consulting with a Health Care Professional - A student who wishes to confidentially speak about an incident of sexual misconduct should contact either of the following individuals who are required to maintain confidentiality:

- Ms. Pamela C. Fisher
  Licensed Professional Counselor
  Spaulding Building, Room 165
  (910) 672-387
  psmith@uncfsu.edu

- Ms. Linda Melvin
  Director, Student Health Services
  Spaulding Building, Room 121
  (910) 672-1454
  lmelvi10@uncfsu.edu

Reporting an Incident of Sexual Misconduct - The University encourages students to report incidents of sexual misconduct. A student who wishes to report sexual misconduct or has questions about University policies and procedures regarding sexual misconduct should contact the following individual:

- Ms. Victoria Ratliff
  Deputy Title IX Coordinator for Students
  Spaulding Building, Room 155
  (910) 672-1222
  vratliff@uncfsu.edu

Unlike the Licensed Professional Counselor or the Director of Student Health Services, the Deputy Title IX Coordinator is legally obligated to investigate reports of sexual misconduct, and therefore cannot guarantee confidentiality, but a request for confidentiality will be considered and respected to the extent possible.

Students are also encouraged to report incidents of sexual misconduct to the University’s Police and Public Safety Department at (910) 672-1911.

V. NURSING DISCLAIMER
This syllabus is not an unchangeable contract, but instead, an announcement of present course requirements and policies only. Implicit in each student's enrollment is an agreement to comply with the course requirements and policies, which the professor may modify to exercise properly his/her educational responsibility.

VI. TEXTBOOKS
Required Learning Resources
VII. COURSE OBJECTIVES
Upon completion of this course, the student will be able to:

1. Describe the role of nurse leaders in the organizational socialization process.
2. Discuss the role of professional nursing organizations.
3. Differentiate between management and leadership roles of the professional nurse in health care delivery.
4. Differentiate between management functions of planning, organizing, staffing, directing, and controlling.
5. Incorporate the concept of empowerment to create a valuable and productive work environment for self and others.
6. Evaluate the integration of the essential values of Baccalaureate Education according to American Association Colleges of Nursing.
7. Compare assertiveness and negotiation strategies used by effective nurse leaders in professional situations and as part of class group process.
8. Demonstrate attitudes and behaviors that indicate responsibility and accountability as a leader in professional nursing practice and health care delivery.
9. Synthesize nursing and general education knowledge as applied to leadership and management styles.
10. Demonstrate the relevance of evidence-based research findings for nursing practice in an environment of continuous quality improvement.
11. Analyze own leadership style.

VIII. EVALUATION CRITERIA
A. Grade Distribution/Assignment

<table>
<thead>
<tr>
<th>Final Grade Calculation</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class Participation</td>
<td>30%</td>
</tr>
<tr>
<td>Unit Quizzes</td>
<td>20%</td>
</tr>
<tr>
<td>Class Projects</td>
<td>30%</td>
</tr>
<tr>
<td>Final Paper</td>
<td>20%</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
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</tbody>
</table>

B. Grading Scale
The Grading Scale for the Department of Nursing is the following:

<table>
<thead>
<tr>
<th>Grade</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>A</td>
<td>93-100</td>
</tr>
<tr>
<td>B</td>
<td>85-92</td>
</tr>
<tr>
<td>C</td>
<td>78-84</td>
</tr>
<tr>
<td>D</td>
<td>70-77</td>
</tr>
<tr>
<td>F</td>
<td>&lt;= 69</td>
</tr>
<tr>
<td>I</td>
<td>Incomplete</td>
</tr>
<tr>
<td>W</td>
<td>Withdrawal from a class</td>
</tr>
<tr>
<td>WN</td>
<td>Withdrawal due to non-attendance</td>
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</tbody>
</table>

Group Presentations: All students will be randomly assigned to groups for the duration of the semester. Group activities consisting of class presentations will be completed throughout the
semester at the discretion of the instructor. All members of the group are expected to actively participate in the activities.

**Policy on Missed or Late Assignments:** Students are expected to submit required work on time. Examinations are to be taken when scheduled. Unexcused absence from a test will result in a zero (0). A make-up test, if given, will be based on the original test objectives, the format of the test will be at the discretion of the instructor. Make-up tests must be taken on within one week of the originally scheduled exam.

**Attendance Requirements:** Students are expected to be in attendance at class. If a student anticipates an absence, the faculty member should be notified in advance and arrangements to fulfill class assignments will be made at the discretion of the instructor.

