

**Note:**

**Course content may be changed, term to term, without notice. The information below is provided as a guide for course selection and is not binding in any form, and should not be used to purchase course materials.**

## ***COURSE SYLLABUS***

---

### **NURS 490**

#### **LEADERSHIP/MANAGEMENT IN NURSING**

*“Blessed be the God and Father of our Lord Jesus Christ, the Father of mercies and God of all comfort, who comforts us all in our tribulation that we may be able to comfort those who are in any trouble, with the comfort with which we ourselves are comforted by God” (2 Corinthians 1:3–4).*

#### **COURSE DESCRIPTION**

Health Care organizations and the leadership/management skills required in various nursing care delivery systems are explored in this course. Emphasis is in the leadership roles of the nurse as an individual and a group member. While caring for groups of patients and individuals, students will explore a variety of nursing roles such as associate nurse, primary nurse, medication administrator and patient caregiver. Students are expected to synthesize previously learned knowledge in complex nursing situations and to expand their abilities to use the problem solving and decision-making processes.

#### **RATIONALE**

The nurse needs to have leadership and management skills. This experience will provide the student with the opportunity to develop and practice management skills that are relevant to current practice.

#### **I. PREREQUISITES**

NURS 301, 302, 350, 352 and 353; Must be a Registered Nurse, be in good standing with the State Board of Nursing, and hold a current licensure. It is the student's responsibility to make up any prerequisite deficiencies, as stated in the Liberty University Catalog, which would prevent the successful completion of this course. NURS 350 required prior to taking this course.

*NOTE: Must be taken the last semester of nursing major*

#### **II. REQUIRED RESOURCE PURCHASES**

Click the following link to view the required resources for the term in which you are registered: <http://bookstore.mbsdirect.net/liberty.htm>

#### **III. ADDITIONAL MATERIALS FOR LEARNING**

- A. Computer with basic audio and video equipment
- B. Internet access (broadband recommended)
- C. Microsoft Word  
(Microsoft Office is available at a special discount to Liberty University students.)
- D. Holy Bible

**IV. MEASURABLE LEARNING OUTCOMES**

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

**A. Cognitive Objectives**

1. Discuss leadership theory and its application to the practice setting.
2. Describe effective leadership components and patterns within healthcare organizations.
3. Describe the relationship between power and accountability in an organized structure.
4. Describe the factors involved in effective delegation within an organization.
5. Analyze communication lines within the health care organization.

**B. Performance Objectives**

1. Apply the principles of group dynamics to nursing situations.
2. Assist in effective change in the delivery of health care with clients in the health care system.
3. Make independent decisions and accept responsibility in these decisions.
4. Demonstrate skill in using effective communications techniques.
5. Follow the example of selected leaders in nursing in effective leadership \ techniques.

**C. Affective Objectives**

1. Assume ethical responsibility for nursing actions and responsibilities.
2. Discuss professional-organizational conflict.
3. Cooperate with other members of the health care team.
4. Support a Christian philosophy in nursing.

**V. COURSE REQUIREMENTS AND ASSIGNMENTS****A. Textbook readings and selected articles/websites****B. Discussion Board forums (7)**

Discussion Board participation will be graded on each student's initial thread (new post) to questions posed in each forum and interaction (reply posts) with at least two other students. Initial thread and reply responses must provide clear evidence of application, analysis, synthesis, and/or evaluation of the topics presented.

**C. Written Assignments (5)**

In Modules 1, 3, 4, and 8, students are required to submit a Microsoft Word document, using strict APA formatting including title and reference page in APA format on the topic presented for each assignment. The grade will be dependent on the depth of the discussion and the examples used to support statements.

