NURS 5364: Organizational Design & Behavior in Nursing Practice Environments
Spring 2015

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Students are encouraged to communicate with the faculty as needed to facilitate their learning. Telephone calls & email notes will be addressed 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**
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.

While the provisions of this syllabus are as accurate and complete as possible, the faculty reserves the right to change non-critical aspects of the course to accommodate emergencies, unexpected technical problems, or any unforeseen circumstances. Such changes will be announced as soon as feasible and will be communicated by course email or announcements within Blackboard. It is the student's responsibility to monitor course announcements. Questions regarding course requirements should be addressed within the first week of the course.

**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 in Island Hall. Graduate advisors can be reached at 361---825---2799.

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.) [http://catalog.tamucc.edu/content.php?catoid=8&navoid=242](http://catalog.tamucc.edu/content.php?catoid=8&navoid=242)

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 Rule13.02.99.C2, Student Grade Appeals, and University Procedure 13.02.99.C2.01, Student Grade Appeal Procedures. These documents are accessible through the University Rules Web site at [http://academicaffairs.tamucc.edu/Rules_Procedures/](http://academicaffairs.tamucc.edu/Rules_Procedures/). For assistance and/or guidance in the grade appeal process, students may contact the Office of Student Affairs.