



North Central State College

MASTER SYLLABUS	2025-2026
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- A. Academic Division: Health Sciences
- B. Discipline: Baccalaureate of Science Nursing
- C. Course Number and Title: RNUR4040 Leadership in Nursing
- D. Assistant Dean: Heidi Kreglow, PT
- E. Credit Hours: 4
 - 3 Lecture
 - 1 Practicum (105 hours)
- F. Pre-requisite(s): Current Ohio Registered Nursing license and RNUR 3010, RNUR 3020, RNUR 3040
- G. Last Course/Curriculum Revision Date: Fall 2023 Origin date: 8/14/23
- H. Textbook(s) Title:
- I. Workbook(s) and/or Lab Manual:
- J. Course Description: The course provides an exploration and application of the knowledge, skills, and attitudes of leadership and management principles as applied to nursing practice in healthcare organizations. This course includes ‘real world’ practice of leadership in a clinical setting with weekly instructor facilitated sessions for student-to-student interaction. This course also includes practicum hours (105) to be completed in an approved healthcare setting.
- K. College-Wide Learning Outcomes:

College-Wide Learning Outcome	Assessments - - How it is met & When it is met
Communication – Written	
Communication – Speech	
Intercultural Knowledge and Competence	
Critical Thinking	
Information Literacy	
Quantitative Literacy	

- L. Course Outcomes and Assessment Methods:

Upon successful completion of this course, the student shall:

Outcomes	Assessments – How it is met & When it is met
1. Explain the importance, necessity, and process of change.	Poster presentation, discussion posts (substantive discussion rubric used for scoring)
2. Demonstrate purposeful, informed, outcome-oriented thinking.	Discussion posts.
3. Model effective communication and promote cooperative behaviors.	Practicum supervisor final evaluation of mentoring project.

Outcomes	Assessments – How it is met & When it is met
4. Demonstrate the principles of accountability and delegation.	Practicum supervisor evaluation.
5. Display effective communication when delegating tasks.	Practicum instructor skills checklist.
6. Design and implement a change to improve patient care.	Process intervention project.
7. Outline barriers to change and methods for overcoming those barriers.	Poster presentation, discussion posts.
8. Teach leadership and health care change concepts.	RN team teaching project.

M. Recommended Grading Scale:

NUMERIC	GRADE	POINTS	DEFINITION
93–100	A	4.00	Superior
90–92	A-	3.67	Superior
87–89	B+	3.33	Above Average
83–86	B	3.00	Above Average
80–82	B-	2.67	Above Average
77–79	C+	2.33	Average
73–76	C	2.00	Average
70–72	C-	1.67	Below Average
67–69	D+	1.33	Below Average
63–66	D	1.00	Below Average
60–62	D-	0.67	Poor
00–59	F	0.00	Failure

N. College Procedures/Policies:

North Central State College believes that every student is a valued and equal member of the community.* Every student brings different experiences to the College, and all are important in enriching academic life and developing greater understanding and appreciation of one another. Therefore, NC State College creates an inclusive culture in which students feel comfortable sharing their experiences. Discrimination and prejudice have no place on the campus, and the College takes any complaint in this regard seriously. Students encountering aspects of the instruction that result in barriers to their sense of being included and respected should contact the instructor, assistant dean, or dean without fear of reprisal.

* *Inclusive of race, color, religion, gender, gender identity or expression, national origin (ancestry), military status (past, present or future), disability, age (40 years or older), status as a parent during pregnancy and immediately after the birth of a child, status as a parent of a young child, status as a foster parent, genetic information, or sexual orientation*

Important information regarding College Procedures and Policies can be found on the syllabus supplement located at

<https://ncstatecollege.edu/documents/President/PoliciesProcedures/PolicyManual/Final%20PDFs/14-081b.pdf>



North Central State College
SYLLABUS ADDENDUM

Academic Division: <u>Health Sciences</u>	Discipline: <u>Nursing- Baccalaureate Degree</u>
Course Coordinator: <u>Theresa A Roth, PhD, RN</u>	
Course Number: <u>RNUR 4040</u>	Course Title: <u>Leadership in Nursing</u>
Semester / Session: <u>Summer 2026 A</u>	Start / End Date: <u>May 26, 2026 – July 16, 2026</u>

Instructor Information

Name: <u>Theresa A Groth, RN, PhD, MBA, BSN, NEA-BC, CCRN</u>	Phone Number: <u>419-564-0181</u>
	E-Mail Address: <u>troth@ncstatecollege.edu</u>
Office Location: <u>Online only</u>	Office Hours: <u>Online via phone or Zoom appointment – See Announcements for Schedule</u>

I. Topical Timeline (Subject to Change):

Weeks	Topics
1	Change Theories, Initiating and Managing Change
2	Ethical and Legal Decision Making in the Leadership Role
3	Leadership Theories and Principles
4	Collaboration, Delegation and Evidence Based Practice in Nursing Leadership
5	Communication, Problem Solving, and Handling Conflict
6	National Database of Nursing Quality (NDNQI), Managing and Improving Quality and Safety
7	Fiscal Management for the Nurse Leader
8	Recruiting, Retention and Staff Development

II. Course Assignments:

1. Quizzes
2. Discussion Forums
3. Formal Paper
4. Presentations

III. Grading and Testing Guidelines:

1. The student must attain 77% or higher to successfully pass this course. Total possible is 100%. The College Grading Scale will be used to determine grades as outlined in the NCSC BSN Student Handbook.
2. The student must complete 105 hours of Clinical experience in the area of Nursing Leadership in a pre-approved healthcare setting. 20 of these hours are dedicated to research / documentation with 85 hours being active Clinical setting.

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Semester / Session: Summer 2026 A

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IV. Examination Policy:

1. The reasons why a student will be excused from taking an examination at the scheduled time
 - a. Hospitalization (with documented verification)
 - b. Death in the immediate family (with documented verification)
 - c. Personal illness or illness in immediate family - (doctor's excuse required).
2. A student who misses an examination is responsible for
 - a. Contacting faculty with documented verification
 - b. Contacting faculty to schedule makeup

V. Class Attendance and Homework Make-Up Policy:

1. The student is responsible for all materials and/or lecture notes, which can be found on Canvas at any time.
2. Assignments are expected to be submitted by the designated due date. Late assignments will incur a 10% late penalty, unless prior arrangements have been made. See Classroom Expectations below.

VI. Classroom Expectations:

1. The course coordinator reserves the right to modify the syllabus if necessary.
2. Students requiring reasonable accommodations must contact the course coordinator within the first two weeks of the term.
3. Students are responsible for meeting all program requirements outlined in the Student Handbook.
4. All written assignments must be submitted via Canvas and demonstrate proper grammar, spelling, and structure.
5. Assignments must be submitted by the designated due date. Prior arrangements should be made for extenuating circumstances.
6. Students are expected to demonstrate professional behavior and appropriate communication at all times.