Practice Change for DNP Leaders
NURS 6314
Spring 2024

Scheduled Class Days and Times: Online

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Virtual Office Hours: Mondays 6-9 PM CT and by appointment. Email faculty for the Zoom link.

Course Description: In this course, students will apply change management principles, effective leadership skills, and effective communication strategies needed by DNP leaders to support practice changes.

Prerequisites: NURS 6301 and 6302 or permission of DNP Program Director.

Corequisite: NURS 6315

Student Learning Outcomes:

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

1. Apply change management principles to support practice changes. (AACN 2.4, 4.2, 9.5, 10.2, 10.3)
2. Demonstrate effective communication strategies in varied environments. (AACN 3.5, 6.2, 6.4, 10.3)
3. Apply effective leadership skills in relation to practice change implementation. (AACN 2.9, 3.5, 6.2, 6.4, 10.3)

Required Textbooks:

Lauer, T. (2020). *Change management: Fundamentals and success factors*. Springer Berlin / Heidelberg.
https://ebookcentral.proquest.com/lib/uttyler/detail.action?docID=6381366 ebook is available in the Muntz Library for online reading only. A total of 102 pages can be downloaded.

Assignments and Weights/Percentage/Point Values

Criteria for Evaluation:	Percentage of Grade:
Participation (Webinars, surveys, & reflections)	5%
Discussion Boards/Round Tables	35%
EBP Model Paper	30%
Change Model Paper	30%
Total	**100%**

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. **Assignments cannot be resubmitted to be regraded.**

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.

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

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: **Please Note:** Detailed information along with grading rubrics will be provided in Canvas.

Participation (5%): Your attendance/viewing of orientation and/or webinar sessions, completion and submission of surveys, and reflections on the course will be used to calculate the participation portion of the course grade.

Discussions/Round Tables (35%): Discussion boards and round tables are an opportunity for you to communicate asynchronously with your classmates and faculty as you apply the content in the course modules. You will respond to forum topics/prompts by creating a thread. Responses to peers using the RISE Model format to frame actionable feedback are required for selected discussion boards.

Evidence-Based Practice Model Paper (30%): In this short paper, you will explain the Johns Hopkins Nursing Evidence-Based Practice (JHNEBP) model that you will use to support translation of evidence into practice for your DNP Scholarly Project, why it is appropriate to support your project, and how it will be used to support your project.

Change Model Paper (30%): In this short paper, you will explain the change model(s) chosen to support your DNP Scholarly Project, why it is appropriate to support your project, and how it will be used to support your project.

Important Course Dates:

Classes Begin: January 11, 2024
Census Date (withdraw without penalty): January 24, 2024
Last Date to Withdraw: March 23, 2024. Please notify course faculty and your advisor.

Course Calendar: Details about readings and assignments will be provided in Canvas. All times listed on the schedule and in Canvas are for Central Time. *The timeline, outline of module titles, & assignments are subject to change*.

Week Begins	Wk #	Topic/Activities	Assignment/Due Dates
Mon. 1/15	1	**Module 1**: **Welcome & Course Orientation** Review <u>Getting Started</u> & <u>Module 1</u> in Canvas • Review syllabus & course calendar before orientation • **Webinar: Orientation Wed 1/17, 7:00PM https://uttyler.zoom.us/j/2438647304**	**Due Sun., 1/21 by 2359 CT** • Module 1 Surveys • Orientation webinar • Scholarly writing affirmation • Plagiarism definition & penalties • Graduate Affirmation Forms
Mon. 1/22	2	**Module 2: Evidence-Based Practice Models** • Review assigned readings	**Due Sun. 1/28 by 2359 CT** •
Mon. 1/29	3	• Review Multimedia videos **1/24/24 - Census Day**	**Due Sun. 2/4 by 2359 CT** • EBP Model Paper
Mon. 2/5	4	**Module 3**: **Change Management Principles** • Review assigned readings • Review Multimedia videos	**Due Sun. 2/11 by 2359 CT** • DB: Change Mgmt...Your Experiences initial post
Mon. 2/12	5		**Due Sun. 2/18 by 2359 CT** • DB: Change Mgmt...Your Experiences responses
Mon. 2/19	6	**Module 4**: **Organizational (Process) Change Models** • Review assigned readings	**Due Sun. 2/25 by 2359 CT** • DB: Analyzing Organizational Change Mgmt Models in Healthcare initial post
Mon. 2/26	7	• Review Multimedia videos	**Due Sun., 3/3 by 2359 CT** • DB: Analyzing Organizational Change Mgmt Models in Healthcare responses
Mon. 3/4	8	**Module 5**: **Behavioral (People) Change Models**	**Due Sun., 3/10 by 2359 CT**
3/11-15	9	• Review assigned readings	**Spring break 3/11-15**
Mon. 3/18	10	• Review multimedia videos	**Due Sun., 3/24 by 2359 CT** • Change Model Paper
Mon. 3/25	11	**3/23/24- Last Day to Withdraw**	**Sun., 3/31 by 2359 CT** **Easter March 31**
Mon. 4/1	12	**Module 6: Effective Communication Strategies in Change Management** • Review assigned readings	**Due Sun., 4/7 by 2359 CT** • RT w/resp: Using Behavioral Styles & Strengths for Team Assignments initial post
Mon. 4/8	13	• Review multimedia videos	**Due Sun., 4/14 by 2359 CT** • RT w/resp: Using Behavioral Styles & Strengths for Team Assignments responses

Week Begins	Wk #	Topic/Activities	Assignment/Due Dates
Mon. 4/15	14	**Module 7: Effective Leadership Skills in Practice Change Implementation & Wrap-up**	**Due Sun., 4/21 by 2359 CT** • RT: Managing the Technology & Human Connection Polarity initial post
Mon. 4/22	15	• Review assigned readings	**Due Fri., 4/26 by 2359 CT** • RT: Managing the Technology & Human Connection Polarity responses

Finals 4/22-26; End of session Sat. 4/27; Final grades due by Tues. 4/30 12:00 noon

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.