Course Syllabus:
NURS 4304-280 – Leadership in Nursing
Robert D. & Carol Gunn College of Health Sciences & Human Services
Wilson School of Nursing
Spring 2026

Contact Information

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Class Time & Place

Tuesday and Thursday 10:00 am-11:50 am
Dillard Building - Room 336
Small Group Visit to the Wichita Falls Museum of Art @ MSU Texas - 2 Eureka Circle

Course Description

Emphasis is on leadership as a BSN graduate, as well as the management of nursing care and personnel in various healthcare settings. Theories of leadership, management, economics, and change are explored including the varying patterns of healthcare delivery. Strategies for implementing change are discussed. Patient safety as well as the assessment and evaluation of quality within an organization are explored.

Course Content

1. Teamwork and Communication
2. Conflict management
3. Decision-making
4. Delegation and prioritization
5. Group process

6. Change within organizations
7. Quality Improvement
8. Patient Safety
9. Ethics and professional boundaries
10. Project planning
11. Organizational culture
12. Staff education
13. Time management and client priorities

Course Objectives

1. Analyze theories of management and leadership in professional nursing practice.
2. Utilize the components of the problem-solving and decision-making processes.
3. Examine principles of change theory, motivation, and creativity in relation to organization and management in nursing.
4. Implement concepts of group theory and dynamics.
5. Demonstrate responsibility in self direction.
6. Describe cost containment methods and the budgeting role of the manager.
7. Analyze select situations and select performance evaluation procedures.
8. Examine legal, social, and ethical trends which impact on the organization and the delivery of health care.
9. Identify research findings applicable to leadership and management situations.

American Association of Colleges of Nursing (AACN) Essentials

For further information regarding the AACN Essentials identified for each course objective, refer to http://www.aacn.nche.edu/education-resources/baccessentials08.pdf

Differentiated Essential Competencies (DEC):

In the DEC below the following designations apply:

I: Member of the Profession
II: Provider of Patient-Centered Care
III: Patient Safety Advocate
IV: Member of the Health Care Team

For further information regarding the competencies identified in each course, refer to
https://www.bon.texas.gov/pdfs/publication_pdfs/Differentiated%20Essential%20Competencies%202021.pdf

Objectives	AACN Essentials	DEC Competencies
1. Analyze theories of management and leadership in professional nursing practice.	I, II, III, VI, VII, VIII, IX	I: A,C,D II: A,B,C,F,H III: A,B,C,E,F IV: D,E,F,G
2. Utilize the components of the problem-solving and decision-making processes.	II, III, IV, VI, VII, VIII, IX	I: B,C,D II: A,B,C,E,F,G,H III: A,B,C,E,F IV: A,B,C,D,E,F,G
3. Examine principles of change theory, motivation, and creativity in relation to organization and management in nursing.	I, II, III,VI, VII, VIII, IX	I: C II: A,B,C,G III: B IV: A,D,E,G
4. Implement concepts of group theory and dynamics.	I, II, III, VIII, IX	I: C,D II: B,C,D,E,F,G,H IV: A,B,C,E,F,G
5. Demonstrate responsibility in self-direction.	III, VI, VIII, IX	I: A,B,C,D II: A,B,C III: A,D,E,F
6. Describe cost containment methods and the budgeting role of the manager.	V, IV, VIII, IX	I: C II: A,H IV: C
7. Analyze select situations and select performance evaluation procedures.	VI, VIII, IX	I: B,C II: A, H III: B,C,D,F,E IV: A,B,D,F
8. Examine legal, social, and ethical trends which impact on the organization and the delivery of health care.	I, II, III, V, ,VI, VII, IX	I: A,B,C,D II: A,B,E III: A,B,C,E,F IV: B,C,F,G
9. Identify research findings applicable to leadership and management situations.	III, IV, IX	I: A,C II: A,B,C,E,F,G,H III: A,B,C IV:B, C,E

Textbook & Instructional Materials

Required Electronic Textbook with Course Activities:

Lippincott CoursePoint with eBook included– Huston: Leadership Roles and Management Functions in Nursing: Theory and Application**,** Eleventh Edition
https://lippincottdirect.lww.com/NursingEducation-MidwesternStateUniversityWichitaFalls-Spring2026

Nursing Leadership-Spring 2026, **COURSE ID: 1VV5LXYHVDSG.** Please register for the class by the end of the first week of class.

Optional Hardcopy Edition –
Huston, C. (2024). Leadership Roles and Management Functions in Nursing Theory and Application (11th ed.) Wolters Kluwer Health - Lippincott Williams & Wilkins, Philadelphia, PA. (ISBN: 978-1-9751-9306-5).

