



Graduate Course Syllabus

NUR 530: Systems Leadership and Collaborative Practices

Center: Online

Credits: 3

Course Prerequisites

Must be enrolled in Nursing program

Course Description

This course provides students with the strategies and tools necessary for leadership roles in systems management and inter-professional practice. Ethical leadership concepts, analysis of diverse organizational systems across the healthcare continuum, change agency, and communication skills are emphasized in the processes of coalition building, negotiating conflict, workforce planning, and inter-professional team relationship building to produce quality patient outcomes. The course will enhance student ability to think systematically and develop comprehensive understanding of core competencies required to initiate and sustain change in organizations.

AACN Essentials

This course meets the following AACN Essentials of Master's Education for Professional Nursing Practice:

Essential II: Organizational and Systems Leadership

Essential VII: Inter-professional Collaboration for Improving Patient and Population Health Outcomes

Course Outcomes

- Assess healthcare organizational systems and culture for informing strategic planning efforts in the delivery of ethical quality care
- Develop strategies that promote interdisciplinary collaborative practice by analyzing theories of change management, conflict management, communication, and teamwork
- Make recommendations for promoting adherence to best practice standards by assessing the influence of quality data on financial reimbursement
- Recommend healthcare initiatives in population-based programs by evaluating the efficacy of select quality initiatives
- Critique healthcare policies for their efficacy in providing ethical access to care and reducing disparities in care

Required Materials

Using your learning resources is critical to your success in this course. Please purchase directly through the [SNHU Online Bookstore](#) rather than any other vendor. Purchasing directly from the bookstore ensures that you will obtain the correct materials and that the IT Service Desk, your advisor, and the instructor can provide you with support if you have problems.

American Psychological Association. (2020). *Publication manual of the American Psychological Association* (7th ed.). ISBN: 978-1-4338-3216-1

Jones and Bartlett. (2014). *Partnering to Heal: Interactive Scenarios*. Burlington, MA. ISBN: 978-1-284-08396-5

Maccoby, M., Norman, C. L., Norman, C. J., & Margolies, R. (2013). *Transforming health care leadership: A systems guide to improve patient care, decrease costs, and improve population health*. San Francisco, CA: Jossey-Bass. ISBN: 978-1-118-50563-2

Diversity, Equity, and Inclusion

As indicated in our core values, SNHU is committed to “embrace diversity where we encourage and respect diverse identities, ideas, and perspectives by honoring difference, amplifying belonging, engaging civilly, and breaking down barriers to bring our mission to life.”

This may or will be reflected in SNHU’s curriculum as we embrace and practice diversity, equity, and inclusion (DEI) to provide the most transformative experience for our students, faculty, and staff. Because topics pertaining to DEI can be sensitive, please remember that embodying and practicing diversity, equity, and inclusion is one of our core values that you will encounter throughout the academic experience. In higher education, we are expected to think and engage critically. Use a growth mindset to embrace the diverse readings, course assignments, and experiences of your peers and faculty.

For more information about DEI at SNHU, please visit our website at the [Office of Diversity and Inclusion](#).

Instructor Availability and Response Time

Your class interaction with the instructor and your classmates will take place on a regular, ongoing basis. Your instructor will be actively engaged within the course throughout the week. You will normally communicate with your instructor in the weekly discussions or the General Questions discussion topic so that your questions and the instructor’s answers benefit the entire class. You should feel free, however, to communicate with your instructor via SNHU email at any time, particularly when you want to discuss something of a personal or sensitive nature. Your instructor will generally provide a response within 24 hours. Instructors will post grades and feedback (as applicable) within seven days of an assignment’s due date, or within seven days of a late submission.

Grade Distribution

Assignment Category	Number of Graded Items	Point Value per Item	Total Points
Discussion	7	20	140
Journal	4	30	120
Short Paper	1	50	50
Final Project			
Milestones	4	75	300
Final Submission	1	390	390
			Total Course Points: 1,000

This course may also contain practice activities. The purpose of these non-graded activities is to assist you in mastering the learning outcomes in the graded activity items listed above.

University Grading System: Graduate

Grade	Numerical Equivalent	Points
A	93–100	4.00
A-	90–92	3.67
B+	87–89	3.33
B	83–86	3.00
B-	80–82	2.67
C+	77–79	2.33
C	73–76	2.00
F	0–72	0.00
I	Incomplete	
IF	Incomplete/Failure *	
W	Withdrawn	

* Please refer to the [policy page](#) for information on the incomplete grade process.

Grading Guides

Specific activity directions, grading guides, posting requirements, and additional deadlines can be found in the Assignments and Rubrics section of the course.

