



# Nursing

EAST TEXAS A&M

## **NURS 4461 LEADERSHIP IN PROFESSIONAL NURSING FOR THE RN** COURSE SYLLABUS: May Mini 2025

### **INSTRUCTOR INFORMATION**

**Faculty:** Dr. Jere Hammer

**Office Location:** NHS 218 or online by appointment

**Office Hours:** contact via email

**Office Phone:** 903-886-5315

**Mobile Phone:** 512-797-5023 (Urgent or emergent issues only)

**Office Fax:** 903-886-5729

**University Email Address:** jere.hammer@tamuc.edu

**Preferred Form of Communication:** Email

**Communication Response Time:** 24 hours

### **COURSE INFORMATION**

#### **Course Description**

Uses a systems framework and critical thinking strategies to study the coordinating role of the professional nurse within health care delivery. Current theories of management, leadership and change are examined and related to nursing practice. Emphasis will be placed on analyzing real work problems, assessing the work environment, and developing a proposed solution based on evidence. (4 semester credit hours).

#### **Student Learning Outcomes (Competencies)**

By the end of the course, the student will be able to:

1. Apply leadership/management theories and ethical/legal principles to enhance organizational effectiveness and nursing practice.
2. Develop strategic plans to address economic, social, and demographic factors influencing healthcare organizations and nursing practice.
3. Evaluate organizational structures and processes that enhance efficiency and effectiveness in healthcare delivery and nursing practice.
4. Differentiate between staffing and care delivery models that ensure adequate nurse staffing levels, high-quality patient care, and nurse well-being.
5. Implement leadership and management skills to guide and motivate nursing teams to accomplish the goals of the organization and nursing unit.
6. Compare individual and organizational performance measures against predetermined standards to meet patient care outcomes.

**Textbook(s) Required**

- Leadership and Management of Nursing Care  
<https://pressbooks.txst.edu/nursinglm/>

Online resources and articles as directed

**COURSE REQUIREMENTS****Minimal Technical Skills Needed**

You should be able to navigate the learning management system, and use Microsoft Office applications: Word, Excel, and PowerPoint.

**Instructional Methods**

Teaching methods for this asynchronous, online course include content presentation in various modules; independent study of texts and library resources; computer-assisted instruction; audio-visual aids, and course assignments. While the professor will provide guidance and consultation, the student is responsible for identification of learning needs, self-direction, seeking consultation and demonstration of course competencies.

Course competencies may be met through individual study using suggested resources, active involvement in course activities, formal, and informal exchange of ideas with classmates and colleagues regarding specific topics as well as utilizing critical thinking skills.

**Student Responsibilities or Tips for Success in the Course**

- Logging into the course website daily during the week
- **Checking emails at least daily**
- Updating semester calendar with communicated changes
- At least three hours of weekly study
- Review of examinations.

**GRADING**

Post-test and final course grades are based on the following scale:

A = 90%-100% (Exceeds Expectations)

B = 80%-89% (Meets Expectations)

F = Below 80% (Needs Improvement and will retake the course)

This course consists of theory and theory application components. The final course grade requires the student to demonstrate competency in each theory and theory application post-test and culminating project by earning a minimum score of 80% on

*The syllabus/schedule are subject to change.*

each assessment. You will have three opportunities to meet the minimum score.

The suggested pace for this course is to complete at least one module each week. Assignments are to be submitted in D2L unless otherwise noted. All work must be submitted with a minimum score of 80% by the last class day of the term.

### **Assessments**

The purpose of course assessments is to measure and evaluate a student's learning outcomes at the end of an instructional unit, course, or program, essentially providing a final evaluation of competency by assessing mastery of content and skills by comparing student performance against established standards or benchmarks. Successful completion of the assessments will enable the student to meet the student learning outcomes and competencies.

The course outline/schedule is included to guide the student to complete all tasks during the course. You may submit assignments early. Students who do not complete assignments and do not demonstrate competency will receive a needs improvement grade for the course and be required to retake the course. Competency for written assessments and performance assessments is 80%.

