

STUDENT WARNING: This course syllabus is from a previous semester archive and serves only as a preparatory reference. Please use this syllabus as a reference only until the professor opens the classroom and you have access to the updated course syllabus. Please do NOT purchase any books or start any work based on this syllabus; this syllabus may NOT be the one that your individual instructor uses for a course that has not yet started. If you need to verify course textbooks, please refer to the online course description through your student portal. This syllabus is proprietary material of APUS.

American Public University System

The Ultimate Advantage is an Educated Mind

School of Health Sciences
NURS507
Leadership for the Master's Prepared Nurse
Credit Hours: 3
Length of Course: 8 weeks
Prerequisite: none

Instructor Information

Please refer to the Instructor Profile on the course homepage for your instructor's contact information and biography.

Course Description (Catalog)

Today's nurse leaders must possess the essential communication, critical-thinking, and decision-making skills required to effectively manage teams providing high quality care to diverse populations. This course addresses issues related to inter-professional collaboration, quality improvement initiatives, data-driven decision making, leadership and communication styles and their effect on interaction with members of healthcare teams.

Course Scope

This course is divided into 8 weeks and is designed to provide the learner with key concepts of leadership skills and strategies required for creating a culture of health and wellness in diverse populations. Learners will identify and analyze an opportunity for improvement in a process within their chosen organization that includes an in-depth analysis of internal and external data, review of organizational quality improvement programs, tools and resources, and roles of constituents within the system.

Course Learning Objectives

The following objectives are aligned with the MSN Program Outcomes (PO):

1. Integrate the concepts of diversity, equity, and inclusion within a healthcare organization for effective nursing leadership (PO 1, 8)
2. Analyze the significance of effective inter-professional collaboration and communication on patient safety and healthcare outcomes (PO 7)
3. Assess the structure of a healthcare organization, including its mission and vision, as it relates to strategic planning and the provision of quality health care (PO 4)

STUDENT WARNING: This course syllabus is from a previous semester archive and serves only as a preparatory reference. Please use this syllabus as a reference only until the professor opens the classroom and you have access to the updated course syllabus. Please do NOT purchase any books or start any work based on this syllabus; this syllabus may NOT be the one that your individual instructor uses for a course that has not yet started. If you need to verify course textbooks, please refer to the online course description through your student portal. This syllabus is proprietary material of APUS.

4. Distinguish leadership skills required to transform healthcare organizations and systems through quality improvement to meet the rapidly changing and culturally diverse health care needs of the populations served (PO 2, 4, 8)
5. Design systems change strategies utilizing change management theories (PO 2,3,4,5,6)
6. Analyze the principles of ethical and socially responsible leadership (PO 1, 8)
7. Evaluate the role of nursing in historical and future trends in the healthcare environment (PO 6)

Module Learning Objectives are located within the course.

Master's Essentials covered in this course include I, II, III, IV, V, VI, VII, VIII, IX.

Course Delivery Method

This course delivered via distance learning will enable students to complete academic work in a flexible manner, completely online. Course materials and access to MyClassroom will be made available to each student. Online assignments are due weekly as noted on the course outline and can include Discussions questions and written assignments. Assigned faculty will support the students throughout this eight-week course.

Course Materials

Required Course Textbooks:

All required readings and resources are available within MyClassroom.

Academic Writing Requirements:

The School of Health Sciences requires use of APA format and style and all students are encouraged to have a current copy of the *APA Publication Manual*. All written assignments are to be submitted in APA format style unless otherwise noted in the assignment directions.

Evaluation Procedures

Discussions

Please join the discussions each week. Replies must be posted in the week due and replies after the end of the each week will not be graded. The Discussions are for student interaction and input should be submitted before the week ends in order to fully participate in the discussions. Students should demonstrate their own knowledge in the discussions and avoid copying and pasting from websites. In this class there are 6 graded discussions.

Guidelines:

STUDENT WARNING: This course syllabus is from a previous semester archive and serves only as a preparatory reference. Please use this syllabus as a reference only until the professor opens the classroom and you have access to the updated course syllabus. Please do NOT purchase any books or start any work based on this syllabus; this syllabus may NOT be the one that your individual instructor uses for a course that has not yet started. If you need to verify course textbooks, please refer to the online course description through your student portal. This syllabus is proprietary material of APUS.

