UNIVERSITY OF FLORIDA

COLLEGE OF NURSING

COURSE SYLLABUS

Spring/2021

COURSE NUMBER NUR 4827

COURSE TITLE Lead and Inspire 4: Leadership and Innovation in Nursing Practice

CREDITS 02

PREREQUISITE NUR 4108 Lead and Inspire 3: Policy and Change in Nursing Practice

COREQUISITE None

FACULTY Ragnhildur (Raga) I. Bjarnadottir, PhD, MPH

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COURSE DESCRIPTION The purpose of this course is to synthesize the roles, functions, and perspectives of the professional nurse utilizing the lead and inspire concepts. The emphasis is on leadership and innovation to transform professional nursing practice and healthcare systems.

COURSE OBJECTIVES Upon completion of this course the student will be able to:

1. Compare and contrast the concepts of nursing leadership and nursing management in the delivery of personalized nursing care.
2. Integrate the design and delivery of personalized nursing care in collaboration with inter-professional teams.
3. Critique innovations in nursing and healthcare that impact healthcare cost, quality, and safety.
4. Select a strategy, based on one’s leadership style, for promoting the adoption of a nursing innovation by one’s colleagues/peers.
5. Reflect on how the lead and inspire concepts can be applied to transform the cost, quality and safety of personalized nursing care.
6. Develop a personal leadership philosophy based on lead and inspire concepts to use in professional nursing practice.

COURSE SCHEDULE

Faculty Section Day Time Room

Bjarnadottir 0100 Thursday 7:25-9:20am 1404

Dungan 0200 Thursday 4:04-6:00pm 1404

We will have face-to-face instructional sessions in the classroom setting to accomplish the student learning objectives of this course. In response to COVID-19, the following policies and requirements are in place to maintain your learning environment and to enhance the safety of our in-classroom interactions.

* + - You are required to wear approved face coverings at all times during class and within buildings. Following and enforcing these policies and requirements are all of our responsibility. Failure to do so will lead to a report to the Office of Student Conduct and Conflict Resolution.
    - This course has been assigned a physical classroom with enough capacity to maintain physical distancing (6 feet between individuals) requirements. Please utilize designated seats and maintain appropriate spacing between students. Please do not move desks or stations.
    - Sanitizing supplies are available in the classroom if you wish to wipe down your desks prior to sitting down and at the end of the class.
    - Follow your instructor’s guidance on how to enter and exit the classroom.  Practice physical distancing to the extent possible when entering and exiting the classroom.
    - If you are experiencing COVID-19 symptoms ([Click here for guidance from the CDC on symptoms of coronavirus](https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html)), please use the UF Health screening system and follow the instructions on whether you are able to attend class. [Click here for UF Health guidance on what to do if you have been exposed to or are experiencing Covid-19 symptoms](https://coronavirus.ufhealth.org/screen-test-protect/covid-19-exposure-and-symptoms-who-do-i-call-if/).
    - Course materials will be provided to you with an excused absence, and you will be given a reasonable amount of time to make up work. [Find more information in the university attendance policies](https://catalog.ufl.edu/UGRD/academic-regulations/attendance-policies/)

E-Learning in Canvas is the course management system that you will use for this course. E-Learning in Canvas is accessed by using your Gatorlink account name and password at <http://elearning.ufl.edu/>. There are several tutorials and student help links on the E-Learning login site. If you have technical questions call the UF Computer Help Desk at 352-392-HELP or send email to [helpdesk@ufl.edu](mailto:helpdesk@ufl.edu).

It is important that you regularly check your Gatorlink account email for College and University wide information and the course E-Learning site for announcements and notifications. Course websites are generally made available on the Friday before the first day of classes.

TEACHING METHODS

Didactic

Interactive and collaborative classroom activities

Peer learning

LEARNING ACTIVITIES

Assigned readings

Pre-class and in-class activities, including participation

Student-led & group discussions

Group project and presentation

EVALUATION METHODS/COURSE GRADE CALCULATION

Participation Logs (4) 15%

Discussion boards (2) 10%

Resumé 5%

Quizzes (HESI Adaptive) 40%

Final group project 30%

Total 100%

*Course Average*

Students must earn an average of 74% on all required course work (exams and assignments) to pass the course. No grades will be rounded including the exam scores and the final course grade.

Progression in the College of Nursing baccalaureate program requires that students maintain a “C” or above for all required nursing courses.

