

**Wayland Mission Statement:** Wayland Baptist University exists to educate students in an academically challenging, learning-focused, and distinctively Christian environment for professional success, lifelong learning, and service to God and humankind.

**Course:** NURS 5301 Organization Structure and Systems Leadership

**Term:** Fall 1

**Faculty:** Diane Frazor, EdD, RN, CNE

**Phone and Email: Phone:** 1-210-590-5606 **Email:** [frazord@wbu.edu](mailto:frazord@wbu.edu)

**Office hours, building and location:** Monday, 1-4pm, New Braunfels campus

**Class meeting and location:** Online

**Catolog Description:** This course introduces the theories of organizational structure and how to identify effective structure within an organization, such as institutions of higher education or clinical facilities. This course Identifies qualities of effective leaders within an organizational structure.

**Prerequisites:** None

**Required Textbooks:**

Borkowski, N. (2016) *Organizational behavior in healthcare* (4th ed.).Jones and Barlett, MA. ISBN: 1-284-18324-6; 978-1-284-18324-5.

American Psychological Association. (2019). *Publication manual of the American Psychological Association* (7th ed.). Washington, DC: Author. Retrieved from <http://www.apastyle.org/>

**Student Learning Outcomes:** At the end of the course, the student will be able to:

1. Describe the overview and history of organizational behavior.
2. Differentiate between: Content, Process and Attribution Theories associated with Motivation.
3. Discuss the phenomena of Leadership and Leaders.
4. Identify Intrapersonal and Interpersonal Issues within Organizations.
5. Discuss Group and Team Dynamics as it relates to Team-Building.
6. Apply Organizational Development and create a Change Initiative Plan.
7. Synthesize knowledge integration through technology and peer review.

**Submission of Assignments**

All assignments must be completed and submitted by the designated due dates/times in order to receive a grade and credit for the assignment.

NURS 5031 course will open and become available to students on the first day of class, Monday August 17, 12:01 a.m. Thereafter, every week starts on Monday morning (12:01 a.m.), and ends on the following Sunday, 11:59 p.m. Course assignments, including discussion forum activities, will be due by Sunday, 11:59 p.m. A course calendar identifying topical areas for weekly lessons, assignment due dates will be posted in the course syllabus and in BLACKBOARD.

**Course Assignments**

**Assignment 1**: Use of Behavior theory paper (15%): In a 10-page paper in APA format (excluding title page and reference list), reflect and integrate one or more theories listed in Chapters 5-7 to explain how you would motivate your team of registered nurses to develop an evidence-based protocol that is needed on your unit. Discuss the pros and cons of any theory. Include a minimum of four scholarly references to develop your paper.

Due date: Assignment 1 is due on September 6 at 11:59 pm

**Assignment 2:** Use of Leadership Theory paper (15%). In a 10-page paper in APA format (excluding title page and reference list), reflect and integrate on one or more theories in chapters 8-11. Explain how you would change the culture on your unit related to 'bullying' on your unit among registered nurses. Discuss the pros and cons of any theory. Include a minimum of four scholarly references to develop your paper.

Due date: Assignment 2 is due on September 20 at 11:59pm

**Assignment 3:** Change Initiative Plan (15%). In a 10-page paper in APA format (excluding title page and reference list), develop a change initiative plan based on the Action Research Model by Cummings and Worley (1997). Be sure to include all components of the model (Entry and contracting, diagnosing, planning and implementing change, and evaluating and institutionalizing change). Include a minimum of four scholarly references to develop your paper.

Due date: Assignment 4 is due on October 4 at 11:59pm.

**Course Requirements and Grading Criteria**

A= 90-100

B= 80-89

C= 70-79

D= 60-69

F= below 60

**Graded Discussions and Assignments**

Participation in online class discussions 50%

Course assignments **\*\*** 50% (break-out is below)

Use of Behavior theory paper 16.6%

Use of Leadership theory 16.6%

Change Initiative Plan 16.6%

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100%

\*\* These course assignments will be dispersed throughout the course and will consist of three papers.

