University of Nevada, Las Vegas
School of Nursing

Course Prefix and Number
NURS 772

Course Title
The Nurse as Leader

Credits
3 credits

Course Prerequisites
Admission to the UNR/UNLV DNP program. Students in the DNP must complete Term 1 courses in the DNP program.

Faculty
Michele C. Clark, RN, PhD

UNLV Office and Hours
BHS 402, Wednesday 8:30 a.m. - 12:30 p.m. Pacific Time and by appointment

Phone
702-895-5978, fax 702-895-4807

Email
M-F: via WebCampus or if WebCampus is unavailable, michele.clark@unlv.edu

Response Time
For e-mails sent to me Monday through Friday (during normal business hours), I will respond within 24 hours. For e-mails sent to me on weekends and holidays, expect a response within 48 hours.

Course Description
Leadership models as templates for nurse educator, advanced practice, or management roles and relationships; mentorship, service and knowledge dissemination as leadership activities; use of informatics as leadership resource; impact of diversity on ethical leadership practices.

Please note: The instructor reserves the right to make changes to this syllabus during the semester if determined to be needed to best address the specific needs of the class.

Objectives and Outcomes
By the end of the semester the student will be able to:
Course Objectives

1. Perform ongoing self-analysis of leadership behaviors through self-reflection and assessment of interpersonal skills and emotional intelligence.
2. Analyze leadership models and theories applicable to nursing in clinical practice, clinical teaching and healthcare analysis.
3. Evaluate how ethical issues impact nursing leadership.
4. Use leadership skills in a variety of settings to advance a vision of nursing.
5. Discuss how social, political and legal forces influence nursing leadership.
6. Develop potential areas for research in nursing leadership and the application of evidence-based practice or evidence-based education.
7. Discuss how teams trends in nursing, education, and health care influence nursing leadership in intra and interdisciplinary research.
8. Examine how culturally diverse communities influence leadership styles.

Course Outcomes

1. Perform ongoing self-analysis of leadership behaviors through self-reflection and assessment of interpersonal skills and emotional intelligence.
2. Understand the concept of leadership as it applies to nursing leadership and demonstrate this understanding in leadership activities.
3. Use leadership skills in a variety of settings to advance a vision of nursing.
4. Exercise leadership and management skills in managing conflict and change within educational and or practice settings.

Required/Recommended Texts


Online Learning Strategies

1. Contact the Help Desk with questions about WebCampus and for technical support, daily 7 am to 11 pm, at 702-895-0777 or http://oit.unlv.edu/students.
2. In order to avoid formatting problems, please type your documents in Microsoft Word and then attach (or cut and paste) on the Discussion Board under the appropriate topic.
This will also help you avoid losing your work should the internet or WebCampus go down.

3. I will respond to e-mails within 24 hours (unless otherwise posted). Please note that e-mails sent after 3 PM on Friday may not receive a reply until Monday morning.

4. I am available for telephone conferences or on-campus meetings. Please e-mail me through the course if you would like to meet.

5. Your ongoing feedback on the course is very important. A topic on the Discussion Board entitled Anonymous Feedback to the Instructor has been set up so that you may provide your constructive comments regarding the course anonymously. I will consider all comments and make general responses to the whole group as appropriate. I encourage you to use the area!

6. Due times for all WebCampus course assignments and responses to other students are due by midnight Pacific Time (PT).

7. In order to stay engaged, receive course updates, and generally get the most out of the course, you are encouraged to login every day.

**Assignment Requirements**

*Look to the course calendar under Essential Information found in the menu (on the left).*

Any written assignment should be formatted in APA. The APA style has been widely written about and explained. Two of the best sources for you to make sure you correctly using APA are APA's own online tutorial and Purdue University's Online Writing Lab (OWL).

