Texas A&M University - Corpus Christi
College of Nursing and Health Sciences

NURS 4671.W01: Leadership/Management
Syllabus
Spring 2016

| CO-FACULTY: | Diana (Dee) Martinez Dolan PhD, MSN, RN | Cathy Miller PhD, RN |
| OFFICE: | Island Hall Office 347 | Island Hall, Office 328G |
| OFFICE HOURS: | Tuesdays 10 a.m. - 1 p.m. Monday – Friday by appointment or phone. | Mondays: 9a.m.-11:30a.m. and Tuesdays 9a.m.-5p.m. available other times by appointment or phone. |
| TELEPHONE: | 361-825-2613 Cell: 361-993-2610 | 361-825-4241 |
| EMAIL: | dee.dolan@tamucc.edu | cathy.miller@tamucc.edu |
| FAX: | (361) 825-3491 |
| CREDITS: | 6 Semester Hours (6:0) |
| LECTURE LOCATION: | Online through Blackboard |

**COURSE DESCRIPTION:** The course uses a systems framework and critical thinking strategies to study the coordinating role of the professional nurse within health care delivery. Current theories of management, leadership and change are examined and related to nursing practice. Focus on synthesis of this knowledge to develop innovative and creative approaches to nursing practice. Applies theoretical and empirical concepts through experiences gained in local health care institutions.

**COURSE OBJECTIVES:**

At the end of this course, the student will be able to:

1. Analyze current theories of management and leadership
   1.1 Differentiate between management and leadership
   1.2 Identify the current leadership theories that are effective in nursing.
   1.3 Apply nursing and non-nursing theories as they relate to nursing leadership.
1.4 Compare the theories of change and their utilization of coordinating nursing care

2. Compare the theories of change and their utilization within nursing.
   2.1 Identify a theory of change that you can use effectively
   2.2 Identify effective and ineffective utilization of change

3. Synthesize the concepts of management, leadership and change in relation to the role of the professional nurse and nurse leader.
   3.1 Examine the philosophy and organizational framework of a nursing division within a health care agency.
   3.2 Compare various leadership and management styles utilized by nurses
   3.3 Utilize current research in nursing management.

4. Evaluate leadership and management behaviors useful in nursing
   4.1 Analyze the behavior of nurses in leadership and management roles and their effectiveness in health care systems
   4.2 Compare the expertise required of the nurse at different levels of management.
   4.3 Identify the responsibilities and accountabilities associated at the different levels of management

5. Demonstrate critical thinking strategies throughout the course
   5.1 Demonstrate the ability to evaluate one’s self and the performance of peers and subordinates
   5.2 Demonstrate the ability to function as an effective team member.

6. Accept responsibility for independent professional judgments and behavior.

MEETING COURSE OBJECTIVES

Discussions, independent reading and studying are used to stimulate the development of an understanding of the principles of nursing leadership and management and their application in the coordination of nursing care. The laboratory provides students opportunities to apply the principles learned in the classroom.

In preparation as a knowledgeable worker, the student is responsible for the identification of individual learning needs, self-direction, and demonstration that learning has occurred. READ and TAKE NOTES. Ask questions - there is no such thing as a stupid question. Review your notes between classes and ask your instructor to clarify points that are not well understood before the start of another topic. Faculty will provide guidance to assist every student’s successful
completion of this course. In this course, you are encouraged to assume the lead in managing your practice through thoughtful evaluation of your professional performance and consistent search for evidence-based knowledge essential to competent care delivery.

**REQUIRED MATERIALS:**


- Board of Nurse Examiners of Texas Differentiated Entry-Level Competencies- website: [ftp://www.bne.state.tx.us/del-comp.pdf](ftp://www.bne.state.tx.us/del-comp.pdf)


- Texas Administrative Code: Nurse Practice Act – website [http://www.bne.state.tx.us/nparr.htm](http://www.bne.state.tx.us/nparr.htm)

- AONE Competency [http://r.search.yahoo.com/_ylt=A0LEVtSCBecFUt8wANesnn1I0P:ylu=X3oDMTEzdHV0M2oyBHNlYwNzcRwb3MDMgRjib2xyA2JmMQR2dGlkA1IUzAwMl8x/RV=2/RE=1421994498/RO=10/RU=http%3a%2f%2fwww.aone.org%2fmembership%2fcertification%2fdocs%2fnurseexeccompetencies.pdf/RK=0/RS=miN6b0YQb.DkdbuTEQOCjiG99qlcM-](http://r.search.yahoo.com/_ylt=A0LEVtSCBecFUt8wANesnn1I0P:ylu=X3oDMTEzdHV0M2oyBHNlYwNzcRwb3MDMgRjib2xyA2JmMQR2dGlkA1IUzAwMl8x/RV=2/RE=1421994498/RO=10/RU=http%3a%2f%2fwww.aone.org%2fmembership%2fcertification%2fdocs%2fnurseexeccompetencies.pdf/RK=0/RS=miN6b0YQb.DkdbuTEQOCjiG99qlcM-)


Other readings as assigned – Students are expected to check Black Board Information regularly for additional readings and information.

