



**School of Health Professions**  
**Nurs Upper (BSN)**

## **Course Information**

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**Course:** NUR 4827C, LEADERSHIP IN NURSING PRACTICE (Section Section Title)

**Section Number:** Section Section Number

**Course Reference Number:** Section CRN

**Delivery Method:** Section Delivery Method

**Campus:** Section Section Campus

**Credit Hours:** 5 Credits - 4 Lecture Hours - Course Lab Hours Lab Hours - 3 Other Hours

**Course Description:** This course focuses on the theory, concepts, and underlying principles of leadership in health care delivery systems. The methods and interpersonal skills to become an effective nurse Leader in various health care delivery systems are explored along with the concepts of professional organizations, decision making, power/authority, health care policy and finance, cost effectiveness, problem-solving/change strategies, evidence based practice, evaluation/quality improvement, inter/intra-professional communication and collaboration skills, and leader behaviors. This course includes 45 clinical hours of leadership practice experiences.

## **Prerequisites/Co-requisites**

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**Course Prerequisites:** NUR 3870 Acceptance into the RN to BSN Program. Current valid, unencumbered, and unrestricted RN license.

**Course Co-requisites:** Course Co-requisites

## Topic Outline

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### Topic Outline:

- Principles and theories of leadership
- Inter and intra-professional communication in diverse settings/populations
- Change theory, decision-making, and conflict resolution
- Health care delivery systems, the culture of organizations, and health care policy
- Outcome measurement, quality improvement, and safety
- Budgetary issues and cost-effectiveness
- Application of evidence-based practice to meet a leadership need in the practice setting
- Professional accountability, ethics, and professional organizations

## Student Learning Outcomes

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All courses at Florida SouthWestern State College contribute to the General Education Program by meeting one or more of the following General Education Competencies:

**Communicate** clearly in a variety of modes and media.

**Research** and examine academic and non-academic information, resources, and evidence.

**Evaluate** and utilize mathematical principles, technology, scientific and quantitative data.

**Analyze** and create individual and collaborative works of art, literature, and performance.

**Think** critically about questions to yield meaning and value.

**Investigate** and engage in the transdisciplinary applications of research, learning, and knowledge.

**Visualize** and engage the world from different historical, social, religious, and cultural approaches.

**Engage** meanings of active citizenship in one's community, nation, and the world.

A. General Education Competencies and Course Outcomes

1. Listed here are the course outcomes/objectives assessed in this course which play an integral part in contributing to the student's general education along with the general education competency it supports.

General Education Competency: Investigate

Course Outcomes or Objectives Supporting the General Education Competency Selected:

- Demonstrate leadership & communication skills to effectively implement patient safety & quality improvement initiatives within the context of the inter-professional team.
- Employ principles & participate in quality improvement, healthcare policy, & cost-effectiveness to assist in the development & initiation of effective plans for the microsystem and/or system-wide practice improvements that will improve the quality of healthcare delivery for diverse populations.
- Demonstrate basic knowledge of healthcare policy, finance, reimbursement, & regulatory environments, including local, state, national, and global healthcare trends.
- Examine legislative & regulatory processes relevant to the provision of healthcare.
- Use inter & intra-professional communication and collaborative skills to deliver evidence-based patient-centered care & improve the quality of healthcare delivery for diverse populations.
- Incorporate effective communication techniques, including negotiation, teambuilding, collaborative strategies, & conflict resolution to produce positive professional working relationships.

General Education Competency: Engage

Course Outcomes or Objectives Supporting the General Education Competency Selected:

- Demonstrate an awareness of complex organizational systems including structure, mission, vision, philosophy, & values.
- Promote factors that create a culture of safety & caring.

- Employ principles & participate in quality improvement, healthcare policy, & cost-effectiveness to assist in the development & initiation of effective plans for the microsystem and/or system-wide practice improvements that will improve the quality of healthcare delivery for diverse populations.
- Demonstrate basic knowledge of healthcare policy, finance, reimbursement, & regulatory environments, including local, state, national, and global healthcare trends.

