UNIVERSITY OF FLORIDA

COLLEGE OF NURSING

COURSE SYLLABUS

Spring 2015

COURSE NUMBER NGR 7700 sect 14BC

COURSE TITLE Leadership and Role Development in Advanced Nursing Practice

CREDITS 3

PLACEMENT DNP program

PREREQUISITES NGR 6636 Health Promotion and Role Development in

Advanced Practice Nursing

COREQUISITES none

FACULTY Mary Fisher PhD, Clinical Professor

# mlfisher@ufl.edu

Office Hours Thursday, 8:00-10:00pm and by appointment

Skype name: mlfquilter

COURSE DESCRIPTION This course provides knowledge and skill to effectively manage change, empower others, and influence political processes. Advanced nursing practice leadership occurs in clinical practice with clients and staff, within health-care institutions and professional organizations, and in health-care policymaking arenas. To develop the leadership role, the student implements strategies for creating organizational change to provide high quality services at reasonable costs. Focus is on organizational process, including the associated management of conflict, change, and control of risk within a political context.

COURSE OBJECTIVES Upon completion of this course, the student will be able to:

1. Analyze the scope of advanced nursing practice within the context of the social climate, political environment, and the law.
2. Analyze risk management issues related to advanced nursing practice.
3. Implement strategies to influence current state or national legislative process through creative leadership and advocacy.
4. Analyze theories and issues of leadership for advanced nursing practice, including organizational culture, empowerment, change and conflict, and equitable distribution of resources.
5. Synthesize negotiation theories for advanced nursing practice within the context of contemporary health care networks and prevailing policies.

Course Objectives continued

1. Using the strategic planning process, develop a framework for planning, implementing and evaluating organizational goals.

COURSE SCHEDULE Web based course

Section Day

14BC Web

E-Learning in Canvas is the course management system that you will use for this course. E-Learning in Canvas is accessed by using your Gatorlink account name and password at <https://lss.at.ufl.edu/>. There are several tutorials and student help links on the E-Learning login site. If you have technical questions call the UF Computer Help Desk at 352-392-HELP or send email to [helpdesk@ufl.edu](mailto:helpdesk@ufl.edu).

It is important that you regularly check your Gatorlink account email for College and University wide information and the course E-Learning site for announcements and notifications.

Course websites are generally made available on the Friday before the first day of classes.

TOPICAL OUTLINE

1. Nature of health care organizations and nursing organizations
2. Theories of change in organizational systems
3. Special issues in conflict management
4. Negotiation theories
5. Current and emerging practice models
6. Leadership and the political process
7. Equitable distribution of resources in nursing systems
8. Influence of social climate and culture on health care organizational systems
9. Strategic planning process
10. Selected issues in advanced nursing practice role development.

TEACHING METHODS

Discussions, debate, papers, and individual projects

LEARNING ACTIVITIES

Required: Preliminary identification of advanced nursing project area of interest.

Other: Discussions, debate, online presentations, written assignments

EVALUATION METHODS/COURSE GRADE CALCULATION

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| ITEM | PERCENTAGE |
| Discussion Board Posts | 40% |
| Influencing Political Process project | 25% |
| 3 page project proposal  (Draft 5%)  (Final version 15%)  Take home final  Attendance at the College of Nursing Research Day March 27 is a required learning activity. 1 point of extra credit will be provided to those who email a summary to the professor within 1 week of the event. | 20%  15% |

# All assignments, discussions and papers must be in by 11:59 PM on the due date. If

# you have extenuating circumstances, let your professor know ahead of time. Generally, all assignments are due Sundays at 11:59 pm

*Every effort will be made to return assignments with feedback in 5 to 10 working days.*

MAKE UP POLICY

A grade penalty will be assigned for late assignments and discussion posts unless extenuating circumstances are reported to instructor before the due date.

