# UNIVERSITY OF FLORIDA COLLEGE OF NURSING COURSE SYLLABUS

Spring 2023

# 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

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| Victoria Menzies, PhD, EdM, APRN, FAAN  Associate Professor  Office: HPNP 4202  Office Phone: (352) 273-6345  Office Hours\*: Wednesday, 3:30-5:30 pm  or by appointment  Email: [vmenzies@ufl.edu](mailto:vmenzies@ufl.edu) | Lisiane Pruinelli, PhD, MS, RN, FAMIA  Associate Professor  Office: HPNP 3202  Office Phone:  Office Hours\*: Thursday, 1:00-3:00pm or by appointment  Email: [lisianepruinelli@ufl.edu](mailto:lisianepruinelli@ufl.edu) |

\*Faculty are generally available to meet with students (in the office or virtually) as listed above. Due to professional travel and other unavoidable obligations, faculty may not be present every week without notice. It advisable that students confirm availability or make an appointment in advance.

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

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| Faculty | Section | Day | Time | Room |
| Menzies | 0200 | Thursday | 4:05-6:00pm | G103 |
| Pruinelli | 0100 | Thursday | 7:25-9:20am | G103 |

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/.](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

Discussions

Interactive and collaborative classroom activities Peer learning

# LEARNING ACTIVITIES

Assigned readings

Pre-class and in-class activities, including participation Student-led & group discussions

# EVALUATION METHODS/COURSE GRADE CALCULATION

Participation Logs 15%

Cover Letter 10%

Quizzes (2-HESI Adaptive) 40%

Group Fishbowl Discussions 35%

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-](https://con-main.sites.medinfo.ufl.edu/files/2011/05/S2.03-Academic-Progression-for-Baccalaureate-Degree-Students.pdf) [Baccalaureate-Degree-Students.pdf](https://con-main.sites.medinfo.ufl.edu/files/2011/05/S2.03-Academic-Progression-for-Baccalaureate-Degree-Students.pdf)

# CLASS ATTENDANCE

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.

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/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/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.

INCLUSIVE LEARNING ENVIRONMENT

We strive to provide an inclusive learning environment as we prepare graduates who care, lead, and inspire. As we share our nursing values and personal beliefs inside or outside of the classroom, it is always with the understanding that we value and respect diversity of background, experience, and opinion, where every individual feels they belong to the College of Nursing community. <https://nursing.ufl.edu/wordpress/files/2022/08/BSN_DNP-Handbook-Jul-28-2022.pdf>

CIVILITY STATEMENT

Civility among all individuals in the CON (faculty, staff and students) is vital for an inclusive environment that fosters personal reflection, growth and a collective harmony. <https://nursing.ufl.edu/wordpress/files/2022/08/BSN_DNP-Handbook-Jul-28-2022.pdf>

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/>)

# 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.

WEEKLY CLASS SCHEDULE

**\*NOTE: Any course content or clinical scheduling is subject to change to facilitate learning.**

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| **MODULE** | **DATE** | **TOPIC/EVALUATION** | **Program Objectives** |
| 1 | Jan 12 | Course Orientation & Syllabus/Assignment Review Decision making, Leadership, & Management | 1, 4 (2, 8, 10) |
| 2 | Jan 19 | Career Development & Leadership Planning (Fishbowl 1) | 1, 5, 6 (6, 8, 10) |
| 3 | Jan 26 | Innovative Leadership Styles & Emotional Intelligence (Fishbowl 2) | 1, 4, 6 (1, 8, 6) |
| 4 | Feb 2 | Professional Communication in Leadership & Management (Fishbowl 3) | 2, 6 (2, 8, 10, 11) |
| 5 | Feb 9 | Organizational Planning & Policy: *Using Organizational, Political & Personal Power for Policy Change* (Fishbowl 4) | 3, 5 (4, 10) |
| 6 | Feb 16 | Ethical Considerations for Leadership, Management, and Innovation (Fishbowl 5) | 1,3,4,5,6 (2, 5, 6, 10) |
| 7 | Feb 23 | NO CLASS: REQUIRED ATTENDANCE @ the Kobb Symposium  Symposium on Friday, 2/24 | 5, 6 (3, 6, 10) |
| 8 | Mar 2 | Discussion Forum: Kobb Symposium  Guest Faculty. (No Fishbowl) | 5, 6 (3, 6, 10) |
| 9 | Mar 9 | Advocacy and Nursing Innovation (No Fishbowl)   * Data Science for Nurse Leaders | 2,3,4 (6,7,8,10,11) |
| 10 | Mar 16 | SPRING BREAK | SPRING BREAK |
| 11 | Mar 23 | Planning & Design of Personalized Nursing Care *(HC Reimbursement)* (Fishbowl 6) | 1, 3, 4, 5 (2, 5, 6) |
| 12 | Mar 30 | Delivery of Personalized Nursing Care: Part I  *Organizing Patient Care* (Fishbowl 7) | 3, 4, 5 (7, 4, 6) |
| 13 | Apr 6 | Delivery of Personalized Nursing Care: Part II *Delegation* (Fishbowl 8) | 1, 3, 4, 5 (2, 5, 6) |
| 14 | Apr 13 | Delivery of Personalized Nursing Care: Part III: *Quality & Safety* (Fishbowl 9) | 2, 5 (2, 6, 8, 10) |
| 15 | Apr 20 | No Class – Complete 2 HESI Adaptive Quizzes due by end of semester |  |
| 16 | Apr 27 | Reading Days Apr 27 & 28 |  |

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 |