**B. Other Course Objectives/Standards**

NUR 4827C LEADERSHIP IN NURSING PRACTICE	
END OF PROGRAM STUDENT LEARNING OUTCOMES	COURSE OUTCOMES
1. Synthesize knowledge from nursing and the physical, behavioral, psychological and social sciences, and the humanities in the practice of professional nursing.	<p>Demonstrate an awareness of complex organizational systems including structure, mission, vision, philosophy, and values.</p> <p>Promote factors that create a culture of safety and caring.</p> <p>Demonstrate an awareness of complex relationship of safety and caring.</p> <p>Employ principles and participate in quality improvement, healthcare policy, and cost-effectiveness to assist in the development and initiation of effective plans for the microsystem and/or system wide practice improvements that will improve the quality of healthcare delivery for diverse populations.</p> <p>Use inter and intra-professional communication and collaborative skills to deliver evidence-based, patient-centered care.</p>
2. Integrate global health and health care, its relevant issues and policies as they relate to professional nursing practice.	Employ principles and participate in quality improvement, healthcare policy, and cost-effectiveness to assist in the development and initiation of effective plans for the microsystem

	<p>and/or system wide practice improvements that will improve the quality of healthcare delivery for diverse populations.</p> <p>Demonstrate basic knowledge of healthcare policy, finance, reimbursement, and regulatory environments, including local, state, national, and global healthcare trends.</p> <p>Examine legislative and regulatory processes relevant to the provision of healthcare.</p>
<p>3. Evaluate research in the exploration of the spectrum of health within the framework of evidence-based practice.</p>	<p>Participate in the development and implementation of imaginative and creative strategies to enable systems to change.</p> <p>Use inter- and intra-professional communication and collaborative skills to deliver evidence-based, patient-centered care.</p>
<p>4. Synthesize standards of professional practice and care.</p>	<p>Apply leadership concepts, skills, and decision making in the provision of high quality nursing care, healthcare team coordination, and the oversight and accountability for care delivery in a variety of settings.</p> <p>Demonstrate leadership and communication skills to effectively implement patient safety and quality improvement initiatives within the context of the inter-professional team.</p> <p>Employ principles and participate in quality improvement, healthcare policy, and cost-effectiveness to assist in the development and initiation of effective plans for the microsystem and/or system wide practice improvements that will improve the quality of healthcare delivery for diverse populations.</p>
<p>5. Articulate the role of the</p>	<p>Demonstrate leadership and communication</p>

<p>professional nurse within interprofessional teams.</p>	<p>skills to effectively implement patient safety and quality improvement initiatives within the context of the inter-professional team.</p> <p>Use inter- and intra-professional communication and collaborative skills to deliver evidence-based, patient-centered care.</p> <p>Incorporate effective communication techniques, including negotiation, teambuilding, collaborative strategies, and conflict resolution to produce positive professional working relationships.</p>
<p>6. Analyze current and changing health care information technologies and systems</p>	<p>Demonstrate leadership and communication skills to effectively implement patient safety and quality improvement initiatives within the context of the inter-professional team.</p> <p>Demonstrate an awareness of complex organizational systems including structure, mission, vision, philosophy, and values.</p> <p>Use inter- and intra-professional communication and collaborative skills to deliver evidence-based, patient-centered care.</p> <p>Incorporate effective communication techniques, including negotiation, teambuilding, collaborative strategies, and conflict resolution to produce positive professional working relationships.</p>
<p>7. Summarize the components of leadership and followership in professional nursing practice.</p>	<p>Apply leadership concepts, skills, and decision making in the provision of high quality nursing care, healthcare team coordination, and the oversight and accountability for care delivery in a variety of settings.</p> <p>Demonstrate leadership and communication skills to effectively implement patient safety and</p>

quality improvement initiatives within the context of the inter-professional team.

Employ principles and participate in quality improvement, healthcare policy, and cost-effectiveness to assist in the development and initiation of effective plans for the microsystem and/or system wide practice improvements that will improve the quality of healthcare delivery for diverse populations.

Participate in the development and implementation of imaginative and creative strategies to enable systems to change.

Use inter- and intra-professional communication and collaborative skills to deliver evidence-based, patient-centered care.

Incorporate effective communication techniques, including negotiation, teambuilding, collaborative strategies, and conflict resolution to produce positive professional working relationships.

8. Interpret the social responsibility of the nursing profession in the development and implementation of health care policy.

Promote factors that create a culture of safety and caring.

Employ principles and participate in quality improvement, healthcare policy, and cost-effectiveness to assist in the development and initiation of effective plans for the microsystem and/or system wide practice improvements that will improve the quality of healthcare delivery for diverse populations.

Demonstrate basic knowledge of healthcare policy, finance, reimbursement, and regulatory

environments, including local, state, national, and global healthcare trends.

Examine legislative and regulatory processes relevant to the provision of healthcare.

