

NUR 424 8WK

Global Focused Nursing Care

I initially designed this 3 credit hour course in the summer of 2015 to run fall of 2016.

The course design is collaboration between myself and the SME/faculty developer. She is an experienced SME, but this was her first time as faculty developer for an online course. She has taught many courses on land for Mercy for many years.

This document includes screen shots of the overview, table of contents, and modules one and two.



Search Topics

Overview ▾

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- End of Course Evaluation - Take before opening Module 8 1
Begins December 6
- Module 8: Roles and Functions in Controlling/Practice Experience 5
Begins December 6

NUR 424: Nursing Leadership

Theresa O'Donnell
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Phone: 419-251-8915

Course Information

Description

This nursing leadership course builds on past knowledge of leadership roles and management functions. The nurse will further explore key management components and leadership theories necessary for nursing care delivery in the 21st century. The coursework focuses on theory and application concepts of planning, organizing, staffing, leading, and managing in nursing practice. A project component focuses on incorporating the key management and leadership concepts into daily clinical practice in a healthcare setting.



Course Objectives

- Integrate knowledge of liberal education (humanities, mathematics, social sciences, and natural sciences) in making management/leadership judgments for diverse populations with complex health problems. (BSN Essential #1)
- Demonstrate leadership skills, quality improvement, and patient safety in caring for populations with complex health problems. (BSN Essential #2)
- Demonstrate ability to participate in basic nursing research by sharing evidence-based nursing practices with the inter-professional healthcare team. (BSN Essential #3)
- Employ knowledge and skills of information management in patient care technology. (BSN Essential #4)
- Apply principles of legal, ethical and economic policy related to influencing health care delivery and practice. (BSN Essential #5)
- Effectively collaborate with interdisciplinary professionals to deliver evidence based, patient-centered care. (BSN Essential #6)
- Demonstrate the ability to educate, facilitate, promote, support and encourage the health, well-being and comfort of populations, communities, groups, and individuals across the life span whose lives are affected by, illness, distress, disease, disability or death. (BSN Essential #7)
- Incorporate a commitment to professional development, lifelong learning, and professional values, including legal and ethical aspects into the practice of nursing. (BSN Essential #8)

Each week a new module will open on Sunday at 12:01 a.m. Eastern Standard Time. Access for dropboxes, discussions, and quizzes will close at 11:59 p.m. on the due date listed in each module's introduction.

Brightspace by D2L Orientation in Campus Connection

All students should self-enroll in **Campus Connection** and complete the Brightspace Orientation during the first week of this class. There you will find information on getting help with Brightspace and recommended downloads to optimize your system. You can access the Campus Connection materials anytime from the **Student Resource** box on both the Brightspace Home Page and your Course Home Page.

What are you waiting for? Get Started!

Check out the **Getting Started** module for your syllabus and link to the Virtual Office, then head over to Module 1 to start your first lesson!

[Add Attachment](#)

Search Topics

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Begins November 15
- Module 7: Roles and Functions in Controlling 5

Getting Started: Practice Experience

Welcome to NUR 424 Nursing Leadership!

Be sure to thoroughly read "Getting Started". There are specific directions and forms that will be necessary for this class and your Practice Experience.

Practice Experience: You should start arranging your preceptor and site for this project immediately since this is only an 8 week course. If possible notify me by 10/16 with your proposed topic, so that I can give approval. Must have all docs to begin practice hours.

Due date for PE is 12/8. See PE module and outline.

[New ▾](#) [Add Existing Activities ▾](#)

- NUR 424 online FA15 Syllabus 8wk 2 2015 ▾
- Virtual Office ▾
- READ FIRST: NUR 424 Practice Experience Module ▾
- Baccalaureate Essentials ▾
- Mercy Clinical Agency Contract ▾
- NUR 424 PRACTICE EXPERIENCE OUTLINE ▾
- Preceptor Agreement Form Revised ▾
- Preceptor Evaluation of the Student ▾
- Student Clinical Instructions ▾
- Student Practice Experience Eval ▾
- Student Evaluation of Practice Experience Facility BSN
- Student Evaluation of Nur 424 course objectives ▾

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Begins December 8
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Begins December 8
-

Module 1: Introduction/The Critical Triad: Decision Making, Management, and Leadership

Starts Oct 14, 2015 12:01 AM

Module 1 - Chapters 1-3: The Critical Triad: Decision Making, Management, and Leadership

Read Chapters 1-3. Will discuss the concepts of decision making, critical thinking, leadership and management strategies.

