

WEBSTER UNIVERSITY
NURN 4240
NURSING LEADERSHIP AND MANAGEMENT
SUMMER, 2007

Faculty: Tandy Gabbert, MSN, RN, ONC
Monday, 5:30 pm – 9:30 pm

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COURSE DESCRIPTION

This course explores the theoretical basis of effective nursing management and leadership. Effective skills of nurse leaders/managers in practice settings are analyzed and discussed. Selected current issues and trends in management/leadership and nursing are integrated into the course content. Participation in a leadership/management situation with a nurse mentor allows the student the opportunity to analyze the application of leadership principles.

COURSE OBJECTIVES

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

1. Identify the utilization of systems theory in the practice of nursing leadership/ management.
2. Utilize research findings in the discussion of nursing leadership/management.
3. Analyze the application of nursing and management/leadership theories in the practice setting.
4. Use critical thinking skills in the analysis of situations and problems within the scope of a nurse leader/manager's daily practice.
5. Analyze the effectiveness of leadership/management strategies in the practice setting.
6. Explore the effect of current issues and trends in management/leadership and nursing on the role of the manager/leader in the practice setting.
7. Analyze ethical issues in current nursing leadership/management practice.
8. Discuss the effect of legal and regulatory processes on nursing practice and health care.

TEXTBOOK

Marquis, B., & Huston, C. (2005). *Leadership roles and management functions in nursing:*

Theory and application (5th ed.). Philadelphia: Lippincott Williams & Wilkins.

ESSENTIAL COURSE CONTENT

This course is designed to include the following areas which have been designated by the faculty as essential course content.

Systems theory

Change theory

Leadership & management theory and strategies

Nursing research

Nursing theories

Problem solving/decision making

Ethics

Communication

Power

Conflict

Negotiation

Delegation

Finances and healthcare

Legal and regulatory processes

Leadership skills and competencies

Mentoring

COURSE REQUIREMENTS

1. Classroom/Theoretical

1.1. Journal Groups

Each student will be responsible for reading 2 articles about Nursing Leadership/ Management. Students will present a summary of the article to the class and **lead a short discussion related to the topic.**

Each student will write a summary of the 2 articles. The summary (written in APA format) should include a summary of the article and your reasons for choosing the article. Length should be under 2 typed pages. (15 points) Possible choices of nursing journals are as follows:

Nursing Management

Nursing Economics

Journal of Nursing Administration

Nursing Leadership Forum

American Journal of Nursing

Holistic Nursing Practice

Nursing Connections

RN

Nursing 2006

Nursing Forum

Various specialty nursing journals (i.e. Journal of Critical Care Nursing, Journal of Maternal Child Nursing, Public Health Nursing)

1.2. Examination

Students will complete a 'take home' examination. The exam will be due at the fourth course meeting. Students will be expected to provide in depth, thoughtful responses to three questions (30 points)

1.3. Participation

The class is conducted in seminar fashion. Students are expected to come to each class prepared to contribute, discuss and analyze the assigned readings. (10 points)

Class attendance for all scheduled classes is an expectation. The final course grade will be lowered proportionally for absences, late arrivals and early departures.

Cell phones and pagers are to be in the OFF or VIBRATE mode during class. If you must be on call during class, please sit close to the door so disruption may be minimized when you leave to answer a page.

2. Students participate in a sixteen hours clinical experience with a nurse manager/ leader who serves as the student's mentor. The student and mentor arrange the three or four specific times for the experiences.

Clinical: Students must have ALL required information for clinical (license, TB, immunizations, drug screen, background check, BCLS or ACLS, and confidentiality statement [signed annually each school year]). Additionally, competency on Clinical Orientation Exam, if clinical is in a hospital in any capacity, must be on file in the nursing office before beginning any clinical. Failure to submit any of the documentation may result in withdrawal from the course or a grade of "F" for assignments.

- 2.1.1. The student must develop at least two personal learning objectives for the experience that are to be shared with the mentor during the first clinical period and with the instructor not later than the second class meeting.

- 2.1.2. The student is responsible for analysis of each of the following elements during the clinical:

- Overall leadership 'style' of leadership approach used by the mentor
- The mentor's most commonly used approach to planned change
- The mentor's skills in problem-solving and/or decision making
- The mentor's skills in oral and written communication and in communication with individuals and small groups (if possible)
- Commonly used conflict resolution strategies
- Mentor's use of power and most commonly used types of power