#### **Module 1: Foundations**

- Pre-test
- Content
- Post-test (80% required for competency)

#### **Module 2: Planning**

- Pre-test
- Content
- Post-test (80% required for competency)

#### **Module 3: Organizing**

- Pre-test
- Content
- Post-test (80% required for competency)

#### **Module 4: Staffing**

- Pre-test
- Content
- Post-test (80% required for competency)

#### **Module 5: Directing**

- Pre-test
- Content
- Post-test (80% required for competency)

#### **Module 6: Controlling**

- Pre-test
- Content
- Post-test (80% required for competency)

*The syllabus/schedule are subject to change.*

Culminating Project (80% required for competency & course completion)

**Paper Submissions:**

All documents submitted online are to be in .docx, .rtf, or .pdf format. No other formats will be accepted (JPEG, GIF, etc.). Assignments need to be submitted in a maximum of one document per assignment. Failure to follow these guidelines may result in a reduced grade on the assignment.

**COURSE SPECIFIC PROCEDURES/POLICIES**

Students must adhere to standards of professional and academic conduct. Academic misconduct involves any activity that tends to compromise the academic integrity of the University, or subvert the educational process, including, but not limited to, cheating, plagiarism, falsifying academic records, misrepresenting facts and any act designed to give unfair academic advantage to the student or the attempt to commit such an act. Students are responsible for their own academic honesty and for reporting violations of academic honesty by others.

**Syllabus Change Policy**

The syllabus is a guide. Circumstances and events, such as student progress, may make it necessary for the instructor to modify the syllabus during the semester. Any changes made to the syllabus will be announced in advance.

**Interaction with Instructor Statement**

Communication between faculty and student is important and taken seriously. Preferred communication methods are through the East Texas A&M University email system, accessible within the D2L course. Check your email every day to avoid missing important and/or time sensitive messages.

All students will be treated with collegial respect and are expected to communicate likewise in a professional manner. Students should check their university email accounts daily for course updates and communication with the instructor.

**TECHNOLOGY REQUIREMENTS****LMS**

All course sections offered by East Texas A&M University have a corresponding course shell in the myLeo Online Learning Management System (LMS). Below are technical requirements

LMS Requirements:

<https://community.brightspace.com/s/article/Brightspace-Platform-Requirements>

*The syllabus/schedule are subject to change.*

LMS Browser Support:

[https://documentation.brightspace.com/EN/brightspace/requirements/all/browser\\_support.htm](https://documentation.brightspace.com/EN/brightspace/requirements/all/browser_support.htm)

Zoom Video Conferencing Tool

[https://inside.tamuc.edu/campuslife/CampusServices/CITESupportCenter/Zoom\\_Account.aspx?source=universalmenu](https://inside.tamuc.edu/campuslife/CampusServices/CITESupportCenter/Zoom_Account.aspx?source=universalmenu)

## ACCESS AND NAVIGATION

You will need your campus-wide ID (CWID) and password to log into the course. If you do not know your CWID or have forgotten your password, contact the Center for IT Excellence (CITE) at 903.468.6000 or [helpdesk@tamuc.edu](mailto:helpdesk@tamuc.edu).

**Note:** Personal computer and internet connection problems do not excuse the requirement to complete all course work in a timely and satisfactory manner. Each student needs to have a backup method to deal with these inevitable problems. These methods might include the availability of a backup PC at home or work, the temporary use of a computer at a friend's home, the local library, office service companies, Starbucks, an ETAMU campus open computer lab, etc.

## COMMUNICATION AND SUPPORT

If you have any questions or are having difficulties with the course material, please contact your instructor.

### Technical Support

If you are having technical difficulty with any part of Brightspace, please contact Brightspace Technical Support at 1-877-325-7778. Other support options can be found here: <https://community.brightspace.com/support/s/contactsupport>

## University Specific Procedures/Policies

### Student Conduct

All students enrolled at the University shall follow the tenets of common decency and acceptable behavior conducive to a positive learning environment. The Code of Student Conduct is described in detail in the [Student Guidebook](#).

<http://www.tamuc.edu/Admissions/oneStopShop/undergraduateAdmissions/studentGuidebook.aspx>

Students should also consult the Rules of Netiquette for more information regarding how to interact with students in an online forum:

<https://www.britannica.com/topic/netiquette>

*The syllabus/schedule are subject to change.*

### **ETAMU Attendance Policy**

For more information about the attendance policy please visit the [Attendance](http://www.tamuc.edu/admissions/registrar/generalInformation/attendance.aspx) webpage and [Procedure 13.99.99.R0.01](http://www.tamuc.edu/admissions/registrar/generalInformation/attendance.aspx).  
<http://www.tamuc.edu/admissions/registrar/generalInformation/attendance.aspx>  
<http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/13students/academic/13.99.99.R0.01.pdf>

### **Academic Integrity**

East Texas A&M University acknowledges that there are legitimate uses of Artificial Intelligence, ChatBots, or other software that has the capacity to generate text, or suggest replacements for text beyond individual words, as determined by the instructor of the course.

