

**STATE UNIVERSITY OF NEW YORK COLLEGE OF  
TECHNOLOGY CANTON, NEW YORK**



**COURSE OUTLINE**

**Nursing 400 Nursing Management and Leadership**

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**SCHOOL OF SCIENCE, HEALTH, AND CRIMINAL JUSTICE  
NURSING April 2015**

## Nursing 400 Nursing Management and Leadership

- A. **TITLE:** Nursing Management and Leadership
- B. **COURSE NUMBER:** Nursing 400
- C. **CREDIT HOURS:** 3
- D. **WRITING INTENSIVE COURSE:** no.
- E. **COURSE LENGTH:** 15 weeks
- F. **SEMESTER(S) OFFERED:** Fall
- G. **HOURS OF LECTURE, LABORATORY, RECITATION, TUTORIAL, ACTIVITY:**  
Two hours lecture per week and 45 hour preceptorship
- H. **CATALOG DESCRIPTION:** This course introduces the student to the conceptual basis for the application of leadership and management principles. The student gains a better understanding of the application of these principles in the management and coordination of health care delivery systems. Exploration of the critical components of leadership and management in diverse health care settings and application of course content enhances the coordination of quality client care and the role of the nurse as a leader and manager.
- I. **PRE-REQUISITES:** NURS 300: Conceptual Frameworks in Nursing, NURS 302: Legal and Ethical Issues in Health Care, Nursing 303: Health Assessment in Nursing, NURS 304: Health Promotion and Restoration in Nursing or permission of instructor.
- J. **GOALS (STUDENT LEARNING OUTCOMES):** By the end of this course, the student will:

<b><u>Course Objective</u></b>	<b><u>Institutional SLO</u></b>
<b>a. Compare and contrast leadership and management theories and styles.</b>	<b>1. Communication 2. Crit. Thinking 3. Prof. Competence 4. Inter-Intra Skills</b>
<b>b. Analyze strengths and weaknesses of his/her own leadership behaviors and traits.</b>	<b>1. Communication 2. Crit. Thinking 3. Prof. Competence 4. Intra-Inter Skills</b>
<b>c. Discuss and describe the role of the professional nurse in the change and decision-making processes in the health care system.</b>	<b>1. Communication 2. Crit. Thinking 3. Prof. Competence</b>
<b>d. Analyze critical issues and factors influencing the delivery of quality client care in health care delivery systems.</b>	<b>2. Crit. Thinking 3. Prof. Competence</b>

<b>e. Identify key nursing strategies and interventions implemented to overcome barriers to collaboration, coordination, and conflict in health care organizations.</b>	<b>1. Communication 2. Crit. Thinking 3. Prof. Competence 4. Intra-Inter Skills</b>
<b>f. Analyze the influence of organizational structure on the nursing process and in the administration of client care.</b>	<b>1. Communication 2. Crit. Thinking 3. Prof. Competence 4. Intra-Inter Skills</b>

**K. TEXTS:**

Finkelman, A.W. (2016). *Leadership and Management in nursing (3<sup>rd</sup> ed.)*. Upper Saddle River, NJ: Pearson Prentice Hall.

**L. REFERENCES:**

**M. FACILITIES/EQUIPMENT NEEDS:** Clinical agency for organizational analysis

**N. GRADING METHOD:** A – F

**O. MEASUREMENT CRITERIA/METHODS:**

1. Participation in online discussion forums.
2. Reflective journaling.
3. Focused Health care system evaluation.
4. Case scenario analysis

**P. COURSE OUTLINE:**

- I. Conceptual Basis for Leadership and Management
- II. Change and Decision-Making
- III. Collaboration, Coordination, and Conflict Resolution
- IV. Organizational Structure and the Workforce Environment
- V. Acute Care Organizations
- VI. Teamwork and Motivation
- VII. Management and Evaluation of Client Care
- VIII. Health Care Policy, Legal and Ethical Issues in Health Care Delivery
- IX. Recruitment and Retention in Nursing
- X. Health Care Financial Issues
- XI. Technology and Health Care

XII. Health Care Quality Improvement and Safety

XIII. Organizational Culture

**Q. LABORATORY OUTLINE: N/A**