



**Nursing Leadership and Management**  
**RNBS-4631.P060 and RNBS-4631.P60L (combined into ONE Canvas course site)**  
**Summer 2026 Flex 1**  
**Didactic & Clinical Course**  
**Scheduled Class Days and Times: Online**

**Instructor's Name:** Eva N. Blight DNP, APRN, NE, ACUE  
**Office:** BRB 2820 and Virtual  
**Office Phone:** 903-370-3920  
**Email:** Course email\*  
**Office Hours:** Mondays, Wednesdays, and Fridays from 2pm -3pm via ZOOM. Link to be placed in the "Office Hours" announcement.

**\*Best way to contact me**

Other times by appointment. Text, Email, or Call for an appointment. Appointments can be in person or on ZOOM.

**Description:**

Synthesis of theories and concepts related to critical thinking, change theory, conflict resolution, delegation, and changes that impact the health care delivery system are discussed. Theories and concepts related to leadership and management are presented. Opportunities for theory application are provided in selected structured and unstructured settings. 3:3

<https://www.utt Tyler.edu/academics/catalog/>

**Prerequisites:**

Admission to the RN-BSN track. Successful completion of [RNBS 3303](#) and [RNBS 3312](#) and [RNBS 3315](#). Special permission required from the School of Nursing to take out of sequence.

**Student Learning Outcomes:**

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

1. **Professionalism:** Demonstrate responsibility for ongoing professional development, including exploration of role diversification and life-long learning.
2. **Patient-Centered Care:** Integrate concepts of current organizational and systems leadership with the culture of the healthcare organization to coordinate quality patient centered care.
3. **Evidence-Based Practice (EBP):** Integrate theory and research knowledge in the formulation, implementation, and evaluation of nursing leadership/management actions in various practice settings.
4. **Informatics & Technology:** Utilize contemporary practice technologies, information systems, and communication devices that support the delivery of safe nursing practice.
5. **Quality Improvement:** Apply knowledge of the socio-political forces, economic resources, and regulatory processes that impact health care delivery.
6. **Teamwork and Collaboration:** Work in partnership with the inter/intra disciplinary team to optimize patient outcomes that reflect advocacy and human caring for populations across the lifespan.
7. **Wellness and Prevention:** Synthesize professional skills, knowledge, and attitudes when applying the nursing process to provide safe, holistic, evidenced based patient centered care.

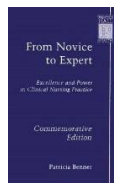
8. **Leadership:** Demonstrates values based on historical, moral, ethical, and legal aspects of professional nursing practice responding to global health needs.
9. **Safety:** Implement measures to promote quality and a safe environment for patients, self, and others.
10. **Strengths:** Measure how strengths (signature talent themes) influence the role of the student nurse and clinical decision-making.

### Required Textbooks and Readings:

1. Textbooks and readings are through Open Educational Resources and open internet sites:
  - a. Texas State University Libraries, Belcik, K., & Christman, E. (2022). *Leadership and Management of Nursing Care* (K.Ernstmeyer, Ed.) <https://pressbooks.txst.edu/nursinglm/>
  - b. Woodland, K., Lemonde, M., McCabe, J., & Thibeault, C. (2022.). *Leadership for Nurses in Clinical Settings* <https://ecampusontario.pressbooks.pub/nursingleadership/>
  - c. Ernstmeyer, Kimberly & Christman, Elizabeth (2024). Management and professional concepts 2e. WisTech Open. <https://wtcs.pressbooks.pub/nursingmpc/front-matter/introduction/>
  - d. Murphy, Jamie (2019). Transitions to professional nursing practice. Milne Open Textbooks. <https://milneopentextbooks.org/transitions-to-professional-nursing-practice/>
  - e. Purdue Owl for information regarding American Psychological Association (APA) 7<sup>th</sup> edition requirements for formatting, grammar, and punctuation. [owl.purdue.edu/owl/research\\_and\\_citation/apa\\_style/apa\\_style\\_introduction.html](http://owl.purdue.edu/owl/research_and_citation/apa_style/apa_style_introduction.html)

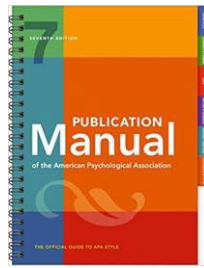
### Recommended Textbooks and Readings:

1. Benner, P. (2001). *From novice to expert: excellence and power in clinical nursing practice*. Menlo Park, California: Addison-Wesley Publishing Company. ISBN: 978-0-13-032522-8 or 0-13-032522-8



