Leadership Immersion
NUR 465 section 734
4 Credits
On-line
Fall 2011

Catalog Course Description: Integration and application of theories principles, and practices of nursing leadership, management, and care delivery systems into contemporary practice settings. Application of evidence-based practice to agency-specific project.

Course Objectives: At the end of this course, students will:

1. Communicate effectively within complex health care organizations to optimize nursing patient care. (Communication)
2. Evaluate factors contributing to sound clinical decision-making in nursing leadership situations. (Critical Thinking).
3. Synthesize data and pertinent information to complete an evidence-based nursing practice project. (Evidence-based Practice).
4. Analyze major variables contributing to a health organization and professional nursing practice environment. (Health Promotion and Risk Reduction)
5. Coordinate patient care management across healthcare sectors. (Illness and Disease Management)
6. Analyze the structure, process, and outcomes of nursing care delivery systems effective delivery of nursing care within a healthcare organization. (Nursing Therapeutics)
7. Evaluate the appropriate use of agency resources to complete ethical decision-making and patient advocacy. (Ethical Practice)
8. Synthesize a personal nursing leadership philosophy based on theory and research. (Professional Leadership)
9. Analyze the diverse influences affecting a healthcare organization’s worksite culture. (Global and Cultural Competence)

Prerequisites: NUR 355 and NUR 340 and NUR 335 and NUR 400

Co-requisites: NUR 455 concurrently

Professional Standards & Guidelines: The curriculum is guided by the following documents:

Faculty: Peggy Campbell, MSN, RN
Instructor
Office: W109A Owen Graduate Center
Phone: 517-214-3436
Email: peggy.campbell@hc.msu.edu
Office Hours: To be arranged to accommodate student schedules.

Patrick Crane, MSN, RN
Instructor
Office: W146 Owen Graduate Center
Phone: 517-353-4664
Email: cranepat@msu.edu
Office Hours: To be arranged to accommodate student schedules.

Instruction:

a. Methodology: Theoretical content is offered using a variety of methods, including but not limited to on-line learning modules, assigned readings from text and journal articles, a variety of writing assignments and asynchronous discussion forums facilitated by course faculty members. Students are also expected to complete 45 hours of on-site clinical activities.

b. Required Texts:


c. Required Resources, References, and Supplies:

ANGEL Help Line
1.800.500.1554 (24 hrs, 7 days/week)
517.355.2345 (24 hrs, 7 days/week)
www.angel.msu.edu (ANGEL Help link in upper right corner)
Always check with the ANGEL Help Line first!
Evaluation:

a) Learning Assessments and Grading:

- Exams (three exams) 30% of grade
- Written Assignments 40% of grade
- Clinical Course Performance 30% of grade

(A minimum score of 75% is necessary in each of the three areas in order to pass the course)

b) Exams are completed on line through ANGEL and are not proctored. Exams may consist of multiple choice, short answer, or essay questions. Exams will not be accessible either prior to or after the stated time period. Exams will typically be open from 0005 Tuesday AM (EST) to Thursday 2355, allowing three days to complete the exam. Once an exam has been started, it must be finished in one sitting.

c) Written assignments include a variety of short papers and reflective journals related to clinical and course objectives. Please see the course pack for more details.

d) Clinical course performance evaluation will be documented through use of the Clinical Performance Evaluation tool, participation in asynchronous discussion forums, and a series of clinical journal entries. On-going work on a clinical project is required and contributes to the clinical course performance grade. Please see the course pack for more details.

e) Writing Requirements: NUR 465 is a tier II writing course. The quality of your work is expected to be of a quality consistent with a senior level college student (i.e. more scholarly and rigorous than a freshman or sophomore level paper). College of Nursing Specific Tier II Writing Criteria can be found at: [http://www.reg.msu.edu/Read/UCC/nur.pdf](http://www.reg.msu.edu/Read/UCC/nur.pdf). All papers, unless otherwise noted in the lesson, are expected to follow APA format including the use of a title page, running head and page numbers, formatting of the body of the paper and reference citation, and a reference page. Expectations for the quality of work are available in the course pack, and papers will be graded using the rubrics provided. It is also expected that students shall submit content and work that is their own, and not that of someone else. Please see University policies on academic integrity.

