N871: Leadership and Advanced Practice Roles in Healthcare Organizations

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Course Coordinator

NOTE: The Course Coordinator reserves the right to alter or change any statement contained herein, without prior notice, if his/her professional judgment deems it necessary. This syllabus may not be reproduced without the permission the Course Coordinator and the Program Director.
Office Hours. Flexible; please email for appointment; call for urgent issues

Course Credits. 3 credit hours

Prerequisites. Admission to the graduate program in nursing.

Day, Time, Location. This class is scheduled to meet 3 hours per week. This is a hybrid course, so some of the class sessions will be online, as outlined in the course schedule. For all face-to-face sessions (F2F), we will meet on Wednesdays from 1-4 pm in Carrington Hall.

Course Description. This course examines health care and nursing practice organizations, including their internal and external environments. The roles and functions of nurses at different levels and in different types of health care settings are explored, emphasizing opportunities for leadership, interdisciplinary interactions, and diversity in practice and throughout the organization.

Course Objectives. Upon completion of the course, students will be able to:

1. Analyze the nature of organizations with special focus on organizational factors that influence the practice environment, leadership effectiveness, and managerial practice.
2. Discuss the distinctive structures, processes, and outcomes of health care organizations (HCOs) and how factors in the internal and external environment influence health care and nursing practice.
3. Describe the nature of nursing practice organizations and professional practice environments and their relationship to the greater health care system.
4. Apply organization, management, and leadership theories in health care and nursing practice situations by analyzing organizational culture and other relevant organizational factors, identifying problems in the environment and selecting appropriate management and leadership strategies to address organizational concerns.
5. Interpret and critically evaluate contemporary organizational literature in nursing and management.
6. Explore nursing roles and functions across a variety of health care settings, with an emphasis on issues related to diversity and the barriers and facilitators of an interdisciplinary practice environment.
7. Analyze professional, legal, and ethical issues confronting nurse leaders in contemporary HCOs.

Course objectives will be addressed by focusing on organizational and leadership issues within the context of nursing and HCOs. During the semester, content will address pertinent issues, such as: organizations and how they function; individual and group behaviors within
organizations; leadership in HCOs; the practice environment for nurses and patient care delivery; and the context of care delivery.

**Course Design and Learning Strategies.** The purpose of this course is to introduce you to the inner workings of organizations and leadership roles in nursing and health care. This course is envisioned as an interactive course with class members and faculty comprising a learning community – thus all members (faculty and students) share responsibility for completing readings, assignments, and making meaningful contributions that relate to the class content through participation. All members of the learning community are expected to come to class inspired with interesting observations, questions, and extensions of the readings. Members are expected to meaningfully stimulate class discussion and make application of the readings and learning. In a learning community, members respect other learners, values, backgrounds, and goals and they are committed to enhancing the learning experience for all.

Various approaches to address course content will include: teamwork, case study analysis, seminar discussions, discussion with national experts, directed and independent readings, [some] lecture, and web-based activities. We will also incorporate a variety of techniques from “liberating structures” such as positive deviance, appreciative inquiry, and self-reflection etc. Class readings and case studies will provide a “common ground” for mutual learning.

You are encouraged to **think critically about what’s going on in the world around you.** Through dialogue, you will have the opportunity to gain knowledge about these issues by listening to classmates’ ideas and experiences, and to gain insights into the complex intersection of leadership and HCOs. Such an interactive classroom environment depends on course materials, faculty facilitation, and class activities, but most importantly, on your input and willingness to maximize your learning experience. **Although the format for this course is mixed, it is dialogue and thinking intensive.**