



**Organizational & Systems Leadership**

**NURS 5325**

**Spring 2026**

**Flex 1 & 2**

**Scheduled Class Days and Times: Online**

**Chiquessa Davis, DNP, MSN, CMSRN, RN-BC**

**Office:** Virtual

**Phone:** 817.726.5001

**\*Email:** [chiqueshadavis@uttyler.edu](mailto:chiqueshadavis@uttyler.edu)

**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.

**\*Best way to contact me**

**Joni L. Watson, DNP, MBA, RN, OCN**

**Office Location:** Virtual

**Phone Number:** 903-242-8530

**Email:** [joniwatson@uttyler.edu](mailto:joniwatson@uttyler.edu)

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.

**\*Best way to contact email**

**Instructor Name:** Karen Walker, PhD, RN, MBA, ACUE

Office Location: Online

Email: [kwalker@uttyler.edu](mailto:kwalker@uttyler.edu)

Best way to contact: Canvas Inbox

**Office Hours:**

*Virtual hours:* Tuesday 10AM -1PM CST; other times by appointment (including evening or weekend)

- Join Zoom Meeting  
<https://uttyler.zoom.us/j/87408220610?pwd=XnGW46MbPakk3b4TC8AYt17iAW6OLo.1>  
 Meeting ID: 874 0822 0610  
 Passcode: Swoop
- I'll be waiting in the virtual room at this link (please wait in the waiting room, and I'll let you in as soon as I am done with the previous student-text me if you want to let me know you are waiting 903-521-6854)

**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*. (2<sup>nd</sup> 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%
<b>Total Percentage</b>	<b>100%</b>

### 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.

**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: <https://www.uttyler.edu/academics/colleges-schools/nursing/files/course-grade-appeal-form-20230421.pdf>

University Appeals Procedure: <https://www.uttyler.edu/current-students/registrar/forms>

Medical Withdrawal Procedure: <https://www.uttyler.edu/current-students/registrar/forms>

### Nursing 5325 combined Outline and Calendar

**This document consolidates the outline calendars for both Flex I and Flex II sessions of NURS 5325 for Spring 2026.**

**Flex I: January 8 – February 28, 2026**

**Flex II: February 26 – April 25, 2026**

**NURS 5325 Spring 2026 Flex I Outline Calendar**

**Outline Calendar: January 8 – February 28, 2026**

Preview Days: January 8 – January 12, 2026

Preview the course content. Faculty are not available during preview days, and no assignments should be submitted.

Week 1: January 13 – January 19, 2026

Discussion: Introduction & Leadership Insights (Due Sun, January 19 by 11:59 pm)

Quiz: Graduate Affirmation Quiz (Due Tue, January 13 by 11:59 pm)

Assignment: Student Information Form (Due Sun, January 19 by 11:59 pm)

Week 2: January 20 – January 26, 2026

Assignment: Leadership Essay (Due Sun, January 26 by 11:59 pm)

Martin Luther King, Jr. Holiday – Monday, January 19 (No Classes)

Week 3: January 27 – February 2, 2026

Quiz: Week 3 Quiz (Due Sun, February 2 by 11:59 pm)

Survey: Emotional Intelligence (Due Sun, February 2 by 11:59 pm)

Assignment: Self-Reflection (Due Sun, February 2 by 11:59 pm)

Week 4: February 3 – February 9, 2026

Assignment: Practice With Difficult Conversations (Due Sun, February 9 by 11:59 pm)

Week 5: February 10 – February 16, 2026

Discussion Post: Organizational Structure & Culture (Initial Post Due Wed, February 12 by 11:59 pm)

Replies: 2 Required Replies (Due Sun, February 16 by 11:59 pm)

Week 6: February 17 – February 23, 2026

Assignment: Change Management (Due Sun, February 23 by 11:59 pm)

Week 7: February 24 – February 28, 2026

Discussion Post: Reflection (Initial Post Due Wed, February 26 by 11:59 pm)

Replies: 2 Required Replies (Due Sun, February 28 by 11:59 pm)

Important Dates:

- Payment Deadline: January 7, 2026 by 5:00 PM CST
- Classes Begin: January 8, 2026
- Census Date: January 14, 2026
- Martin Luther King, Jr. Holiday: January 19, 2026 (No Classes)
- Mid-Term Grades Due: January 28, 2026
- Last Day to Withdraw: February 11, 2026
- Final Exams: February 27, 2026
- End of Flex I Session: February 28, 2026
- Final Grades Due: March 3, 2026 by 12:00 PM CST

### **NURS 5325 Spring 2026 Flex II Outline Calendar**

**Outline Calendar: February 26 – April 25, 2026**

Preview Days: February 26 – March 1, 2026

Preview the course content. Faculty are not available during preview days, and no assignments should be submitted.

Week 1: March 2 – March 8, 2026

Discussion: Introduction & Leadership Insights (Due Sun, March 8 by 11:59 pm)

Quiz: Graduate Affirmation Quiz (Due Thu, March 5 by 11:59 pm)

Assignment: Student Information Form (Due Sun, March 8 by 11:59 pm)

Week 2: March 9 – March 13, 2026

Spring Break (March 9–13, 2026) – No assignments due this week.

Week 3: March 14 – March 20, 2026

Assignment: Leadership Essay (Due Sun, March 20 by 11:59 pm)

Week 4: March 21 – March 27, 2026

Quiz: Week 4 Quiz (Due Sun, March 27 by 11:59 pm)

Survey: Emotional Intelligence (Due Sun, March 27 by 11:59 pm)

Assignment: Self-Reflection (Due Sun, March 27 by 11:59 pm)

Week 5: March 28 – April 3, 2026

Assignment: Practice With Difficult Conversations (Due Sun, April 3 by 11:59 pm)

Week 6: April 4 – April 10, 2026

Discussion Post: Organizational Structure & Culture (Initial Post Due Wed, April 8 by 11:59 pm)

Replies: 2 Required Replies (Due Sun, April 10 by 11:59 pm)

Week 7: April 11 – April 25, 2026

Assignment: Change Management (Due Sun, April 19 by 11:59 pm)

Discussion Post: Reflection (Initial Post Due Wed, April 22 by 11:59 pm)

Replies: 2 Required Replies (Due Sun, April 25 by 11:59 pm)

Important Dates:

- Payment Deadline: February 27, 2026 by 5:00 PM CST
- Classes Begin: March 2, 2026
- Census Date: March 6, 2026
- Spring Break: March 9–13, 2026
- Mid-Term Grades Due: March 25, 2026
- Last Day to Withdraw: April 10, 2026
- Final Exams: April 25, 2026
- End of Flex II Session: April 25, 2026
- Final Grades Due: April 28, 2026 by 12:00 PM CST