Course Syllabus

Faculty Information

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Course Information

Course Number
NUR 501

Course Title
Individual and Innovation Leadership in Advanced Nursing Practice

Credit Hours
3 Credit Hours

Course Modality
oCourse

Prerequisites
- Admission to Master's in Nursing Program

Corequisites
- None

Course Description
Examines the role and behaviors of an innovator in an advanced nursing practice role. Explores the skills required to create a compelling vision to influence others through innovation and ethical leadership. Examines and correlates different situational challenges utilizing principles of complexity and emotional intelligence to advance innovation in advanced nursing practice roles.

General Course Overview/Objectives
Participants will explore the skills required to create a compelling vision to advance innovation and leadership. Situational challenges including risk taking, conflict, and resistance to change in individuals and healthcare organizations will be explored utilizing principles of complexity and emotional intelligence to advance and sustain innovation.

Student Learning Outcomes
At the completion of this course, students will be able to:
1. Articulate the basic definition and principles of innovation.
2. Evaluate relationship building skills to advance innovation.
3. Explore complexity theory, chaos and risk taking to advance innovation.

4. Describe the significance of the mission, vision, and core values of an organization in the work of innovation.
5. Examine strategies for creating a context for innovation.
6. Examine the application of innovation to improve patient outcomes.
7. Describe behaviors, characteristics, skills, and knowledge required for the role of the nurse innovator.
8. Appraise personal innovation leadership behaviors in nursing.

AACN Essentials

This course aligns with competency domains associated with professional nursing practice integrated within The Essentials: Core Competencies for Professional Nursing Education (American Association of Colleges of Nursing, 2021; https://www.aacnnursing.org/AACN-Essentials).

Course Materials

Required Materials

Must Purchase:

1. Weberg, D., & Davidson, S. (2021). Leadership for Evidence-Based Innovation in Nursing and Health Professions. Jones & Bartlett Learning. ISBN-13: 978-1284171365 ISBN-10: 1284171361
2. American Psychological Association. (2020). Publication manual of the American Psychiatric Association (7th ed.). ISBN-13: 978-1433832161; ISBN-10: 143383216X

Available in Canvas:

1. Duhigg, C. (2016). Smarter Faster Better. Penguin Random House. Chapter 7: Innovation. Available in Canvas
2. Albert, N., Pappas S., Porter-O'Grady, T., & Malloch, K. (2021). Quantum Leadership: Creating Sustainable Value in Health Care. 6th Edition. Jones & Bartlett Learning. Chapter 2: Ten Complexity Principles for Leaders: Advancing Value in the Quantum Age: Available in Canvas
3. Weberg, D., & Mangold, K. (2023). Leadership in Nursing Practice: The Intersection of Innovation and Teamwork in Healthcare Systems (4th ed.). Jones & Bartlett Learning. Chapter 1: Change and Innovation. Available in Canvas

General Topic Schedule

	Outcome(s)	Activities Assignments
Week 1	#1 Articulate the basic definition and principles of innovation.	Innovation Discussion Board
Week 2	#3 Explore complexity theory, chaos, and risk taking to advance innovation.	Risk Taking and Innovation Case Study Innovation and Complexity Assignment

Week 3	#7 Describe the behaviors, characteristics, skills, and knowledge required for the role of the nurse innovator.	Change and Innovation Management Discussion Board Conflict Management Case Study
Week 4	#8 Appraise personal innovation behaviors in nursing.	The Innovative Leader Paper
Week 5	#5 Examine strategies for creating a context for innovation.	Strategies for Innovation Discussion Board
Week 6	#4 Describe the significance of the mission, vision, and core values of an organization in the work of innovation.	Organizational Characteristics Assessment
Week 7	#2 Evaluate relationship building skills to advance innovation. #6 Examine the application of innovation to improve patient outcomes.	Reflection on Real Experiences to Build Relationships, Mentor, and Coach in the Workplace Innovation in Practice Paper

Course Grading

Methods of Instruction
This course uses Canvas for the facilitation of communications between faculty and students, submission of assignments, and posting of grades. The course site can be accessed at https://my.asu.edu or https://canvas.asu.edu.

Activities in this course include discussion/presentations; textbook and supplemental readings; individual and group activities; and case scenarios.

