**Organizational &
Systems Leadership
NURS 5325
Fall 25 Flex 1 & 2**

Scheduled Class Days and Times: Online

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Office Hours: Virtual Office Hours: Saturday from 8-11 AM CST by appointment for phone call or video conference. Additional days and times may be arranged upon request. Please email faculty to make arrangements/obtain Zoom link.
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Cheryl Garmon, DNP, RN, CASC
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Office Hours: Virtual Office Hours: Tuesdays from 6:30-9:30 PM CST by appointment for phone call or video conference. Additional days and times may be arranged upon request. Please email faculty to make arrangements/obtain Zoom link.
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Barbara McAlister, PhD, CNM, RN
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Joni L. Watson, DNP, MBA, RN, OCN
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Virtual Office Hours: Monday from 1-4 PM CST by appointment for phone call or video conference. Additional days and times may be arranged upon request. Please email me to make arrangements.
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Karen Walker, PN, PhD, MBA
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Office Hours: Monday from 10-1 PM CST by appointment for phone call or video conference. Additional days and times may be arranged upon request. Please email faculty to make arrangements/obtain Zoom link.
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Prerequisites: None

Corequisites: None

Course Description:

Concepts related to healthcare organizations and systems such as professionalism, leadership models, leadership theories/principles, interpersonal and interprofessional communication, organizational culture, and systems-based practice are explored.

Student Learning Outcomes:
Upon successful completion of this course, the student will be able to:

1. Compare and contrast leadership theories and styles; utilize this knowledge to influence intentional change in the practice environment.
2. Utilize leadership skills when participating in professional activities and/or organizations.
3. Contribute to a work environment that promotes self-care, personal health, and well-being.
4. Manage disagreements, conflicts, and challenging conversations among team members.
5. Participate in system-wide initiatives that improve care delivery and/or outcomes.

Suggested Textbooks

*   American Psychological Association. (2020). *Publication manual of the American Psychological Association: The official guide to APA style.* (7th ed.). American Psychological Association. **ISBN**: 978143383216

The following online textbook is available for free through the UT Tyler Muntz Library:
*   Johnson, K.L. & Walston, S.L. (2021). Organizational behavior and theory in healthcare: Leadership perspectives and management applications. (2nd ed.). Health Administration Press.

Assignments and Weights/Percentage/Point Values
*Graded assignments are worth 100 points each

Week 1 Discussion Board 1	5%
Week 2 Short Essay	10%
Week 3 Emotional Intelligence Survey & Self-Reflection 10%, & Quiz 10%	20%
Week 4 Difficult Conversations Assignment	25%
Week 5 Discussion Board 2	10%
Week 6 Short Essay	20%
Week 7 Discussion Board 3	10%
Total Percentage	**100%**

Required Non-Graded Assignments (Complete or Non-Complete)
*Submission of nongraded assignments is required to pass the course

Student Information Form	C/NC
Affirmations "Quiz"	C/NC

Non-graded Practice Hour Requirements

If Fall 2025 marks your first enrollment in the UT Tyler SON master's program, to graduate you are required to complete a total of 750 practice hours if you are enrolled in an APRN program or 500 hours if enrolled in a non-APRN program. Here is the good news: we have a structured plan to help you accumulate these hours as you progress through the program. In this course, you will complete 10 practice hours, which will contribute towards the total requirement. You may not resubmit hours approved for this course in another course. We have created a list of ideas for you to choose from that will enhance your skills and competencies as a master's-prepared nurse! These practice hours are mandated by our accreditation agency, the Commission on Collegiate Nursing Education (CCNE).

Grading Scale:

Specific guidelines and grading criteria for all assignments are in the Modules. Final grades for the course will be determined based upon the following point assignments:

A - 90-100
B - 80-89
C - 70-79
D - 60-69
F - Below 60

Grades will not be rounded when calculating the average (79.5 is not rounded to 80, and 89.5 is not rounded to 90). Students are required to achieve an average of 80% (B) to complete the course successfully.

Late Policy: 5% will be deducted each day an assignment is past due unless prior arrangements have been made with your course faculty. Extenuating circumstances may apply.

Attendance and Make-up Policy: Attendance/participation is expected. Make-up for any assignment is per faculty discretion. Academic Calendar for 2025-2026: https://www.uttyler.edu/academics/academic-calendar-25-26/academic-calendar-school-of-nursing.php

Academic Integrity: Cheating of any kind, as defined in Section 8 of the UT Tyler Manual of Policies and Procedures (MOPP) for Student Affairs (https://www.uttyler.edu/mopp/), will not be tolerated.

Consequences may include:

- reprimand
- exam failure
- course failure
- expulsion from the Nursing program
- expulsion from the University
- other consequences as assigned

Artificial Intelligence: UT Tyler is committed to exploring and using artificial intelligence (AI) tools as appropriate for the discipline and task undertaken. We encourage discussing AI tools' ethical, societal, philosophical, and disciplinary implications. All uses of AI should be acknowledged as this aligns with our commitment to honor and integrity, as noted in UT Tyler's Honor Code. Faculty and

students must not use protected information, data, or copyrighted materials when using any AI tool. Additionally, users should be aware that AI tools rely on predictive models to generate content that may appear correct but is sometimes shown to be incomplete, inaccurate, taken without attribution from other sources, and/or biased. Consequently, an AI tool should not be considered a substitute for traditional 3 approaches to research. You are ultimately responsible for the quality and content of the information you submit. Misusing AI tools that violate the guidelines specified for this course (see below) is considered a breach of academic integrity. The student will be subject to disciplinary actions as outlined in UT Tyler's Academic Integrity Policy.

Use of AI is not permitted in this course at all. Most of the course content is tied to your unique personal and professional experiences and perspectives. To best support your learning, you must complete all graded assignments by yourself. This exclusion of other resources to help complete assignments includes artificial intelligence (AI). Refrain from using AI tools to generate any course context (e.g., text, video, audio, images, code, etc.) for all assignments.

Exam and homework materials, questions, and problems are the intellectual property of faculty, UT Tyler, or publishers.

- These materials may not be distributed without permission.
- Distributing or uploading them to online resources destroys the integrity of the assignment and the course, allowing others an unfair advantage by letting them view the materials.
- Uploading these materials to online resources is a violation of UT Tyler's academic misconduct policies and may result in formal conduct charges.
- Sanctions for uploading or otherwise divulging the contents of these materials can include:
  - a reduced or failing grade on an assignment,
  - a reduced or failing grade for the course,
  - removal from the Nursing program,
  - removal from UT Tyler.

Repeating a Course: Students repeating this course may not use previously submitted assignments nor utilize the same patients for an assignment. Submitting the same or slightly modified assignments from previous semesters is considered self-plagiarism and is subject to academic discipline, including failing the assignment or the course.

Appeals
Students have the right to appeal. See the UT Tyler policies related to withdrawing from a course:
School of Nursing Appeal Form: [course-grade-appeal-form-20230421.pdf (uttyler.edu)](course-grade-appeal-form-20230421.pdf)
University Appeals Procedure: [Appeals | Registrar | The University of Texas at Tyler (uttyler.edu)](Appeals)
Medical Withdrawal Procedure: [Medical Withdrawal / Course Load Reduction (uttyler.edu)](Medical Withdrawal)

* Student Resources and University Policies are provided in Canvas.