

**COURSE SYLLABUS**  
Southeast Missouri State University

Department of Nursing Course No. NS603

Title of Course: Organizational and Systems Leadership for Advanced Nursing Roles New X

I. Catalog Description and Credit Hours of Course:

Emphasizes organizational and systems leadership for culturally responsive nursing practice to improve healthcare outcomes using theoretical, ethical, and communication principles. (3)

II. Prerequisite(s): Admission to the MSN program

III. Purposes or Objectives of the Course:

- A. Demonstrate leadership and decision making skills to create, deliver, and evaluate culturally responsive, high-quality, and interprofessional patient safety and quality improvement initiative.
- B. Demonstrate effective professional written, oral, and group communication skills.
- C. Examine healthcare delivery systems focusing on organization and financing as well as the economic, legal, and political factors influencing the delivery of care.
- D. Use complexity science and systems theory to design delivery and evaluate healthcare.
- E. Apply business and economic principles/practices to develop a business plan relevant to an advanced nursing role.
- F. Engage in the development and implementation of new models of healthcare delivery using systems change strategies to improve the care environment.

IV. Student Learning Outcomes:

- A. Implement a quality improvement initiative within healthcare setting to improve patient outcomes and reduce fragmentation of care emphasizing culturally responsive, safe, timely, effective, efficient, equitable, and patient-centered care.
- B. Develop a business plan for an advanced nursing role.
- C. Present a new model of healthcare delivery pertinent to a healthcare setting.

V. Expectations of Students:

- A. Regular class attendance.
- B. Satisfactory completion of all course assignments.
- C. Students are expected to comply with the expectations for civility, respect, and academic honesty as described in the current *Southeast Missouri State University Statement of Student Rights and Code of Student Conduct*, as well as all responsibilities described in the *MSN Handbook*.

- 1. Academic Honesty: Students will be expected to abide by the University Policy for Academic Honesty regarding plagiarism and academic honesty. Refer to:

<http://www6.semo.edu/judaffairs/code.html>

2. Civility: “Every student at Southeast is obligated at all times to assume responsibility for his/her actions, to respect constituted authority, to be truthful, and to respect the rights of others as well as to respect private and public property. In their academic activities, students are expected to maintain high standards of honesty and integrity and abide by the University’s *Policy on Academic Honesty*. Alleged violations of the *Code of Student Conduct* are adjudicated in accordance with the established procedures of the judicial system.” (From the preamble of the *Statement of Student Rights and Code of Student Conduct*, revised January 8, 2004, Southeast Missouri State University)

- D. Student with Disabilities Information: If a student has a special need addressed by the Americans with Disabilities Act (ADA) and requires materials in an alternative format, please notify the instructor at the beginning of the course. Reasonable efforts will be made to accommodate special needs. “Any student who believes that they may need an academic accommodation based on the impact of a disability should contact the instructor to arrange an appointment to discuss their individual needs. Instructors rely on Disability Support Services as a student with a disability will be encouraged to do so.” In other words, accommodations do not have to be given unless the disability is verified by Disability Services (573-651-5927). (Located on the Disability Services webpage)
- E. Incomplete Course Grades: Should a student receive an incomplete grade in this course, the course instructor will be responsible for determining the time period allotted for completion of course requirements. A written contract between the course instructor and student will indicate the reason for the incomplete, the work that must be completed, the deadline for completing the work, and signatures of both parties. A copy of the contract will be maintained by the instructor and the student and placed in the student's file.
- F. Questions, comments, or requests regarding this course or program should be taken to your instructor. Unanswered questions or unresolved issues involving this class may be taken to Gloria Green, Chairperson of the Department of Nursing.
- G. Class Session Recording Restriction: The recording of any class session is prohibited except with the expressed consent of the course instructor/presenter at the time of the recording.

VI. Course Content Outline (Indicate number of class hours per unit or section):

- A. The Role of Organizations and Systems in an Advanced Nursing Role (12 hrs [6 theory + 6 presentation])
  - 1. Theoretical Foundations
    - a. Complexity Science
    - b. Systems Theory
    - c. Conflict Theory
    - d. Change and Social Change Theories
    - e. Communication Theories and Models
  - 2. Evaluating Organizations and Systems
- B. Advanced Nursing Role Implementation Within a Nursing Paradigm (6 hrs)
- C. Models for Effective Nursing Leadership—What It Is and What It Is Not (6 hrs)
  - 1. Leadership Competencies for Advanced Nursing Roles—Challenges & Opportunities
  - 2. The Advanced Nurse as Leader—Team Building and Team Leading
  - 3. Transgenerational Issues in Team Building, Leading, and Nurturing

- D. Intradisciplinary and Interdisciplinary Collaborative Practice (3 hrs)
- E. Effective Clinical Decision Making in Advanced Nursing (3 hrs)
  - 1. Considering the Data
  - 2. Considering the Ethics
  - 3. Considering Creativity & Imagination—Thinking Outside the Box of Tradition
- F. Managing Your Practice in an Advanced Nursing Role (6 hrs [3 theory + 3 presentation])
  - 1. Financing (budgeting, cost/benefit analysis, and variance analysis)
  - 2. Coordinating and Collaborating
  - 3. Marketing
  - 4. Evaluating Outcomes
  - 5. Optimal Search Theory and Models
- G. Operations Research for Advanced Nurses in Healthcare Settings (3 hrs)
  - 1. Critical Path Analysis
  - 2. Queuing Theory
  - 3. Supply Chain Management
  - 4. Systems Design—Floorplanning and Networking
  - 5. Pricing Science
  - 6. Globalization Collaboration
- H. Healthcare in a Networked World—Social Media’s Presence in Health Care (3 hrs)
  - 1. Efficient Messaging
  - 2. Customer Response Tactics
- I. Nurse Practitioners as Medical Home Leaders (1 hr)
- J. Ethical Issues in Healthcare Organizations and Systems (2 hrs)

VII. Textbook(s) and/or Other Required Materials or Equipment:

- A. Jansen, M.P., & Zwygart-Stauffacher, M. (2010). *Advanced practice nursing core concepts for professional role development* (4<sup>th</sup> ed.). New York: Springer Publishing.
- B. Fitzpatrick, J.J., Glasgow, A., & Young, J. (Ed.). (2003). *Managing your practice: A guide for advanced practice nurses*. New York: Springer Publishing.
- C. Multiple readings in professional journals, websites, and other resources as appropriate to class discussions and assignments

VIII. Basis for Student Evaluation:

|  |            |
|--|------------|
| A. Business Plan   | 25%        |
| B. Quality Improvement Initiative Implementation Project | 50%        |
| C. New Model for Healthcare Delivery                     | <u>25%</u> |
|  | 100%       |

Grading (Southeast Missouri State University is on a 4.0 grade point system. Graduate courses are graded A, B, C, and F. There is no D at the graduate level. The following grading scale for the MSN Program is: 90%-100% .....A  
 80%-89% .....B  
 70%-79% .....C  
 69% and below.....F

Approved Graduate Program Committee 8/21/13

Approved Total Faculty Department of Nursing 9/25/13

Approved HHS College Council 10/16/13

Approved Graduate Council 11/22/13