MN HSOL Courses and Summary

**NURS XXX Concepts for Advanced Nursing Practice (2 credits)**

This course focuses the ethical aspects of inter-professional practice, scholarship, and health care delivery for advance nursing practices.

**NURS XXX Health Policy and Economics (3 credits)**

This course will provide an overview of healthcare policy at the state and national level, and provide a foundation for evaluating its impact on health outcomes. Social determinants of health and its impact on access to healthcare services, variations in the quality of those services will be discussed.

**NURS 580: Budget and Finance for Nurse Leaders (3 credits)**

This course provides a framework for understanding financial management for the nurse leader. The core concepts of revenue streams, workflows, budgets and budget variances will be examined. Financial data driven decision making will be a focus.

**NURS XXX Leading Interprofessional Patient Centered Teams (2 credits)**

This course introduces the student to the competencies for interprofessional collaboration and discuss the history of interprofessional education and collaboration as well as barriers. The nature and potential sources of growing interprofessional conflict occurring within the context of care will be explored. Students will learn how to successfully build and manage interprofessional teams.

**NURS XXX Creating Healthy Systems and Nurse Wellbeing (3 credits)**

This course will examine the overall health of U.S. Nurses, and their workplaces. Students will explore factors that contribute to how the health of American nurses often being worse than that of the general population and multilevel solutions to this problem. Organizational attributes that contribute to nurse and staff wellbeing will be discussed.

**NURS XXX Organizational Communication (3 credits)**

In this course, students will learn an advanced understanding of how communication and workplace relationships influence organizational culture, team productivity and managerial effectiveness. A focus will be on professional communication skills in writing through organizing, thinking critically, and communicating ideas and information in documents and presentations.

**NURS XXX Project Management: Leading Projects to Successful Outcomes (3 credits)**

This course will discuss various process improvement and change management tools utilized by healthcare organizations to improve care. Students will enhance their intrapreneurship skills through the balanced use of design thinking, motivational techniques, risk taking, knowledge sharing, and empowerment.

**NURS XXX Healthcare Operations: The Intersection of quality, regulations, law, and ethics (3 credits)**
This course will discuss the micro and macro challenges managers face when operationalizing policy and practice in any setting. A focus on how leaders can bring all the pieces of operations together successfully while navigating human resources, culture, operations, law and regulations while influencing organizational design and strategy influence quality, safety and costs of care and the patient experience.

**NURS XXX Navigating Complexity and Chaos (3 credits)**

This course will examine the change in thinking, approach, and outcomes when comparing a linear view of improvement with a complexity science approach. Ecological and atomistic fallacies and their impact on multilevel system analysis and planning will be discussed. Discussions will guide an understanding of dynamic systems, fractals, and the interrelation of complexity and chaos to understand systems.

**NURS XXX Leadership and Organizational Behavior (3 credits)**

This course will describe the general history and evolution of management theory and practice and how organizational behavior developed into its own field. Students will learn how to apply these theories to guide and direct an organization successfully.

**NURS XXX Practicum/Capstone: Transition to Leading and Managing Change (8 credits)**

The Graduate Capstone Practicum is a culminating experience designed to provide students with an opportunity to apply nursing leadership knowledge and skills acquired throughout the program of study focusing on the competencies of the graduate level nurse leader. The experience will involve a project related to a professional nursing phenomenon of interest such as, but not limited to: direct patient care issue, quality/process improvement, healthcare policy, or nursing administration.

**Informatics Selective choose 1 (3 credits)**

BMI 510 Introduction to Biomedical and Healthcare Informatics or
BMI 517 Organizational Behavior and Biomedical Informatics

**Other Required**

546A: Clarifying Racism – Institutional Racism (1 credit)
546B: Clarifying Racism – Foundational Concepts of Bias (1 credit)
546C: Clarifying Racism – Unequal Treatment (1 credit)