UNIVERSITY OF FLORIDA

COLLEGE OF NURSING

COURSE SYLLABUS

Summer 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 Marisa Belote, PhD, MBA, RN

Clinical Assistant Professor

Office (remote): Contact via Canvas email to schedule appt.

Office hours: Mondays 5pm - 7pm, and by Appointment

Email: mbelote@ufl.edu

Lisa Scarton, PhD, RN Assistant Professor of Nursing

Office: HPNP 3222

Office phone: (352) 273-6417

Office hours: Wednesdays 8am – 10am, and by Appointment

Email: [lscarton@ufl.edu](mailto:lscarton@ufl.edu)

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

Belote 1310 UF Online

Scarton 0311 UF Online

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

Cases & Discussions

Peer Learning

LEARNING ACTIVITIES

Assigned readings

Web-based interactive components

Student-led & group discussions

Group presentation

EVALUATION & GRADING

Participation (Flipgrids & Discussions)  20%

Updated Resumé & Peer Interview                     10%

PlayPosit 20%

MindMaps & Emotional Quotient Plan 20%

Final Innovation Evaluation      30%

Total                                  100%

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>

MAKE UP 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.

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

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

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

WEEKLY CLASS SCHEDULE

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| --- | --- | --- | --- | --- |
| **Dates** | **Week #** | **Topics** | **Course Objective**  **(Program Outcome)** | **Assignment Due Dates** |
| Pre-class | Pre-class | Self-Orientation & Syllabus Review | -- | May 10 |
| May 10 | 1 | Decision making, Leadership, & Management | 1, 4 (2, 8, 10) | May 16 |
| May 17 | 2 | Career Planning & Professional Development | 1, 5, 6 (6, 8, 10) | May 23 |
| May 24 | 3 | Career Advancement & Leadership Planning | 1, 5, 6 (6, 8, 10) | May 30 |
| May 31\* | 4 | Ethical Considerations for Leadership, Management, and Innovation | 5, 6 (3, 6, 10) | June 6 |
| June 7 | 5 | Innovative Leadership Styles & Emotional Intelligence | 1, 4, 6 (1, 8, 6) | June 13 |
| June 14 | 6 | Professional Communication in Leadership & Management | 2, 6 (2, 8, 10, 11) | June 20 |
| June 21 | -- | Summer Break |  |  |
| June 28 | 7 | Planning & Design of Personalized Nursing Care *(Fiscal Planning & Staffing with a Diverse Workforce)* | 3, 4, 5 (7, 4, 6) | ¥July 3 |
| July 5\* | 8 | Nursing Innovation: Advocacy, Adoption, and Critique/Evaluation | 1,3,4,5,6 (2, 5, 6, 10) | July 11 |
| July 12 | 9 | Delivery of Personalized Nursing Care: Innovation & Innovative Care Models: Part I *(Organizational Structure/Organizing Patient Care)* | 1, 3, 4, 5 (2, 5, 6) | July 18 |
| July 19 | 10 | Delivery of Personalized Nursing Care: Innovation & Innovative Care Models: Part II *(Delegation/ Quality & Safety)* | 1, 3, 4, 5 (2, 5, 6) | July 25 |
| July 26 | 11 | Organizational Planning & Policy *(Professional Power, Politics & Motivation)* | 2, 5 (2, 6, 8, 10) | Aug 1 |
| Aug 2 | 12 | Work on Group Presentation & Recording |  | ¥Aug 5 |

**\*Online course materials will not be impacted by these Holidays:** Memorial Day (May 31st), Independence Day-observed (July 5th)

**¥ Assignment due-dates adjusted** due to holiday (July 3rd) and Summer C grading period (Aug 5th)

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