Optional Textbook –
LaCharity, L., Kumagai, C. & Bartz, B. (2022) Prioritization, Delegation, and Assignment: Practice Exercises for the NCLEX Examination (5th Edition). Elsevier. ISBN-13: 978-0323683166

Examsoft and D2L Respondus: Exams will be administered via Examsoft.

Top Hat: Top Hat will be utilized in this course. Spring 2026 Join Code: **375558**

Student Handbook

Refer to: [Student Handbook](#)

Academic Misconduct Policy & Procedures

Academic Dishonesty: Cheating, collusion, and plagiarism (the act of using source material of other persons, either published or unpublished, without following the accepted techniques of crediting, or the submission for credit of work not the individual's to whom credit is given). Additional guidelines on procedures in these matters may be found in the Office of Student Conduct. [Office of Student Conduct](#)

Moffett Library

Moffett Library provides resources and services to support student's studies and assignments, including books, peer-reviewed journals, databases, and multimedia materials accessible both on campus and remotely. The library offers media equipment checkout, reservable study rooms, and research assistance from librarians to help students effectively find, evaluate, and use information. Get started on this [Moffett Library webpage](#) to explore these resources and learn how to best utilize the library.

Grading

Course Grade - Total percentage points for final grade. The final course average of 74% or above is required to successfully pass this course. This includes all assignments and exams. **No grades will be rounded**.

Table 1: Points allocated to each assignment

Assignments:	Points:
Exam I	30
Exam II	30
Lippincott Module Activities (30) All modules must be completed to receive points	10
Activity Points-TopHat	5
Activity Points-D2L	5
Professional Paper & Presentation	20
Total Points	100

Table 2: Total points for final grade.

Grade:	Points:
A	90
B	80 to 89
C	74 to 79
D	60 to 73
F	Less than 60

Exams

Exam details should be provided: how many, their point values or percentage of the overall grade, when, and whether or not they are timed. These will appear on the Course Schedule in more detail.

Two exams comprised of 50 questions will be administered using ExamSoft. The student will be given 80 minutes for each exam. The exams will reflect content from in-class discussions, case studies, assigned readings, and activities. If additional remediation/help is required, make an appointment to review the course content. You will not be able to view the exam questions during remediation.

If a student anticipates their absence from an exam, he/she *must notify the course instructor at least two hours prior to the exam*. Notification for an absence due to an unexpected cause must be provided to the instructor as soon as possible following the incident. Failure to comply with this policy will result in a zero for the exam. Make-up exams will be offered at the discretion of the instructor. Following a missed exam, failure to attend the scheduled make-up exam will result in the recording of a grade of zero (0) in the gradebook.

Professional Paper and Presentation

These will appear on the Course Schedule in more detail.

Lippincott Modules and Videos

Thirty (30) activities in CoursePoint, composed of twenty (20) interactive modules and ten (10) video activities, will be opened at the beginning of the semester with due dates posted on the course calendar. All CoursePoint module and video assignments are due at 2330 on the due date. The activities will follow the course content. There is unlimited access to the activity for the student to be able to achieve a grade of 100%. The student will be given credit based on the highest score of the activity. All assigned modules must be completed in their entirety before any points are awarded.

Activity Points

On occasion, students will have the opportunity to earn course activity points through classroom participation in Top Hat questions/discussion and assignments in D2L. These assignments will be made at the discretion of course faculty and are not available as make-up assignments.

Assignment Submissions

All assignment submissions made by students in D2L are considered final submissions. It is the student's responsibility to ensure that the correct and complete file has been uploaded. If a student submits an incorrect document, an incomplete draft, or any unintended version, the assignment will be graded as submitted. Students are strongly encouraged to double-check their upload before finalizing the submission.
Additionally, Apple file formats such as .pages or Keynote files will not be accepted. All submissions must be uploaded in Microsoft Office formats—such as .doc, .docx, .ppt, or .xlsx—or as otherwise specified in the assignment instructions.

Extra Credit

Extra credit opportunities are not available in this course. Final grades are based solely on the evaluations and assignments outlined in the syllabus.

Late Work

Late work will be accepted under exceptional circumstances, subject to a penalty. Students must communicate with the instructor in advance or as soon as possible afterwards to discuss the situation.

Make Up Work/Tests

Make-up work/tests will be offered at the discretion of the instructor. Failure to complete make-up work/test by the scheduled date will result in the recording of a grade of zero (0) in the gradebook.

Artificial Intelligence

Artificial intelligence (AI) tools (e.g., ChatGPT, Grammarly, or similar platforms) may be used to support learning in this course only when their use is explicitly permitted and properly cited. Any assignment that incorporates AI-generated content must include a clear disclosure describing how the tool was used (e.g., idea generation, outlining, grammar support). Students remain fully responsible for the accuracy, originality, and integrity of all submitted work. Failure to disclose or appropriately cite the use of AI tools will be considered a violation of the academic integrity policy and may result in disciplinary action.
ChatGPT (Open AI, 2026) was used to assist with the sentence structure of this statement.

