

Course Competencies Template – Form 112

GENERAL INFORMATION	
Course Prefix/Number: NUR 4827	Course Title: Nursing Leadership and Management
Number of Credits: 3	
Degree Type	<input type="checkbox"/> B.A. <input checked="" type="checkbox"/> B.S. <input type="checkbox"/> B.A.S <input type="checkbox"/> A.A. <input type="checkbox"/> A.S. <input type="checkbox"/> A.A.S. <input type="checkbox"/> C.C.C. <input type="checkbox"/> A.T.C. <input type="checkbox"/> V.C.C
Date Submitted: 6/9/06	Effective Year/Term: 2007-2/January 2008
<input checked="" type="checkbox"/> New Course Competency <input type="checkbox"/> Revised Course Competency	
Course Description (limit to 50 words or less): This is an introductory course to leadership and management concepts and theories needed in today's health care environment. The course will focus on unique and innovative approaches to delegation, decision-making, budgeting, quality improvement, evidence-based practice, and population-based practice. This course will provide students with a survey of essential concepts, with a beginning framework for applying leadership and management concepts.	
Prerequisite(s): NUR 4636, NUR 4636L	Co requisite(s): 0

Course Competencies:

Competency 1: Upon the successful completion of this course, students will be able to define and discuss characteristics and theories of leadership and management by:

- a. discussing Benner's model of novice to expert.
- b. exploring other management theories and their application to the nursing profession.
- c. applying leadership and management theories into nursing practice.

Competency 2: Upon the successful completion of this course, students will be able to discuss change theory by:

- a. identifying various change theories.
- b. defining the concept of power.
- c. explaining the basis of shared governance.
- d. addressing the importance of change theory in nursing practice.

Competency 3: Upon the successful completion of this course, students will be able to identify forms of communication and relate them to leadership and management practice by:

- a. describing the different types of communication.
- b. discussing the impact of effective and ineffective communication.
- c. exploring how culture affects communication patterns.
- d. applying effective and therapeutic communication styles in the practice setting.

Competency 4: Upon the successful completion of this course, students will be able to articulate major principles of performance and quality improvement by:

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- a. describing the principles of performance improvement.
- b. describing the concept of quality improvement.
- c. differentiate between performance improvement and quality improvement.
- d. applying the principles of performance improvement and quality improvement into practice.

Competency 5: Upon the successful completion of this course, students will be able to apply human resource principles by:

- a. defining principles of human resources.
- b. relating the principles of human resource management to desirable performance outcomes.
- c. describing concepts of collective bargaining and the impact of collective bargaining on the work force environment.
- d. identifying effective and ineffective labor management styles.
- e. querying community standards of labor management as it relates to nursing practice.

Competency 6: Upon the successful completion of this course, students will be able to apply concepts of delegation, authority, responsibility, accountability and supervision in the work setting by:

- a. defining delegation, authority, responsibility, accountability and supervision.
- b. demonstrating effective principles of delegation.
- c. differentiating among authority, responsibility and accountability.
- d. describing effective and ineffective supervision styles.
- e. applying principles of delegation, authority, responsibility, accountability and supervision in the practice setting.

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