In this module you will be introducing yourself to the entire group. This is your opportunity to meet your class.

- Please take some time to introduce yourself to the class.
- Include both personal and professional information. It will be helpful to know your nursing practice background.

The Learning Exercises in the chapters and the article reflections will be the focus of the class discussions.

LE's are assigned in Discussion Group A and Group B - Check your Email for group assignments

- Group A
- Group B

Respond to 2 peers in your group.

Feel free to share resources, information, articles that might be of interest to the group.

You have access to both discussion grps if you would like to view.

[New ▾](#) [Add Existing Activities ▾](#)

- Introduce Yourself - required ▾ Due Oct 18, 2015 11:59 PM
- Readings and Presentations ▾
- Useful Websites ▾
- Discussions ▾

Article Reflection 1

Due Oct 18, 2015 11:59 PM

Module 2: Foundation for Effective Leadership & Management: Ethics, Law, & Advocacy

Starts Oct 18, 2015 12:01 AM

Module 2 - Read Chapters 4 - 6. Will discuss the concepts of Ethical, Legal and Advocacy issues of Leadership and Management.

Practice Experience (PE) - If you did not share/discuss your PE in Module 1 please feel free to do so this week.

Hopefully you are all moving forward with your contracts, preceptor agreements, etc. REMEMBER YOU CAN NOT START WITH OUT CONTRACTS AND OR PRECEPTOR AGREEMENTS. Please let me know if you have any questions or issues.

Discussion threads - LE's are assigned in Discussion Group A and Group B - Your group assignment was sent to you via Email

- Group A
Group B

Article Reflections: Be sure to cite source accurately. Check APA.

New Add Existing Activities

Readings and Presentations

Useful Websites

Discussions

Due Oct 25, 2015 11:59 PM

Article Reflection 2

Due Oct 25, 2015 11:59 PM

Module 3: Roles and Functions in Planning

Starts Oct 25, 2015 12:01 AM

Module 3 - Read Chapters 7 - 11. Will discuss the concepts of strategic planning, planned change, time management, fiscal planning, and career development.

When presenting your LE's and posting to peers you need to support your responses with Chapter readings, ppts. Provide rationale in both LE and subsequent posts. Integrate content you are learning about as well as practice examples and feedback.

Initial posts (LE's) are due by thursday and then peer and other responses by sunday (see syllabus).

New Add Existing Activities

Readings and Presentations

Useful Websites

Discussions

Due Nov 1, 2015 11:59 PM

Article Reflection 3

Due Nov 1, 2015 11:59 PM

Module 4: Roles and Functions in Organizing

Starts Nov 1, 2015 12:01 AM

Module 4 - Read Chapters 12.14. Will discuss the concepts of organizational structure, political & personal power, and organizing patient care.

NOTE: Module 4 will be the last module for assigned groups. Starting in Module 5 you will all be in 1 group.









When presenting your LE's and posting to peers (see syllabus - respond to 2 LE's) you need to support your responses with Chapter readings, ppts. Provide rationale in both LE and subsequent posts. Integrate content you are learning about as well as practice examples and feedback.

Initial posts (LE's) are due by thursday and then peer and other responses by sunday (see syllabus).

REMINDER: "MOVE NOTE" 1 MIN PRESENTATION ASSIGNMENT DUE IN MODULE 5.

Article Reflections - You must use a current scholarly resource (should be within 5 years) that pertains to the chapters in the modules. If you find one in the modules only use it if it pertains and is current. Be selective!!!

New Add Existing Activities

-  Readings and Presentations ✓
-  Useful Websites ✓
-  Discussions ✓
 -  Due Nov 8, 2015 11:59 PM
-  Article Reflection 4 ✓
 -  Due Nov 8, 2015 11:59 PM
-  Practice Experience Outline (first part) - Required ✓
 -  Due Nov 6, 2015 11:59 PM

Module 5: Roles and Functions in Staffing

 Starts Nov 8, 2015 12:01 AM

Module 5 - Read Chapters 15 - 17. Will discuss concepts of employee recruitment, scheduling policies, and staff development.

When presenting your LE's and posting to peers you need to support your responses with Chapter readings, ppts. Provide rationale in both LE and subsequent posts. Integrate content you are learning about as well as practice examples and feedback.