**POLICIES:**

Evaluation Input From Students
The faculty of the College of Nursing and Health Sciences places great value on evaluative input from students. Evaluation of courses, instructors and clinical facilities provides the College with important data which is used to strengthen the program. Data is analyzed as to trends and themes and is important to curriculum and sequencing decisions. All evaluations for courses posted are online. The online mechanism allows us the opportunity to tabulate and store information in order to analyze trends within the curriculum. Please be assured that this information is secured and not released until after grades are submitted. No names are available to faculty. In order to garner some reliability and validity, the College must have representative data from the student population. That representation, based on the literature, has been set at 70%. The College is anticipating that students will thoughtfully participate in the evaluation process, which will assist the faculty with the growth of the program. A link to evaluations will be available on Blackboard toward the end of the semester. Thank you in advance for your assistance with the evaluation process.

**Academic Integrity and Honesty**

It is expected that University students will demonstrate a high level of maturity, self-direction, and ability to manage their own affairs. Students are viewed as individuals who possess the qualities of worth, dignity, and the capacity for self-direction in personal behavior. University students are expected to conduct themselves in accordance with the highest standards of academic honesty. Academic misconduct for which a student is subject to a penalty includes all forms of cheating, such as illicit possession of examinations or examination materials, forgery, or plagiarism. (Plagiarism is intentionally, knowingly, or carelessly presenting the work of another as one’s own). Please see the following sites for additional information:

- University Student Handbook and Code of Conduct: [http://www.tamucc.edu/~students](http://www.tamucc.edu/~students)
- University catalog related to academic integrity and honesty: [http://catalog.tamucc.edu/](http://catalog.tamucc.edu/)
- University Rules and Procedures: [University Procedure 13.02.99.C3.01 Academic Misconduct Cases](#)

**Students with Disabilities**

The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you believe you have a disability requiring an accommodation, please contact the Disability Services Office at 361.825.5816 or visit the office in CCH 116. If you are a returning veteran and are experiencing cognitive and/or physical access issues in the classroom or on campus, please contact the Disabilities Services office for assistance at (361) 825-5816
Title IX

As part of the Texas A&M Corpus Christi University policy, pregnant students are urged to contact the Title IX office for facilitation of academic issues impacted by pregnancy, delivery and subsequent complications. Contact information: Mr. Samuel Ramirez, Title IX Coordinator or Ms. Rosie Ruiz, Deputy Title IX Coordinator (825-5826).

Active Military Duty

Active duty military personnel, military spouses, and veterans with special circumstances (e.g., deployment, drill requirements, disabilities) are welcome and encouraged to communicate these, in advance if possible, to the course and clinical instructor.

Grade Appeals Process

The College of Nursing and Health Sciences (CONHS) adheres to the University’s student grade appeal procedures described in Section 13.02.99.C2.01 (revised May, 2013) and follows those guidelines. See http://academicaffairs.tamucc.edu/Rules_Procedures/ for the University procedure and see http://conhs.tamucc.edu/shb/ for the CONHS process identified in the Student Handbook.

Support Services

Students are encouraged to seek faculty assistance in accessing University Services, including tutoring, health services, personal counseling, degree counseling, financial aid, learning resources, job/work placement, career guidance, and computer/technical support/instruction. If a student is interested in other support services provided by the University, the student is encouraged by the College of Nursing and Health Sciences and the University to seek these services.

Mary and Jeff Bell Library

There are many resources on the Mary & Jeff Bell Library (http://rattler.tamucc.edu/) website. The home page will take students to links for online databases, online articles, the online catalog, and interlibrary loan requests. The “Distance Learning” (http://rattler.tamucc.edu/distlearn/index.htm) link will be especially helpful to all students. This site includes all the information students’ need for remote access as well as tutorials on using the databases and finding articles. If eligible, registering as a distance student confers eligibility for a TexShare card. This card is a Texas wide library card that allows users to use all state libraries in Texas. The cards will be mailed to students, so be sure mailing addresses are current in the University system. For any questions about receiving the TexShare card, please contact Dan Cayce: Daniel.cayce@tamucc.edu

Center for Academic Student Achievement (CASA)
The Center for Academic Student Achievement offers a variety of services, including a writing center. Please take advantage and utilize these services as your fees have paid for them. For more information about all of these services, go to the website: http://tlc.tamucc.edu/ or call 361-825-5933.