Group activities (working in pre-assigned groups of 3-5 students):

- Homework assignments (1, 5, 6 and leadership in action)

Individual Activities/Assignments:

- Draft paper and Final Paper
- Homework 2 and 4

**Course Evaluation**

For scoring of each activity, see the Course Rubrics folder in Essential Information. All assignments are due on the date assigned and should be submitted no later than 11:59pm Pacific Time. **If paper is posted after the due date/time, it will not be scored and a "0" will be given for the assignment.**

**Group Activities**

Everyone is responsible to participate for the group activities. If a student doesn't show up to assist with the group activity he or she will be given an individual activity once. If this occurs a second time the student will receive a zero.
For each group assignment students will be completing a student evaluation on each group member. If a student receives a mean score from the group members between 2 and 3 he or she will lose 40% of the group grade for that assignment. If the student mean score is between 1 and 2 the student will lose 70% of the group grade.

Your final course grade will be calculated from the grades you earn from the following activities:

<table>
<thead>
<tr>
<th>Project</th>
<th>Percentage of Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introduction</td>
<td>0%</td>
</tr>
<tr>
<td>Homework 1</td>
<td>8%</td>
</tr>
<tr>
<td>Individual Homework 2</td>
<td>8%</td>
</tr>
<tr>
<td>Leadership in Action</td>
<td>20%</td>
</tr>
<tr>
<td></td>
<td>(5% individual participation and 10% &amp; 5% for two parts of the assignment)</td>
</tr>
<tr>
<td>Leadership paper - draft</td>
<td>5%</td>
</tr>
<tr>
<td>Individual Homework 4</td>
<td>8%</td>
</tr>
<tr>
<td>Homework 5</td>
<td>8%</td>
</tr>
<tr>
<td>Homework 6</td>
<td>8%</td>
</tr>
<tr>
<td>Leadership paper - final</td>
<td>35%</td>
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</tbody>
</table>

**Assignment of Grades Based on Course Points**

The course grading scale follows the approved scale of the School of Nursing. As per School of Nursing policy, there is no rounding (up or down) or scores; thus, a grade of 89.99% will be recorded as 89%. A minimum of a "B" grade (83%) is required to satisfactorily complete the course.

<table>
<thead>
<tr>
<th>Grade</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>93-100</td>
</tr>
<tr>
<td>A-</td>
<td>90-92</td>
</tr>
<tr>
<td>B+</td>
<td>88-89</td>
</tr>
<tr>
<td>B</td>
<td>83-87</td>
</tr>
<tr>
<td>B-</td>
<td>80-82</td>
</tr>
<tr>
<td>C+</td>
<td>78-79</td>
</tr>
<tr>
<td>C</td>
<td>75-77</td>
</tr>
<tr>
<td>C-</td>
<td>70-74</td>
</tr>
<tr>
<td>D+</td>
<td>68-69</td>
</tr>
<tr>
<td>D</td>
<td>63-67</td>
</tr>
<tr>
<td>D-</td>
<td>60-62</td>
</tr>
<tr>
<td>F</td>
<td>Below 59</td>
</tr>
</tbody>
</table>
## Topical Outline