Methods of Evaluation

Assessment Type	Number in Course	Total Course Value
Discussion Boards	3	10% 15 Points
Written Assignments	5	76.66% 115 Points
Case Studies	2	13.33% 20 Points

Description of Assessments
1. **Discussion Board Participation:** Students will explore and discuss challenges in clinical scenarios including innovation, change and innovation management, strategies for innovation, and relationship building skills.
2. **Written Assignments:**

- o **Innovation and Complexity:** This scholarly work will focus on innovation in health care, chaos and complexity in health care organizations, and risk taking innovation and health care.
  - o **The Innovative Leader:** This scholarly work will focus on an individual assessment and reflection on one's own characteristics and capacity for innovative leadership.
  - o **Innovation in Practice:** This scholarly work will explore the implementation of an innovation in practice, including a description of the innovation, organizational characteristics, strategies for implementation, outcome measurement, sustainability and individual capacity.
  - o **Reflection on Relationships:** This reflection will describe reflections on an interview with a Master's or greater prepared nurse on real experiences in relationships, mentoring, and coaching in the workplace.
  - o **Organizational Characteristics Assessment:** This scholarly work will assess an organization for its innovation capacity. The organization's structure, culture, climate, mission, vision, values, and shared-governance capacity will be evaluated. A SWOT (Strengths, Weaknesses, Opportunities, Threats) analysis will be presented.
3. **Case Studies:** Students will apply analysis and problem solving-skills to case studies based on risk and conflict.

Course Grading Scale

Grade	GPA	Percentage	Points Range
A	4.0	90 – 100%	135-150
B	3.0	80 – 89%	120-134
C	2.0	70 – 79%	105-119
D	1.0 Course must be repeated	60 – 69%	90-104
E	0.0 Course must be repeated	59% and below	89 and below

Course Grading Procedure
Grades reflect your performance on assignments and adherence to deadlines. Graded assignments will be available within 7 days of the due date via the Grades tab in Canvas, unless otherwise notified by the instructor.

Course Policies & Procedures

Online Course
This is a course that requires active participation in the online components of the course. Please note that there are no face-to-face components and the course will be conducted using online technologies.

Student Success
This is an online course. To be successful:
- check the course daily
- read announcements
- read and respond to course email messages as needed
- complete assignments by the due dates specified
- communicate regularly with your instructor and peers
- create a study and/or assignment schedule to stay on track

Communicating With the Instructor
This course uses a Canvas discussion board called "Hallway Conversations" for general questions about the course. Prior to posting a question, please check the syllabus, announcements, and existing posts. If you do not find an answer, post your question. You are encouraged to respond to the questions of your classmates.

Email questions of a personal nature to your instructor or assigned TA. You can expect a response within two business days.

Email and Canvas Inbox
ASU email is an official means of communication among students, faculty, and staff (http://www.asu.edu/aad/manuals/ssm/ssm107-03.html). Instructor correspondence will be sent to your ASU email account or through the Canvas Conversations Inbox tool. Please ensure that your Canvas notification preferences are current at the beginning of each semester (for more information see https://community.canvaslms.com/docs/DOC-10624-4212710344).

Students are expected to read and act upon messages in a timely fashion. Students bear the responsibility of missed messages and should check their ASU-assigned email and Canvas Inbox regularly.

Campus Network or Canvas Outage
When access to Canvas is not available for an extended period of time (greater than one entire evening) you can reasonably expect that the due date for assignments will be changed to the next day (assignment still due by 11:59pm).

If an outage occurs, it is expected that you will confirm that the outage is with the University and not your local internet service provider. To monitor the status of campus networks and services, please visit the System Health Portal (https://asu.service-now.com/sp?id=services_status). If a system-wide ASU outage is NOT listed, you are responsible for contacting the ASU Help Desk to report and troubleshoot the issue. By contacting the help desk, a request case number will be created for you, which serves as an important documentation of your attempt to resolve any

technical problems in a timely fashion. You may be required to forward this documentation to your instructor.

Course Time Commitment
This **three-credit** course requires approximately **135 hours of work**. Please expect to spend around **18 hours each week** preparing for and actively participating in this course.

Absences and Late or Missed Assignments
Students are expected to actively participate in all learning activities and assessments within the timeframe specified in the course schedule. Failure to participate or submit assigned work may impact your ability to achieve course objectives which could affect your course grade. An absence or lack of participation, excused or unexcused, does not relieve a student of any course requirement. Regular engagement in learning activities and adherence to assignment/test due dates are the student's responsibility. Please follow the appropriate University policies to request an accommodation for religious practices (http://www.asu.edu/aad/manuals/acd/acd304-04.html) or to accommodate a missed assignment due to University-sanctioned activities (http://www.asu.edu/aad/manuals/acd/acd304-02.html).

Notify the instructor BEFORE an assignment is due if an urgent situation arises and the assignment will not be submitted on time. Published assignment due dates (Arizona Mountain Standard time) are firm.

