



The University of Southern Queensland

## Course specification

This version produced 30 Jan 2008.

The current and official versions of the course specifications are available on the web at  
<<http://www.usq.edu.au/coursespecification/current>>.

Please consult the web for updates that may occur during the year.

### Description: Nurses as Leaders in Health Care Settings

Subject	Cat-nbr	Class	Term	Mode	Units	Campus
NUR	3120	70299	3, 2007	EXT	1.00	Toowoomba

<b>Academic group:</b>	FOSCI
<b>Academic org:</b>	FOS004
<b>Student contribution band:</b>	National Priority Nursing
<b>ASCED code:</b>	060399

### STAFFING

Examiner: Cheryl Perrin

### REQUISITES

Pre-requisite: (CMS1008 and MAT1008 and NUR1140 and NUR1120) or (CMS1007 and NUR1140 and NUR1120) or (CMS1007 and NUR2010 and NUR1020)

### OTHER REQUISITES

Pre-requisite: Must have completed a minimum of 4 BNUR courses including CMS1008 prior to enrolment.

### RATIONALE

Organisations impact greatly on many aspects of our personal and professional lives. They define the way services are delivered, communication channels, policies and standards and how they are monitored, who holds the authority and power, information systems and the level of satisfaction of the people who work in and/or access the services provided by the organisation. Nurses need to know and understand the structure and function of organisations and their impact on care delivery services. Commensurate with this is the understanding that all nurses regardless of their position participate in the roles of manager, leader and/or follower in organisational settings. To successfully incorporate these roles into their professional practice nurses need to have knowledge and understanding of the principles of management, leadership, followership, team building, conflict resolution and quality assurance.

### SYNOPSIS

The primary purpose of this course is to facilitate the development of a broad view of the structure and functioning of healthcare organisations, their impact on health care models and the role of nurses as leaders and managers within health care systems.

## OBJECTIVES

On completion of this course students will be able to:

1. identify the major organisational theories (2000-2500 Word Essay, Workshop One);
2. examine the role and relationship of organisational mission statements, philosophies and communication of information on the delivery of health care (Workshop One);
3. recognise how organisational structures, climate and culture impact on nursing (2000-2500 Word Essay);
4. identify the major leadership and management theories (2000-2500 Word Essay);
5. discuss the application of leadership/management theories in practice settings (2000-2500 Word Essay);
6. use critical thinking skills to analyse team building and conflict resolution strategies within the scope of practice of nurse leaders/managers (Workshop Two);
7. develop an understanding of quality assurance and accreditation issues (Workshop Two);

## TOPICS

	Description	Weighting (%)
1.	Working within Organisations: Organisational management theory, organisational structures, climates and cultures, missions statements and care delivery models	35.00
2.	What is Leadership and Management? Leadership and management theories, followership, cross cultural leadership, delegation, managing change	40.00
3.	Conflict Management, Team Building and Quality Assurance: Organisational conflict, dealing with conflict, techniques for creating a team, quality assurance and accreditation	25.00

## TEXT and MATERIALS required to be PURCHASED or ACCESSED

ALL textbooks and materials are available for purchase from USQ BOOKSHOP (unless otherwise stated). Orders may be placed via secure internet, free fax 1800642453, phone 07 46312742 (within Australia), or mail. Overseas students should fax +61 7 46311743, or phone +61 7 46312742. For costs, further details, and internet ordering, use the 'Textbook Search' facility at <http://bookshop.usq.edu.au> click 'Semester', then enter your 'Course Code' (no spaces).

Ellis, JR & Hartley, CL 2005, *Managing and coordinating nursing care*, 4th edn, Lippincott, Williams & Wilkins, Philadelphia.

## REFERENCE MATERIALS

Reference materials are materials that, if accessed by students, may improve their knowledge and understanding of the material in the course and enrich their learning experience.

It is expected that students will access Library resources for reference materials to enhance their knowledge and understanding of nurses as leaders and the structure and function of health care organisations.

## STUDENT WORKLOAD REQUIREMENTS

ACTIVITY	HOURS
Directed Study	50.00
Private Study	94.00
Tutorials or Workshops	16.00

## ASSESSMENT DETAILS

Description	Marks out of	Wtg(%)	Due date
ON LINE QUIZ	40.00	40.00	20 Nov 2007 (see note 1)
WORKSHOP ONE	5.00	5.00	20 Nov 2007 (see note 2)
WORKSHOP TWO	10.00	10.00	20 Nov 2007 (see note 3)
ASSIGNMENT 1- 2000-2500 ESSAY	45.00	45.00	14 Jan 2008

### NOTES

1. Due date to be advised by examiner.
2. Due date to be advised by examiner.
3. Due date to be advised by examiner.

## IMPORTANT ASSESSMENT INFORMATION

- 1 Attendance requirements:  
Students must attend and participate in both workshops. It is the students' responsibility to study all material provided to them or required to be accessed by them to maximise their chance of meeting the objectives of the course and to be informed of course-related activities and administration.
- 2 Requirements for students to complete each assessment item satisfactorily:  
To complete an assessment item satisfactorily, students must obtain at least 50% for that item.
- 3 Penalties for late submission of required work:  
If students submit assignments after the due date without prior approval of the examiner then a penalty of 5% of the total marks available for the assignment will apply for each working day late.
- 4 Requirements for student to be awarded a passing grade in the course:  
To be assured of receiving a pass in this course students must attempt and achieve an aggregate of 50% of the marks available for the Summative assessments and attend both workshops.
- 5 Method used to combine assessment results to attain final grade:  
The final grades for students will be assigned on the basis of the weighted aggregate of the marks obtained for the summative assessment items in the course.
- 6 Examination information:  
There is no examination for this course.
- 7 Examination period when Deferred/Supplementary examinations will be held:

For this course, there will be no deferred or supplementary examinations.

8 University Regulations:

Students should read USQ Regulations 5.1 Definitions, 5.6. Assessment, and 5.10 Academic Misconduct for further information and to avoid actions which might contravene University Regulations. These regulations can be found at the URL <http://www.usq.edu.au/corporateservices/calendar/part5.htm> or in the current USQ Handbook.

## **ASSESSMENT NOTES**

- 9 The due date for an assignment is the date by which a student must submit the assignment to the USQ. The onus is on the student to provide proof of the submission date, if requested by the Examiner.
- 10 If requested, students will required to provide a copy of assignments submitted for assessment purposes. Such copies should be despatched to the USQ within 24 hours of a request being made.
- 11 In accordance with University Policy, the Examiner may grant an extension of the due date of an assignment in extenuating circumstances.
- 12 The Faculty will normally only accept assessments that have been written, typed or printed on paper-based media.
- 13 Students who have undertaken all of the required assessments in a course but who have failed to meet some of the specified objectives of a course within the normally prescribed time may be awarded the temporary grade: IM (Incomplete Makeup). An IM grade will only be awarded when, in the opinion of the examiner, a student will be able to achieve the remaining objectives of the course after a period of non directed personal study.
- 14 Students who, for medical, family/personal, or employment-related reasons, are unable to complete an assignment or to sit for an examination at the scheduled time may apply to defer an assessment in a course. Such a request must be accompanied by appropriate supporting documentation. One of the following temporary grades may be awarded IDS (Incomplete - Deferred Examination; IDM (Incomplete Deferred Make-up); IDB (Incomplete - Both Deferred Examination and Deferred Make-up).