

LSC Use Only  
Number: \_\_\_\_\_  
Submission Date: \_\_\_\_\_  
Action-Date: \_\_\_\_\_



UWUCC USE Only  
Number: 00-44e  
Submission Date: UWUCC App 3/27/01  
Action-Date: Senate App 5/1/01

**CURRICULUM PROPOSAL COVER SHEET**  
University-Wide Undergraduate Curriculum Committee

**I. CONTACT**

Contact Person Dr. Teresa Shellenbarger Phone 7-2559  
Dr. Sheila Barlow Phone 7-3250  
Department Nursing and Allied Health

**II. PROPOSAL TYPE (Check All Appropriate Lines)**

**COURSE** Leadership Practicum  
Suggested 20 character title

**New Course\*** NURS 467 Leadership Practicum  
Course Number and Full Title

**Course Revision** \_\_\_\_\_  
Course Number and Full Title

**Liberal Studies Approval +** \_\_\_\_\_  
**for new or existing course** Course Number and Full Title

**Course Deletion** \_\_\_\_\_  
Course Number and Full Title

**Number and/or Title Change** \_\_\_\_\_  
Old Number and/or Full Old Title  
\_\_\_\_\_  
New Number and/or Full New Title

**Course or Catalog Description Change** \_\_\_\_\_  
Course Number and Full Title

**PROGRAM:**  Major  Minor  Track

**New Program\*** \_\_\_\_\_  
Program Name

**Program Revision\*** Nursing, New RN Track  
Program Name

**Program Deletion\*** \_\_\_\_\_  
Program Name

**Title Change** \_\_\_\_\_  
Old Program Name  
\_\_\_\_\_  
New Program Name

**III. Approvals (signatures and date)**

Maice E Twal 11-8-00 Department Curriculum Committee  
Carol Kuzman 11-8-00 Department Chair  
Mary C. Seubh 11/15/00 College Curriculum Committee  
Carleen P Zoni 11-15-00 College Dean  
MS [Signature] 11/22/00  
+ Director of Liberal Studies (where applicable) \*Provost (where applicable)

## **I. Catalog Description**

NURS 467 Leadership Practicum

0 lecture hours  
6 lab hours  
2 semester hour  
(0c-6l-2sh)

Prerequisite: NURS 334

Prerequisite or Corequisite: NURS 412

This course focuses on role development in management and leadership for the Registered Nurse. Planned individualized experiences will afford the Registered Nurse student opportunities to apply management and leadership theories in a workplace setting. The faculty will guide the student in theory-based practice and synthesis of theory to practice experiences.

## **II. Course Objectives**

At the completion of this course the student will be able to:

1. Apply management principles in the delivery, supervision and/or delegation of care in a variety of health care settings.
2. Apply leadership principles in working with others in a health care environment.
3. Utilize problem solving and decision making strategies in leadership activities.
4. Analyze the impact of quality performance improvement on client outcomes.
5. Evaluate the usefulness of nursing and discipline related research for application to the practice setting.
6. Demonstrate behaviors consistent with professional nursing standards.

## **III. Course Outline**

Students need faculty approval of clinical site selection. The clinical course provides opportunities for role development or enhancement of leadership skills rather than repetition of previous learning and practice experiences. The student is responsible for 84 hours of clinical experience over the semester that will include regular clinical conferences with the faculty.

**Orientation**

(4 hours)

Overview of expected competencies and agency orientation requirements

**Unit I Organizational Structure/Function** (16 hours)

As part of Unit I students will have learning opportunities and clinical experiences related to organizational structure and function including mission/vision/philosophy, structure, culture analysis, and managing change. This unit will also consist of information management systems and quality improvement models

**Unit II Resource Management** (28 hours)

Unit II allows students learning opportunities and clinical experiences related to the management of nursing and financial resources. This unit also consists of care delivery management including: problem solving and decision making, delegation, supervision, accountability, and staff development issues.

**Unit III Leadership in Health Care** (36 hours)

Unit III focuses on development of four areas for leadership in health care. First, leadership strategies will include learning opportunities and clinical experiences related to motivation, communication, conflict management, performance appraisals, and discipline. The second focus of this unit is ethical and legal issues and consists of resource allocation, technology in health care, costs in health care and health care policy. The third focus relates to workplace issues such as diversity, empowerment, collective bargaining issues, and environmental issues. The final focus for learning opportunities and clinical experiences include enhancement of professional growth such as networking, continuing education and advanced practice roles.

Final Exam Week – culminating activity

**IV. Evaluation**

The final grade for this course will be determined as follows:

Mini-portfolio 40%

Based upon guidelines provided to the student a mini-portfolio will be developed that will include focused journal writing, an analysis of organizational structure, function, and work culture, evidence of contributions to agency project, quality improvement analysis paper, and research implications paper.

Summative clinical evaluation 60%

Evaluation will be based upon faculty review and input from clinical site.