Initial posts (LE's) are due by thursday and then peer and other responses by sunday (see syllabus).







Article Reflections - You must use a current scholarly resource (should be within 5 years) that pertains to the chapters in the modules. If you find one in the modules only use it if it pertains and is current. Be selective!!!

NOTE: All discussions will be open to the entire class this week, including LE's and PE presentations. So you can respond to anyone in the class.

Practice Experience progress report - Since you should be started on your PE, post an update regarding your progress with your practice experience.

- **Post in discussion board** - you will be using "Move Note" to present a 1-2 min (max) overview (voice only required - you can choose to do both audio and video) of your project. This will give you an opportunity to "practice" with this technology prior to using in Module 8 presentation. **See instructions below.**

New Add Existing Activities

-  Readings and Presentations ✓
-  Useful Websites ✓
-  Discussions ✓
 -  Due Nov 15, 2015 11:59 PM
-  Article Reflection 5 ✓
 -  Due Nov 15, 2015 11:59 PM

"Move Note" Intro - REQUIRED but not GRADED

Due Nov 14, 2015 11:59 PM

Module 6: Roles and Functions in Directing

Starts Nov 15, 2015 12:01 AM

Module 6 - Read Chapters 18-22. Will discuss concepts of motivation, communication, delegation, conflict resolution, collective bargaining.

NOTE: WILL BE STAYING IN 1 DISCUSSION GROUP. So you can respond to anyone in the class

This week is going have different due dates because of Thanksgiving break! All discussions need to be completed by next Tuesday at 11:59 pm.

Good week to catch up and work on PE!

When presenting your LE's and posting to peers you need to support your responses with Chapter readings, ppts. Provide rationale in both LE and subsequent posts. Integrate content you are learning about as well as practice examples and feedback.

Initial posts (LE's) are due by thursday and then peer (2 different LE's) and other responses by Tuesday (see syllabus).

Article Reflections (due by Sunday 11:59) - You must use a current scholarly resource (should be within 5 years) that pertains to the chapters in the modules. If you find one in the modules only use if it pertains and is current. Be selective!!!

New Add Existing Activities

Readings and Presentations

Useful Websites

Discussions

Due Nov 24, 2015 11:59 PM

Article Reflection 6

Due Nov 22, 2015 11:59 PM

Module 7: Roles and Functions in Controlling

Starts Nov 29, 2015 12:01 AM

Module 7 - Read Chapters 23-24 - Will explore the controlling phase of the management process and Performance Appraisal. NOTE: WILL INCLUDE CHAPTER 25 IN THIS MODULE TOO.

When presenting your LE's and posting to peers you need to support your responses with Chapter readings, ppts. Provide rationale in both LE and subsequent posts. Integrate content you are learning about as well as practice examples and feedback.

YOU MUST HAVE ACCURATE IN-TEXT CITATION AS WELL AS AN ACCURATE REFERENCE CITATION TO RECEIVE FULL CREDIT FOR ARTICLE REFLECTIONS AND LE!

Initial posts (LE's) are due by thursday and then peer and other responses by sunday (see syllabus).

Note: Module 7 & 8 article reflection is required to have an APA title page.

Practice Experience Outline is due no later than 12/8. Will include all evaluation forms.

New Add Existing Activities

Readings and Presentations

Useful Websites

Discussions

Due Dec 6, 2015 12:00 PM

Article Reflection 7

Due Dec 6, 2015 11:59 PM

Submit FINAL Practice Experience Outline & Materials

Due Dec 10, 2015 11:59 PM

End of Course Evaluation - Take before opening Module 8

Starts Dec 6, 2015 12:00 AM

New Add Existing Activities

15-FA NUR-424-W1 8WK2 (O'Donnell) End of Course Evaluation

Starts Dec 6, 2015 12:01 AM

Module 8: Roles and Functions in Controlling/Practice Experience

Starts Dec 6, 2015 12:01 AM

All conditions must be met
Completes 1 attempt(s) on the survey: 15-FA NUR-424-W1 8WK2 (O'Donnell) End of Course Evaluation

Module 8 - Read Chapter 25 Focuses on discipline, coaching, and referral as tools in promoting subordinates' growth and meeting organizational goals.