GRADING SCALE/QUALITY POINTS

A 95-100 (4.0) C 74-79\* (2.0)

A- 93-94 (3.67) C- 72-73 (1.67)

B+ 91- 92 (3.33) D+ 70-71 (1.33)

B 84-90 (3.0) D 64-69 (1.0)

B- 82-83 (2.67) D- 62-63 (0.67)

C+ 80-81 (2.33) E 61 or below (0.0)

\* 74 is the minimal passing grade

For more information on grades and grading policies, please refer to University’s grading policies: <https://catalog.ufl.edu/ugrad/current/regulations/info/grades.aspx>

REQUIRED TEXTBOOKS

Grossman, S. C. & Valiga, T. M (2013). *The new leadership challenge: Creating the future of*

*nursing*. (4th ed.) Philadelphia, PA: F. A. Davis

Mason, D. J. Leavitt, J. K, & Chaffee, M. W. (2012). *Policy & politics in nursing and health*

*care* (6th ed.) St. Louis, MO: Elsevier.

RECOMMENDED TEXTBOOK

Houser, J & Bokovoy (2006) *Clinical research in practice: A guide for the bedside scientist*.

Boston, MA: Jones and Bartlett (available used on Amazon—helpful for project

methodology).

Garrard, J. (2011). *Health sciences literature review made easy: The matrix method*. (3rd

ed.) Boston, MA: Jones & Bartlett (2006 ed. available used on Amazon—helpful for

focusing your project lit review—older editions are fine).

WEEKLY CLASS SCHEDULE

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| **WEEK** | **MODULE** | **TOPIC** | **ASSIGNMENTS/READINGS** See website for additional detail on resources/learning activities | **EVALUATION ACTIVITIES**  See assignment and grading detail on course website |
| Week 1  Jan 6-11 | **Introduction assignment**  **Module 1**  Leadership: Who me? And in What Context? | Course Introductions  The Role of Self-Awareness in Leadership  Advanced Practice Nursing within Organizational Systems/  Scope of practice issues | See Module 1 details for assigned readings, learning activities and evaluation activities  Review ARNP Scope of Practice for Florida | **Voicethread Discussion Assignment  Due 1/11/15 11:59 pm**   1. Introductions    1. Post your photo on Canvas    2. Post an introduction to yourself on Voicethread. (Link on course site). Please include:       1. Specialty area       2. Goals for the course       3. Past leadership experiences   2. **Module 1 due 1/11/15 11:59 pm** |
| Week 2  Jan 12-18 | **Module 2:** Foundations of Leadership | Leaders, Managers, Followers and Empowerment | Grossman & Valiga chaps 1, 2, 3  View posted Voicethread | **Module 2 discussion posting 1 due 1/11/15 11:59 pm** |
| Week 3  Jan 20-25 **(note Jan 19 is a holiday)** | **Module 2 (cont.):** Foundations of Leadership | Theories of Leadership | Grossman & Valiga chaps 4, 5 | **Module 2 discussion posting 2 due 1/18/15 11:59 pm** |
| Week 4  Jan 26-Feb 1 | **Module 3**  Change is Hard | Leading through Change:  Change Theories | Grossman & Valiga chap 7  See posted readings  View posted Voicethread | **Module 3 discussion posting 1 due 1/25/15 11:59 pm** |
| Week 5  Feb 2-8 | **Module 3**  Change is Hard (Continued) | Leading Through Change: Change Management | See Posted AACN materials  View posted Voicethread | **Module 3 discussion posting 2 due Due 2/8/15 11:59 pm**  “Differentiating Research: Efficacy vs Effectiveness Research- What’s the Difference?” |
| **WEEK** | **MODULE** | **TOPIC** | **ASSIGNMENTS/READINGS** See website for detail on resources /websites/ learning activities | **EVALUATION ACTIVITIES**  See assignment and grading detail on course website |
| Week 6  Feb 9-15 | **Module 3**  Change is Hard (Continued) | Leading a Practice Change | Share practice change ideas, seek feedback and input from your professor and classmates on this week’s Voicethread. | **Voicethread Discussion Assignment Due 2/15/15 11:59 pm** |
| Week 8  Feb 16-22 | **Module 4** | Leading Through Negotiation | Look for an article on negotiation in nursing | **Module 4 discussion Assignment  Due 2/22/15 11:59 pm**  Work on your Practice Change Proposal |
| Week 9  Feb 23-Mar 1 | **Module 5**  Conflict: The Good, the Bad, and the Ugly | Leading Through Conflict Management | Mason Leavitt & Chaffee  Chapter 11  View posted articles  View posted Voicethread | **Draft of Practice Change Proposal**  **Due 3/01/15 at 11:59 pm.**  **Module 5 Discussion Assignment**  **Due 3/1/15 11:59 pm**  “Case-based Conflict Management Strategies: Which Would You Select?” |
| Week 10  March 2-7 | SPRING BREAK | | | |
| Week 11  March 9-15 | **Module 6**  Influencing Policy Development | Leadership and the Political process | Mason Leavitt & Chaffee Chapters 6, 7  See posted readings  Begin Political Process Project | **Voicethread Discussion Assignment**  **Due 3/15/15 11:59 pm**  “Developing Personal Political Expertise” |
| Week 12  Mar 16-22 | **Module 6**  Influencing Policy Development (Continued) | Leadership Through Social Justice | Mason Leavitt & Chaffee chaps 16, 17  See posted readings  Participate in the assigned debate | **Module 6 Debate Assignment**  **Due 3/1/15 11:59 pm**  Begin Political Process paper which is due 4/19  **Final version of Practice Change Proposal Due 3/22/15 11:59 pm** |