**VI. COURSE GRADING AND POLICIES****A. Points**

|  |             |
|--|-------------|
| Discussion Board forums (7 at 75 pts ea) | 525         |
| Assignments (4 at 50 pts ea)             | 200         |
| Final Assignment                         | 275         |
| <b>Total</b>                             | <b>1000</b> |

**B. Scale**

A = 930–1000 B = 850–929 C = 770-849 D = 680–769 F = 0–679

**C. Late Assignments**

All assignments and postings are expected to be completed on time. For each day the assignment is late, 10% of the total assignment grade will be deducted. For example, a 100 point assignment at one day late is 90, two days is an 80, and so on. And at Day 5, the assignment will not be accepted, and the grade will be a 0. If something unexpected occurs, (such as an emergency, not overcommitment or working extra shifts) please email prior assignment due date and not after. (This includes DB post, replies, and assignments).

The student will be evaluated on the following criteria:

1. Quality and depth of discussion based on the criteria for posting assignments and discussion board entries.
2. Style, format, and professionalism of written work (spelling, grammar, etc).

**D. Disability Assistance**

Students with a documented disability may contact Liberty University Online's Office of Disability Academic Support (ODAS) at [LUOODAS@liberty.edu](mailto:LUOODAS@liberty.edu) to make arrangements for academic accommodations.

**VI. BIBLIOGRAPHY**

American Nurses Association Web Site: <http://www.nursingworld.org>

Bower, F. (2000). *Nurses taking the lead: Personal qualities of effective leadership*. Philadelphia: W. A. Saunders Company. ISBN: 0721681697.

Covey, S. R. (1990). *Seven habits of highly effective people*. New York: Fireside Book. ISBN: 0671708635.

DePree, M. (1997). *Leading without power: Finding hope in serving community*. San Francisco: Jossey-Bass. ISBN: 0787967432.

Dyer, W. G. (1995). *Team building: Current issues and new alternatives*. Reading, MA: Addison-Wesley. ISBN: 0201628821.

Hesselbein, F., Goldsmith, M., & Beckhard, R. (1996). *The leader of the future: New visions, strategies, and practices for the next era*. San Francisco: Jossey-Bass. ISBN: 0787909351.

Northhouse, P. (2001). *Leadership: Theory and practice*. Thousand Oaks, CA: Sage Publications. ISBN: 0761919260.

Patterson, K., Grenny, J., McMillan, R., Switzler, A., & Covey, S. R. (2002). *Crucial conversations: Tools for talking when stakes are high*. New Jersey: McGraw-Hill. ISBN: 0071401946.

Raines, C., & Hunt, J. (2002). *The Xers and the Boomers from adversaries to allies—A diplomat's guide*. Menlo Park, CA: Crisp Publications. ISBN: 1560525878.

## ***COURSE SCHEDULE***

### **NURS 490**

Textbook: DePree, *Leadership Jazz - Revised Edition: The Essential Elements of a Great Leader* (2008).

| <b>WEEK/<br/>MODULE</b> | <b>READING &amp; STUDY</b>     | <b>ASSIGNMENTS</b>  | <b>POINTS</b> |
|-------------------------|--------------------------------|---|---------------|
| <b>1</b>                | 1 article                      | Course Requirements Checklist<br>DB Forum 1<br>Servant Leadership | 0<br>75<br>50 |
| <b>2</b>                | 2 articles                     | DB Forum 2  | 75            |
| <b>3</b>                | 2 articles                     | DB Forum 3<br>Buerhaus Article Review                             | 75<br>50      |
| <b>4</b>                | 1 article                      | Professional Resume<br>Delegation                                 | 50<br>50      |
| <b>5</b>                | 4 articles                     | DB Forum 4  | 75            |
| <b>6</b>                | 4 websites                     | DB Forum 5<br>DB Forum 6  | 75<br>75      |
| <b>7</b>                | Begin DePree<br>1 presentation | DB Forum 7  | 75            |
| <b>8</b>                | Complete DePree                | Summary of DePree Book  | 275           |
| <b>TOTAL</b>            |                                |   | <b>1000</b>   |

DB = Discussion Board

**NOTE:** Each course week (except week 1) begins on Tuesday morning at 12:00 a.m. (ET) and ends on Monday night at 11:59 p.m. (ET). The final week ends at 11:59 p.m. (ET) on Friday.