

REGISTERED NURSING PROGRAM

NURSING 86

LEADERSHIP/MANAGEMENT IN NURSING

SYLLABUS

UNITS:

2 units (2 hours of theory)

PREREQUISITES:

C or *better* in Nursing 85, Nursing 85L, Nursing 85P, and Nursing 85PL
Co-requisite: Nursing 86L

FOREWORD:

Leadership/Management in Nursing is a quarter long course designed to prepare the Registered Nursing student to function as a graduate nurse. Focus includes the managerial/leadership role, interdisciplinary practice, legal challenges of clinical practice, and trends within the nursing profession.

Critical thinking and problem solving skills will be employed through group exercises and independent study with consideration for the Registered Nurse scope of practice.

COURSE OBJECTIVES:

1. Formulate nursing care plans for a group of clients who are experiencing actual or potential self-care deficits.

Theory Objectives:

- 1.1 Collect universal and developmental self-care requisite data needed to plan care for a group of clients.
- 1.2 Examine the psychosocial impact of actual or potential self-care deficits.
- 1.3 Organize nursing care priorities for a group of clients.
- 1.4 Identify the need for planning care within the supportive-educative system.
- 1.5 Analyze the principles for medication administration for a group of clients.
- 1.6 Differentiate the ways in which nutritional self-care requisites are met.
- 1.7 Evaluate the nursing care for a group of clients.

2. Evaluate the impact of cultural, gender, age, and social differences among clients on nursing decisions.

Theory Objectives:

- 2.1 Examine the impact of cultural and social differences on nursing care of clients.
- 2.2 Analyze nursing management techniques while working with multicultural care providers and clients.
- 2.3 Evaluate nursing care for clients across the life span.
- 2.4 Consider the effect of gender on both care provider and client.

3. Employ the principles of interdisciplinary planning to facilitate self-care for a group of clients.

Theory Objectives:

- 3.1 Compare and contrast the roles of other health team members.
- 3.2 Analyze the function of support groups and other community resources for clients and their families.

4. Identify legal issues encountered in nursing practice

Theory Objectives:

- 4.1 Illustrate select legal terms as they relate to nursing practice.
- 4.2 Analyze the components necessary for a malpractice decision in California.
- 4.3 Examine common practice dilemmas.

5. Demonstrate beginning management skills through collaboration with other health team members.

Theory Objectives:

- 5.1 Identify management skills needed to coordinate care for a group of clients.
- 5.2 Illustrate styles of leadership.
- 5.3 Analyze assignment of nursing tasks to unlicensed assistive personnel.

6. Appraise own goals in relation to resources and trends within the nursing profession.

Theory Objectives:

- 6.1 Examine in detail the California Nurse Practice Act as it relates to Registered Nursing licensure.
- 6.2 Analyze trends affecting the role of the Registered Nurse.
- 6.3 Examine the differences between the student nurse and the graduate nurse role.

TOPICAL COURSE OUTLINES:

Topics are arranged by weeks of presentation.

WEEK 1

Theory lecture/discussion

1. Orientation to the course
 - 1.1 Syllabus
 - 1.2 Greensheet
 - 1.3 Calendar
 - 1.4 Preceptorship
2. Role Transition: Nursing Student to Registered Nurse
 - 2.1 Application for NCLEX-RN examination

WEEK 2

Theory lecture/discussion

1. Time management
 - 1.1 Personal and professional
 - 1.2 Priority setting
 - 1.3 Delegation/assignment

WEEK 3

Theory lecture/discussion

1. Communication
 - 1.1 Basic principles-Review
 - 1.2 In the work setting
 - 1.3 In groups
 - 1.4 Assertiveness
2. Communication
 - 2.1 Conflict resolution
 - 2.2 Dealing with difficult people

WEEK 4

Theory lecture/discussion

1. Role transition: Nursing student to Registered Nurse
 - 1.1 Surviving nursing
 - 1.11 Stress/burnout
 - 1.12 Coping
 - 1.13 Reality shock
2. Role transition: Nursing student to Registered Nurse
 - 2.1 Job selection skills
 - 2.2 Trends in the job market

WEEK 5

Theory lecture/discussion

1. Management of client care
 - 1.1 Health care organizations
 - 1.11 Organizational structure/function
 - 1.2 Nursing care delivery systems
 - 1.21 Functional
 - 1.22 Team
 - 1.23 Primary
 - 1.24 Case Management/Managed Care
 - 1.241 Clinical Pathways
 - 1.3 Staffing Decisions
 - 1.31 Patient assignments
 - 1.32 Patient classification systems (acutities)
 - 1.4 Monitoring
 - 1.41 Informal evaluation
 - 1.42 Formal evaluation
 - 1.43 Quality Assurance

