

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 624

NURSING ADMINISTRATION II: ORGANIZATIONAL LEADERSHIP AND MANAGEMENT

COURSE DESCRIPTION

This practicum course will provide students with an opportunity to apply theories of leadership and use of self to develop the leadership and management skills required of the nurse leader. Students will obtain knowledge, skills and abilities to lead and manage a diverse workforce in a complex healthcare environment. Particular emphasis will be on team building, managing conflict, expanding opportunities for effective communication and dealing with change. The role of the leader as a transforming influence will be integrated into the practicum experience that fosters a vision for developing innovations that support positive patient and organizational outcomes.

RATIONALE

Nurse administrators are required to be prepared for leading complex healthcare organizations. They need to have the knowledge and skills to work with the development of interdisciplinary teams, manage change, and have a vision for a healthcare organization that supports creativity and innovation. This course will provide the opportunity for the student to cultivate those competencies.

I. PREREQUISITE

For information regarding prerequisites for this course, please refer to the [Academic Course Catalog](#).

II. REQUIRED RESOURCE PURCHASE

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

III. RECOMMENDED RESOURCE

American Psychological Association. *Publication manual of the American Psychological Association* (Current ed.). Washington, DC: Author.

IV. ADDITIONAL MATERIALS FOR LEARNING

- A. Computer with basic audio/video output equipment
- B. Internet access (broadband recommended)
- C. Blackboard [recommended browsers](#)
- D. Microsoft Word and PowerPoint
- E. Adobe Voice

V. MEASURABLE LEARNING OUTCOMES

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

- A. Describe processes that influence team development.
- B. Identify innovative approaches to leadership for the 21st century.
- C. Integrate the Christian worldview into the role of nurse leader.
- D. Develop strategies for introducing innovation into a healthcare organization.
- E. Discuss influences on the organizational culture that influence quality and safety.
- F. Integrate leadership and management strategies into the practicum experiences.

VI. COURSE REQUIREMENTS AND ASSIGNMENTS

- A. Textbook readings and lecture presentations

- B. Course Requirements Checklist

After reading the Course Syllabus and [Student Expectations](#), the student will complete the related checklist found in Module/Week 1.

- C. Discussion Board Forums (2)

Discussion boards are collaborative learning experiences. Therefore, the student is required to create a thread in response to the provided topic for each forum. Each thread must be at least 500 words and demonstrate course-related knowledge. In addition to the thread, the student is required to reply to 2 other classmates' threads. Each reply must be at least 250 words. Cite references that support your discussion points according to current APA format and provide examples from Reading & Study materials to support your stance as applicable.

- D. Annotated Bibliography Wiki

The student will provide a single annotation of a leadership book he or she has read within the past 5 years. The student will write a 50-word annotation to accompany the citation that must include both a summary of the book and point out the primary leadership lesson acquired. The annotated bibliography must be in current APA format and be submitted as a wiki. The course textbooks and the Bible do not count for this assignment.

- E. Reflective Exercises (3)

The student will complete 3 Reflective Exercises in current APA format that focus on leadership and management with a Christian worldview. Each exercise must reference scholarly resources in addition to the course textbooks and the Bible.

F. Practicum/Clinical Logs (3)

The Practicum/Clinical Log is the documentation of the 200-hour practicum experience of which 50 hours will be completed in this course. The documentation is to be completed in Typhon. Instructions for setting up Typhon are found in the [MSN Handbook](#). The log must be comprehensive in details related to the experiences in the field and reflective of the American Nurses Association Scope and Standards of Practice for Nurse Administrator's competencies. The discussion must be in-depth and analytical. It must also include examples of how the student has applied the ANA competencies and readings from the textbooks and professional literature in the practicum setting. Any citations must be provided in current APA format. Upon final approval of the practicum goals and objectives, the student will work on practicum hours weekly. Log submissions will be entered in Typhon.

NOTE: In addition to accruing the required number of practicum hours, there must be a passing grade for the practicum experience which includes the following: progression with the student's established goals and objectives, an in-depth documentation of the practicum experiences as evidenced in the clinical log, and satisfactory preceptor evaluations. Failure to pass the practicum requirements will result in failure of the course; see the [MSN Handbook](#) for practicum expectations related to performance and professionalism.

G. The Role of the Nurse Leader in Quality Healthcare Project

Part 1

The student will write a 5–7-page paper identifying a quality issue within his/her organization that is not meeting a specific ANA standard and then research and analyze the impact of that quality issue. The student must reference 5–7 scholarly sources in addition to the assigned textbooks and the Bible. A title page and reference page are necessary and are not included in the page length requirement.

Part 2

The student will create a 10–12-minute Voiceover PowerPoint presentation in which he/she will present his/her findings from Part 1 advocating 2–3 evidence-based recommendations. The student must reference 5–7 scholarly sources in addition to the assigned textbooks and the Bible. A title slide and reference slide are necessary.