SINCE WE HAVE DISCUSSED CHAPTER 25 IN MODULE 7 THIS MODULE WILL FOCUS ON REVIEW AS YOU APPLY THE PRINCIPLES, CONCEPTS TO YOUR PE'S.

Article reflection - final submission - YOUR ARTICLE REFLECTION FOR THIS MODULE WILL BE YOUR SYNOPSIS FROM YOUR PE!!! NO ADDITIONAL ARTICLE REFLECTION IS NECESSARY. THE GRADE FOR THIS AR WILL BE USING THE SYNOPSIS PAPER AS A SUBSTITUTION. YOU CAN STILL TURN IT IN AS A PROJECT.

Move Note Project PE presentation: (review tutorial in Mod 5 if needed) - 3-5 minutes

- You will be sharing your PE project with your peers
- Provide an overview of your clinical experience (project)
- include the Topic, BSN essential, Main goals, and Primary objective
- brief evaluation of process, outcomes & implementation (if applicable). Where did you leave the project?

REQUIRED Discussion will be to share and discuss everyone's PE experience/project. This will be the Q&A

- Respond to minimum of 2 presentations - substantive content required.
- Provide supportive, constructive feedback - suggestions for improvement and 1 compliment
- Will still need to answer questions posed.

WE HAVE HAD AN OPPORTUNITY TO BE PREVIOUSLY INTRODUCED TO EVERYONE'S TOPIC AND BRIEF OVERVIEW WHICH HAS PREPARED US TO ASK PERTINENT QUESTIONS, ASK FOR CLARIFICATION ETC.

New Add Existing Activities

Readings and Presentations

Module 8 Discussion - Move Note Project Presentation

Due Dec 12, 2015 11:59 AM

Submit FINAL Practice Experience Outline & Materials

Due Dec 10, 2015 11:59 PM

Article Reflection 8

Due Dec 10, 2015 11:59 PM

Practice Experience Evaluations (3)

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Begins December 6
- Add a module...

Module 1: Introduction/The Critical Triad: Decision Making, Management, and Leadership Print Settings

🕒 Starts Oct 14, 2015 12:01 AM ✔ Published ▾

Module 1 - Chapters 1-3: The Critical Triad: Decision Making, Management, and Leadership

Read Chapters 1-3. Will discuss the concepts of decision making, critical thinking, leadership and management strategies.

In this module you will be introducing yourself to the entire group. This is your opportunity to meet your class.

- Please take some time to introduce yourself to the class.
- Include both personal and professional information. It will be helpful to know your nursing practice background.

The Learning Exercises in the chapters and the article reflections will be the focus of the class discussions.

LE's are assigned in Discussion Group A and Group B - Check your Email for group assignments

- Group A
- Group B

Respond to 2 peers in your group.

Feel free to share resources, information, articles that might be of interest to the group.

You have access to both discussion grps if you would like to view.

Introduce Yourself - required ✔

🕒 Due Oct 18, 2015 11:59 PM

Hello class!! Please introduce yourself to the group. Be sure to share a little personal and professional information so that we can get to know you!

If you know what your PE project is going to be - share with the group.

Please respond to at least two fellow classmates.

Readings and Presentations ✔

See chapter ppts.

Useful Websites ✔

Use these sites as resources. May help you in your discussions and article reflections.

Discussions ✔

🕒 Due Oct 18, 2015 11:59 PM

There are assigned groups A or B with designated Learning Exercises (LE) from the chapters 1-3.

Each person needs to select a different LE, first come first served. Post which one you are planning on discussing.

Use the Learning Exercises to guide your discussion posts. Don't worry if the LE says for a small group discussion, you will answer individually.

Your responses should capture the essence of the readings and should include one or more literature citations. Posts can also address reference materials, i.e. articles.

- Rubric for Discussions (N424) Revised.pdf

Article Reflection 1 ✔

🕒 Due Oct 18, 2015 11:59 PM

Article(s) are posted in the Unit Modules. There are also some additional articles in your book resources - Student Resources.

Choose **one** per module to reflect upon. Please select an article from the list or one that you have researched that pertains to module objectives. Let your group know which one you have chosen to review and post that information in "Discussion" area. There are not enough articles for each of you to choose a different one so you may repeat. When possible select different articles so that the discussion will be varied and more material/viewpoints will be covered for the benefit of all.