- Post the initial response to each discussions by 11:55pm, ET, Wednesday
- Initial responses are to be original in content and demonstrate a thorough analysis of the topic.
- Reply to more than two of your classmates in each discussions by 11:55pm, ET, Sunday for full participation credit.
- Responses to classmates are significant to advance the discussions.
- All discussions can be accessed in the Discussions section of the course.
- Respond to all questions posed to you in your initial post by instructor and/or peers.

An initial post must precede the response posts to peers. An initial post received after Wednesday 11:55 pm will receive a 10% deduction for each day, for 3 days, prior to discussions being graded. This means the highest grade possible for a late submission of 3 days, is 70%. However, response posts are due by Sunday 11:55 pm. If response posts are not submitted by this time, the discussion is over. Therefore, no points can be awarded for collaboration, and the highest grade possible for late submission past 3 days is 60%.

Tests/ Quizzes

There are no tests/quizzes in this course.

Written Assignments

There are 3 written assignments due throughout the course. All assignment instructions and grading rubrics are located in the Assignments area of MyClassroom. Assignments are due by 11:59 pm EST on the Sunday of the week they are assigned, or as indicated in the Assignments area.

Course Grading Outline

Grading Instrument	Percentage of Final Grade
Discussion Questions (6)	25%
Leadership Paper (due Week 2)	25%
Quality Improvement Paper (due Week 5)	25%
Interprofessional Teams Paper (due Week 7)	25%
TOTAL	100%

Course Outline

Module	Topic	Learning Objective(s)	Reading(s)	Assignment(s)
1	Nursing and the Transformation of Healthcare	Distinguish current and historical trends in nursing that shape	As assigned	Introductory discussion Week 1 discussion

STUDENT WARNING: This course syllabus is from a previous semester archive and serves only as a preparatory reference. Please use this syllabus as a reference only until the professor opens the classroom and you have access to the updated course syllabus. Please do NOT purchase any books or start any work based on this syllabus; this syllabus may NOT be the one that your individual instructor uses for a course that has not yet started. If you need to verify course textbooks, please refer to the online course description through your student portal. This syllabus is proprietary material of APUS.

		<p>the healthcare landscape</p> <p>Analyze the requisite leadership competencies for leading healthcare organizations and nursing units</p> <p>Assess the role of Emotional Intelligence in nursing and healthcare leadership</p>		
Module	Topic	Learning Objective(s)	Reading(s)	Assignment(s)
2	Organizational Leadership and Management Theories	<p>Analyze leadership theories, leadership styles, and contemporary models for influencing change within the health care delivery system</p> <p>Discern key attributes of the transformational leader</p> <p>Assess the significance of socially responsible leadership</p>	As assigned	Leadership Paper
Module	Topic	Learning Objective(s)	Reading(s)	Assignment(s)
3	Organizational Structure and Design of Healthcare Systems	Analyze organizational structure and the characteristics that contribute to efficient and financially sustainable care	As assigned	Week 3 Discussion

STUDENT WARNING: This course syllabus is from a previous semester archive and serves only as a preparatory reference. Please use this syllabus as a reference only until the professor opens the classroom and you have access to the updated course syllabus. Please do NOT purchase any books or start any work based on this syllabus; this syllabus may NOT be the one that your individual instructor uses for a course that has not yet started. If you need to verify course textbooks, please refer to the online course description through your student portal. This syllabus is proprietary material of APUS.