<table>
<thead>
<tr>
<th>Weeks</th>
<th>Learning Module and Units</th>
<th>Course Objectives by Syllabus Number</th>
<th>Activities</th>
<th>Assignments</th>
</tr>
</thead>
</table>
| 1     | Introduction: Nurse as Leader  
Leadership defined and described | 1. Examine the definitions and qualities of leadership styles.  
6. Analyze the integrated roles of leadership and management in education and healthcare organizations. | Respond to questions on the discussion board  
Introduction video |  |
| 2-3   | Module 1:  
Strengths, criticism and application of: Trait approach and Contingency theory | 2. Analyze leadership models and theories applicable to nursing leadership in educational settings. | Homework  
Articles posted in the module | Homework #1 |
| 4-5   | Module 2:  
How motivation drives the structure of path-goal theory and interactions directs leader member exchange theory | 1. Examine the definitions and qualities of leadership styles.  
5. Analyze the integrated roles of leadership and management in nursing education | Homework  
Articles posted in the module | Homework #2 |
| 6-7   | Module 3:  
New leadership paradigm: transformational leadership and team leadership | 4. Discuss how social, political and legal forces influences nursing education and nursing leadership.  
10. Discuss how trends in nursing, education, and health | Leadership in Action (LIA)  
Individual participation will be worth 15% of each individual's grade.  
A short 1-2 page paper will be | Short paper |
<table>
<thead>
<tr>
<th>Week</th>
<th>Module</th>
<th>Topic</th>
<th>Tasks</th>
<th>Homework</th>
<th>Articles posted in the module</th>
</tr>
</thead>
<tbody>
<tr>
<td>7-8</td>
<td>Module 4: Personality traits and gender's influence on leadership styles</td>
<td>2. Analyze leadership models and theories applicable to nursing leadership in educational settings. 7. Discuss an environment that promotes professional and ethical conduct for the nurse educator.</td>
<td>Homework</td>
<td>Articles posted in the module</td>
<td>Homework #3</td>
</tr>
<tr>
<td>9-10</td>
<td>Module 5: Culture and a situation's influence on leadership</td>
<td>5. Analyze the integrated roles of leadership and management in nursing education. 10. Examine how culturally diversity communities influence leadership styles</td>
<td>Homework</td>
<td>Draft of Leadership Paper</td>
<td>Homework #4</td>
</tr>
<tr>
<td>12-13</td>
<td>Module 6: Leadership Ethics</td>
<td>3. Evaluate how ethical issues associated with nursing education influence the educational process.</td>
<td>Homework</td>
<td>Articles posted in the module</td>
<td>Homework #5</td>
</tr>
<tr>
<td>14</td>
<td>Final week: Writing</td>
<td>8. Develop potential areas for research in nursing leadership and the application of evidence-based practice or evidence-based education. 9. Discuss how trends in nursing, education, and health care influence nursing.</td>
<td>Final Paper</td>
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<td></td>
</tr>
</tbody>
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UNLV Academic Policies

All School of Nursing and University academic standards apply. These are described in both the School of Nursing Student Handbook and the University Student Handbook.

Academic Misconduct - Academic integrity is a legitimate concern for every member of the campus community; all share in upholding the fundamental values of honesty, trust, respect, fairness, responsibility and professionalism. By choosing to join the UNLV community, students accept the expectations of the Student Academic Misconduct Policy and are encouraged when faced with choices to always take the ethical path. Students enrolling in UNLV assume the obligation to conduct themselves in a manner compatible with UNLV's function as an educational institution.

An example of academic misconduct is plagiarism. Plagiarism is using the words or ideas of another, from the Internet or any source, without proper citation of the sources. See the Student Academic Misconduct Policy (approved December 9, 2005) located at: http://studentconduct.unlv.edu/misconduct/policy.html.

Copyright - The University requires all members of the University Community to familiarize themselves with and to follow copyright and fair use requirements. You are individually and solely responsible for violations of copyright and fair use laws. The university will neither protect nor defend you nor assume any responsibility for employee or student violations of fair use laws. Violations of copyright laws could subject you to federal and state civil penalties and criminal liability, as well as disciplinary action under University policies. Additional information can be found at: http://www.unlv.edu/provost/copyright.

Disability Resource Center (DRC) – The UNLV Disability Resource Center (SSC-A 143, http://drc.unlv.edu/, 702-895-0866) provides resources for students with disabilities. If you feel that you have a disability, please make an appointment with a Disabilities Specialist at the DRC to discuss what options may be available to you. If you are registered with the UNLV Disability Resource Center, bring your Academic Accommodation Plan from the DRC to the instructor during office hours so that you may work together to develop strategies for implementing the accommodations to meet both your needs and the requirements of the course. Any information you provide is private and will be treated as such. To maintain the confidentiality of your request, please do not approach the instructor in front of others to discuss your accommodation needs.