<https://con-main.sites.medinfo.ufl.edu/files/2011/05/S2.03-Academic-Progression-for-Baccalaureate-Degree-Students.pdf>

CLASS ATTENDANCE AND MAKEUP POLICY

Collaborative learning is an essential component of this course; therefore, engagement is expected with each activity and assignment. Advanced notice of absence is expected. In general, acceptable reasons for absence from or failure to participate in class include illness, serious family emergencies, special curricular requirements (e.g., professional conferences **with advanced notice**), military obligation, severe weather conditions, religious holidays, and participation in official university activities. Absences from class for court-imposed legal obligations (e.g., jury duty or subpoena) are excused. Makeup assignments for excused absences will be negotiated with the instructor. **If at all possible**, the course instructor must be notified in advance if an exam is missed due to an extenuating circumstance. If no notice is given or without prior approval of an absence for a reason listed above, a grade of zero may be assigned. Students may not opt out of any exams. Late assignments and/or makeups for HESI Case studies (or other assignments) except in the case of the above circumstances are not allowed.

Students are expected to plan in advance and submit assignments by posted due dates. If there are extenuating circumstances affecting your ability to submit an assignment by the due date, contact your section faculty **PRIOR** to the deadline. If no advance notice is given, the late assignment policy in this class is as follows:

* First 24 hours late: There will be a 25% deduction on an assignment turned in late the first 24 hours after the due date/ time.
* 24-48 hours late: There will be a 50% deduction on an assignment turned in late 24-48 hours after the due date/ time.
* After 48 hours: There will be no credit given for an assignment turned in greater than 48 hours after the due date/ time.

Requirements for class attendance and make-up exams, assignments, and other work in this course are consistent with university policies that can be found at: <https://catalog.ufl.edu/ugrad/current/regulations/info/attendance.aspx>.

GRADING SCALE

A 95-100 (4.0) C 74-79\* (2.0)

A- 93-94 (3.67) C- 72-73 (1.67)

B+ 91- 92 (3.33) D+ 70-71 (1.33)

B 84-90 (3.0) D 64-69 (1.0)

B- 82-83 (2.67) D- 62-63 (0.67)

C+ 80-81 (2.33) E 61 or below (0.0)

\* 74 is the minimal passing grade

For more information on grades and grading policies, please refer to University’s grading policies: <https://catalog.ufl.edu/ugrad/current/regulations/info/grades.aspx>

COURSE EVALUATION

Students are expected to provide professional and respectful feedback on the quality of instruction in this course by completing course evaluations online via GatorEvals. Guidance on how to give feedback in a professional and respectful manner is available at <https://gatorevals.aa.ufl.edu/students/>. Students will be notified when the evaluation period opens, and can complete evaluations through the email they receive from GatorEvals, in their Canvas course menu under GatorEvals, or via <https://ufl.bluera.com/ufl/>. Summaries of course evaluation results are available to students at <https://gatorevals.aa.ufl.edu/public-results/>.

ACCOMMODATIONS DUE TO DISABILITY

Students with disabilities requesting accommodations should first register with the Disability Resource Center (352-392-8565, <https://disability.ufl.edu/> ) by providing appropriate documentation. Once registered, students will receive an accommodation letter which must be presented to the instructor when requesting accommodation. Students with disabilities should follow this procedure as early as possible in the semester.

PROFESSIONAL BEHAVIOR

The College of Nursing expects all Nursing students to be professional in their interactions with patients, colleagues, faculty, and staff and to exhibit caring and compassionate attitudes. These and other qualities will be evaluated during patient contacts and in other relevant settings by both faculty and peers. Behavior of a Nursing student reflects on the student's individual’s ability to become a competent professional Nurse. Attitudes or behaviors inconsistent with compassionate care; refusal by, or inability of, the student to participate constructively in learning or patient care; derogatory attitudes or inappropriate behaviors directed at patients, peers, faculty or staff; misuse of written or electronic patient records (e.g., accession of patient information without valid reason); substance abuse; failure to disclose pertinent information on a criminal background check; or other unprofessional conduct can be grounds for disciplinary measures including dismissal.

***As students in the health professions at UF Health, you are expected to promote safety and a culture of care and concern for each other and for patients. Across our academic health center’s missions of research, teaching and patient care, nursing students must lead by example and take individual responsibility for modeling healthy habits and behaviors to minimize the spread of COVID-19. Failure to comply with the established public health measures, both on and off campus, is considered a serious breach of professional conduct.***

UNIVERSITY POLICY ON ACADEMIC MISCONDUCT

Academic honesty and integrity are fundamental values of the University community. Students should be sure that they understand the UF Student Honor Code at <https://sccr.dso.ufl.edu/policies/student-honor-code-student-conduct-code/> . Students are required to provide their own privacy screen for all examination’s administered to student laptops. No wireless keyboards or wireless mouse/tracking device will be permitted during examinations.

