



**Organizational and Systems Leadership
NURS 7371
Fall 2025**

Scheduled Class Days and Times: Online

Instructor's Name: J. Michael Leger, Ph.D., MBA, BSN, RN, CNE, NEA-BC, CNL

Office: Virtual

Phone: (713) 702-7716

Email: jleger@uttyler.edu

Virtual Office Hours: Weekly virtual office hours are available, with opportunities for one-on-one appointments upon request. Additional days and times can be arranged to accommodate your schedule. To schedule a one-on-one appointment, please email the faculty. The Microsoft Teams link and schedule for weekly office hours will be provided in Canvas.

Course Description: This course prepares DNP students to lead evidence-based initiatives that drive organizational and systems-level change. Emphasizing strengths-based leadership, emotional intelligence, and strategic decision-making, students will analyze system-wide processes to assess the sustainability of healthcare improvements. Through interprofessional collaboration and stakeholder engagement, students will develop and evaluate initiatives that enhance healthcare quality, value, access, and cost-effectiveness. Ethical decision-making, policy evaluation, and innovation strategies are integrated to equip students with the skills necessary to navigate complex healthcare environments and lead transformative change.

Prerequisites: NURS 7317

Corequisites: NURS 7373

Student Learning Outcomes:

1. Translate evidence from nursing and other sciences into practice to improve healthcare outcomes and inform system-level decision-making. (AACN 1.1, 1.3, 4.2, 5.1, 7.3)
2. Develop interprofessional and collaborative approaches with stakeholders to assess, implement, and evaluate healthcare initiatives that address population health needs. (AACN 3.1, 3.2, 3.4, 6.1, 6.3, 7.1, 7.3)
3. Synthesize knowledge from nursing, organizational sciences, and policy to inform leadership, education, practice, and research. (AACN 1.2, 1.3, 4.1, 4.2, 9.3)
4. Employ ethical decision-making frameworks to evaluate policies, mitigate risk, and promote accountability in nursing practice. (AACN 4.2, 5.1, 5.2, 7.1, 7.3, 9.1, 9.4)
5. Analyze inconsistencies between healthcare policies and best evidence, identifying opportunities for innovation and strategic leadership in systems change. (AACN 4.2, 5.1, 5.3, 7.1, 7.3, 9.3, 9.4)
6. Design evidence-based interventions that enhance healthcare value, access, quality, and cost-effectiveness in complex healthcare systems. (AACN 3.3, 3.4, 4.2, 5.1, 5.2, 7.2, 7.3)

Required Textbooks:

Walston, S. L., & Johnson, K. L. (2022). *Organizational behavior and theory in healthcare: Leadership perspectives and management applications* (2nd ed.). Health Administration Press.

Zaccagnini, M., & Pechacek, J. M. (2021). *The doctor of nursing practice essentials: A new model for advanced practice nursing* (4th ed.). Jones & Bartlett Learning.

In clinical courses, all students are required to have an Exaat active subscription.

Assignments and Weights/Percentage/Point Values:

Criteria for Evaluation:	Percentage of Grade
Participation	5%
Professionalism	3%
IHI Modules	5%
Discussions	30%
Assignments	30%
Check Your Understanding Quizzes	27%
Total	100%

DNP Project Hours Requirement:

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.

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.

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

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.

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

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.

Missed Assignments Policy: All course assignments are required components of this course and must be completed to receive a passing grade. If an assignment is missed, a grade of zero will be recorded and will remain as the final grade for that assignment. However, the assignment must still be completed and submitted, regardless of the grade penalty, to satisfy course completion requirements. Failure to submit all required coursework may result in a course failure, regardless of the final grade average.

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.

Grading Criteria and Assignment Details: Detailed information, including grading rubrics, will be provided in Canvas.

Important Course Dates:

- Classes begin for 7-week session: 8/28/25
- Orientation: Wednesday, 9/10/25 at 1pm CST. Teams link will be provided in the course Modules section
- Census Date: 9/4/25
- Holidays: Labor Day (9/1/25)
- Last Date to Withdraw: 10/1/25

Last Day of Course: 10/17/25; please refer to the course schedule and Canvas for specific due dates.

Please note that all assignments must be submitted by 11:59 PM Central Time on the due date listed.

Calendar of Topics, Readings, and Due Dates: Details about readings and assignments will be provided in Canvas.

School of Nursing Policies and Additional Information:

https://www.uttyler.edu/nursing/college/student_guide_and_policies.php

Student Resources and University Policies are provided in Canvas (in the Syllabus Module).

