

**Webster University**  
**MSN Program**  
**NURN 5440 Leadership in Nursing**  
**Practicum I**  
**Fall I 2009**

**Instructor: Tandy Gabbert, MSN, RN, ONC**

**Office:** KC Campus, Rm 102

**Office Phone:** 816-926-4272

**Day time:** 816-691-5261

**Home:** 913-432-6932

**Cell:** 913-205-8879

**Office Hours:** Monday, Tuesday evenings  
when not in class

**Email:** [gabberta@webster.edu](mailto:gabberta@webster.edu)

[tandy.gabbert@nkch.org](mailto:tandy.gabbert@nkch.org)

[tgabbert1@kc.rr.com](mailto:tgabbert1@kc.rr.com)

**Class:** Tuesdays, 5-9pm

**Course Description:**

The practicum course is designed to explore the role of nurse leader in an organizational or community setting. Students collaborate with faculty and preceptors to examine the role of nurse leader. Pre-requisites are NURN 5410, NURN 5420, NURN 5430 or permission of coordinator.

**Credits:** 3 (1.5 hours class and 1.5 hours practicum)

**Course Objectives:**

Upon completion of this course, the student will be able to:

1. Discuss the application of leadership, communication, and organizational theories to nursing practice.
2. Develop an organizational philosophy and mission statement.
3. Plan for implementation of leadership project.
4. Analyze the influence of governmental and accrediting guidelines on nursing practice.
5. Examine the role of financial management as related to the overall mission and objectives of the department and/or organization.
6. Explore organizational structure related to fiscal management in the practicum setting.
7. Identify legal issues encountered by the preceptor in his/her nurse leader role.
8. Discuss the role of the nurse leader in the practice setting.
9. Analyze the practicum experience through self-evaluation of learner outcomes.
10. Examine current research relating to leadership and practice settings.

**Course Readings:**

Bianco-Mathis, V. E., Nabors, L. K., & Roman, C. H. (2002). *Leading from the inside*

*out: A coaching model.* Thousand Oaks, CA.: Sage.

Covey, S. (1992). *Principled-centered leadership*. New York: Simon & Schuster.

Grossman, S. C., & Valiga, T. M. (2005). *The new leadership challenge: Creating the future of nursing*. Philadelphia: F. A. Davis.

Assigned readings.

**Essential Course Content:**

- Leadership theory
- Organizational theory
- Communication theory
- Leadership principles
- Organizational philosophy and mission
- Organizational culture
- Power
- Change
- Fiscal management
- Accrediting bodies
- Role
- Policy
- Research
- Scope and Standards for Nurse Leaders

**Practicum-Special Requirements**

Students must have ALL required information for clinical (license, TB, immunizations, drug screen, background check, BCLS or ACLS, and confidentiality statement [signed annually each school year] on file in the nursing office before beginning any clinical..Additionally, competency on Clinical Orientation Exam, [if clinical is in a hospital in any capacity] is required. Failure to submit any of the documentation may result in withdrawal from the course or a grade of “F” for assignments.

**Course Requirements:**

**Class:**

**1. Seminar**

Students will meet with instructor and classmates at scheduled seminars. During these classes students will discuss assigned readings, develop a written organizational philosophy and mission statement, and each will lead a seminar in either Practicum I or II. The focus of the individual seminar is to broaden fellow MSN classmates’ knowledge of an essential course content topic and discuss the application of the content in their role as a leader. Participants in the seminar need to play an active role by considering the topic, reading assigned readings, and being prepared to participate in discussion. For Fall, 2009, the Kansas City

Campus topics will be presented with the intent to facilitate student study and preparation to sit for the ANCC Nurse Executive Certification Exam in 2010.

## **2. Leadership project**

The project will be developed based on the background data and literature review. In collaboration with the preceptor and course instructor, the student will develop a plan that outlines the project's goals, plans, outcomes and methods of evaluation. Guidelines will be distributed in class.

## **3. Conferences**

Students are expected to arrange individual conferences with the instructor throughout the course for supervision and to review the leadership practicum as outlined in the practicum guidelines.

### **Practicum:**

#### **1. Leadership Practicum**

Students participate in a 36 hour clinical practicum with a nurse leader/manager who serves as the student's mentor. Students will keep a journal outlining their experiences.

### **Course Evaluation:**

#### **Grading Scale:**

<b>A/A-</b>	Superior graduate work
<b>B+/B/B-</b>	Satisfactory graduate work
<b>C</b>	Work that is barely adequate as graduate-level performance
<b>CR</b>	Work that is performed as satisfactory graduate work (B- or better). A grade of "CR" is reserved for courses designated by a department, involving internships, a thesis, practicum, or specified courses.
<b>F</b>	Work that is unsatisfactory
<b>I</b>	Incomplete work
<b>IP</b>	In progress
<b>NR</b>	Not reported
<b>W</b>	Withdrawn from the course

The final grade in the course will be determined as follows:

Seminar:	40 %
Organizational philosophy	
Mission statement	
Developing and presenting a seminar	
Seminar participation	
Leadership practicum: Project work, journal, completed self evaluation.	60 %

## Weekly Outline

Week 1	Review course guidelines The Scope or Nursing Leadership
Week 2	Conferences with course instructor (No class)
Week 3	Seminar Organizational philosophy and mission statement exercise
Week 4	Conferences with the course instructor (No class)
Week 5	Seminar
Week 6	Seminar
Week 7	Conferences with the course instructor (No class)
Week 8	Seminar Evaluate practicum experiences

This syllabus is subject to change.

1/27/04

Revised for Kansas City, Fall I, 2009