University and College of Nursing Policies

Please see the College of Nursing website for student policies (<http://students.nursing.ufl.edu/currently-enrolled/student-policies-and-handbooks/>) and a full explanation of each of the university policies – (<http://students.nursing.ufl.edu/currently-enrolled/course-syllabi/course-policies>)

UF Grading Policy

Religious Holidays

Counseling and Mental Health Services

Student Handbook

Faculty Evaluations

Student Use of Social Media

PRIVACY POLICIES/ ELECTRONIC RESOURCES

Below are links to the privacy policies associated with the corporate electronic resources used in our course.

Elsevier <https://www.elsevier.com/legal/privacy-policy>

Top Hat <https://tophat.com/company/legal/privacy-policy/>

Honorlock <https://honorlock.com/student-privacy-statement/>

REQUIRED TEXTBOOKS

Marquis, B. L. & Huston, C. J. (2021). *Leadership roles and management functions in nursing:*

*Theory and application*. 10th Ed. Philadelphia. Wolters Kluwer.

CLASS SCHEDULE

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| **Dates** | **Week #** | **Topics** | **Course Objective**  **(Program Outcome)** |
| Jan 14 | 1 | Course Orientation & Syllabus Review  Decision making, Leadership, & Management | 1, 4  (2, 8, 10) |
| Jan 21 | 2 | Career Planning & Professional Development  \*Mock Interviews | 1, 5, 6  (6, 8, 10) |
| Jan 28 | 3 | Career Planning & Professional Development  \*Mock Interviews | 1, 5, 6  (6, 8, 10) |
| Feb 4 | 4 | Ethical Considerations for Leadership, Management, and Innovation | 5, 6  (3, 6, 10) |
| Feb 11 | 5 | Advocating for the Adoption of Innovation | 5, 6  (6 10) |
| Feb 18 | 6 | Innovative Leadership Styles & Emotional Intelligence | 1, 4, 6  (1, 8, 6) |
| Feb 25 | 7 | Professional Communication in Leadership & Management | 2, 6  (2, 8, 10, 11) |
| Mar 4 | 8 | Planning & Design of Personalized Nursing Care: Part II  *(Staffing Needs & Scheduling Policies/Implicit Bias & Structural Racism)* | 3, 4, 5  (7, 4, 6) |
| Mar 11 | 9 | Delivery of Personalized Nursing Care: Innovation & Innovative Care Models: Part I  *(Organizational Structure/Organizing Patient Care)* | 1, 3, 4, 5  (2, 5, 6) |
| Mar 18 | 10 | Delivery of Personalized Nursing Care: Innovation & Innovative Care Models: Part II  *(Delegation/ Quality & Safety)* | 1, 3, 4, 5  (2, 5, 6) |
| Mar 25 | 11 | Organizational Planning & Policy  *(Organizational, Political, Personal Power/Educating & Socializing Staff in a Learning Org)* | 2, 5  (2, 6, 8, 10) |
| Apr 1 | 12 | Critiquing Exemplars of Nursing Innovation | 1,3,4,5,6 (2, 5, 6) |
| Apr 8 | 13 | In-class Presentations & Discussions |  |
| Apr 15 | 14 | In-class Presentations & Discussions |  |

*\*Detailed course schedule available in Canvas*

Program Outcomes:

1. Apply critical thinking to synthesize knowledge grounded in liberal education and nursing, in the practice of professional nursing in the global community.
2. Collaborate with the healthcare team and clients to provide safe and cost effective high quality health care.
3. Integrate evidence-based findings in decision-making in the practice of professional nursing.
4. Appraise current evidence to evaluate health care safety and quality improvement initiatives for individuals and groups.
5. Analyze information from health care technology systems to apply evidence that will guide nursing practice.
6. Utilize knowledge of health care regulation to advocate for policy change to improve health care systems and professional nursing practice.
7. Illustrate the importance of advocacy in the improvements in nursing practice and throughout the healthcare system.
8. Demonstrate professional communication, collaboration and documentation with healthcare teams to support improvement in patient health outcomes.
9. Utilize health promotion, health maintenance, and disease prevention strategies across settings to improve the health of diverse individuals and populations across the lifespan.
10. Demonstrate professional competence and values reflective of professional nursing standards and mutual respect within a global society.
11. Build therapeutic alliance with patients and families to provide personalized care.

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| Approved: | Academic Affairs Committee:  General Faculty:  UF Curriculum Committee: | 02/18  02/18  03/18 |