Late assignments are subject to a 5% per day grade deduction.

Submitting Assignments
All assignments, unless otherwise announced, MUST be submitted to the designated area of Canvas. Do not submit an assignment via other methods unless specifically directed.

Drop and Add Dates/Withdrawals
This course adheres to a set schedule and may be part of a sequenced program, therefore, there is a limited timeline to drop or add the course (https://students.asu.edu/academic-calendar). Consult with your advisor and notify your instructor to add or drop this course. If you are considering a withdrawal, review the following ASU policies:

- Withdrawal from Classes (http://www.asu.edu/aad/manuals/ssm/ssm201-08.html)
- Medical/Compassionate Withdrawal (http://www.asu.edu/aad/manuals/ssm/ssm201-09.html)
- Grade of Incomplete (http://www.asu.edu/aad/manuals/ssm/ssm203-09.html)

Grade of Incomplete
Students must request a grade of Incomplete at least two weeks prior to the last day of the semester. DNP students are required to have successfully completed 80% of their coursework (with a B or better) prior to requesting a grade of incomplete. A grade of "I" can only be given when a student, who is doing otherwise acceptable work, is unable to complete a course (e.g., final exam or term paper) because of illness or other conditions beyond the student's control however it is entirely up to the instructor to approve the Incomplete. The student and instructor must complete a Request for Grade of Incomplete form.

The exact timeframe for completion is negotiated between student and faculty however; students who receive a grade of "I" in any course must complete course requirements within one calendar year of the scheduled course and may NOT have longer than one calendar year. If a regular grade is not assigned within the calendar year, the "I" becomes permanent part of the transcript. To repeat the course for credit students must re-register and pay the required fees. The grade for the repeated course will appear on the transcript but will not replace the permanent "I." Please see your program's student handbook for the procedure for to request an Incomplete.

Grade Appeals
Grade disputes must first be addressed by discussing the situation with the instructor. If the dispute is not resolved with the instructor, the student may appeal to the department chair per the University Policy for Student Appeal Procedures on Grades (https://catalog.asu.edu/appeal).

Student Conduct and Academic Integrity
ASU expects and requires its students to act with honesty, integrity, and respect. Required behavior standards are listed in the Student Code of Conduct and Student Disciplinary Procedures (http://www.asu.edu/aad/manuals/ssm/ssm104-01.html), Computer, Internet, and Electronic Communications policy (http://www.asu.edu/aad/manuals/acd/acd125.html), ASU Student Academic Integrity Policy (http://provost.asu.edu/academicintegrity and https://provost.asu.edu/node/20), and outlined by the Office of Student Rights & Responsibilities (https://eoss.asu.edu/dos/srr). Anyone in violation of these policies is subject to sanctions.

Students must refrain from uploading to any course shell, discussion board, or website used by the course instructor or other course forum, material that is not the student's original work, unless the students first comply with all applicable copyright laws; faculty members reserve the right to delete materials on the grounds of suspected copyright infringement.

Students are entitled to receive instruction free from interference by other members of the class (http://www.asu.edu/aad/manuals/ssm/ssm104-02.html). An instructor may withdraw a student from the course when the student's behavior disrupts the educational process per Instructor Withdrawal of a Student for Disruptive Classroom Behavior (http://www.asu.edu/aad/manuals/ssm/ssm201-10.html).

Appropriate online behavior (also known as *netiquette*) is defined by the instructor and includes keeping course discussion posts focused on the assigned topics. Students must maintain a cordial atmosphere and use tact in expressing differences of opinion. Inappropriate discussion board posts may be deleted by the instructor.

If a student should deem any part of the course content offensive, this should be brought to the attention of the instructor, or alternatively, to the unit chair or director via email. Communication should include reference to the course information and specific offensive content.

The Office of Student Rights and Responsibilities accepts incident reports (https://eoss.asu.edu/dos/srr/filingreport) from students, faculty, staff, or other persons who believe that a student or a student organization may have violated the Student Code of Conduct.

Title IX Statement
Title IX is a federal law that provides that no person be excluded on the basis of sex from participation in, be denied benefits of, or be subjected to discrimination under any education program or activity. Both Title IX and university policy make clear that sexual violence and harassment based on sex is prohibited. An individual who believes they have been subjected to sexual violence or harassed on the basis of sex can seek support, including counseling and academic support, from the university. If you or someone you know has been harassed on the basis of sex or sexually assaulted, you can find information and resources at https://sexualviolenceprevention.asu.edu/faqs.

