UTTyler | SCHOOL OF NURSING

Organizational and Systems Leadership
NURS 5325
Summer 2023

Scheduled Class Days and Times: Online

Instructor's Name: Patricia G. Wilson **(Section(s) All)**
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Office Hours: Virtual Office Hours: Tuesday from 1 pm – 4 pm CST by appointment for phone call or video conference. Additional days and times may be arranged upon request. Please email faculty to make arrangements/obtain Zoom link.

Course Description: This course builds on prior knowledge, continuing step 4 of the EBP process. Students will explore leadership styles/principles and their impact on healthcare delivery systems, including economic, ethical, legal and political factors. Students will analyze evidence-based quality improvement principles that include metrics to demonstrate their impact on healthcare outcomes with group and individual application.

Prerequisites: NURS 5302

Student Learning Outcomes:

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

1. Analyze how healthcare delivery systems are organized and influenced by economic, ethical, legal, and political factors, and how these affect health care.
2. Explore how leadership styles influence organizations and APRN, Nurse Educator, and Administrator roles.
3. Collaborate with inter-professional team members across care environments to design system change strategies for improving quality outcomes.
4. Assess practice environments using practice-generated data.
5. Determine project planning steps, actions, and evaluation (metrics).
6. Integrate research evidence, ethical considerations, clinical expertise, and patient values to craft projects that impact health care outcomes and/or cost effectiveness of care.

Required Textbooks and Readings:

Melnyk, B. M., & Fineout-Overholt, E. (2019). *Evidence-based practice in nursing & healthcare: A guide to best practice* (4th ed.). Wolters Kluwer. ISBN 978-1-4963-8453-9 [Please note this text is also used in NURS 5301 & 5302 Translational Science I & II]

American Psychological Association. (2020). *Publication manual of the American Psychological Association* (7th ed.). https://doi.org/10.1037/0000165-000 [This manual is used throughout the Master's program.]

Assigned readings from journals and periodicals will be used to supplement content.

Assignments and Weights/Percentage/Point Values

1. Discussion Boards (3) @ 5% each   15%
2. Leadership Strengths Essay   20%
3. DB Self-Evaluation-Midterm   5%
4. Applying Team Leadership Principles to Systems' Change Essay   15%
5. Change Project Paper Draft   25%
6. Collaborative Peer Review of Draft   10%
7. Change Project Paper Final   10%

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

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:

- Discussion Boards (3) - Thoughts on Leadership, Revisiting your PICOT, Course Reflections
- Leadership Strengths Essay – Discuss how your Strengths will inform your leadership capacity
- DB Self-Evaluation-Midterm – Self-assessment for how you have engaged in the DB prompts

- Applying Team Leadership Principles to Systems' Change Essay -   Discuss why change is needed, discuss related quality, safety, and ethical principles; how will you build and lead your team?
- Change Project Paper Draft - Provide PICOT topic, build the case for evidence base change, provide background and significance, synthesize the Review of Literature, discuss planning, implementation, and evaluation of the evidence-based change, apply one EB change model to your intended project.   Provide updated Evidence Table and pdfs of selected articles.
- Collaborative Peer Review of Draft – Using the primary assignment rubric, provide thoughtful comprehensive, constructive feedback in a professional manner
- Change Project Paper Final – Revise and refine your paper based on faculty and peer feedback.

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

Important Course Dates:

Classes Begin: May 8, 2023
Census Date (withdraw without penalty): May 22, 2023
Last Date to Withdraw: July 12, 2023. Students please notify your course faculty and contact your advisor.

Calendar of Topics, Readings, and Due Dates:

Module Information	Dates	Topics
Module 1/Part 1 Introductions, Intro to Leadership **Calendar Week 1**	May 8-14	**DB 1:** Introductions and networking, due Tues, *1/17th **Quiz:** Nursing Student Forms; Graduate and Student Information Form, due Tues, *1/17th
Module 1/Part 2: Leadership Styles and Growing as a Leader **Calendar Weeks 2-3**	May 15-21	**DB 2:** Leadership Styles • Initial post due Thurs, Jan 19th • Peer responses due Mon, Jan 23rd **Short Essay:** Personal Leadership Strengths • Due Mon, Jan 30th • Submit via assignment link
Module 2/Part 1 Review/Refresh/Refine Your PICOT	May 22-29	**DB 3**: Share Your Updated PICOT • Initial post due Thursday, Feb 2nd • Peer responses due Mon, Feb 6th

Module Information	Dates	Topics
Calendar Week 4		**Be PROACTIVE**: It's not too soon to begin working on your draft of your Change Project Paper.
Module 2/Part 2 Teams/Teams Leadership **Calendar Weeks 5-6**	May 30-June 11	**Short Essay**: Applying Teams Leadership Principles to Evidence-Based Practice Change Initiatives.
Module 3 Evidence-Based Change **Calendar Week 7-10**	June 12-July 16	**Change Project Paper Drafts:** • Submit via assignment link • Email draft to peer collaborator **Peer Review of Change Project Paper:**
Module 4 Healthcare and Delivery Systems **Calendar Weeks 11-14**	July 17-Aug 12	**Final Change Project Paper:** **DB 4**: Course Reflections

UT Tyler School of Nursing Justice, Equity, Diversity and Inclusion Statement:

The University of Texas at Tyler School of Nursing aspires to create, foster, and sustain a culture of justice, equity, diversity, and inclusion irrespective of one's identity. We value and embrace all backgrounds, experiences, and identities, realizing that no one group, person or perspective has all the answers. We are richer when our individual skills, knowledge, experiences, cultures, backgrounds, and identities are combined in an accepting community. We strive to ensure that every individual gets a fair and equal chance to participate and thrive in a nurturing environment where all feel a sense of belonging. We are committed to intentionally and deliberately creating a diverse community that instills a sense of equitable justice and belonging for everyone affiliated with our school.

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.