NRSG 487: Nursing Leadership and Management Development
Credits: 6 (3 lecture; 3 clinical laboratory)
Semester Offered: F, Sp
Prerequisites: NRSG 437, NRSG 444, and NRSG 454

Course Description: The focus of this course is to provide an integration of theory and skill development in leadership, management and organizational concepts for the design, coordination, and management of health care using the community based philosophy.

Course Objectives: The student will:

1. Analyze and apply leadership, management and change theories in nursing practice. (T 1, 3, 4, 6, 8, 9, 10, 11)
2. Evaluate appropriate data and information systems to support decision making and the improvement of health care delivery. (T2, 3, 4, 9, 10)
3. Coordinate care, organize, manage, and evaluate the functioning of a health care team or unit. (T1,2,3,4,5,6,7,8,9,10,11,12,13)
4. Evaluate evidence-based practice to support the outcomes of quality nursing care and patient safety. (T1, 2, 4, 5, 6, 7, 8, 11)
5. Analyze budget and fiscal management issues in relation to management of patient care. (T4, 5, 10)
6. Compare and contrast the delegation and supervision of nursing care and patient outcomes. (T1,2,4,6,7,8,11)
7. Analyze and evaluate interdisciplinary models of care delivery and case management. (T2,3,4,6,7,8,11)
8. Examine and relate policy development and the management of care. [T1, 2, 3, 4, 6 , 7,9, 10]
9. Demonstrate behaviors that are congruent with the ANA Code of Ethics, Scope and Standards of Practice and Social Policy Statement in all class related interactions. [T6, 8, 13]

Recommended Content and Concepts:

1. Theoretical Framework of Leadership and Management Theories
   Leadership theories
   Management theories
   Change theories
   Organizational theories
   Differentiation between leadership and management

2. Leadership processes
vision/creativity
stewardship
mentoring
conflict resolution
empowerment
communication skills - group processes
informatics

3. Management processes
planning/decision making
organizing
directing
monitoring - quality improvement;
evaluating
budgeting
human resource management

4. Organizing Care
time management
care delivery systems
delegation
prioritization
team leading
EBP
QSEN

5. Patient safety
Quality improvement
Risk management
Audits
Analyzing nurse sensitive outcomes

Suggested Student Learning Activities:

Class/Group Discussions
Readings
Clinical experiences
Case Studies
Evidenced Based/ Problem Solving Paper
Student Presentations
Role Play
Computer Simulation.

Approved by UAAC:  December 9, 2013
Approved by Faculty: January 6, 2014