Any use of such software must be documented. Any undocumented use of such software constitutes an instance of academic dishonesty (plagiarism). Individual instructors may disallow entirely the use of such software for individual assignments or for the entire course. Students should be aware of such requirements and follow their instructors' guidelines. If no instructions are provided the student should assume that the use of such software is disallowed.

In any case, students are fully responsible for the content of any assignment they submit, regardless of whether they used an AI, in any way. This specifically includes cases in which the AI plagiarized another text or misrepresented sources.

Students at East Texas A&M University are expected to maintain high standards of integrity and honesty in all of their scholastic work. For more details and the definition of academic dishonesty see the following procedures:

#### **Undergraduate Students Academic Integrity Policy and Form**

[Undergraduate Academic Dishonesty 13.99.99.R0.03 Undergraduate Student Academic Dishonesty Form](http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/documents/13.99.99.R0.03UndergraduateStudentAcademicDishonestyForm.pdf)  
<http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/documents/13.99.99.R0.03UndergraduateStudentAcademicDishonestyForm.pdf>

#### **Graduate Students Academic Integrity Policy and Form**

[Graduate Student Academic Dishonesty Form](http://www.tamuc.edu/academics/graduateschool/faculty/GraduateStudentAcademicDishonestyFormold.pdf)  
<http://www.tamuc.edu/academics/graduateschool/faculty/GraduateStudentAcademicDishonestyFormold.pdf>  
<http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/13students/undergraduates/13.99.99.R0.03UndergraduateA>

*The syllabus/schedule are subject to change.*

[cademicDishonesty.pdf](#)

### **Students with Disabilities-- ADA Statement**

The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you have a disability requiring an accommodation, please contact:

#### **Office of Student Disability Resources and Services**

East Texas A&M University Gee

Library- Room 162

Phone (903) 886-5150 or (903) 886-5835

Fax (903) 468-8148

Email: [studentdisabilityservices@tamuc.edu](mailto:studentdisabilityservices@tamuc.edu)

Website: [Office of Student Disability Resources and Services](#)

<http://www.tamuc.edu/campusLife/campusServices/studentDisabilityResourcesAndServices/>

### **Nondiscrimination Notice**

East Texas A&M University will comply in the classroom, and in online courses, with all federal and state laws prohibiting discrimination and related retaliation on the basis of race, color, religion, sex, national origin, disability, age, genetic information or veteran status. Further, an environment free from discrimination on the basis of sexual orientation, gender identity, or gender expression will be maintained.

### **Campus Concealed Carry Statement**

Texas Senate Bill - 11 (Government Code 411.2031, et al.) authorizes the carrying of a concealed handgun in East Texas A&M University buildings only by persons who have been issued and are in possession of a Texas License to Carry a Handgun. Qualified law enforcement officers or those who are otherwise authorized to carry a concealed handgun in the State of Texas are also permitted to do so. Pursuant to Penal Code (PC) 46.035 and East Texas A&M Rule 34.06.02.R1, license holders may not carry a concealed handgun in restricted locations.

For a list of locations, please refer to the [Carrying Concealed Handguns On Campus](#) document and/or consult your event organizer.

Web url: <http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/34SafetyOfEmployeesAndStudents/34.06.02.R1.pdf>

Pursuant to PC 46.035, the open carrying of handguns is prohibited on all East

*The syllabus/schedule are subject to change.*

Texas A&M campuses. Report violations to the University Police Department at 903-886-5868 or 9-1-1.

### **Mental Health and Well-Being**

The university aims to provide students with essential knowledge and tools to understand and support mental health. As part of our commitment to your well-being, we offer access to Telus Health, a service available 24/7/365 via chat, phone, or webinar. Scan the QR code to download the app and explore the resources available to you for guidance and support whenever you need it.



The Counseling Center at East Texas A&M, located in the Halladay Building, Room 203, offers counseling services, educational programming, and connection to community resources for students. For more information regarding Counseling Center events and confidential services, please visit [www.tamuc.edu/counsel](http://www.tamuc.edu/counsel)