Grading Scale

- A = 90-100%
- B = 80-89%
- C = 70-79%
- D = 60-69%
- F = less than 60%

## V. Required Text

Ellis, J. & Hartley, C. (2000). Managing and coordinating nursing care. Philadelphia, PA: Lippincott.

Course packet readings

## VI. Special Resource Requirements:

All nursing students are responsible for and required to have the following items to attend clinical:

- A. Current RN Licensure in the state of clinical practicum site
- B. CPR certification (Must be current)
- C. Professional liability insurance
- D. Health requirements
- E. Clearance papers (Criminal record check and child abuse)
- F. Clinical agency requirements

Please refer to the Nursing Student Information Handbook for detailed information regarding these items. Students will not be permitted to attend clinical practicum without these requirements.

## VII. Bibliography

Abdenour, J.M. (1999). What makes a great nurse? RN, 62(10), 47-48.

Andersen, C.A.F. (1999). Nursing student to nursing leader: The critical path to leadership development. Albany, NY: Delmar Publishers.

Boucher, M.A. (1998). Delegation alert: How to delegate effectively while maintaining your nursing presence with patients. American Journal of Nursing, 98(2), 26,28-32.

Burkhardt, M.A., & Nathaniel, A.K. (1998). Ethics and issues in contemporary nursing. Albany, NY: Delmar Publishers.

Cherry, B., & Jacob, S.R. (1999). Contemporary nursing: Issues, trends, and management. St. Louis: Mosby.

Ellis, J. & Hartley, C. (2000). Managing and coordinating nursing care. (3rd ed.). Philadelphia: Lippincott.

Grossman, S. & Valiga, T. (2000). The new leadership challenge: Creating the future of nursing. Philadelphia: F.A. Davis.

Lachman, V.D. (1998). You can take charge of your practice. RN, 61(2), 19-20.

Liebler, J.G., & McConnell, C.R. (1999). Management Principles for Health Professionals. Gaithersburg, NM: Aspen Publishers, Inc.

Loveridge, C. & Cummings, S. (1996). Nursing management in the new paradigm. Gaithersburg, NM: Aspen Publishers, Inc.

Rocchiccioli, J. & Tilbury, M. (1998). Clinical leadership in nursing. Philadelphia: W.B. Saunders.

Sullivan, E. & Decker, P. (1997). Effective leadership and management in nursing. Menlo Park, CA: Addison-Wesley.

Webber-Jones, J.E. (1999). A practical approach to problem solving. RN, 62(4), 30-33.

Wilson, C.K. & Porter-O'Grady, T. (1999). Leading the revolution in health care: Advancing svstems, igniting performance. (2nd Ed.). Gaithersburg, MD: Aspen.

Zerwekh, J. & Claborn, J.C. (2000). Nursing today: Transition and trends. (3rd Ed.). Philadelphia: W.B. Saunders.

**COURSE ANALYSIS QUESTIONNAIRE**  
**NURS 467: Leadership Practicum**

**Section A: Details of the Course**

- A1 This course is a required course for all registered nurse students enrolled in the Bachelor of Science degree in Nursing program, registered nurse track.
- A2 This course is part of a new track for registered nurses.
- A3 This course has never been offered at IUP.
- A4 This course is not intended to be offered as a dual-level course.
- A5 This course is not intended to be taken for variable credit.
- A6 Many baccalaureate nursing programs for Registered Nurses require a course such as this. Examples of such programs include: University of Central Florida, NUR 4827; Southern Connecticut State University, NUR 407; and Widener University, NUR 455.
- A7 The content in this course is a necessary component of professional nursing practice as recommended by the American Association of Colleges of Nursing. Additionally, a major report from the Pew Health Professions Commission recommends higher degree nursing programs include learning experiences focusing on management and leadership skills (See attached documentation).

**Section B: Interdisciplinary Implications**

- B1 Each section of this course will be taught by one faculty member within the Nursing Department.
- B2 This course does not overlap with any other courses at the University.
- B3 Two seats will be available for Continuing Education students who meet course pre-requisites.

**Section C: Implementation**

- C1 No new faculty are needed to teach this course. See faculty resource section of proposal.
- C2 Other resources
- a. Current space allocations and clinical site affiliations are adequate to offer this course.
  - b. Currently Stapleton Library subscribes to a number of nursing journals that would be helpful for students in this course. These journals include: Nursing Economics, Journal of Nursing Administration, Nursing Outlook, and Nursing Management. In addition, the Department of Nursing and Allied Health Professions receives subscriptions to other journals that might be useful to students in this course. These journals include: Journal of Professional Nursing, and Image: Journal of Nursing Scholarship. The library has a satisfactory holding of references related to nursing and the Internet provides additional reference materials for students. Periodic updates of library holdings are necessary. The department has a mechanism in place for identifying and recommending future purchase for library holdings.
- C3 No grant funds are associated with this course.
- C4 This course will be offered every Fall semester
- C5 One section of the course will be offered at a time.
- C6 Fifteen students will be accommodated in each section. Class size is influenced by faculty requirements to supervise the clinical component of this course.
- C7 No professional society limits enrollments in a course of this nature.