**Academic Progression Policy:** Students must earn a grade of “C” or higher in each non-NURS and NURS course in order to progress in the nursing program. Refer to the Nursing Program Student Handbook at http://www.uncfsu.edu/Documents/Nursing/Handbook.pdf

**Academic Misconduct Policy:** The *Code of the University of North Carolina* (of which FSU is a constituent institution) and the *FSU Code of Student Conduct* affirm that all students have the right to receive instruction without interference from other students who disrupt classes. Each student should read and adhere to the misconduct policy found on the university website at http://www.uncfsu.edu/Documents/Policy/academic_affairs/DisruptiveBehavior.Final.pdf.

**Honor Code:** All students are expected to maintain high ethical and moral standards. A very important component of this is the Honor Code. All students are expected to support academic integrity in all written work, quizzes, and examinations.

Students are expected to adhere to the University’s Code of Conduct located at http://www.uncfsu.edu/documents/handbook/Codeofconduct.pdf

**Online Expectations:** Nursing 410 is a web-enhanced course utilizing the Blackboard (Bb) platform. There will be class assignments on the Bb platform, which you are expected to actively participate in order to facilitate critical thinking and integration of knowledge into practice.

**IX. Academic Support Resources:**
Library Services: Students are expected to make judicious use of library services. Refer to the website at http://library.uncfsu.edu/ for library information. Smart thinking is available to all students. This is an Online Writing Lab, which is accessible from Blackboard.

**X. Teaching Strategies**
Class Schedule

<table>
<thead>
<tr>
<th>Date</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thursday, August 21</td>
<td>Review of syllabus</td>
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<tr>
<td></td>
<td>Patient Advocacy, advanced directives and informed consent, Professional Advocacy</td>
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<tr>
<td>Monday, August 25, 2-3</td>
<td>Hurst Review</td>
</tr>
<tr>
<td>Monday, September 1</td>
<td>Labor Day Holiday</td>
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| Thursday, September 4, 9-12 | Conflict Resolution  
Creating a motivating environment  
Ethical Practices  
Legal and Legislative issues |
| Monday, September 8, 2-3 | Employment, Recruitment; Team Building, Staffing Needs |
| Thursday, September 11, 9-12 | Career Development: From Graduate to Retirement  
Professional Nursing Organizations  
Nursing Portfolios |
| Monday, September 15, 2-3 | Fiscal Planning |
| Thursday, September 18, 9-12 | Quiz 1  
Quality Control and Resource Management |
| Monday, September 22, 2-3 | Organizing Patient Care |
| Thursday, September 25, 9-12 | Delegation |
| Monday, September 29, 2-3 | Time Management  
Staffing needs and scheduling policies |
| Thursday, October 2, 9-12 | Quiz 2  
Disaster Management |
| Monday, October 6, 2-3 | Decision Making, Problem Solving and Critical Thinking in Leadership and Management |
| Thursday, October 9, 9 -12 | Problem Employees  
21st Century Views of Leadership and Management |
| Monday, October 13 , 2-3 | Final Paper  
Class project due |

**Leadership Project**

The focus of this 5 page paper is to identify a change that you have observed that is needed in the clinical practice setting that is based in nursing research. The topic should use nursing management and leadership, and link to evidenced-based practice in the clinical environment with a significant analysis of the implications for the nursing profession.
Leadership Paper Evaluation Criteria

1. Abstract provides a synopsis of the topic paper as per APA guidelines and introduction provides an overview of the paper; and describes the objectives of the paper. 

   (10%)

2. Review of Literature: At least **THREE nursing research articles** included. Appropriate nursing theory identified and supported with references. The bibliography should include at least 4 professional, refereed journal articles.

   (30%)

3. Budget process – estimate of how much the change will cost (attachment included) (10%) 

4. Discuss how nursing leadership can effect this change (30%)
   - Includes Essentials of Baccalaureate Education
   - Includes Essential Values
   - Applies Differentiated nursing practice
   - Identifies and applies appropriate ANA nursing standards
   - Incorporates ANA Scope of Practice
   - Identifies appropriate ethical considerations

5. Mechanics (10%)
   - Correct spelling, grammar, capitalization, punctuation, sentence structure and paragraph construction.
   - Absence of run-on sentences, incomplete sentences with compound ideas.
   - APA (6th ed.) format for documentation used throughout the paper

6. Organization:
   - Logical content and flow of ideas with smooth transitions between ideas and paragraphs.
   - Writer’s intent and meaning clear and specifically stated (does not ramble or elude) (10%) 

   Total ________________
Nursing Portfolio

The nursing portfolio should include a cover letter, a professional resume including identifying information, career objectives educational credentials and background, professional credentials, professional memberships, clinical expertise and interests (work history), scholarly activities, professional and community services, honors and awards. Mock interviews will be held after portfolio submission.

Understanding Roles, Rules and Regulations of National Council State Board of Nursing (NCSBN) and North Carolina Board of Nursing

At the end of navigation of the posted websites, students will complete a mock application for licensure. Instructions and website links will be posted on blackboard.