



Practice Change for DNP Leaders
NURS 6314
Summer 2025

Scheduled Class Days and Times: Online

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

Office: Virtual

Phone: (802) 829-9722

Email: gnickelsnelson@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: In this course, students will apply change management principles, effective leadership skills, and effective communication strategies needed by DNP leaders to support practice changes.

Prerequisites: NURS 6301 and 6302 or permission of DNP Program Director.

Corequisite: NURS 6315

Student Learning Outcomes:

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

1. Apply change management principles to support practice changes. (AACN 2.4, 4.2, 9.5, 10.2, 10.3)
2. Demonstrate effective communication strategies in varied environments. (AACN 3.5, 6.2, 6.4, 10.3)
3. Apply effective leadership skills in relation to practice change implementation. (AACN 2.9, 3.5, 6.2, 6.4, 10.3)

Required Textbooks:

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

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	35%
Organizational Model Paper	30%
Behavioral Change Model Paper	30%
Total	100%

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

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.

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.

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.

Discussions/Round Tables (35%): 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.

Organizational Change Model Paper (30%): In this short paper, you will explain the organizational change model(s) chosen to support your DNP Scholarly Project, why appropriate to support your project, and how will be used to support your project.

Behavioral Change Model Paper (30%): In this short paper, you will explain the change model(s) chosen to support your DNP Scholarly Project, why it is appropriate to support your project, and how it will be used to support your project.

Important Course Dates:

Classes Begin: Preview Week: 5/1/25

First Day of Class: 5/5/25

Holidays: Memorial Day, Monday 5/26/25

Census Date (last day to withdraw without penalty): 5/9/25

Last Date to Withdraw: 6/5/25. Please notify course faculty and your advisor.

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.**

Week Begins	Wk #	Topic/Activities	Assignment/Due Dates
Mon. 5/5	1	Module 1: Change Management Principles <ul style="list-style-type: none"> Review Readings & Multimedia 	RT: Change Management- Your Experiences Initial post due Thurs 5/8 11:59 PM Optional Response Posts due Sun 5/11 11:59 PM Getting Started Surveys Due by Sun 5/11 11:59 PM
Mon. 5/12	2	Module 2: Organizational (Process) Change Management <ul style="list-style-type: none"> Review Readings & Multimedia Review Organizational Change Model Paper Overview 	DB: Analyzing Organizational Change Mgmt Models in Healthcare Initial post due Thurs May 15, 11:59 PM CST Responses due Sun, May 18, 11:59 PM CST DNP Practice Hours Attestation Due Sun May 18, 11:59 PM

Week Begins	Wk #	Topic/Activities	Assignment/Due Dates
Mon. 5/19	3	Module 2: Organizational (Process) Change Management <ul style="list-style-type: none"> Review Readings & Multimedia Review Organizational Change Model Paper Overview 	Organizational Change Model Paper due Sunday, May 25, 11:59 PM
Mon. 5/26	4	Module 3: Behavioral (People) Change Models <ul style="list-style-type: none"> Review Readings & Multimedia Begin planning for Behavioral Change Model Paper 	DB: Analyzing Behavioral Change Mgmt Models in Healthcare Initial post-Due Thurs. 5/29 by 11:59 PM Responses due Sun., 6/1 by 11:59 PM Mid-Semester DNP Practice Hours Check-In Due 6/1 by 11:59 PM
Mon. 6/2	5	Module 3: Behavioral (People) Change Models <ul style="list-style-type: none"> Review Readings & Multimedia Work on Change Model Paper 	Behavioral Change Model Paper due 6/8 11:59 PM
Mon. 6/9	6	Module 4: Stakeholder Analysis, Communication Plan and Team Formation <ul style="list-style-type: none"> Review Readings & Multimedia 	Who are the Project Stakeholders and Communication Plan Due Sunday, 6/15 11:59 PM DB: Effective Communication in Ineffective Program Role Out Initial post due Thursday 6/12 11:59 PM Response posts due Sun 6/15 11:59PM
Mon. 6/16	7	Module 4: Stakeholder Analysis, Communication Plan and Team Formation <ul style="list-style-type: none"> Review Readings & Multimedia 	RT: Team Building Initial posts due 6/19 11:59 PM Optional Response posts due by 6/21 11:59 PM Final Practice Hours Attestation Due 6/21 11:59 PM Course Exit Survey Due 6/21 11:59 PM

Friday, 5/9/25 Census Day

Friday, 6/5/25 Last Day to Withdraw

Sat. 6/21/25, End of session

Tues. 6/24/25, 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.