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| **WEEK** | **MODULE** | **TOPIC** | **ASSIGNMENTS/READINGS** See website for additional detail on resources/ websites/ learning activities | **EVALUATION ACTIVITIES**  See assignment and grading detail on course website |
| Week 13  Mar 23-29 | **Module 7**  Strategic Planning: Putting it all Together | Leading Strategic Planning | View posted Voicethread  Grossman & Valiga chap 8 | **Voicethread Discussion Assignment**  **Due 3/29/15 11:59 pm**  Look ahead to interview of APN needed next week! |
| Week 14  Mar 30-Apr 5 | **Module 8**  Leadership in the Advanced Nursing Practice Environment | Advanced Practice Leadership | Mason Leavitt & Chaffee chap 19  View posted lecture | **Module 8 Assignment:** interview an APN using the assigned rubric and post your summary |
| Week 15  Apr 6-12 | **Module 9**  Managing Risk in Health Care Organizations | Risk Assessment and Management | See posted readings | **Voicethread Module 9 Discussion Assignment**  **Due 4/15 11:59 pm**  “Practice Based Risk Reduction Strategies”  Take home final distributed |
| Week 16  April 13-19 | **Module 10**  Culture and Health Care Organizations | Influence of social climate and culture | See posted readings | **Module 10 Discussion Assignment**  **Due 4/19/15 11:59 pm**  **Political Process paper**  **Due 4/19/15** |
| Week 17  April 20-22 | Moving to the Finish Line! | Course Evaluations | Complete course evaluations | **Take home final due 4/22/15** |

\*\* See modules for any required journal articles, documents and web materials

Approved: Academic Affairs Committee: 7/96; 11/01; 11/03

Faculty: 8/96; 11/01; 11/03

UF Curriculum: 10/96;

University and College of Nursing Policies:

Please see the College of Nursing website for a full explanation of each of the following policies - <http://nursing.ufl.edu/students/student-policies-and-handbooks/course-policies/>.

Attendance Faculty Evaluations

Student Use of Social Media Student Handbook

Academic Honesty

UF Grading Policy

Accommodations due to Disability

Religious Holidays

Counseling and Mental Health Services