If you are registered with the UNLV Disability Resource Center, bring your Academic Accommodation Plan from the DRC to the instructor during office hours so that you may work together to develop strategies for implementing the accommodations to meet both your needs
and the requirements of the course. Any information you provide is private and will be treated as such. To maintain the confidentiality of your request, please do not approach the instructor before or after class to discuss your accommodation needs.

**Religious Holidays Policy** - Any student missing class quizzes, examinations, or any other class or lab work because of observance of religious holidays shall be given an opportunity during that semester to make up missed work. The make-up will apply to the religious holiday absence only. It shall be the responsibility of the student to notify the instructor no later than the end of the first two weeks of classes, **January 30, 2015**, of his or her intention to participate in religious holidays which do not fall on state holidays or periods of class recess. For additional information, please visit: [http://catalog.unlv.edu/content.php?catoid=6&navoid=531](http://catalog.unlv.edu/content.php?catoid=6&navoid=531).

**Incomplete Grades** - The grade of I – Incomplete – can be granted when a student has satisfactorily completed three-fourths of course work for that semester/session but for reason(s) beyond the student's control, and acceptable to the instructor, cannot complete the last part of the course, and the instructor believes that the student can finish the course without repeating it. The incomplete work must be made up before the end of the following regular semester for undergraduate courses. Graduate students receiving "I" grades in 500-, 600-, or 700-level courses have up to one calendar year to complete the work, at the discretion of the instructor. If course requirements are not completed within the time indicated, a grade of F will be recorded and the GPA will be adjusted accordingly. Students who are fulfilling an Incomplete do not register for the course but make individual arrangements with the instructor who assigned the I grade.

**Tutoring** - The Academic Success Center (ASC) provides tutoring and academic assistance for all UNLV students taking UNLV courses. Students are encouraged to stop by the ASC to learn more about subjects offered, tutoring times and other academic resources. The ASC is located across from the Student Services Complex (SSC). Students may learn more about tutoring services by calling 702-895-3177 or visiting the tutoring web site at: [http://academicsuccess.unlv.edu/tutoring/](http://academicsuccess.unlv.edu/tutoring/)

**UNLV Writing Center** - One-on-one or small group assistance with writing is available free of charge to UNLV students at the Writing Center, located in CDC-3-301. Although walk-in consultations are sometimes available, students with appointments will receive priority assistance. Appointments may be made in person or by calling 702-895-3908. The student's Rebel ID Card, a copy of the assignment (if possible), and two copies of any writing to be reviewed are requested for the consultation. More information can be found at: [http://writingcenter.unlv.edu/](http://writingcenter.unlv.edu/)

**Rebelmail** - By policy, faculty and staff should e-mail students' Rebelmail accounts only. Rebelmail is UNLV's official e-mail system for students. It is one of the primary ways students receive official university communication such as information about deadlines, major campus events, and announcements. All UNLV students receive a Rebelmail account after they have been admitted to the university. Students' e-mail prefixes are listed on class rosters. The suffix is always @unlv.nevada.edu. **Emailing within WebCampus is acceptable**

**Library Resources** –Students may consult with a librarian ([www.library.unlv.edu/consultation](http://www.library.unlv.edu/consultation))
about research needs. For this class, the subject librarian is Xan Goodman. UNLV Libraries provides resources to support students’ access to information. Discovery, access, and use of information are vital skills for academic work and for successful post-college life. Access library resources and ask questions at www.library.unlv.edu/

Final Examinations - The University requires that final exams given at the end of a course occur at the time and on the day specified in the final exam schedule. See the schedule at: http://www.unlv.edu/registrar/calendars.

Any other class specific information - (e.g., absences, make-up exams, extra credit policies, plagiarism/cheating consequences, policy on electronic devices, specialized department or college tutoring programs, bringing children to class, policy on recording classroom lectures, etc.)