f) Professionalism: On Line discussions and exercises are confidential and should not be discussed with others who are not enrolled in the class. It is important for each course participant to express his or her ideas freely. All ideas need to be respected in discussions and exercise. Professional conduct and language in clinical settings, discussion boards and course communication is expected. Students who do not show respect and/or professional communication will receive one written warning (via email) regarding the communication that did not meet course standards, suggestions for change, and will be informed that any further breach(es) in professional communication will result in disciplinary action, ranging from the lowering of the student’s grade up to dismissal from the course.

g) Since discussion in an asynchronous environment takes place over time it is expected that students will be checking in -- and participating -- several times during the week. This is extremely important for meaningful discussion to continue and our learning community to thrive.

h) A course calendar will be posted in the ANGEL NUR 465 site. Any updates or changes to the calendar or syllabus will be noted in an ANGEL announcement and through email. Students are responsible for adhering to any changes to the calendar or syllabus.

i) A course pack is provided in ANGEL with detailed course expectations, course policies and forms and rubrics. Any revisions necessary to the course pack will be posted in the ANGEL NUR465 Announcements.
Technical problems:
Students who experience technical difficulties should notify the ANGEL help desk immediately in an attempt to resolve the problems. Please refer to the course pack and course information regarding helpful information on taking exams via ANGEL. If the difficulty impacts or may impact the timely submission of required course work, the faculty is also to be notified via email or phone to discuss options prior to the submission deadline. If the problem has not been reported to the ANGEL help desk, no extension will be granted. Students are expected to plan ahead, and have back-up technology plans in place to assure that assignments are submitted on time should the need arise.

b. Course Grading Scale: The standard College of Nursing grading scale will be utilized.

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<tr>
<th>%</th>
<th>GRADE</th>
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<tbody>
<tr>
<td>100-94 %</td>
<td>4.0</td>
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<tr>
<td>93-89%</td>
<td>3.5</td>
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<tr>
<td>88-84%</td>
<td>3.0</td>
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<tr>
<td>83-79%</td>
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<tr>
<td>78-75%</td>
<td>2.0</td>
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<tr>
<td>74-70%</td>
<td>1.5</td>
</tr>
<tr>
<td>69-65%</td>
<td>1.0</td>
</tr>
<tr>
<td>&lt;64%</td>
<td>0.0</td>
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“Final Course Grades will not be rounded”

University & College Policies:

The College of Nursing expects that students will demonstrate professional behavior in all situations. Specific expectations for clinical and other professional venues can be found in the appropriate handbook. You are responsible for reviewing and acting in accordance with the policies and procedures found in the following sources, including the following topics: Professionalism, Academic Integrity, Accommodations for Students with Disabilities, Disruptive Behavior, Attendance, Compliance, and Progression.

- CON Student handbook [http://nursing.msu.edu/handbooks.asp](http://nursing.msu.edu/handbooks.asp)
- Information for Current Students—including Rights, Responsibilities and Regulations for Students [http://www.msu.edu/current/index.html](http://www.msu.edu/current/index.html)
- Academic Programs [http://www.reg.msu.edu/UCC/AcademicPrograms.asp](http://www.reg.msu.edu/UCC/AcademicPrograms.asp)

Academic Integrity:

Academic Honesty: Article 2.3.3 of the Academic Freedom Report states: “The student shares with the faculty the responsibility for maintaining the integrity of scholarship, grades, and professional standards.” In addition, the College of Nursing adheres to the policies on academic honesty specified in General Student Regulation 1.0, Protection of Scholarship and Grades; the all-University Policy on Integrity of Scholarship and Grades; and Ordinance 17.00, Examinations. (See Spartan Life: Student Handbook and Resource Guide and/or the MSU Web site [www.msu.edu](http://www.msu.edu).)
Therefore, unless authorized by your instructor, you are expected to complete all course assignments, including homework, lab work, quizzes, tests and exams, without assistance from any source. You are expected to develop original work for this course; therefore, you may not submit course work you completed for another course to satisfy the requirements for this course. Also, you are not authorized to use the www.allmsu.com web site to complete any course work in this course. Students who violate MSU rules may receive a penalty grade, including but not limited to a failing grade on the assignment or in the course.