H. Spiritual Philosophies Paper

The student will write a 12–15-page paper about the similarities and differences in 2 authors' spiritual philosophies. The student must reference 8–10 scholarly sources in addition to the assigned textbooks and the Bible. A title page and reference page are necessary and are not included in the page length requirement.

I. Evaluations

The preceptor will complete an evaluation of the student at the end of the practicum experience. The evaluation will be sent electronically over a secured server through Typhon to the preceptor. The instructor will retain the preceptor evaluation and may review with the student upon request. Refer to the [MSN Student Handbook](#) for important detailed information.

The student will complete a self-evaluation, an evaluation of the practicum site, and an evaluation of the preceptor.

All evaluations must be completed and submitted as directed. Failure to submit any of the end-of-course evaluations will result in a final course grade of an “incomplete.” The student will be unable to progress to the next practicum course until the grade of “incomplete” is resolved.

Self-Evaluation

The student will complete a self-evaluation of his/her practicum experiences using the provided form (required but no point value assigned).

Student Evaluation of Site and Preceptor

The student will complete an evaluation of the site and preceptor for his/her practicum experience using the form provided. This document must be shared with the preceptor (required but no point value assigned).

Preceptor Evaluation

The preceptor will complete an evaluation of the student at the end of the practicum experience. The instructor will electronically send the evaluation to the preceptor via a secured server through Typhon.

VII. COURSE GRADING AND POLICIES

A. Points

Course Requirements Checklist	10
Discussion Board Forums (1 at 50 pts, 1 at 75 pts)	125
Annotated Bibliography Wiki	25
Reflective Exercises (1 at 75 pts, 2 at 100 pts ea)	275
Practicum/Clinical Logs (3 at 50 pts ea)	150
The Role of the Nurse Leader in Quality Healthcare Project	
Part 1	125
Part 2	100
Spiritual Philosophies Paper	200
Evaluations	
Self-Evaluation	—
Student Evaluation of Preceptor and Site	—
Preceptor Evaluation	—
Total	1010

B. Scale

A = 940–1010 A- = 920–939 B+ = 900–919 B = 860–899 B- = 840–859
C+ = 820–839 C = 780–819 C- = 760–779 D+ = 740–759 D = 700–739
D- = 680–699 F = 0–679

C. MSN Policies

Refer to [MSN Handbook](#).

D. Disability Assistance

Students with a documented disability may contact Liberty University Online's Office of Disability Academic Support (ODAS) at LUOODAS@liberty.edu to make arrangements for academic accommodations. Further information can be found at www.liberty.edu/disabilitysupport.

COURSE SCHEDULE

NURS 624

Textbooks: ANA, *Nursing Administration: Scope and Standards of Practice* (2016).
 O'Brien, *Servant Leadership in Nursing* (2011).
 Porter-O'Grady & Malloch, *Quantum Leadership* (2018).

MODUL E/WEEK	READING & STUDY	ASSIGNMENTS	POINTS
1	ANA: Standard 11 Porter-O'Grady & Malloch: ch. 1 1 presentation 1 website	Course Requirements Checklist Class Introductions DB Forum 1 Annotated Bibliography Wiki	10 0 50 25
2	ANA: Standards 14, 16 Porter-O'Grady & Malloch: ch. 2 1 presentation 6 websites	The Role of the Nurse Leader in Quality Healthcare Project – Part 1	125
3	ANA: Standard 13 Porter-O'Grady & Malloch: ch. 3-5 1 presentation 2 websites	Reflective Exercise 1	100
4	ANA: Standards 9–10 Porter-O'Grady & Malloch: chs. 6–7 1 presentation 2 websites	Reflective Exercise 2 Practicum/Clinical Log 1	100 50
5	ANA: Standard 7 Porter-O'Grady & Malloch: chs. 8–9 1 presentation 2 websites	The Role of the Nurse Leader in Quality Healthcare Project – Part 2	100
6	ANA: Standard 15 Porter-O'Grady & Malloch: chs. 10–11 O'Brien: chs. 3, 5 1 presentation 2 websites	Reflective Exercise 3 Practicum/Clinical Log 2	75 50

MODULE/ WEEK	READING & STUDY	ASSIGNMENTS	POINTS
7	ANA: Standard 8, 17 Porter-O'Grady & Malloch: chs. 12–13 O'Brien: ch. 7 1 presentation 2 websites	DB Forum 2	75
8	ANA: Standards 12 Porter-O'Grady & Malloch: ch. 14 1 presentation 1 website	Practicum/Clinical Log 3 Spiritual Philosophies Paper Self-Evaluation Student Evaluation of Preceptor and Site Preceptor Evaluation	50 200 * * *
TOTAL			1010

DB = Discussion Board

*Failure to complete these assignments will result in a grade of "Incomplete" for the course.

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