

## **Master's in Nursing, Health Systems and Organizational Leadership Courses and Summary**

### **NURS 508 Concepts for Advanced Nursing Practice (2 credits)**

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

### **NURS 524 Evaluating Evidence (3 credits)**

This course focuses on the evaluation of evidence for health care practice and the care environment. Emphasis is placed on the skills needed to identify, access, and critique the various forms of evidence that inform practice decisions. The focus is primarily on students' emerging abilities to identify strengths, limitations, and gaps in evidence and generate questions.

### **NURS 513 Concepts of Advanced Knowledge and Leadership (2 credits)**

The purpose of this course is to explore core concepts that are essential to performing current and emerging roles in healthcare delivery and design. Advanced nursing knowledge and higher-level leadership skills for improving health outcomes are examined. Select content in organizational systems leadership and quality improvement, informatics and technology, health policy, population health and professional role issues will be introduced. This course is offered for variable credit.

### **HSOL 543 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.

### **HSOL 545 Leading Interprofessional Patient-Centered Teams (2 credits)**

This course introduces the student to the competencies for interprofessional collaboration and discusses 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.

### **HSOL 540 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 well-being will be discussed.

**HSOL 546 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.

**HSOL 544 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.

**HSOL 542 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 to influence quality, safety and costs of care and the patient experience.

**HSOL 541 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 512 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 509MC 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 issues, 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**

NURS 546A: Clarifying Racism – Institutional Racism (1 credit)

NURS 546B: Clarifying Racism – Foundational Concepts of Bias (1 credit)

NURS 546C: Clarifying Racism – Unequal Treatment (1 credit)