Please read each part of the following site to fully understand your responsibilities and the position of the University regarding:

- cheating,
- plagiarism,
- MSU regulations, ordinances and policies regarding academic honesty and integrity
- Academic integrity links [http://www.msu.edu/unit/ombud/honestylinks.html](http://www.msu.edu/unit/ombud/honestylinks.html)

*Academic dishonesty in any form will not be tolerated in the College of Nursing.* Any student involved in academic dishonesty will be reported to the Office of Academic Affairs and the Office of Student Services in the College of Nursing and a grade of 0.0 may be issued for the course.

Lectures, quizzes and examinations must remain the property of the College of Nursing and must not be copied from the Internet for use with others. **Any quiz or exam should not be printed. Printing an exam or quiz will be considered academic dishonesty.** According to university policy, consequences for academic dishonesty may include failure of the course, expulsion from the major, or expulsion from the university. You are advised to complete and submit your own work. The exams are NOT group projects and must not be shared with other students in any way.

Online discussions and other course activities are confidential and should not be shared or discussed with others who are not enrolled in the class. The course provides an opportunity for each course participant to express his/her ideas and all are expected to do so. All ideas need to be respected in discussions and exercises. Any “group projects” (that are required) still require individual work as a minimal expectation, and individual work will be graded.

For further information you can access any of the following sites:

- International Studies and Programs [http://www.msu.edu/international/index.html](http://www.msu.edu/international/index.html)

**Accommodations for students with disabilities:** Students with disabilities should contact the Resource Center for Persons with Disabilities to establish reasonable accommodations. For an appointment with a disability specialist, call 353-9642 (voice), 355-1293 (TTY), or visit [MyProfile.repd.msu.edu](http://myprofile.repd.msu.edu).

**Disruptive Behavior:** Article 2.3.5 of the [Academic Freedom Report](http://www.msu.edu/unit/ombud/honestylinks.html) (AFR) for students at Michigan State University states: "The student's behavior in the classroom shall be conducive to the teaching and learning process for all concerned." Article 2.3.10 of the AFR states that "The student has a right to scholarly relationships with faculty based on mutual trust and civility." [General Student Regulation 5.02](http://www.msu.edu/unit/ombud/honestylinks.html) states: "No student shall . . . interfere with the functions and services of the University (for example, but not limited to, classes . . . ) such that the function or service is obstructed or disrupted. Students whose conduct adversely affects the learning environment in this classroom may be subject to disciplinary action through the Student Faculty Judiciary process."
**Attendance:** Students whose names do not appear on the official class list for this course may not attend this class. Students who fail to attend the first four class sessions or class by the fifth day of the semester, whichever occurs first, may be dropped from the course. See the Ombudsman’s web site for a discussion of student observance of major religious holidays, student-athlete participation in athletic competition, student participation in university-approved field trips, medical excuses and a dean's drop for students who fail to attend class sessions at the beginning of the semester.

**College of Nursing Policies:** Professional Development Guidelines are found in the CON BSN Student Handbook at the CON website. Students are responsible for the information found in the CON BSN Student Handbook.