**NOTE:** An older version of Benner's, *From Novice to Expert* is fine too. You can buy this **used** and save.

2. Publication Manual of the American Psychological Association, 7<sup>th</sup> Edition;  
ISBN: 978-1-4338-3215-4



3. Purdue Owl for information regarding American Psychological Association (APA) 7<sup>th</sup> edition requirements for formatting, grammar, and punctuation. [owl.purdue.edu/owl/research\\_and\\_citation/apa\\_style/apa\\_style\\_introduction.html](http://owl.purdue.edu/owl/research_and_citation/apa_style/apa_style_introduction.html)

### Special Course Notes:

- a. Students are responsible for all course assignments and content, including announcements posted in Canvas learning management system. All work submitted must include the student's full name and date. All work must be typed on templates provided or as Word, Excel, or PowerPoint documents.
- b. Weekly module content, including video lectures and interactive learning activities (ILAs) are posted in Canvas by module. Students are responsible for viewing the lecture video and any other required videos then completing the Interactive learning activities. Completion of ALL components of the interactive learning activities results in a percentage of completion grade in the grade center. Completion of the course work for each module is recommended for successful completion of the course.
- c. All submitted written material (papers, assignments, examinations, etc.) are the property of the School of Nursing.
- d. Late assignments are discouraged and will be accepted at the discretion of faculty. A five (5) percent penalty for each day the assignment is late may be applied to the final grade at faculty discretion.
- e. Communication with faculty will be via canvas, phone, scheduled Zoom meetings, or scheduled appointment. Students are required to use their student Patriot or Canvas email accounts for all correspondence. **Email communication should be through the course email.** Students are expected to check their university email at least every two business days. Faculty will respond to email correspondence within two business days.
  - a. Students must communicate with course faculty all potential/late assignments/exams and discuss options for making up and submitting late course work. Students will contact course faculty as soon as possible to discuss the situation. Students are subject to failing the course assignment/exam if they do not communicate with course faculty.
  - b. **All clinical activities are required** to be completed to pass this course.

**Computer Requirements:** Access to a current, working computer or laptop with internet access using Firefox or Chrome browser is required for this internet-based course. The Canvas learning system works best using Firefox or Chrome browsers. It is essential to have access to a reliable PC/laptop and internet access for this course.

Required to turn in assignments via Word, Excel, or PowerPoint as instructed. Students must include full name and date on all assignments turned in. If there is an associated template, use these to record your work. Do NOT alter the template format in any way. All assignments must be typed. No written work will be accepted.

**Internet Instructions:** Course modules are online in Canvas (see course calendar). UT Tyler online canvas courses use Java, JavaScript, browser plug-ins, helper application and cookies. Canvas works best using Chrome or Firefox browser. It is essential that you have these elements installed and enabled in your web browser for optimal viewing of the content and functions of your online course content. Lecture videos are optimally viewed in high definition.

- Adobe Reader allows you to view, save, and print Portable Document Format

- (PDF) files. <http://get.adobe.com/reader/>
- Java Runtime Environment (JRE) allows you to use interactive tools on the web. <http://www.java.com/en/download/>
  - QuickTime allows users to play back audio and video files. <http://www.apple.com/quicktime/download/>

### Assignments and Weights/Percentage/Point Values

Final course grades less than 75% are not rounded. The combined weighted calculation of all course assignments, quizzes, exams, and clinical activities must be at least 75% in order to pass the course.

Students are expected to adhere to assignment due dates and times. Late submissions will receive a 5% deduction each day an assignment is past due unless prior arrangements have been made with your course faculty. Extenuating circumstances may apply. Students must contact course faculty (prior to due date if possible) to get approval for any extensions for late work.

This is the possible grade distribution for this course.

Criteria for Evaluation:	Percentage of Grade:
Module Quizzes for understanding	30%
Discussions/Participation – (Strengths/Personal Assessment, Team Building, Animal Personality, Interactive Learning and Communication & Conflict)	35%
Syllabus/Course schedule/Important Course Information Quizzes	5%
<u>Clinical Grade:</u> Clinical Expectations Quiz, APA Quiz, Clinical Activities, and Clinical Log <u>Required Clinical Activities:</u> <ul style="list-style-type: none"> <li>• <b>(Individual Project)</b> Leader Interviews and reflection on leader/follower roles; strengths</li> <li>• <b>(Group Project)</b> Delegation and staff development training</li> <li>• TeamSTEPPS- Discussions</li> </ul>	30%
<b>Total</b>	<b>100%</b>

### 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 - 75-79
- D - 60-74
- F - Below 60

Final course grades less than 75% are not rounded up. The combined weighted calculation of all course assignments, quizzes, exams, and **clinical activities must be at least 75% to pass the course.**

**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

**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.

**Clinical Activities:** These activities are required in order to pass this course. Each clinical activity must be scored at 75% or greater. Students may resubmit all or portions of a clinical activity to demonstrate clinical learning outcomes and competencies.

