

NURS 4854 - Nursing Leadership

Fall 2026 Syllabus, Section A05, CRN 42978,

Credit hours: 4

Instructor

Mary Shortreed

Professional Qualifications:

Doctor of Nursing Practice in Nursing Education Leadership, Case Western Reserve University

Master of Science in Nursing, Kent State University

Bachelor of Science in Nursing, University of Akron

Certified Nurse Educator–NLN

Associate Professor

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Communication Expectations:

Communicate with me with your YSU email, not through Blackboard to enable me to answer more quickly.

How to Refer to me:

Dr. Shortreed

Doctor of Nursing Practice in Nursing Education Leadership, Case Western Reserve University August 2013-May 2015

Master of Science in Nursing, Kent State University August 1988-May 1991

Bachelor of Science in Nursing, University of Akron September 1978-May 1982

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Course Description

4854. Nursing Leadership. Analysis, synthesis, and evaluation of care delivered by the healthcare team with emphasis on development of leadership and research roles for the registered nurse. Total experiential learning strategies or practice 40 hours. Prereq.: Program Restriction. 4 s.h.

Course Readings

Group	Title	Author	ISBN
	Course Readings		

Sullivan, Eleanor. (2013). *Becoming influential: A guide for nurses*. (2nd ed.) Pearson

Andreson, K. (2023). Leading change in health care systems: Strategies for RN-BSN students. Pressbooks, Florida. <https://pressbooks.uwf.edu/nursingleadership/> Free online access (See readings in Modules for direct links to module content as posted)

Sigma Global Nursing Leadership Competency Framework. (2023) Sigma Global Nursing Excellence

Cheraghi, R., Ebrahimi, H., Kheibar, N. & Sahebihagh, M. (2023). Reasons for resistance to change in nursing: an integrative review. *BMC Nurs* 22, 310 (2023).

<https://doi.org/10.1186/s12912-023-01460-0>

Tucker, S, & Melnyk, B. (2019) A leader's guide to implementing evidence-based practice: Lead the way to healthcare quality and safety. *American Nurse Today*, 14(6), 6-9.

<https://www.myamericannurse.com/wp-content/uploads/2019/06/ant6-Evidence-based-practice-515.pdf>

Kerridge, J. (2012) Leading change: 3 - implementation. *Nursing Times*; (108): 6, 23-25.

Legerski, M. (2018) "The Ohio Nurse Practice Act. Protecting Patients, Protecting You." Cleveland Clinic.

Ohio Nurse Practice Act (Check laws & rules) Ohio Nurse Practice Act

Altmiller G. (September, 2012). The role of constructive feedback in patient safety and continuous quality improvement. *Nursing Clinics of North America*, 47(3). 365-74.

Hassmiller, S.B. & Wakefield, M.K. (2022). The Future of Nursing 2020-2030: Charting a path to achieve health equity. *Nursing Outlook*, 70, S1-S9.

DOI: 10.1016/j.outlook.2022.05.013

TJC. (2026) National Patient Safety Goals

AACN Benefits of BSN Information.pdf (March 2025)

ANA Code of Ethics Provisions (2025)

The course readings are subject to change in the event of extenuating circumstances, research developments, current events, and/or to ensure better learning.

Schedule of Topics and Assignments

Week of	Reading(s)	Proposed Topic	Due/To Prepare for Class
8/24	Sullivan Ch. 1, 2 Andresen, K Andresen Quality Improvement Process EPM. Leadership Styles Kurt Lewin	Understanding Influence Leadership Styles/ Quiz Quality Improvement	Discussion: TJC National Patient Safety Goals Discuss Personal Leadership Style based on Quiz Discuss QI project participating in this term State QSEN goals
8/31	Sullivan Ch. 3, 5, 6 Andresen, K. Sigma Global Nursing leadership Competency Framework ANA Nurses Have Power Patricia Benner Novice to Expert	Power/Communications Professional Communication Nursing Leadership Competencies Using Power for Change Lessons in Leadership Using Influence	Discussion: Sigma Competency Framework Self Analysis of Leadership style/image and ways to improve QI project discussion
9/7	Sullivan Ch. 7, 8 Lewin's Change Theory Cheraghi et al. (2023) Tucker et al, (2019) Kerridge, J (2012)	Reasons for resistance to change in nursing Implementing EBP for healthcare quality and safety Leading Change in Nursing	Discussion: Leadership Case Study: Leading Through Change Assignment: Write goals for your future in nursing. Assessment of personal/professional networks. Analysis of your effectiveness during change
9/14	Sullivan Ch. 10,11,12,13 Andresen, K. PACERS Civility Toolkit Lasater et al (2021) AACN Benefits of BSN	Putting Influence to Work for You Conflict Management Incivility and Bullying in Healthcare Changes in Proportion of Bachelor's Nurses Associated with improvements in Patient Outcomes	Discussion: Benefits of a Baccalaureate Degree in Nursing Assignment:Based on the Module readings, describe how to deal with difficult situations, individuals, and professional disappointment. Develop a personal list of tools to enhance your influence as a nurse leader.
9/21	Sullivan Ch. 14 CCF Article Legerski, M. (2018) Altmiller, G. (2012) ANA Code of Ethics for Nurses	Balancing Your Life Side Effects of Working Too Much Ohio Nurse Practice Act The Role of Constructive Feedback in Patient Safety and Continuous Quality Improvement ANA Code of Ethics	Discussion: ANA Code of Ethics Assignment: Balancing your Life, Preceptor feedback to staff, QI project Update, Preceptorship update

9/28	Hassmiller, S. B. & Wakefield, M. K. (2022)	The Future of Nursing 2020-2030	Discussion: The Future of Nursing 2020-2030 Assignment: Completion of QI Project Worksheet Assignment: Summarize learning experiences during Leadership Preceptorship Complete QSEN Worksheet by evaluating QSEN goals
10/5	Andresen, K	Emotional Intelligence	Discussion: Important leadership concepts learned during Nursing Leadership Preceptorship Assignment: RN-BSN Reflection Paper Submission of Preceptorship Paperwork

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