2. Facilitating self-care in the acute care setting
 - 2.1 Nurse in a partly compensatory and supportive-educative nursing system
 - 2.11 Teaching-learning process
 - 2.12 The adult learner
 - 2.2 Patient and family participation in health care
 - 2.21 Barriers, environment, motivation
 - 2.3 Roles of other health team members
 - 2.31 Support Groups
 - 2.32 Community resources

WEEK 6

Midterm Examination

Week 7

Theory lecture/discussion

1. Legal Issues
 - 1.1 Malpractice/Negligence
 - 1.2 Patient rights
 - 1.21 Bill of Rights
 - 1.22 Confidentiality
 - 1.23 Consent
 - 1.24 Refusing treatment
 - 1.25 Discharge planning
 - 1.26 Freedom from restraints
 - 1.3 Durable Power of Attorney for Health Care
 - 1.4 Nurse Practice Acts
 - 1.41 Function of
 - 1.42 Legal action
 - 1.43 Standards of care
 - 1.44 Denial of licensure
 - 1.5 Documentation
 - 1.51 Informed consent
 - 1.52 Incident reports
 - 1.6 Professional liability insurance

WEEK 8

Theory lecture/discussion

1. Nurse as manager and leader
 - 1.1 Terms defined
 - 1.2 Leadership styles
 - 1.3 Effective leadership qualities
 - 1.4 Working with groups

WEEK 9

Theory lecture/discussion

1. Trends in nursing affecting client care
 - 1.1 Evolution of the health care system
 - 1.2 Health care finances today
 - 1.3 Collective bargaining
 - 1.4 Political involvement

WEEK 10

Theory lecture/discussion

1. The professional nurse
 - 1.1 Nursing roles
 - 1.11 Defining the profession
 - 1.12 Nursing roles
 - 1.13 Expanded roles
2. Nursing organization
 - 2.1 Nursing image

WEEK 11

Theory lecture/discussion

1. Role transition: Nursing student to Registered Nurse
 - 1.1 Entry into practice
 - 1.2 Professional development
 - 1.21 Continuing education
 - 1.22 Further education

WEEK 12

FINAL EXAMINATION (comprehensive, with emphasis on Weeks 6-11)

TEXTS AND SUPPORTING REFERENCES

REQUIRED:

1. Zerwekh, J & Claiborne, J.C. Nursing Today: Transitions and Trends, 6th (or current) edition, Philadelphia: Saunders, 2008.
2. Lewis & Heitkemper, Medical Surgical Nursing Assessment and Management of Clinical Problems, 7th (or current) edition, Mosby, 2007.
3. Potter and Perry, Basic Nursing: Essentials for Nursing Practice, 6th (or current) edition, Mosby 2007.
4. Taber's Cyclopedic Medical Dictionary, 20th edition, FA Davis 2005.
5. Doenges, Moorhouse & Geissler-Murr. Nursing Diagnosis Manual, 3rd edition. FA Davis 2008.
6. Deglin. Davis' Drug Guide for Nurses, 11th (or current) edition, 2008.
7. Van Leeuwen, Kranpitz & Smith. Laboratory and Diagnostic Tests with Nursing Implications. 2nd edition, FA Davis, 2006.
8. Purnell, L& Paulanka, B. Guide to Culturally Competent Health Care, FA Davis 2005.
9. Course Syllabus
10. De Anza College, Department of Nursing, Student Handbook, current edition.

RECOMMENDED:

1. National council of State Boards of Nursing website (www.ncsbn.org)
2. California Board of Registered Nursing website (www.rn.ca.gov)
3. Medscape Nursing (www.medscape.com)

TESTS

1. One midterm examination and one comprehensive final examination will be given. The student must attain a satisfactory clinical evaluation rating to be eligible to sit for the final examination. Tests will be based on theory objectives.
2. The course grade will be based on the written cumulative scores and the additional written assignments. The student must achieve an exam average of 70% or better to pass the course. Specific due dates for each test and written assignment can be found on the course calendar, distributed on the first class day.
3. The grading scale will be as follows:

90-100%	A
80-89%	B
70-79%	C
<70%	F