Important Dates

Refer to the [Academic Calendar](#).

Desire-to-Learn (D2L)

Extensive use of the MSU D2L program is a part of this course. Each student is expected to be familiar with this program as it provides a primary source of communication regarding assignments, examination materials, and general course information. You can log into [D2L](#) through the MSU Homepage. If you experience difficulties, please contact the technicians listed for the program or contact your instructor.

Attendance

Students are expected to attend all meetings of the classes in which they are enrolled. Although in general students are graded on intellectual effort and performance rather than attendance, absences may lower the student's grade where class attendance and class participation are deemed essential by the faculty member. A student with excessive absences may be dropped from a course by the instructor.

Online Computer Requirements

This class requires you to have access to a computer (with Internet access) to complete and upload your assignments. It is your responsibility to have (or have access to) a working computer in this class. ***Assignments and tests are due by the due date, and personal computer technical difficulties will not be considered reason for the instructor to allow students extra time to submit assignments, tests, or discussion postings.* *Your computer being down is not an excuse for missing a deadline!!*** Contact your instructor immediately upon having computer trouble If you have technical difficulties in the course, there is also a student helpdesk available to you. The college cannot work directly on student computers due to both liability and resource limitations

however they are able to help you get connected to our online services. For help, log into [D2L](#)**.**

Instructor Class Policies

1. Students are accountable for information in the learning management system (D2L). All communication for this course will be through D2L News.
2. Personal computers will be utilized for testing purposes. Students are accountable to maintain their charge on the computers or bring an extra battery for testing.
3. You are expected to participate in class discussions and be a good team member.

Change of Schedule

A student dropping a course (but not withdrawing from the University) within the first 12 class days of a regular semester or the first four class days of a summer semester is eligible for a 100% refund of applicable tuition and fees. Dates are published in the Schedule of Classes each semester.

Refund and Repayment Policy

A student who withdraws or is administratively withdrawn from Midwestern State University (MSU) may be eligible to receive a refund for all or a portion of the tuition, fees and room/board charges that were paid to MSU for the semester. HOWEVER, if the student received financial aid (federal/state/institutional grants, loans and/or scholarships), all or a portion of the refund may be returned to the financial aid programs. As described below, two formulas (federal and state) exists in determining the amount of the refund. (Examples of each refund calculation will be made available upon request).

Services for Students with Disabilities

In accordance with Section 504 of the Federal Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, Midwestern State University endeavors to make reasonable accommodations to ensure equal opportunity for qualified persons with disabilities to participate in all educational, social, and recreational programs and activities. After notification of acceptance, students requiring accommodations should make application for such assistance through Disability Support Services, located in the Student Wellness Center, (940) 397-4140. Current documentation of a disability will be required in order to provide appropriate services, and each request will be individually reviewed. For more details, please go to [Disability Support Services](#).

College Policies

Campus Carry Rules/Policies

Refer to: [Campus Carry Rules and Policies](#)

Smoking/Tobacco Policy

College policy strictly prohibits the use of tobacco products in any building owned or operated by WATC. Adult students may smoke only in the outside designated-smoking areas at each location.

Alcohol and Drug Policy

To comply with the Drug Free Schools and Communities Act of 1989 and subsequent amendments, students and employees of Midwestern State are informed that strictly enforced policies are in place which prohibits the unlawful possession, use or distribution of any illicit drugs, including alcohol, on university property or as part of any university-sponsored activity. Students and employees are also subject to all applicable legal sanctions under local, state and federal law for any offenses involving illicit drugs on University property or at University-sponsored activities.

Campus Carry

Effective August 1, 2016, the Campus Carry law (Senate Bill 11) allows those licensed individuals to carry a concealed handgun in buildings on public university campuses, except in locations the University establishes has prohibited. The new Constitutional Carry law does not change this process. Concealed carry still requires a License to Carry permit, and openly carrying handguns is not allowed on college campuses. For more information, visit [Campus Carry](#).

Active Shooter

The safety and security of our campus is the responsibility of everyone in our community. Each of us has an obligation to be prepared to appropriately respond to threats to our campus, such as an active aggressor. Please review the information provided by MSU Police Department regarding the options and strategies we can all use to stay safe during difficult situations. For more information, visit [MSUReady – Active Shooter](#). Students are encouraged to watch the video entitled "*Run. Hide. Fight.*" which may be electronically accessed via the University police department's webpage: [*"Run. Hide. Fight."*](#)

Grade Appeal Process

Students who wish to appeal a grade should consult the Midwestern State University [MSU Catalog](#)

***Notice:** Changes in the course syllabus, procedure, assignments, and schedule may be made at the discretion of the instructor.

Course Schedule:

Refer to Course Calendar