



Practice Change for DNP Leaders

NURS 7314

Fall 2025

Scheduled Class Days and Times: Online

Instructor's Name: Gina Nickels-Nelson, DNP, APRN, FNP-BC

Office: Virtual

Phone: (903) 566-7320 (general SON number)

Cell: (802) 829-9722 (this is my personal number- please only call or text in emergency!)

Email: gnickelsnelson@uttyler.edu **preferred method of contact*

Virtual Office Hours: TBA and by appointment. Email faculty for the Zoom link.

Course Description: This course prepares DNP students to lead and sustain evidence-based practice transformation within complex healthcare systems. Students will apply change management and implementation science principles to drive innovation while analyzing the organizational, policy, and financial factors influencing practice change. Emphasis is placed on strategic communication, stakeholder engagement, and interprofessional collaboration to navigate resistance and foster a culture of continuous improvement. Through leadership development and evaluation, students will refine their ability to implement sustainable, systems-based change that advances health outcomes.

Prerequisites: NURS 7301 and 7302 (formerly NURS 6301 and NURS 6302) or permission of DNP Program Director.

Corequisite: NURS 7315

Student Learning Outcomes:

Upon successful completion of this course, the student will be able to

1. Apply change management and implementation science principles to drive sustainable practice transformation. (AACN 4.2, 7.1, 7.2, 7.3, 10.2, 10.3)
2. Demonstrate effective leadership and interprofessional collaboration strategies to support practice change initiatives. (AACN 2.9, 6.1, 6.2, 6.4, 10.3)
3. Analyze the impact of organizational, policy, and financial factors on the implementation of evidence-based practice changes. (AACN 3.3, 5.1, 7.1, 7.2, 7.3)
4. Apply strategic communication and stakeholder engagement approaches to facilitate the adoption of innovative practice solutions. (AACN 3.5, 6.1, 6.2, 6.4)
5. Evaluate leadership effectiveness in navigating resistance to change and fostering a culture of innovation. (AACN 6.2, 9.1, 9.2, 9.3, 9.6, 10.3)

6. Analyze the role of DNP-prepared nurses in leading systems-based change to improve health outcomes and equity. (AACN 1.1, 2.4, 3.4, 6.3, 7.1, 10.3)

Required Textbooks:

American Psychological Association. (2020). *Publication manual of the American Psychological Association* (7th ed.)

Bradshaw, M. J., & Vitale, T. R. (2024). *The DNP project workbook* (2nd ed.). Springer Publishing LLC, ISBN: 978-0-8261-7483-3, eBook ISBN: ISBN: 978-0-8261-7483-3

Lauer, T. (2020). *Change management: Fundamentals and success factors*. Springer Berlin / Heidelberg.

<https://ebookcentral.proquest.com/lib/uttyler/detail.action?docID=6381366> ebook is available in the Muntz Library for online reading only. A total of 102 pages can be downloaded.

Assignments and Weights/Percentage/Point Values

Criteria for Evaluation:	Percentage of Grade:
Participation (Webinars, surveys, & reflections)	5%
Discussion Boards/Round Tables	15%
Professionalism	5%
Change Theory Application Assignments	35%
Change Model Papers	40%
Total	100%

DNP Practice Hours:

To successfully pass this course, students must complete and document a **minimum of 50 DNP Practice Hours** in Exxat. Proper and timely documentation in Exxat is mandatory and will be monitored for compliance.

Students who are applying approved post-baccalaureate clinical/practice hours to the DNP program are permitted to apply a portion of those hours to satisfy **up to 50%** of the required hours for this course, provided that these hours meet the program's criteria and are properly verified.

Within the first two weeks of the course, students must complete the *DNP Practice Hours Plan Attestation* form specifying the number of hours they plan to apply to this course. The attestation form must also include a statement of the total number of post-baccalaureate clinical/practice hours approved through the *Clinical Hour Verification Request* process, the

number of hours applied to previous courses, and the remaining balance of hours available to be applied toward future courses. Failure to complete and submit the attestation form within the required timeframe may result in ineligibility to apply post-baccalaureate hours to the course.

Practice hours must be logged in Exxat within 7 days of completing the activity. Failure to log hours within this timeframe will result in the hours being disqualified for credit, and the activity will need to be repeated to count toward the required hours.

Failure to complete the required hours for the course or to accurately document them in Exxat will result in an **incomplete or course failure**, as meeting the hour requirement is essential for progression in the program. Students are responsible for ensuring that all hours are properly logged and verified within the designated timeframe.

Use of Artificial Intelligence (AI) in this course. 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 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.