**Student Work: Class participation in the Discussion Boards:**

Discussions are an important part of learning and as such and will require substantive postings with scholarly references (Please see discussion participation rubric).

Every week, there will be either one or two discussion questions. Please post a response to the main discussion question(s) on the discussion board by Wednesday of the week, 11:59 p.m., related to assigned weekly topic. In addition, students will initiate scholarly discussions with fellow peers and/or faculty, and must respond to a minimum of two postings per discussion question by the end of the week, Sunday, 11:59 p.m.

**Online Netiquette for Discussion Forum Activities, All Correspondences, and Written Assignment**

It is expected that students engaging in online discussions will remain professional and courteous to fellow colleagues, visitors, and faculty. When participating in NURS 5031 discussion forum activities, it is expected that students will:

\*Provide substantive, professional, and content-relevant postings.

\*Respect and acknowledge fellow colleagues’, visitors’ and faculty’s’ postings, ideas,

feelings, and experiences.

\*Engage in collegial and scholarly dialogue if disagreements arise.

\*Demonstrate courtesy and respect to all.

Please remember to adhere to proper netiquette by respecting the work and views of your fellow peers. Posts which do not meet the netiquette requirements will be deleted and consultation with the instructor and/or Dean may occur. Respect of all is an expectation.

\*\*Scholarly references are textbooks used in the course, articles from the WBU library, or your organization's library, which include peer-reviewed journals, professional organizations, such as The Joint Commission, or government agencies, such as the Agency for Healthcare Research and Quality (AHRQ). Resources which are not acceptable include Wikipedia, magazines, such as Better Homes and Garden, etc.

**Policy on Incomplete/Late Work:**

Late assignments will be subject to point deductions as follows:

Assignments submitted 1-2 days late = 10% deduction

Assignments submitted 3-4 days late = 20% deduction

Assignments submitted 5-6 days late = 30% deduction

No assignments will be accepted after 7 days late (one full week after the assignment due), will be graded as a ZERO. **Incomplete work will be graded as such. Please let me know if you are going to be late** with your assignment as soon as possible.

**Academic Integrity:**

Graduate students are expected to conduct themselves in accordance with the highest standards of academic honesty. Academic misconduct for which a student is subject to penalty includes all forms of cheating, such as illicit possession of examinations or examination materials, forgery, or plagiarism. Cheating is the actual or attempted practice of fraudulent or deceptive acts for the purpose of improving one’s grade or obtaining course credit; such acts also include assisting another student to do so. Plagiarism consists of the misuse of the published and/or unpublished works of others by misrepresenting the material so used as one’s own work. Penalties for cheating and plagiarism range from 0 for a particular assignment, through an F for the course, and reporting to the school. See Student Handbook for further information.

**Copyright Policy**

Copyright laws and fair use policies protect the rights of those who have produced their material. Using copyrighted material in the course of your projects may require permission from the copyright holder. The student is responsible for adhering to copyright law of the U.S. (Title 17, U.S. Code.)The professor assumes no responsibility for individuals who improperly use copyrighted material.

**Attendance**

The University expects students to actively participate in the online course. There are no scheduled meetings. All information pertaining to the course is on the virtual campus website. The Blackboard software effectively measures participation. Logging in is your attendance record. Please refer to the WBU online attendance policy for more information

**Disability Statement**

“In compliance with the Americans with Disabilities Act of 1990 (ADA), it is the policy of Wayland Baptist University that no otherwise qualified person with a disability be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity in the university. The Coordinator of Counseling Services serves as the coordinator of students with a disability and should be contacted concerning accommodation requests at (806) 291-3765. Documentation of a disability must accompany any requests for accommodations.”

**Weekly Calendar**

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| **Week** | **Assignment** |
| One | Read Chapters 1-4 |
| Two | Read Chapters 5-7 |
| Three | Read Chapters 8-11 Assignment 1 due September 6 by 11:59pm |
| Four | Read Chapters 12-15 |
| Five | Read Chapters 16-18 Assignment 2 due September 20 by 11:59pm |
| Six | Read Chapters 19-20 |
| Seven | Assignment 3 due by October 4 at 11:59 pm |
| Eight | Final Evaluation |