

GEORGE MASON UNIVERSITY
College of
Health and Human Services

Course Syllabus

NURS 704 Nursing Administrative Leadership Academy

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If you are a student with a disability and you need academic accommodations, please see Debbie Wyne and contact the Disability Resource Center (DRC) at (703) 993-2474. All academic accommodations must be arranged through the DRC.

GEORGE MASON UNIVERSITY
College of Health and Human Services
School of Nursing

Course Number: Graduate Level

Course Title: Nursing Administrative Leadership Academy

Credits: (3:3:0)

Placement in Curriculum: Elective

Course Description

The course utilizes a leadership competency framework to integrate knowledge, skills, values, and best practices of innovative nursing leadership. Lectures, interactive collaborative discussion, written projects and leadership self-assessment will identify and teach the proficiencies specific to the administrative executive role.

Objectives

The student will be able to:

1. Identify five domains of nursing leadership competence as defined by the American Organization of Nurse Executives (AONE).
2. Articulate strategies to achieve individual competency within each domain.
3. Produce cogent and scholarly written materials to address nursing, healthcare, and organizational issues suitable for publishing in a peer reviewed journal.
4. Articulate the impact of state and federal legislation on nursing and health care organizations.
5. Demonstrate reflective leadership and visionary thinking on issues that impact health care organizations.
6. Discuss from an administrative perspective the organizational response to ethical dilemmas.
7. Analyze the fundamental concepts and skills necessary to manage operations cost-effectively.
8. Discuss strategies for creating an environment that recognizes and values diversity.
9. Discuss strategies to create a practice environment that promotes and sustains evidence-based clinical and administrative decision making.

Teaching Strategies

Students meet in a compressed 3-day workshop format with assigned preparatory readings prior to the workshop. Workshop activities include seminar, small group discussion, collaborative activities, networking and individual written assignments.

Evaluation Methods:

Workshop participation: 20%

Journal reviews: 20%

Workshop Topic Papers (2 short papers): 30%

Scholarly paper: 30%

Honor Code: *Student members of the George Mason University community pledge not to cheat, plagiarize, steal, or lie in matters related to academic work. See full honor code in catalog or at <http://www.gmu.edu/catalog/acadpol.html#registration>*

Required Journal Readings:

AONE Nurse Executive Competencies are to be accessed, downloaded, and read prior to the first day of class. Go to www.aone.org and click on the Resource Center. Under the heading of “Leadership” click on “AONE Nurse Executive Competencies”

Additional assigned readings will be distributed at the Nursing Administrative Leadership Academy.

Textbooks:**Required:**

Publication Manual of the American Psychological Association (5th ed.). (2001). Washington, DC: American Psychological Association.

Roussel, L. (2007). *Management and Leadership for Nurse Administrators (4th ed.)*. Boston, MA: Jones and Bartlett.

Workshop Participation

Criteria for workshop participation include evidence of thoughtful reading and analysis of the topic and readings. This is demonstrated during the workshop and through written assignments.

Journal Reviews

Using the *Tool for Assessing Nursing Administration Journals* in the syllabus, students will review a one-year period of publication for a specific journal.

Workshop Topic Papers

Students will submit 2 papers reflecting topics related to the Academy:

- Adding competency into your personal role of nurse administrator
- Professional accountability and change

Topic pages will adhere to APA format and are to be 2-3 pgs. in length. Title page and reference page are not included in the page count.

Scholarly Paper

Expectations: (a) Identify a topic in nursing, healthcare, or an organizational issue encountered in nursing administration.; (b) Refer to the five domains of the Nursing Leadership Competency Model for framework; (c) Identify a target professional journal whose audience would be interested in reading about this topic and make sure that it has not been covered recently in the journal; (d) Submit two copies of the typed paper in APA format (5th edition) with a cover letter. One copy of the paper will be returned for submission to the target journal. See *Grading Criteria for Scholarly Paper*.

The scholarly paper will adhere to APA format and is to be 10-12 pgs. in length. Title page and reference page are not included in the page count.

Tool for Assessing Nursing Administration Journals

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Examine one of periodicals listed below for the last 12-month period:

The Journal of Nursing Administration
Nursing Administration Quarterly
Nursing Management
Nursing Research

Name of Journal:

Note the following:

- The number of articles on nursing theory versus nursing management theory
- Theories of nursing that could be incorporated into a theory of nursing management. Did the research indicate that the theory fulfilled its claim? Explain.
- According to these periodicals, what theory of nursing management is being used in the organization in which you have in the past or are currently employed?
- Consider the value the research has for meeting the goals of the organization, the division of nursing, and the nursing unit where you have in the past or are currently employed?

Use Chapter 1 of *Management and Leadership for Nurse Administrators* to guide you in your answers.

This assignment is to be handed in on the first day of class. Papers will be 2-3 pages in length, follow APA format, and include a title page and reference page (not included in the page count).

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Grading Criteria for Scholarly Paper

Student's Name: _____

- Focus of paper is clear.
- Content is geared to audience of a specific journal or magazine.
- Paper effectively educates or informs the reader.
- Significance of topic to nursing education is clear.
- Sources are cited appropriately to support claims.
- Content of paper is organized clearly, with appropriate subheadings and transitions between paragraphs.
- Content is presented clearly with appropriate sentence structure.
- Style and length of paper are appropriate for the specific journal.
- Appropriate grammar, punctuation, spelling, and citation of references are used (APA format or format required by journal).
- Final paper reflects attention to feedback on earlier drafts of paper.

0.0 _____ 5 _____ 10
No evidence Inconsistent evidence Consistent evidence

Comments:

GEORGE MASON UNIVERSITY
College of Health and Human Services

Nursing Administrative Leadership Academy

Topic Outline

Preparatory Readings	AONE Nurse Executive Competencies, Complete <i>Tool for Assessing Nursing Administrative Journals</i> assignment.
Day 1	The Nursing Leadership Competency Framework Emotionally Intelligent Leadership Research and Evidence Based Practice Strategic Management Workplace Diversity and Generational Differences Conceptualization of Nursing Administration: Theory and Concepts Topic Paper: Adding competency into your personal role of nursing administrator
Day 2	Healthcare Policy Effective Change Health Care Economics and Finance Nurse Executive Accountability Topic paper: Professional Accountability and Change
Day 3	Patient Safety Initiatives Professional Ethics and Integrity The Quality Initiative of TCAB Social Capital Using the Nursing Leadership Competency Framework for Effective Leadership Scholarly Paper