## Institution Policies

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### Programs for Students with Disabilities

Florida SouthWestern State College, in accordance with the Americans with Disabilities Act and the College's guiding principles, offers students with documented disabilities programs to equalize access to the educational process. Students needing to request an accommodation in this class due to a disability, or who suspect that their academic performance is affected by a disability should contact the Office of ADAptive Services at the nearest campus. The office locations and telephone numbers for each campus are located on the [Office of ADAptive Services website](#).

### Reporting Title IX Violations

Florida SouthWestern State College, in accordance with Title IX and the Violence Against Women Act, has established a set of procedures for reporting and investigating Title IX violations including sexual misconduct. Students who need to report an incident or need to receive support regarding an incident should contact the Equity Officer at [equity@fsw.edu](mailto:equity@fsw.edu). Incoming students are encouraged to participate in the Sexual Violence Prevention training offered online. Additional information and resources can be found on the [College's website](#).

## Academic Integrity Policy

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At FSW, we believe in the power of honesty and integrity as the pillars of academic excellence. As part of our college community, it's crucial that you understand the importance of these values in your academic journey. All work submitted by students for credit in this course is required to adhere to [FSW's Academic Integrity Policy](#). This means cheating on coursework is unacceptable, will receive a "0" grade, and may be subject to disciplinary action. FSW faculty may use Turnitin, Packback, CheckGPT, or



similar tools to evaluate coursework for plagiarism and/or artificial intelligence (AI) generated content.

Cheating or other academic misconduct can include, but is not limited to:

- Copying information from published or unpublished sources (online or in print) without citing those sources.
- Copying someone else's work or allowing someone else to copy yours.
- Submitting written work generated by AI as your own without direct authorization from your professor.
- Submitting work for credit that has already been submitted for credit in another class, even if you wrote it.
- Unethical distribution or use of exam content.

According to the [Academic Policies and Procedures section of the College Catalog](#), "Those in charge of academic tasks have an obligation to make known the standards and expectations of acceptable academic conduct. Each student has an obligation to know and understand those standards and expectations." As such, each student should review the policies and procedures outlined in the [Academic Integrity Policy](#) and expect that any violation of these policies will be subject to disciplinary action.

If you have any questions about these principles, reach out to your professor. They are here to help you succeed. Let's work together to maintain an honest, vibrant learning environment at FSW!

## Course Assessment

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In this course, students will be assessed on ten discussions, one IHI Leadership certificate, five leadership video cases, CoursePoint log, scholarly paper discussion, two interviews, practicum log, self-evaluation and an evidence-based practice leadership paper.

## Tutoring and Support Services

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### Academic Tutoring

FSW provides professional in-person and online tutoring through its [Tutoring Centers](#) located inside the campus library. Tutoring Centers consist of Math Center, Writing Center, and the Peer-Tutoring Center. In addition to on-campus tutoring services, the College provides all students 24/7 access to Tutor.com.

For additional help with this course, the student may:

1. Meet with the Professor during posted office hours.
2. [Seek On-Campus Assistance](#): Each Campus, as well as the Hendry/Glades Center, has at least one place where students can go for assistance with academics. All are available to each student, regardless of the location or type (on-campus, online, etc.) of the class.
3. [Request a tutor](#) from the Florida SouthWestern State College Peer Tutoring Center.
4. Use the Online 24/7 Tutoring Services (tutor.com). Look for the link in your Canvas course navigation menu.

**All of these services are available to the student at no additional cost.**

### **BUCS Care Services**

[Bucs Care Services](#) is focused on educating and informing the community through caring, advocacy, and supportive endeavors. FSW cares about our student's holistic development and wellness. We believe that for all students to be successful, support must be given on an emotional, social, physical, and intellectual basis.

Care Services include:

- [Wellness Hub](#) (Mindfulness@FSW)
- [Care Pantry](#)
- [Mental Health Services](#)
- [Public Health Resources](#)
- [Active Minds](#)
- [Homeless Student Resources](#)

If you feel you are struggling and need to speak with someone concerning personal issues, please do not hesitate to contact the Care Services office via email

([bucscare@fsw.edu](mailto:bucscare@fsw.edu)) or phone (239-489-9046) for community resources and group counseling.

## Grading Policy

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Grade Percent	Letter Grade
89.5-100	A
79,5-89,4	B
69.5-79.4	C
60-69.4	D
Below 60	F

*(Note: The “incomplete” grade [“I”] should be given only when unusual circumstances warrant. An “incomplete” is not a substitute for a “D,” “F,” or “W.” Refer to the policy on “incomplete grades.”)*