ORGANIZATION/FORMAT:

- Begin with an introduction of the main points of the article
- Followed by a brief discussion of each of the main points.
- **Conclude with your reflection** on the relevancy of the article's topic in relationship to nursing leadership and management. In "your opinion" is the article pertinent to your practice as a nurse?
- The article reflection should be no longer than 1 typed double spaced page.
- **A title page and abstract is not necessary.**
- Make sure your name is on the paper.
- The chapter article reflection and reference citation page must be in APA format.
- You may use "first person" in your reflection.

REFLECTION: post both to discussion board and to dropbox (see below).

Assessment

Summary content of article	1.5%
Reflection and opinion of article	1.5%
APA format, reference page format, grammar, punctuation, spelling writing style	2.0%
Total	5% of course grade

- [NUR424 Rubric for Weekly Article Reflection Assignment.pdf](#)

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Readings and Presentations

Reading

Selected Articles

- [Chapter 1](#)
- [Chapter 2](#)
- [Chapter 3](#)



Leadership Roles and Management Functions in Nursing: Theory and Application, 8th Ed.

After reading the assigned chapters, students should be able to meet the following objectives.

Chapter 1

Decision Making, Problem Solving, and Critical Thinking: Requisites for Successful Leadership and Management

- differentiate between problem solving, decision making, critical thinking, and clinical reasoning
- describe how case studies, simulation, and problem-based learning can be used to improve the quality of decision making
- explore strengths and limitations of using intuition and heuristics as adjuncts to problem solving and decision making
- identify characteristics of successful decision makers
- select appropriate models for decision making in specific situations
- describe the importance of the individual in the decision-making process
- identify critical elements of decision making
- explore his/her personal propensity for risk taking
- discuss the effect of organizational power on decision making
- differentiate between the economic man and the administrative man in decision making
- select appropriate management decision-making tools that would be helpful in making specific decisions
- differentiate between autocratic, democratic, and laissez-faire decision styles and identify situation variables which might suggest using one decision style over another

Chapter 2

Classical Views of Leadership and Management

- discuss the evolution of management theory in relationship to changing society
- correlate management theorists with their appropriate theoretical contributions
- discuss the need for health care managers to have highly integrated, well-developed leadership and management skills
- define the components of the management process
- differentiate between leadership roles and management functions
- identify common leadership styles and describe situations in which each leadership style could be used appropriately
- describe the differences between interactional and transformational leadership theories
- analyze the historical development of leadership theory
- differentiate between authoritative, democratic and laissez-faire leadership styles
- identify contextual factors impacting the relationship between leaders and followers, based on full range leadership theory
- delineate variables suggested in situational and contingency theories

Chapter 3

Twenty-First Century Thinking About Leadership and Management

- analyze how current and future paradigm shifts in health care may affect the leadership skills needed by nurses in the 21st century
- compare strengths-based leadership, which focus on the developments or empowerment of workers' strengths, with the traditional management practices of identifying problems, improving underperformance, and addressing weaknesses and obstacles
- identify Level 5 Leadership skills (as espoused by Jim Collins) which differentiate great companies from good companies
- identify the characteristics of a servant leader and suggest strategies for encouraging a service inclination in others
- explore elements of human and social capital which impact resource allocation in organizations
- describe situations where followers (agents) might not be inherently motivated to act in the best interest of the principal (leader or employer).
- describe components of emotional intelligence which promote the development of productive work teams
- identify characteristics of authentic leadership and discuss the consequences to the leader-follower relationship when leadership is not authentic
- identify contemporary nurse leaders who exemplify thought leadership and the innovative ideas they have suggested
- describe why quantum leaders need flexibility in responding to the complex relationships that exist between environment and context in work environments
- describe complexities that exist in the relationship between followers and leaders
- provide examples of the 21st century shift from *industrial age leadership* to *relationship age leadership*
- develop insight into his or her individual leadership strengths

Presentations

If prompted by your browser, choose to display **both** secure and non-secure items. Close and restart your browser if necessary.

- [Huston_PPT_Ch_01.ppt \(Printable PDF\)](#)
- [Huston_PPT_Ch_02.ppt \(Printable PDF\)](#)
- [Huston_PPT_Ch_03.ppt \(Printable PDF\)](#)

Useful Websites



Chapter 1

Foundation and Center for Critical Thinking

<http://www.criticalthinking.org/>

Integrates the foundation's research and theoretical developments to create events and resources designed to help educators improve their instruction.

