



Course Title: Organizational & Systems Leadership

Course Number: NURS 5325

Fall 2026 Flex 1 & 2

Scheduled Class Days and Times: Online

Karen Walker, PhD, RN, MBA, ACUE (Flex 1 Sections P060 & P061, Flex 2 P460 & P461)

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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)

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.

Prerequisites: None

Corequisites: None

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 changes 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.

Required Textbooks and Readings:

- 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. Add information as appropriate.

Assignments and Weights/Percentage/Point Values

Week 1 Discussion Board	5%
Week 2 Short Essay	10%
Week 3 Emotional Intelligence Survey & Self Reflection	10%
Week 3 Quiz	10%
Week 4 Difficult Conversation Assignment	25%
Week 5 Discussion Board 2	10%
Week 6 Short Essay	20%
Week 7 Discussion Board 3	10%
10 Practice Hours (refer to the Pass/Fail Course Requirements Information Section)	Pass/Fail

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
Difficult Conversation Check-in	C/NC

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.

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 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 for specific assignments or situations, as indicated by your course faculty. Appropriate acknowledgment of AI use is required. Learning how to use AI is an emerging skill, and we will work through the limitations of these evolving systems together. To uphold academic integrity and the spirit of scholarly pursuit, when you utilize any generative AI tools to help with the completion of an assignment, it must be properly documented (which tool was used and how it was used). For any assignment requiring [APA formatting and citation style](#) (or other approved style), use the appropriate Style Guide to cite and reference the use of the generative AI tool. Specific assignments may require additional details; see assignment instructions.

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.

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:

Week 2 Short Essay	Students will write a 2–3 page APA-formatted reflective essay on an influential nursing professional and their own leadership strengths using the CliftonStrengths framework, including analysis of behaviors and strategies for leadership growth, supported by at least one current peer-reviewed source.
Week 3 Emotional Intelligence Survey & Self-Reflection	Students will complete an Emotional Intelligence self-assessment and a guided self-reflection to analyze their emotional awareness, stress management, workplace culture, and conflict dynamics, while developing strategies to enhance personal well-being and leadership effectiveness.
Week 4 Difficult Conversation Assignment	Students will partner to role-play leadership-based difficult conversations via Zoom, then submit a self-reflection analyzing communication strategies and a peer evaluation.
Week 6 Short Essay	Students will write a 2–3 page APA-

	formatted essay analyzing organizational mission, vision, and values, examining the role of culture in change management, and evaluating leadership strategies to support and sustain change using current peer-reviewed sources..
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Please Note: Detailed information along with grading rubrics for course assignments will be provided in Canvas.

Pass/Fail Course Requirements Information:

Core Courses Practice Hours: If Fall 2025 or thereafter marks your first enrollment in the UT Tyler School of Nursing 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. 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. These practice hours are mandated by our accreditation agency, the Commission on Collegiate Nursing Education (CCNE). Completion of 10 practice hours approved through Exxat are required to pass the course.

Important Course Dates:

Classes Begin: Flex 1: 8.27.2026 / Flex 2: 10.15. 2026

Census Date (withdraw without penalty): Flex 1: 9.10.2026/ Flex 2: 10.23.2026

Last Date to Withdraw: Flex 1: 9.30.26 / Flex 2: 11.18.2026

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Flex 1 • Fall 2026 Course Calendar

Preview Dates	August 27–August 30, 2026
Course Dates	August 31–October 17, 2026
Due-Time Standard	All assignments are due by 11:59 p.m. Central Time on the listed date.

Week	Dates	Course Activities and Assignments	Due
Week 0 Preview	August 27–August 30, 2026	- Review the syllabus and course modules. - Become familiar with course expectations and resources.	—
Week 1	August 31–September 6, 2026	- Introduction to Leadership - Graduate Affirmation Quiz — due September 3 - Student Information Form - Discussion Board 1: Introduction and Healthcare Leadership Insights	Sept. 6
Week 2	September 7–September 13, 2026	- Leadership Theories and Styles - Difficult Conversations Check-In - Leadership Essay	Sept. 13
Week 3	September 14–September 20, 2026	- Emotional Intelligence - Emotional Intelligence Survey and Self Reflection	Sept. 20

Week	Dates	Course Activities and Assignments	Due
		- Emotional Intelligence Quiz - Practice Hours Reminder: Begin logging your practice hours this week	
Week 4	September 21– September 27, 2026	- Professional Communication - Practice with Difficult Conversations Assignment - Practice Hours Reminder: Continue logging your hours and reflect on your experiences	Sept. 27
Week 5	September 28–October 4, 2026	- Organizational Structure and Culture - Discussion Board 2: Organizational Structure and Culture - Practice Hours Reminder: Stay on track or catch up if needed	Oct. 4
Week 6	October 5–October 11, 2026	- Strategy and Change Management - Change Management Essay - Practice Hours Deadline: All 10 practice hours must be completed and logged in Exxat by October 11 at 11:59 p.m.	Oct. 11
Week 7	October 12–October 17, 2026	- Reflection and Course Wrap Up - Discussion Board 3: Reflection — due October 14 - Flex 1 ends October 17, 2026.	Oct. 14

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Flex 2 • Fall 2026 Course Calendar

Preview Dates	October 15–October 18, 2026
Course Dates	October 19–December 12, 2026
Due-Time Standard	All assignments are due by 11:59 p.m. Central Time on the listed date.

Week	Dates	Course Activities and Assignments	Due
Week 0 Preview	October 15–October 18, 2026	- Review the syllabus and course modules. - Become familiar with course expectations and resources.	—
Week 1	October 19–October 25, 2026	- Introduction to Leadership - Graduate Affirmation Quiz - Student Information Form - Discussion Board 1: Introduction and Healthcare Leadership Insights	Oct. 25
Week 2	October 26–November 1, 2026	- Leadership Theories and Styles - Difficult Conversations Check-In - Leadership Essay	Nov. 1
Week 3	November 2– November 8, 2026	- Emotional Intelligence - Emotional Intelligence Survey and Self Reflection - Emotional Intelligence Quiz - Practice Hours Reminder: Begin logging your practice hours this week	Nov. 8
Week 4	November 9– November 15, 2026	- Professional Communication - Practice with Difficult Conversations Assignment - Practice Hours Reminder: Continue logging your hours and reflect on your experiences	Nov. 15

Week	Dates	Course Activities and Assignments	Due
Week 5	November 16– November 22, 2026	• Organizational Structure and Culture • Discussion Board 2: Organizational Structure and Culture • Practice Hours Reminder: Stay on track or catch up if needed	Nov. 22
Thanksgiving Break	November 23– November 29, 2026	• University Thanksgiving Break: November 23–November 27 • No assignments are due this week.	—
Week 6	November 30– December 6, 2026	• Strategy and Change Management • Change Management Essay • Practice Hours Deadline: All 10 practice hours must be completed and logged in Exxat by December 6 at 11:59 p.m.	Dec. 6
Week 7	December 7– December 12, 2026	• Reflection and Course Wrap Up • Discussion Board 3: Reflection — due December 9 • Flex 2 ends December 12, 2026.	Dec. 9

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.

(This statement refers to the UT Tyler Syllabus Module in Canvas required per Dr. Swain.)