

UNIVERSITY OF FLORIDA
COLLEGE OF NURSING
COURSE SYLLABUS
Summer 2021

<u>COURSE NUMBER</u>	NGR 7700
<u>COURSE TITLE</u>	Health Systems Leadership
<u>CREDITS</u>	3
<u>PLACEMENT</u>	DNP Program
<u>PREREQUISITE</u>	None
<u>COREQUISITE</u>	None

FACULTY

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CCRC
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COURSE DESCRIPTION This course provides knowledge and skill for nursing leaders to effectively manage change, empower others, and influence organizational processes in health care environments. Models and strategies related to leadership, effective organizational processes, organizational change, conflict management, strategic planning and interprofessional and intraprofessional teamwork will be evaluated. Emphasis is on the development of skills in health system assessment and intervention design.

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

1. Develop a personal nursing leadership philosophy through the synthesis of leadership theories.
2. Analyze leadership theories and organizational frameworks for systems change regarding organizational culture, interdisciplinary stakeholder involvement, and equitable distribution of resources in health care systems.
3. Develop strategies for managing conflict within health care organizations.
4. Apply leadership, organizational, systems and change theory to assess the quality and safety challenges of a health care system.
5. Utilize a strategic process framework for planning, implementing and evaluating organizational goals.
6. Analyze effective strategies to patient care that promote an ethical environment in healthcare organizations.

COURSE SCHEDULE

<u>Faculty</u>	<u>Section</u>	<u>Day</u>
Duckworth	708B	Web-based
Fisher	7078	Web-based
Lim	7E81	Web-based
Lindsey	7E80	Web-based

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.

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.

TOPICAL OUTLINE

- I. Leadership
 - a. Overview of Leadership Theories
 - i. Transformational/Collaborative/Shared/Distributed
 - ii. Leadership Competencies
 - b. Developing a Nursing Leadership Philosophy
 - c. Principles of Leadership
 - i. Situational Leadership
 - ii. Emotional Competence
 - iii. Shared Governance and Distributed Leadership
 - iv. Creating an evidence-based practice culture – just culture and culture of safety
 - d. Practical Aspects of Leadership

- i. Communication and facilitating effective meetings
 - ii. Presentation skills
 - e. Improving Team Effectiveness
 - i. Health care team processes
 - ii. Building health care teams and collaborative relationships with community and academic partners
- II. Systems Change
 - a. Evaluating Organizational Frameworks for Systems Change
 - i. Organizational Culture Theory - Change Process Model
 - ii. Conflict Resolution
 - iii. Strategic Planning
- III. Interprofessional collaboration on Ethical Dilemmas in Healthcare
 - a. Patient care
 - b. Health care organizations

TEACHING METHODS

Lecture, class discussion, written assignments, presentations, and readings.

LEARNING ACTIVITIES

Readings, participation in discussion, case study analysis, and study questions.

EVALUATION METHODS/COURSE GRADE CALCULATION

“Leaders I’ve Loved” (LIL)	10
Individual response to LIL	5
Modules (A, B, C) 10 points each:	30
Individual response to Modules (A, B, C)	
5 points each (A,B,C)	15
Mid-semester quiz	10
Inspiration Search	10
End semester quiz	10
Design Thinking	5
<u>Professional Membership</u>	<u>5</u>
Total	100

MAKE UP POLICY

There will be *no make-up exams* offered. *No late assignments will be accepted.* Contact the instructor if you have extenuating circumstances (UF guidelines).

GRADING SCALE/QUALITY POINTS

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/graduate/regulations/>

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

REQUIRED TEXTBOOKS

Grossman, S. C., & Valiga, T. M. (2021). *The new leadership challenge: Creating the*

future of nursing. (6th ed.) Philadelphia, PA: F. A. Davis

RECOMMENDED TEXTBOOKS

Mason, D. J. Leavitt, J. K., & Chaffee, M. W. (2012). *Policy & politics in nursing and*

health care (6th ed.) St. Louis, MO: Elsevier.

WEEKLY CLASS SCHEDULE

DATE/Module	TOPIC/EVALUATION	READINGS/Assignments	Program Outcomes
May 10-23	Module 0 Course Introduction Module 1 Leadership	Leader I Loved Individual Responses DOPE4 Test	1, 3
May 24-Jun 6 <i>May 31 Memorial Day</i>	Module 2 Complexities and Leadership	Post A due May 16 Individual Response due May 23	1, 3, 4
Jun 7- 20	Module 3 Roll, Vision and Creativity	Quiz 1 opens June 20 @ 400am-1159pm. Presentation due June 13 Post B (Presentation Response) due June 20	1, 3, 4
Jun 21-27	SUMMER BREAK	Be safe, relax, and have fun!	
Jun 28-Jul 11 <i>July 5 Independence Day</i>	Module 4 DNP Preparation and Preferred Future Direction	Post C due July 3 * <i>(Note Due Date)</i> * Individual Response due July 11	1, 2, 3, 4
Jul 12- 25	Module 5 Systems Change...Always Quality Improvement?	Design Thinking Exercise due July 25	3, 5, 6
July 26-Aug 4	Module 6 Inter-Professional Issues <i>*Note Due Date*</i>	Leadership Plan Inspiration Search Quiz 2 opens August 4 @ 400am- 1159pm. Course Summary	1, 3, 4,

Approved:

Academic Affairs Committee: 03/05; 05/07; 04/15

Faculty: 03/05; 06/07; 04/15

UF Curriculum: 02/06; 05/15