



**Practice Change for DNP Leaders
NURS 7314 P060
Fall 2026**

Scheduled Class Days and Times: Online

Instructor's Name: Dr. Emily Harvey DNP, RN, CNE, WOCN (Section P060)

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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 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 and Resources:

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> The ebook is available in the Muntz Library for online reading only. A total of 102 pages can be downloaded.

Microsoft 365 / Office 2019 Word

In all clinical courses, students are required to maintain an active Exxat subscription.

Assignments and Weights/Percentage/Point Values:

Criteria for Evaluation:	Percentage of Grade:
Participation (Webinars, surveys, & reflections)	5%
Professionalism	5%
Discussion Boards/RoundTables	30%
Change Theory Application Assignments	60%
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.

Practice Hours and Affiliation Agreement Policy: Students are not authorized to complete any DNP practice hours, including activities related to the DNP project, at any site, including their place of employment, without a fully executed Affiliation Agreement between the academic institution and the practice site.

The Affiliation Agreement is a legal contract that ensures appropriate oversight, liability coverage, and compliance with institutional and clinical site policies. This agreement must be in place before the initiation of any practice hours at the proposed site.

Engaging in practice hours at a site without a formal agreement constitutes a violation of program policy and may result in a delay of hours being counted toward program requirements, academic penalties, or dismissal from the course.

Students are responsible for working with their DNP faculty and clinical placement coordinator to initiate and confirm the Affiliation Agreement process well in advance of the proposed start date for site-based activities.

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.

Assignment Resubmission Policy: To support mastery learning and academic success, students are permitted to resubmit any assignment on which they initially earned less than 80%, under the following conditions:

- One-time Resubmission: Students may resubmit each eligible assignment only once.
- Grade Cap: The maximum grade that can be earned on any resubmitted assignment is 80%, regardless of the quality of the resubmission.
- Exclusions: This policy does not apply to assignments in which the original grade was below 80% due to late submission penalties applied in accordance with the course's Late Policy.
- Submission Deadline: Resubmitted work must be submitted within 7 days of receiving the original grade and feedback, unless otherwise approved by the instructor.

Students are strongly encouraged to review instructor feedback carefully and consult with the instructor as needed before resubmitting work.

Important Course Dates:

- Classes begin for 7-week session: Ghost Week begins 8/27/26, First day of class is Monday 8/31/26.
- Orientation: Tuesday 9/1/26, 6-7 PM. Teams link will be provided in the course Modules section
- Census Date: 9/2/26
- Holiday(s): Labor Day (9/7/26)
- Last Date to Withdraw: 9/30/26

Last Day of Course: 10/17/26; 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).

NURS 7314 Course Calendar: Fall 2026

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

Week Begins	Week #	Topic/Activities	Assignment/Due Dates
Thursday 8/27	Ghost Week	Log in to Canvas & Explore Course Content	
Monday 8/31	1	Getting Started: Syllabus Review & Course Exploration (Week 1) M1: Change Management Principles Orientation Attestation(s) Readings Videos Discussion Board	First Day of Class: Monday, 8/31/2026 Virtual Course Orientation: Tues, 9/1, 6 - 7pm CST - Teams Link in Canvas Due: Wednesday, 9/2/2026: - DNP Practice Hours Guidelines Attestation - Graduate Affirmation Form - Attestation of Late/Missing Assignments - Orientation Attestation Census Day 9/2/26 Due Thursday, 9/3/2026: - DB: Change Management – Your Experiences (Initial Post) Due Sunday, 9/6/2026: - DB: Change Management – Your Experiences (Peer Responses)
Monday 9/7	2	M2: Change Models (Weeks 2-4) Readings Videos Discussion Board Assignment(s)	Labor Day Holiday 9/7/26 Due: Sunday, 9/13/26 - Cultural Survey - DNP Practice Hours Attestation Due: Sunday, 9/20/26 - Change Management Model Analysis Due Thursday, 9/24/2026: - DB: Change Management Model Analysis (Initial Post) Due: Sunday, 9/27/26 - DB: Change Management Model Analysis (Peer Responses)
Monday 9/28	3	M3: Stakeholder Analysis and Team Formation and Effective Communication Strategies in Change Management (Weeks 5-7)	Last Day to Withdraw 9/30/26 Due: Sunday, 10/4/26

		Readings Videos Discussion Board Assignment(s)	• Creating your DNP Team/Inclusion of Interprofessional Interactions Due Thursday, 10/8/2026: • Applying Change management theory to ineffective program rollout: What would you do differently now? (Initial Post) Due: Sunday, 10/11/26 • Applying Change management theory to ineffective program rollout: What would you do differently now? (Peer Responses) Due: Sunday, 10/14/26 • DNP Practice Hours End-of-Semester Report • End-of-Course Evaluation
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