



**Organizational and Systems Leadership
NURS 7371
Summer 2026**

Scheduled Class Days and Times: Online.

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

Office: Virtual

Phone: (713) 702-7716 (cell)

Email: jleger@uttyler.edu (*best contact method*)

Office Hours: Virtual Office Hours: M/W 12pm CST and by appointment for phone call or video conference. Alternative days and times (including evenings and weekends) may be arranged upon request.

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:

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

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 4.2, 5.1, 5.2, 7.1, 7.3, 9.1, 9.4)
4. Analyze inconsistencies between healthcare policies and best evidence, identifying opportunities for innovation and strategic leadership in system change. (AACN, 4.2, 5.1, 5.3, 7.1, 7.3, 9.3, 9.4)

5. Design evidence-based interventions that enhance healthcare value, access, quality, and cost-effectiveness in complex healthcare systems. (AACN 3.3, 3.4, 4.2, 5.2, 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* (5th ed.). Jones & Bartlett Learning.

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

Assignments and Weights/Percentage/Point Values:

Criteria for Evaluation:	Percentage of Grade
Participation	5%
Discussions	45%
Assignments	55%
Professionalism	5%
Total	100%
50 Practice Hours (refer to the Pass/Fail Course Requirements Information Section)	Pass/Fail

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 this 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 into 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. **Course Instructors 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.

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. All resubmitted assignments will have an automatic 20% deduction from the final grade earned out of 100%.
- **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.

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:

Discussion Activities/Round Tables – Provides an opportunity for students to demonstrate application of knowledge in simulated scenarios/case studies.

Cultural Survey – Assessment of project site culture allows students to recognize importance of selecting a preferred change management model to improve employee engagement, motivation, communication plan, and project sustainability.

Please Note: Detailed information along with grading rubrics for course assignments will be provided in Canvas.

Pass/Fail Course Requirements Information:

Program Specific Course Practice Hours: Completion of 50 practice hours approved through Exxat are required to pass the course

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

Important Course Dates:

Classes Begin for 7-week session: 05/11/2026

Orientation: 05/12/2026 at 7:30 pm CST. Teams link will be provided in the course Modules section.

Holidays: May 24, 2026, and June 19, 2026

Census Date: May 15, 2026

Last Date to Withdraw: June 16, 2026. Students, please notify your course faculty and contact your advisor.

Final Exam: None

Last Day of Course: June 27, 2026.

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.utt Tyler.edu/nursing/college/student_guide_and_policies.php

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