For this course, AI is permitted only for specific assignments or situations, and appropriate acknowledgment is required. During some class assignments, we may leverage AI tools to support your learning, allow you to explore how AI tools can be used, and/or better understand their benefits and limitations. Learning how to use AI is an emerging skill, and we will work through the limitations of these evolving systems together. However, AI will be limited to assignments where AI is a critical component of the learning activity. I will always indicate when and where the use of AI tools for this course is appropriate

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. **Assignments cannot be resubmitted to be regraded.**

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.

Although the university policy allows 60 days for grade appeals, the School of Nursing follows a stricter timeline of 10 days to facilitate students' timely progression through the curriculum. In the case of extenuating circumstances, please consult the Associate Dean of Academic Affairs for guidance.

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

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.

Attendance and Make-up Policy: Attendance/participation is expected. Make-up for exams, quizzes, assignments, and missed clinical time is at the instructor's discretion.

Graded Course Requirements Information: Please Note: Detailed information along with grading rubrics will be provided in Canvas.

Participation (5%): Your attendance/viewing of orientation and/or webinar sessions, completion and submission of surveys, and reflections on the course will be used to calculate the participation portion of the course grade.

Professionalism (5%) Professional behaviors noted in the course will be evaluated. All students will start at 100% for grading. Should any unprofessional behaviors be exhibited (late assignments, non-participation in the course, non-professional communications with faculty or peers, etc) 5% deduction per occurrence will occur.

Discussions/Round Tables (15%): Discussion boards and round tables are an opportunity for you to communicate asynchronously with your classmates and faculty as you apply the content in the course modules. You will respond to forum topics/prompts by creating a thread. Responses to peers using the RISE Model format to frame actionable feedback are required for selected discussion boards.

Change Theory Application Assignments (35%): These assignments will allow the student the opportunity to put learning of Change Theory into practice.

Change Theory Papers (40%): Two papers are in this category. The first paper the student defines both a behavioral and an organizational change theory and how each theory would be utilized in their EBP project. The second paper is a short paper noting how all elements of course learning would aid in an ineffective project rollout.

Important Course Dates: Coming Soon!

Classes Begin: Thursday, August 28, 2025 (Students may access course materials beginning)

Thursday, September 4, 2025 Census Day

Wednesday, October 1, 2025 Last Day to Withdraw

Saturday, October 18, 2025 End of session

Tuesday, October 21, 2025 12:00 noon Final grades due

Course Calendar: Details about readings and assignments will be provided in Canvas. All times listed on the schedule and in Canvas are for Central Time. *The timeline, outline of module titles, & assignments are subject to change.* **All times listed on the schedule and in Canvas are Central Time.**

NURS 7314 COURSE CALENDAR Fall 2025 (Thursday August 28 to October 18, 2025)

All times listed on the schedule and in Canvas are for Central Time.

Subject to Change- Will be Finalized by Course Start

Week Begins	Wk #	Topic/Activities	Assignment/Due Dates
Thursday. 8/28		Module 1: Change Management Principles <ul style="list-style-type: none"> Review Readings & Multimedia 	DB: Change Management- Your Experiences Initial post due Sun 8/31 11:59 PM Response Posts due Sun 9/7 11:59 PM Getting Started Assignments due by Sun 8/31 11:59 PM
Mon. 9/1	1	Module 2: Behavioral (People) and Organizational (Process) Change Management <ul style="list-style-type: none"> Review Readings & Multimedia 	Clinical Hours Attestation due by Sunday 9/7 11:59 PM Considerations for Project Feasibility due by Sunday 9/7 11:59 PM
Mon. 9/8	2		DNP Project Theory (Workbook) due by Sunday, 9/14 11:59 PM
Mon. 9/15	3		Work on Paper
Mon. 9/22	4		Paper: Integrating Behavioral and Organizational Change Model Management into EBP due by Sun 9/28 11:59 PM
Mon. 9/29	5	Module 3: Stakeholder Analysis, Team Formation and Effective Communication Strategies in Change Management	Creating your DNP Team/Inclusion of Interprofessional Interactions (Workbook) due Sunday 10/5 11:59 PM
Mon. 10/6	6		EV: Analyzing Ineffective Change Management in Healthcare: What Would You do Differently Now? Due Sunday 10/12 at 11:59 PM

Week Begins	Wk #	Topic/Activities	Assignment/Due Dates
Mon 10/13	7		End of Course Evaluation/Comments due Friday 10/17 11:59PM

Friday, 9/4/25 Census Day

Friday, 6/5/25 Last Day to Withdraw

Sat. 10/18/25, End of session

Tues. 10/21/25, 12:00 noon Final grades due

School of Nursing Policies and Additional Information:

https://www.utt Tyler.edu/nursing/college/student_guide_and_policies.php

Student Resources and University Policies are provided in Canvas.