		<p>delivery</p> <p>Evaluate communication, systems thinking and organizational culture through the framework of the Triple Aim</p> <p>Assess the 5 P's of a healthcare microsystem</p>		
Module	Topic	Learning Objective(s)	Reading(s)	Assignment(s)
4	Leadership Planning and Processes	<p>Explain the importance of vision, organizational mission and culture and strategic planning to the success of a health care organization</p> <p>Distinguish the influence of change leadership and organizational learning on the implementation of strategic planning</p> <p>Assess the concepts of diversity, equity and inclusion as they relate to the workplace</p>	As assigned	Week 4 Discussion
Module	Topic	Learning Objective(s)	Reading(s)	Assignment(s)
5	Promoting Quality and Safety	<p>Analyze the factors that nurse leaders must consider when implementing a culture of safety within an organization</p> <p>Evaluate quality initiatives and quality improvement</p>	As assigned	Quality Improvement Paper

STUDENT WARNING: This course syllabus is from a previous semester archive and serves only as a preparatory reference. Please use this syllabus as a reference only until the professor opens the classroom and you have access to the updated course syllabus. Please do NOT purchase any books or start any work based on this syllabus; this syllabus may NOT be the one that your individual instructor uses for a course that has not yet started. If you need to verify course textbooks, please refer to the online course description through your student portal. This syllabus is proprietary material of APUS.

		<p>programs that support improvement in a practice setting</p> <p>Assess the roles of risk management and benchmarking in quality improvement activities</p>		
Module	Topic	Learning Objective(s)	Reading(s)	Assignment(s)
6	Team Building and Interprofessional Collaboration	<p>Inspect the concept of microsystems in understanding the process necessary to lead and manage nursing and interprofessional teams</p> <p>Analyze core competencies in interprofessional collaboration</p> <p>Recommend team building strategies a nurse leader may employ as a team leader</p>	As assigned	Week 6 Discussion
Module	Topic	Learning Objective(s)	Reading(s)	Assignment(s)
7	Communication and Conflict Management	<p>Develop a strategy for an effective communication infrastructure that can be used to foster quality improvement</p> <p>Explain the management of difficult scenarios, conflict, workplace violence, and diverse teams</p>	As assigned	Interprofessional Teams Paper

STUDENT WARNING: This course syllabus is from a previous semester archive and serves only as a preparatory reference. Please use this syllabus as a reference only until the professor opens the classroom and you have access to the updated course syllabus. Please do NOT purchase any books or start any work based on this syllabus; this syllabus may NOT be the one that your individual instructor uses for a course that has not yet started. If you need to verify course textbooks, please refer to the online course description through your student portal. This syllabus is proprietary material of APUS.

		Associate the impact of organizational and personal communication on a healthcare organization		
Module	Topic	Learning Objective(s)	Reading(s)	Assignment(s)
8	Advancing the Nursing Profession in to the Future	Synthesize concepts related to leadership and management that can facilitate role transition for the master's prepared nurse Evaluate the role of professional development for nurse leaders	As assigned	Week 8 Discussion

Policies

Please see the [Student Handbook](#) to reference all University policies. Quick links to frequently asked question about policies are listed below.

[Drop/Withdrawal Policy](#)

[Plagiarism Policy](#)

[Extension Process and Policy](#)

[Disability Accommodations](#)

Nursing Program Policies

Assignment and Coursework Grading Policy

Students are expected to submit classroom assignments by the designated due date and to complete the course according to the published class schedule. Failure to submit coursework by the designated due date will result in a ten percent (10%) penalty per day until three (3) days after the coursework is due. Therefore, after three (3) days, the maximum grade the student can achieve with a late submission will be a grade of 70% (C-). If a student is ill, has a family crisis, or

STUDENT WARNING: This course syllabus is from a previous semester archive and serves only as a preparatory reference. Please use this syllabus as a reference only until the professor opens the classroom and you have access to the updated course syllabus. Please do NOT purchase any books or start any work based on this syllabus; this syllabus may NOT be the one that your individual instructor uses for a course that has not yet started. If you need to verify course textbooks, please refer to the online course description through your student portal. This syllabus is proprietary material of APUS.

will miss scheduled coursework deadlines for any reason, the student shall notify the instructor in advance if at all possible. Assignments will NOT be accepted more than seven (7) days after the due date unless prior arrangements have been made in advance of the due date.

Course Completion and Progression Requirements

Effective September 1st, 2015 (For all students who started NURS300 after September 1, 2015, and beyond), To pass the course and progress in the nursing program, students must achieve a final course grade of a 73% (C) or better. In the capstone course, NURS498: Senior Seminar in Nursing Studies, students must achieve a final course grade of an 84% (B) or better in order to pass the course and graduate from the nursing program.

DRAFT