NURS 5364: Organizational Design & Behavior in Nursing Practice Environments
Spring 2013

Faculty: Claudia McDonald, Ph.D., R.N.
Office: Island Hall 349
Office Hours: Tuesdays 10:30 AM – 12:00 PM
By appointment as well
Telephone: 361.825.2712
Fax: 361.825.2484
Email: Claudia.McDonald@tamucc.edu

Students are encouraged to communicate with the faculty as needed to facilitate their learning. Telephone calls & email notes will be address in a timely fashion.

Prerequisites
Master of Science in Nursing Core Graduate Nursing Courses

Course Description
Focuses on application and utilization of concepts and principles of organizational design and behavior in nursing leadership. Includes major theoretical viewpoints from organizational dynamics and processes and their employment in nursing leadership.

Approach: Selected concepts and theoretical models are examined including the state of the supporting research, pertinent literature practical application in the organizational environment. Leaders and administrators require an understanding of the individual and inter/intra group complexities and structural and functional dynamics in the organizations of the health care system to be effective in their roles.

Semester Credit Hours 3

Course Objectives
Upon completion of the course, the student will be able to:

1. Demonstrate knowledge of the relationships between environmental forces (both internal and external) and managerial, organizational, and leadership processes in the management of nursing and health care delivery systems.
2. Assess formal and informal organizational, social, and cultural characteristics and identify their potential effects on the nursing management system and the delivery of quality health care.

3. Analyze the dynamics, process and structure of organizations for use in the management of individuals and groups in the provision of health care.

4. Evaluate the adequacy of selected organizational, administrative leadership, and nursing theories and concepts for application in nursing and health care systems management to facilitate meeting the health care needs of individuals, groups, and communities.

**Required Texts**


**Required Reference**


**Course Overview**

The study of organizational theory, behavior and design is an evolving field. Today we focus on ways of examining people and their organizations with an emphasis on the behaviors, actions and attitudes of individuals and groups toward one another and toward the organization as a whole. Within this context, we consider the health care milieu from the micro and macro perspectives looking at the structures and processes within and between individuals and between major subsystems and their environments.

**Learning Experiences & Communication Guidelines**

The objectives for this online course may be met through individual study using the required texts and resources presented throughout the semester, successful completion of all assignments, requirements and evaluations. The assignments and course requirements have been designed as opportunities for the application of principles learned through the coursework in this program. Skill demonstration, personal reflection independent reading and study, and online discussions are used to stimulate the development of an understanding of theory, process and principles of organizational behavior, theory and design as they influence the organization and delivery of nursing care and healthcare systems operations. While the professor will provide guidance and consultation, the student is responsible for identification of individual learning needs, self-direction, seeking consultation and demonstration of the achievement of the course objectives.
The Blackboard 9.1 Mail tool is required for most private communication within the course. When contacting your instructor or your co-learners in the course, always use the Blackboard 9.1 Mail tool rather than an e-mail account that you may have for other personal use. Messages sent within Blackboard will not get lost and will always be "course related." This will allow the instructor and your co-learners to access assignments, questions, and course material more efficiently. The instructor can also be reached by telephone appointments. To insure sufficient time for discussions, telephone meetings should be scheduled for a specific time period.

Class Time: This course is web-based and the principals of distance learning apply for all students. Students must have access to the Internet to successfully communicate with the faculty and students enrolled in this course. The online week starts on Wednesday and ends on Tuesday. The due dates for all assignments are specified in the course schedule.

Requirements and Evaluation Criteria

Assignments are designed as opportunities for the application of principles learned through coursework in this program. Skill demonstration, personal reflection, independent reading and study, and online discussions are used to stimulate the development of an understanding of theory, process, and principles of organizational behavior as they affect the delivery of nursing care and healthcare organization operations. The student is responsible for identification of individual learning needs, self-direction, and demonstration that learning has occurred. Faculty will provide guidance to assist every student’s successful completion of this course.

Note: Refer to the Course Schedule for specific information about each course requirement and its due date. Detailed assignment guidelines are available through the Assignment Tool. Students are strongly advised to read the detailed guidelines before completing the assignments.

Expectations for Student Behaviors

1. Students are expected to have access to a computer that supports Blackboard 9.1 applications and all related course materials.
2. Students must review the course introduction to learn how communication will occur and how assignments will be managed during the course.
3. All email communication should occur through the Blackboard 9.1 structure. Students should review email at least every 48 hours.
4. All assignments are due on the scheduled date unless other arrangements have been made with the course instructor before the due date. Late Work is generally not accepted. Assignments are made in a time frame allowing the student sufficient time to plan the necessary work to
accomplish the assigned course components. Exceptions would considered for extreme and unplanned emergencies. No, the flu or a cold is not in this category. Students should review the syllabus throughout the semester to insure that class assignments are completed correctly and by the due date. Print a copy of the syllabus and course schedule as a reference.

5. All information disclosed through course chats or discussions is confidential and should not be shared with others outside the context of this course. Passwords should not be shared with anyone including classmates or family members.

6. Students should notify the faculty if they withdraw from the course and should not attempt to access course materials once they have withdrawn.

7. The nature of the content of this course often promotes extensive debate during class discussion. Since students are assumed to be prepared for the discussions, everyone’s contributions will be considered knowledgeable contributions. Contributions should be made in a respectful manner and the discussion should be an orderly sharing of ideas. NO disrespect to classmates will be tolerated.

8. Each assignment is designed to provide students with an opportunity to demonstrate their understanding of the principles covered in the course and their ability to apply them to management and leadership problems. To successfully complete these assignments it is imperative that students prepare for each class and use the communication tools to clarify content that may be confusing.

**Important Information**

**Academic Advising:** The College of Nursing and Health Sciences require that students consult with an Academic Advisor regarding their degree plan and/or changes to their degree plan. The Academic Advisor will set up a degree plan and indicate plan is active by signing the plan. Once the plan is completed it will be filed in the student’s record. The College’s Academic Advising Center is located in Island Hall on the 3rd floor and the Graduate Academic Advisor is Barton Bailey 361-825-5893, angela.huddleston@tamu-cc.edu

**Students with Disabilities**
The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you believe you have a disability requiring an accommodation, please contact the Disability Services Office at 361.825.5816 or visit the office in Driftwood 101.
**Academic Honesty**
University students are expected to conduct themselves in accordance with the highest standards of academic honesty. Academic misconduct for which a student is subject to a penalty includes all forms of cheating, such as illicit possession of examinations or examination materials, forgery, or plagiarism. (Plagiarism is the presentation of the work of another as one’s own work.)

**Grade Appeal Process**
As stated in the College of Nursing and Health Sciences (CONHS) Handbook under section VII Policies and Procedures, a student that believes they have an academic grade appeal is encouraged to go through the CONHS academic review process prior to pursuing University Grade Appeal. See the handbook for the process.

As stated in University Rule 13.02.99.C2, Student Grade Appeals, a student who believes that he or she has not been held to appropriate academic standards as outlined in the class syllabus, equitable evaluation procedures, or appropriate grading, may appeal the final grade given in the course. The burden of proof is upon the student to demonstrate the appropriateness of the appeal. A student with a complaint about a grade is encouraged to first discuss the matter with the instructor. For complete details, including the responsibilities of the parties involved in the process and the number of days allowed for completing the steps in the process, see University Rule 13.02.99.C2, Student Grade Appeals, and University Procedure 13.02.99.C2.01, Student Grade Appeal Procedures. For assistance and/or guidance in the grade appeal process, students may contact the Office of Student Affairs.