**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/activities is at the instructor's discretion.

**Grade Replacement:** Students repeating a course for grade forgiveness (grade replacement) must file a Grade Replacement Contract with the Enrollment Services Center (ADM 230) on or before the Census Date of the semester in which the course will be repeated. Grade Replacement Contracts are available in the Enrollment Services Center or at <http://www.utt Tyler.edu/registrar>. Each semester's Census Date can be found on the Contract itself, on the Academic Calendar, or in the information pamphlets published each semester by the Office of the Registrar.

Failure to file a Grade Replacement Contract will result in both the original and repeated grade being used to calculate your overall grade point average. Undergraduates are eligible to exercise grade replacement for only three course repeats during their career at UT Tyler; graduates are eligible for two grade replacements. Full policy details are printed on each Grade Replacement Contract.

### **Graded Course Requirements Information:**

Specific guidelines and grading criteria for all assignments are in the Modules. Detailed instructions and, in some cases, examples are provided.

- a. Meet with course instructor for any **clinical activity** with a grade of less than 75%. All clinical activities must be passed with a score of 75% or greater to meet the student learning outcomes. Extenuating circumstances may apply.
- b. Please review any additional course addendums for specific clinical information for this course. Passing the

clinical component for this course is required to pass the entire course.

**Weekly Open Office Hours:** There are scheduled weekly office hours as noted in the Getting Started Module in Canvas. These meetings offer an opportunity where students can meet with the instructor to get questions answered and discuss course work and student success strategies. Students are encouraged to attend these sessions. Each session is recorded for viewing by students who may be able to attend.

**Important Course Dates:** <https://www.uttyler.edu/academics/academic-calendar-25-26/academic-calendar-school-of-nursing.php>

**Important Course Dates:**

Date Criteria	7N1 (Second 7-week term)
<b>Classes Begin</b>	May 11, 2026
<b>Census Date</b> (withdraw without penalty)	May 15, 2026
<b>Last Date to Withdraw:</b> Please contact your advisor to discuss withdrawing from the course and notify your instructor.	June 16, 2026
<b>Classes End</b>	June 27, 2026
<b>Final Grades Posted</b>	June 30, 2026

**Calendar of Topics, Readings, and Due Dates:**

**Students, we HIGHLY recommend that you link the course notifications and assignments to the Canvas calendar to your phones.**

Week	Topic	Chapter Readings	Assignments Due
<b>Course Review Dates: May 7 &amp; 8</b>	<b>The course faculty will not be available for questions until the course opens</b>		<b>You will not be able to work on the assignments until the course opens</b>
<b>Week 1:</b> 5/11/2026  <b>Census Date:</b> 5/15/2026	<b>Module 1</b> Course Introduction & Overview * Leading, Managing, & Following & Cultural Diversity * Legal & Ethical Issues* (integrated throughout)	<b>Ethical Practice Introduction</b> <a href="https://pressbooks.txst.edu/nursinglm/chapter/6-1-introduction/">https://pressbooks.txst.edu/nursinglm/chapter/6-1-introduction/</a>  <b>Leadership &amp; Management</b> <a href="https://pressbooks.txst.edu/nursinglm/chapter/4-1-introduction-2/">https://pressbooks.txst.edu/nursinglm/chapter/4-1-introduction-2/</a>	* Student forms Quiz – due Thursday 5/14/2026 by 1159PM * Check for Understanding Module 1 due Sunday 5/17/2026 by 1159PM * <b>Syllabus Quiz due Thursday 5/14/2026 by 1159PM</b> Clinical Expectations Quiz due Thursday 5/14/2026 by 1159PM * DB: Animal Personality Assessment/ Introduction due by Sunday 5/17/2026 @ 1159PM
<b>Week 2:</b> 5/18/2026	<b>Module 2</b> * Making Decisions & Solving Problems * Managing Self * Critical Thinking	Decision Making and Problem Solving Documents in the module  Leadership Styles <a href="https://pressbooks.pub/ldrspmgmtnursing/chapter/unknown/">https://pressbooks.pub/ldrspmgmtnursing/chapter/unknown/</a>	* Check for Understanding Module 2 due Sunday 5/24/2026 11:59pm * <b>Clinical Leadership Interview due by Wednesday 5/27/2026 by 1159PM</b>