Society for Judgment and Decision Making

<http://www.sjdm.org>

Promotes the study of normative, descriptive theories of decision processes.

Society for Medical Decision Making

<http://www.smdm.org/>

This organization seeks to improve health outcomes through the advancement of proactive systematic approaches to clinical decision making and policy formation in health care by providing a scholarly forum that connects and educates researchers, providers, policy makers, and the public.

Academic Center for Evidence-based Practice

<http://www.acestar.uthscsa.edu/>

This center of excellence for the University of Texas Health Science Center at San Antonio is dedicated to bridging research into practice by advancing cutting-edge, state-of-the-art, evidence-based nursing practice, research, and education within an interdisciplinary context.

Chapter 2

Leadership Talks

<http://www.regent.edu/acad/global/leadershiptalks/home.htm>

This monthly audio e-newsletter provides fresh insights and perspectives from some of the top leadership scholars, practitioners, and presenters in the country. Benefit from case studies, practical lessons, and inspiring anecdotes provided by some of today's top leadership speakers.

International Leadership Association

<http://www.ila-net.org>

The International Leadership Association is the global network for all those who practice, study, and teach leadership and provides a forum where people can share ideas, research, and practices about leadership.

The Five Practices of Exemplary Leadership

<http://www.leadershipchallenge.com/WileyCDA/Section/id-131055.html>

This summary of the work of Jim Kouzes and Barry Posner reflects the competencies leaders display when they are their personal best and which are essential to getting extraordinary things done in organizations.

Chapter 3

Center for Authentic Leadership

<http://www.authenticleadership.com/>

Founded in 1985 by Jan Smith, the Center for Authentic Leadership serves as a global leadership development community dedicated to self-discovery and to living life with profound meaning, purpose, passion, and fulfillment in a way that influences and inspires others to be their best.

How Important is "Executive Intelligence" for Leaders?

<http://hbswk.hbs.edu/item/5449.html>

This article, authored by James Heskett in July 2006, defines executive intelligence and describes its role in leadership success.

Greenleaf Center for Servant-Leadership

<http://www.greenleaf.org/>

A nonprofit institution providing resources and opportunities to explore the principles and practices of servant leadership.

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End of Course Evaluation - Take before opening Module 8 <small>Begins December 8</small>	1
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Module 2: Foundation for Effective Leadership & Management: Ethics, Law, & Advocacy

Settings

Starts Oct 18, 2015 12:01 AM

Published ▾

Module 2 - Read Chapters 4 - 6. Will discuss the concepts of Ethical, Legal and Advocacy issues of Leadership and Management.

Practice Experience (PE) - If you did not share/discuss your PE in Module 1 please feel free to do so this week.

Hopefully you are all moving forward with your contracts, preceptor agreements, etc. **REMEMBER YOU CAN NOT START WITH OUT CONTRACTS AND OR PRECEPTOR AGREEMENTS.** Please let me know if you have any questions or issues.

Discussion threads - LE's are assigned in Discussion Group A and Group B - Your group assignment was sent to you via Email

- Group A
- Group B

Article Reflections: Be sure to cite source accurately. Check APA.

New ▾ Add Existing Activities ▾ Bulk Edit

Readings and Presentations ▾

Useful Websites ▾

Use these sites as resources. May help you in your discussions and article reflections

Discussions ▾

Due Oct 25, 2015 11:59 PM

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Your responses should capture the essence of the readings and should include **one or more literature citations. Posts can also address reference materials, i.e. articles.**

- [Rubric for Discussions \(N424\) Revised.pdf](#)

Article Reflection 2 ▾

Due Oct 25, 2015 11:59 PM

Article(s) are posted in the Unit Modules. There are also some additional articles in your book resources - **Student Resources.**

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- **A title page and abstract is not necessary.**
- Make sure your name is on the paper.
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- Be sure to cite your resource accurately (in text)
- You may use "first person" in your reflection.

REFLECTION: post both to discussion board and to dropbox (see below).

Assessment

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Total	5% of course grade

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Readings and Presentations



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Selected Articles

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- [Chapter 5](#)
- [Chapter 6](#)



Leadership Roles and Management Functions in Nursing: Theory and Application, 8th Ed.

After reading the assigned chapters, students should be able to meet the following objectives.

