

University of Arkansas – Fort Smith
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General Syllabus

NURS 4363 Leadership in Professional Nursing

Credit Hours: 3 Lecture Hours: 1.75 Laboratory or other types of Hours: 3.75

Prerequisite(s): NURS 4336 Nursing Care of the Adult II or 3339 Adult Medical Surgical Nursing; HLTH 4103 Research in the Health Sciences and admission to BSN program and either

Prerequisite(s) or corequisite(s): NURS 4011 NCLEX Preparation II; NURS 4356 Nursing Care of the Critically Ill Adult; NURS 4453 Community Health Nursing

Effective Catalog: 2023-2024

I. Course Information

A. Catalog Description:

Provides nursing leadership and management application to promote quality patient outcomes, emphasizing prioritization, delegation, and supervision of nursing care. Historical overview of leadership and management theories, concepts, and skills, legal and ethical implications of professional nurse's role in client care, staffing, budgeting, quality improvement, healthcare policy, finance, and regulatory environment issues are covered. This course includes 56.25 hours in the clinical setting.

B. Additional Course Description:

This course will assist with the development of the skills needed to be an effective leader by focusing on leadership and management theories, trends and issues in health care while emphasizing the nurse's role in health care and health care delivery systems.

II. Student Learning Outcomes

A. Subject Matter:

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

1. Utilize critical thinking in planning and addressing safe care of the client while analyzing issues related to nursing leadership and management.
2. Apply current research findings into leadership and management issues pertaining to group management and integration.
3. Analyze various types of communication skills required to function effectively in a leadership role.

4. Utilize the concepts of leadership and management to organize, establish, coordinate, and manage health care issues of the client and family.
5. Explore the role of the leader/manager in health promotion.
6. Discuss the roles of the professional nurse as a leader and change agent.

B. University Learning Outcomes:

This course enhances student abilities in the following areas:

Analytical Skills

Critical Thinking

Students will identify problems/issues and develop solutions/analysis.

Communication Skills (written and oral)

Students will communicate proficiently with oral and written communication as reflected in the Formal paper and Poster presentation and e-Portfolio assignments.

Ethical Decision Making

Students will model ethical decision-making processes in nursing and health care related settings and apply the ANA Code of Ethical Decision Making to professional roles.

Global and Cultural Perspectives

Students will reflect upon cultural differences and their implications for interacting with people from cultures other than their own.

III. Major Course Topics

- A. Collective Bargaining and Unions in Today's Workplace
- B. Budgeting
- C. Staffing and Nursing Care Delivery Models
- D. Quality Improvement and Patient Safety
- E. Making the Transition from student to Nurse
- F. Managing Time: Path to High Self Performance
- G. Contemporary Roles and Career Opportunities
- H. Job Search
- I. Professionalism and Interview Skills
- J. Leadership
- K. Delegation and Prioritization
- L. Client Care Management
- M. Directing the Workforce as a Leader/Manager
- N. Implementing Change
- O. Decision Making
- P. Communication
- Q. Conflict Resolution
- R. Power and Politics
- S. Leadership Ethical Decision Making