		<b>Benner: 2, 5</b>	
<b>Week 3: 5/25/2026</b>	<b>Module 3</b> * TeamSTEPPS * Building Teams Through Communications and Partnerships  <b>Opens the first day of class and ends 6/5/2026</b>	This activity has <b>40 clinical hours</b> and earns a certificate of completion if all discussion boards yield a simple average of 80. This is an item you will want to list on your resume. All TeamSTEPPS assignments are in this module.  <b>Interprofessional Communication</b> <a href="https://pressbooks.txst.edu/nursinglm/chapter/7-5-interprofessional-communication/">https://pressbooks.txst.edu/nursinglm/chapter/7-5-interprofessional-communication/</a>	<b>*Check for Understanding- Module 3 due by Sunday 5/31/2026 1159PM</b>
<b>Week 4: 6/1/2026</b>	<b>Module 4</b> * Staffing and Scheduling * Strategic Planning and Goal Setting * Marketing	<b>Tools for Prioritizing</b> <a href="https://pressbooks.txst.edu/nursinglm/chapter/2-3-tools-for-prioritizing/">https://pressbooks.txst.edu/nursinglm/chapter/2-3-tools-for-prioritizing/</a>  <b>SMART Goals</b> <a href="https://pressbooks.txst.edu/nursinglm/chapter/10-7-qsen-advocating-for-patient-safety-and-quality-care-in-nursing-education/">https://pressbooks.txst.edu/nursinglm/chapter/10-7-qsen-advocating-for-patient-safety-and-quality-care-in-nursing-education/</a>  <b>Benner: 5</b>	* Check for Understanding-Module 4 due by Sunday 6/7/2026 @ 1159PM * DB: Building Teams due by Sunday 6/14/2026 @ 1159PM * <b>Clinical Activity-TeamSTEPPS due by Friday 6/5/2026</b>
<b>Week 5: 6/8/2026</b>  <b><u>Last day to withdraw: 6/15/2026</u></b>	<b>Module 5</b> * Leading Change * Staff Selection * Development and Evaluation	<b>Implementing Change</b> <a href="https://pressbooks.txst.edu/nursinglm/chapter/4-3-implementing-change/">https://pressbooks.txst.edu/nursinglm/chapter/4-3-implementing-change/</a>  <b>Staff Development</b> <a href="https://pressbooks.pub/ldrspmngmtnursing/chapter/unknown-2/">https://pressbooks.pub/ldrspmngmtnursing/chapter/unknown-2/</a>  <b>Benner: 10, 13</b>	* Check for Understanding- Module 5 due by Sunday 6/14/2026 @ 1159PM * DB: Communication & Conflict due by Wednesday 6/17/2026@ 1159PM
<b>Week 6: 6/15/2026</b>	<b>Module 6</b> * Consumer Relationships and Delegation * Managing People and Personnel Problems	<b>Delegation</b> <a href="https://pressbooks.pub/ldrspmngmtnursing/chapter/unknown-4/">https://pressbooks.pub/ldrspmngmtnursing/chapter/unknown-4/</a>  <b>Delegation</b> <a href="https://pressbooks.pub/ldrspmngmtnursing/chapter/unknown-1/">https://pressbooks.pub/ldrspmngmtnursing/chapter/unknown-1/</a>	* Check for Understanding- Module 6 due by Sunday 6/21/2026 @ 1159PM * <b>Clinical Activity – Delegation/Staff Teaching due by Sunday 6/21/2026 @ 1159PM</b>
<b>Week 7: 6/22/2026</b>	<b>Module 7</b>	<b>* Clinical Activity Log due by Wednesday 6/24/2026@ 1159PM</b>	This is your week to tie-up loose ends.
	<b>Course Ends Friday 6/26/2026 at 11:59 pm</b> <b>Final Grades post 6/30/2026</b>		

**School of Nursing Policies and Additional Information:**

[Student Guide and Policies: Nursing Student Guide](#)

**Student Resources and University Policies are provided in the Virtual Student Union (VSU).**

**Required Syllabus Language:**

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 not permitted in this course at all.**

The work submitted by students in this course will be generated by themselves. This includes all process work, drafts, brainstorming artifacts, editing, and final products. This extends to group assignments where students must create collaboratively create the project. Any instance of the following constitutes a violation of UT Tyler's Honor Code: a student has another person/entity do any portion of a graded assignment, which includes purchasing work from a company, hiring a person or company to complete an assignment or exam, using a previously submitted assignment and/or using AI tools (such as ChatGPT).