Chapter 4

Ethical Issues

- define ethics and ethical dilemmas
- compare and contrast the utilitarian, duty-based, rights-based, and intuitionist frameworks for ethical decision making
- identify and define six different principles of ethical reasoning
- use a systematic problem-solving or decision-making model to determine appropriate action for select ethical problems
- describe the limitations of using outcome as the sole criterion for the evaluation of ethical decision making
- distinguish between legal and ethical obligations in decision making
- describe how differences in personal, organizational, subordinate, and patient obligations increase the risk of intrapersonal conflict in ethical decision making
- demonstrate self-awareness regarding the ethical frameworks and ethical principles that most strongly influence his or her personal decision making
- role model ethical decision making congruent with the American Nurses Association Code of Ethics and Interpretive Statements and professional standards

Chapter 5

Legal and Legislative Issues

- correlate the legal authority of nursing practice and the nursing process
- select appropriate legal nursing actions in sensitive clinical situations
- explain how increased consumer awareness of patient rights has affected the actions of the health care team
- evaluate the significance of professional and institutional licensure
- describe appropriate methods of ensuring informed consent
- analyze the impact of civil law on nursing practice
- differentiate between legal and ethical accountability

Chapter 6

Patient, Subordinate, and Professional Advocacy

- differentiate between the manager's responsibility to advocate for patients, subordinates, the organization, the profession, and for self
- identify values central to advocacy
- differentiate between controlling patient choices and assisting patients to choose
- select an appropriate response that exemplifies advocacy in given situations
- identify how the Patient's Bill of Rights protects patients
- describe ways a manager can advocate for subordinates
- identify ways individual nurses can become advocates for the profession
- identify both the risks and potential benefits of becoming a whistleblower
- specify both direct and indirect strategies to influence legislation
- describe strategies nurses can use to successfully interact with the media

Presentations

If prompted by your browser, choose to display **both** secure and non-secure items. Close and restart your browser if necessary.

- [Huston_PPT_Ch_04.ppt \(Printable PDF\)](#)
- [Huston_PPT_Ch_05.ppt \(Printable PDF\)](#)
- [Huston_PPT_Ch_06.ppt \(Printable PDF\)](#)

Useful Websites



Chapter 4

ANA: The Center for Ethics and Human Rights

<http://www.nursingworld.org>

Established in 1990, this center is devoted to the study of ethics and nursing, including issue updates and policy development.

John Dossetor Health Ethics Centre, University of Alberta

<http://www.ualberta.ca/BIOETHICS/>

An interdisciplinary center committed to working in the area of health ethics.

International Code of Ethics (The International Council of Nurses)

<http://www.icn.ch/icncode.pdf>

The ICN Code of Ethics for Nurses, last revised in 2005, is a guide for action based on social values and needs. The code has served as the standard for nurses worldwide since it was first adopted in 1953 (available in English, French, and Spanish).

Markkula Center for Applied Ethics—A Framework for Ethical Decision Making, Santa Clara University

<http://www.scu.edu/ethics/practicing/decision/framework.html>

Suggests a framework for ethical decision making as well as provides links on the scope of ethics or moral philosophy, on alternative frameworks for ethical decision making, and on ethical relativism.

Chapter 5

Office for Civil Rights—HIPAA

<http://www.hhs.gov/ocr/hipaa/>

View the Department of Health and Human Services recommendations on the confidentiality of individual identifiable health information.

Nursing & Health Care Directories on: The Nursefriendly Nursing Malpractice Case Studies by Date

http://www.lopez1.com/lopez/clinical/cases/nursing_malpractice_cases_by_date.htm

Provides a summary of precedent cases involving nurses in malpractice cases and includes URL addresses to more comprehensive legal summaries.

Chapter 6

ANA—Health Care Policy

<http://www.nursingworld.org/MainMenuCategories/HealthcareandPolicyIssues.aspx>

This American Nurses Association web page has a large number of links with information about how nurses can be more involved in policy initiatives and influencing healthcare legislation.

ANA—National Awards Program

<http://www.nursingworld.org/FunctionalMenuCategories/AboutANA/WhatWeDo/NationalAwardsProgram.aspx>

This American Nurses Association web page details the award criteria and includes nomination forms for prominent registered nurses who contribute to the nursing profession and the field of health care.

Media Training For Nurses

http://www.nursingadvocacy.org/action/media_training.html

This site provides links to multiple articles and sources about how nurses can increase their media savvy.