As a mandated reporter, I am obligated to report any information I become aware of regarding alleged acts of sexual discrimination, including sexual violence and dating violence. ASU Counseling Services, https://eoss.asu.edu/counseling is available if you wish to discuss any concerns confidentially and privately. ASU online students may access 360 Life Services, https://goto.asuonline.asu.edu/success/online-resources.html.

Edson College of Nursing and Health Innovation Student Handbook
Students are expected to adhere to the policies and guidelines in the current edition of the Edson College of Nursing and Health Innovation for your program (https://nursingandhealth.asu.edu/student-life/current-students).

Prohibition of Commercial Note Taking Services
In accordance with ACD 304-06 Commercial Note Taking Services (http://www.asu.edu/aad/manuals/acd/acd304-06.html), written permission must be secured from the official instructor of the class in order to sell the instructor's oral communication in the form of notes. Notes must have the note taker's name as well as the instructor's name, the course number, and the date.

Course Evaluation
Students are expected to complete the course evaluation. The feedback provides valuable information to the instructor and the college and is used to improve student learning. Students are notified when the online evaluation form is available.

Syllabus Disclaimer
The syllabus is a statement of intent and serves as an implicit agreement between the instructor and the student. Every effort will be made to avoid changing the course schedule but the possibility exists that unforeseen events will make syllabus changes necessary. Please remember to check your ASU email and the Canvas course site often.

Syllabus Template Version 3.6

Accessibility Statement

Disability Accommodations: Qualified students with disabilities who will require disability accommodations in this class are encouraged to make their requests to me at the beginning of the semester either during office hours or by appointment. Note: Prior to receiving disability accommodations, verification of eligibility from ASU Student Accessibility and Inclusive Learning Services (SAILS) is required. Disability information is confidential.

Establishing Eligibility for Disability Accommodations: Students who feel they will need disability accommodations in this class but have not registered with Student Accessibility and Inclusive Learning Services (SAILS) should contact SAILS immediately. Campus locations and contact information are available on the SAILS website (https://eoss.asu.edu/accessibility). Check the SAILS website (https://eoss.asu.edu/accessibility) for eligibility and documentation policies.

Email: Student.Accessibility@asu.edu
SAILS Phone: (480) 965-1234
SAILS FAX: (480) 965-0441

Technical Requirements & Support

Computer Requirements
This course requires Internet access and the following:

- A web browser. Please use only Google Chrome (https://www.google.com/chrome) or Mozilla Firefox (http://www.mozilla.org/en-US/firefox/new/)
- Adobe Acrobat Reader (http://get.adobe.com/reader/)
- Microphone and speaker
- Webcam

Computer Skills Requirements
It is expected that you will be able to do at least the following tasks on a computer:

- Accessing and using instructional/communication tools in the Canvas Learning Management System (see https://community.canvaslms.com/docs/DOC-10701 for more information)
- Using ASU email (see http://links.asu.edu/emailguide for more information)
- Creating and submitting files in commonly used word processing program formats (specifically Microsoft Word)
- Copying and pasting text
- Downloading and installing software
- Using spreadsheet programs (specifically Microsoft Excel)
- Using presentation and graphic programs (such as Microsoft PowerPoint, Google Slides, Zoom, etc.)
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- Note: Microsoft Office 365 (including Word, Excel, PowerPoint, etc.) is available for free download to PCs, Macs, and some tablets. See https://myasu.force.com/authkb?id=kA1d0000000DIYr for more information.

Technical Support
This course uses Canvas to deliver course content. It can be accessed through MyASU at http://my.asu.edu or the Canvas home page at https://canvas.asu.edu.

To monitor the status of campus networks and services, visit the System Status Portal at https://systemstatus.asu.edu or via Twitter by following @asuoutages.

To contact the help desk you have two options:

- Website: assessed through the MyASU Service Center at http://my.asu.edu/service
- Chat: assessed through the MyASU Service Center at http://my.asu.edu/service
- Call toll-free at 1-855-278-5080

Tutoring Support

Free tutoring support is available in person and online for most courses. Services are offered through ASU's University Academic Success Programs for currently enrolled students.

- Tutoring is available in math, business, science, and statistics courses.
- Writing tutoring is available for any writing project at any stage of the writing process.
- Graduate academic tutoring is available for writing and statistics.
- Supplemental Instruction (SI) facilitates collaborative study groups for selected courses.
- Academic skills tutoring can help with critical reading, study skills, note taking, and more.
- Resources are available through our YouTube channel, Zoom recordings, and handouts.

Visit https://tutoring.asu.edu or call (480) 965-9072 for more information about these services, to view our schedules, or to book an appointment.