Weekly Assignment Schedule

All reading and assignment information can be found within each module of the course. Assignments and discussion posts during the first week of each term are due by 11:59 p.m. Eastern Time. Assignments and discussion posts for the remainder of the term are due by 11:59 p.m. of the student's local time zone.

In addition to the textbook readings that are listed, there may be additional required resources within each module.

Module	Topics and Assignments
1	Ethical Quality Care and Organizational Change <i>Transforming Health Care Leadership</i> , Preface and Chapters 1, 2, and 7 1-1 Discussion: Importance of a Learning Environment 1-2 Journal: Systems Statistical Thinking, Knowledge Theory, and Psychology
2	Developing a Leadership Philosophy <i>Transforming Health Care Leadership</i> , Chapters 3 and 4 2-1 Partnering to Heal Scenarios (Non-graded) 2-2 Journal: Developing a Leadership Philosophy 2-3 Final Project Milestone One: Identification of Interdepartmental Issue

Module	Topics and Assignments
3	Leadership Philosophies <i>Transforming Health Care Leadership</i> , Chapter 5 3-1 Discussion: Leadership Philosophy 3-2 Final Project Milestone Two: SWOT Analysis and Research
4	Leadership in Complex Organizations 4-1 Discussion: Strategic Intelligence and Planning
5	Systems Thinking and the Complexities <i>Transforming Health Care Leadership</i> , Chapter 6 5-1 Journal: Interdisciplinary Collaboration 5-2 Final Project Milestone Three: Proposal
6	Understanding Strategic Planning in a Healthcare System <i>Transforming Health Care Leadership</i> , revisit Chapter 7 6-1 Discussion: Educational Steps
7	Successful Collaboration and Teamwork <i>Transforming Health Care Leadership</i> , Chapter 8 7-1 Discussion: Teamwork 7-2 Final Project Milestone Four: Implementation
8	Planning, Implementation, Learning, and Evaluation <i>Transforming Health Care Leadership</i> , Chapter 9 8-1 Discussion: Standard Methodology 8-2 Short Paper: Financial Challenges For Healthcare Systems 8-3 Final Project: Continue Work
9	Putting It All Together <i>Transforming Health Care Leadership</i> , Chapter 10 9-1 Discussion: Social Initiatives 9-2 Final Project Submission: Interdepartmental Project Proposal
10	Where Do I Go From Here? <i>Transforming Health Care Leadership</i> , Chapter 11 10-1 Journal: Systematic Change 10-2 ePortfolio Reminder

Attendance Policy

Online students are required to submit a graded assignment/discussion during the first week of class. If a student does not submit a graded assignment/discussion during the first week of class, the student is automatically dropped from the course for non-participation. Review the [full attendance policy](#).

Late Assignments Policy

Meeting assigned due dates is critical for demonstrating progress and ensuring appropriate time for instructor feedback on assignments. Students are expected to submit their assignments on or before the due date. Review the [full late assignment policy](#).

SNHU Student Handbook

Review the [student handbook](#).

ADA/504 Compliance Statement

Southern New Hampshire University (SNHU) is dedicated to providing equal access to individuals with disabilities in accordance with Section 504 of the Rehabilitation Act of 1973 and with Title III of the Americans with Disabilities Act (ADA) of 1990, as amended by the Americans with Disabilities Act Amendments Act (ADAAA) of 2008.

SNHU prohibits unlawful discrimination on the basis of disability and takes action to prevent such discrimination by providing reasonable accommodations to eligible individuals with disabilities. The university has adopted this policy to provide for prompt and equitable resolution of complaints regarding any action prohibited by Section 504, the ADA, or the ADAAA.

For questions about **support services, documentation guidelines, general disability issues, or pregnancy accommodations**, please visit the [Online Accessibility Center](#) (OAC).

As a student, you must complete an interactive intake process, with supporting documentation, in order to be granted accommodations. Once reasonable accommodations are approved by the OAC, you will receive an accommodations letter. You are then responsible for sharing the letter with your instructor. Accommodations are not retroactive.

If you feel you've been subject to discrimination on the basis of disability, by any party, you may file a complaint or grievance. For more information on the ADA/504 Grievance Policy, go to the [Disability and Accessibility Services](#) website.

Academic Integrity Policy

Southern New Hampshire University requires all students to adhere to high standards of integrity in their academic work. Activities such as plagiarism and cheating are not condoned by the university. Review the [full academic integrity policy](#).

Copyright Policy

Southern New Hampshire University abides by the provisions of United States Copyright Act (Title 17 of the United States Code). Any person who infringes the copyright law is liable. Review the [full copyright policy](#).

SNHU Withdrawal Policy

Review the [full withdrawal policy](#).

Southern New Hampshire University Policies

More information about SNHU policies can be found on the [policy page](#).