**Course Calendar:** following page


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<thead>
<tr>
<th>Week</th>
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<th>Lesson/Topics</th>
<th>Learning Activities</th>
<th>Materials Due</th>
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</table>
| 1    | May 17-23  | Introductions/Welcome Course Orientation Nursing Career Image of Nursing | • Review syllabus and course pack  
• On-line Welcome Module  
• On-line Learning Modules: Your Nursing Career and The Image of Professional Nursing  
• Reading  
  o Text Ch. 11 | UPhys Compliance letter (due by May 21)  
Resume and cover letter (May 23)  
Introduction posting  
Discussion Forum # One: 1 posting and 2 responses |
| 2    | May 24-30  | Leadership and Management Theories Roles          | • Module Two  
• Reading  
  o Text Chs. 2 & 3  
**Clinical hours may begin May 27**  
**Agency Orientation/Required Health and Safety must be complete by first clinical day** | Draft personal clinical objectives  
Related Topic Analysis One  
Discussion Forum # Two: 1 posting and 2 responses  
Journal Entry # One |
| 3    | May 31-June 6 | Decision Making Delegation Supervision | • Module Three  
• Reading  
  o Text Chs. 1 & 20  
**Clinical calendar due after first meeting with preceptor**  
**Related Topic Analysis # Two**  
Discussion Forum # Three: 1 posting and 2 responses | Journal entry # Two  
Revised/updated personal objectives  
Related Topic Analysis # Three  
Discussion Forum # Four - 1 posting and 2 responses  
Exam One open between 0005 Tuesday and 2355 Thursday |
| 4    | June 7-13  | Planning Change Time Management                   | • Module Four  
• Reading  
  o Text Chs. 7, 8, & 9 | |
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| 5    | June 14-20 | Organizations Power Models of Care Case Management | • Module Five  
• Reading  
  o Text Chs. 12, 13, 14                                                                 | Related Topic Analysis # Four                                                                 |
| 6    | June 21-27 | Budget and Finance Staffing             | • Module Six  
• Reading  
  o Text Chs. 10, 17                                                                 | First Critical Incident (may be submitted prior to this date)  
• Discussion Forum # Five - 1 posting and 2 responses  
• Journal entry # Three  
• Mid semester clinical preceptor evaluation and student self evaluation due by June 27. |
| 7    | June 28-July 4 | Groups Team Building Motivation Communication | • Module Seven  
• Reading  
  o Text Chs. 16, 18, 19                                                                 | Related Topic Analysis # Five  
• Return campus faculty evaluation by July 4                                                                 |
| 8    | July 5-11  | Ethics Advocacy                         | • Module Eight  
• Reading  
  o Text Chs. 4, 5 & 6                                                                 | Nursing Leadership Philosophy paper due  
• Journal entry # 4  
• Exam Three open between 0005 Tuesday and 2355 Thursday                                                                 |
| 9    | July 12-18 | Quality                                 | • Module Nine (Institute for Healthcare Improvement Open School Course)  
• Reading  
  o Text Ch. 23                                                                 | Related topic Analysis # 5  
• Journal Entry # 5-8 due throughout second half of semester (see week 10)  
• Discussion Forum # Six - 1 posting and 2 responses  
• Evidence Based Practice Project update due                                                                 |
| 10   | July 19-25 | Conflict and Negotiation Collective Bargaining | • Module Ten  
• Reading  
  o Text Chs. 21 & 22                                                                 | Journal Entry # 5  
• Discussion Forum # Seven - 1 posting and 2 responses                                                                 |
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|      |            |                                | **All clinical hours completed by July 25 by 2355**                                 | ☐ Second critical incident due  
☐ Final evaluation by clinical preceptor and student due to campus faculty by July 29 |
|      |            |                                |                                                                                   |                                                                                     |
| Week 11 | July 26-August 1 | Recruitment Evaluation Practice environment | • Module Eleven  
• Reading  
  ○ Text Chs. 15, 24, 25 | ☐ Related topic Analysis # 6  
☐ All course written assignments must be submitted by July 29 at 2355  
☐ SIRS |
| Week 12 | August 2-6   | Finals Week                    |                                                                                   | ☐ Return campus faculty evaluation by August 5  
☐ Exam Three open between 0005 Tuesday and 2355 Thursday |