

# NHSA-Nursing-Health Administration

---

## **NHSA 616. Nursing Financial Management. 4 Hours.**

Nurse leaders play an important role in managing the financial responsibilities for providing high quality care. This course explores health care economics and health care policy as it applies to access, costs, and quality, current and future mechanisms for financing health care services, and organization and unit level budgeting principles. Content will include creating, monitoring, and analyzing a budget, interpreting financial information, and capital budgeting. Corequisite: NHSA 617L.

## **NHSA 617L. Nursing Financial Management Practicum. 2-3 Hours.**

This course provides a practical base for students to apply financial concepts in a health care organization. Students will work with healthcare administrators to create, monitor, and/or analyze budgets, examine revenue cycle for opportunities for improvement, and develop a business case for a new product or service.

## **NHSA 618. Human Resource Management. 3 Hours.**

This course provides a theoretical basis for students to learn and apply human resources and organizational concepts, theories, and behaviors. The course will facilitate the individual growth and development of the nurse leader. Content includes human resource management issues; recruitment and retention; staff development; roles clarification; leadership development and succession planning; teamwork and collaborative practice; conflict management; performance management; cultural competence and the work environment; personnel policies, standards, and laws; and decision making and governance models. Students will begin developing a professional portfolio. Successful completion of field experience is required.

## **NHSA 620. Nursing and Health Systems Administration I. 3 Hours.**

This course provides a theoretical base for students to develop the role of nursing and health systems administrator at the unit level. Emphasis is placed on the development of the knowledge and skills necessary for implementing the management role. Students will develop specific administrative competencies to include the ability to: understand self and others, communicate effectively, develop subordinates, manage conflict, monitor personal and individual performance, manage projects, delegate effectively, manage time and stress, foster a productive work environment, live with change, and build and maintain a power base. Content builds on the theoretical foundations of leadership, organizational behavior, and capital management applied to the structure of nursing and health organizations, patient care delivery and classification systems, staffing, budgeting, quality standards and improvement, risk management, leadership development, strategic planning, and change management. The following elements are integrated into this course: critical thinking, research, scholarly writing, professional presentation, scientific integrity and ethics, cultural diversity, and social issues. The role emphasis of this course is that of beginning nurse manager. Prereq: Admission to the Nursing and Health Systems Administration option.

**Prerequisites:** NUR 601 [Min Grade: B] and (MBA 609 [Min Grade: C] or HCO 615 [Min Grade: C]) and (MBA 632 [Min Grade: C] or HA 631 [Min Grade: C]) and NUR 602 [Min Grade: C]

## **NHSA 621. Nursing and Health Systems Administration II. 2,4 Hours.**

This course provides a theoretical and experiential base for students to develop and implement the role of nursing and health systems administrator at the division/ department level. Emphasis is placed on the synthesis of knowledge and skills from the disciplines of nursing and business management that is necessary to apply when assuming the middle management role. Students will develop specific administrative competencies to include the ability to manage collective performance, design and organize projects, negotiate agreement and commitment, and create change. Content includes analysis of administrative roles and functions, strategies for coordination of quality care within and across departments and systems, strategies for service as an expert resource, business planning, cost and productivity, redesigning practice to achieve goals, models of practice and service delivery, utilization of consultants, managing product/service lines, and utilization of research for improving nursing processes and patient care outcomes. The following elements are integrated into this course: critical thinking, research, scholarly writing, professional presentation, scientific integrity and ethics, cultural diversity, and social issues. The role emphasis of this course is that of mid-level manager. Prerequisite: NHSA 620. Corequisite: NHSA 685L. **Prerequisites:** NHSA 620 [Min Grade: B]

## **NHSA 622. Nursing and Health Systems Administration III. 2 Hours.**

This course continues to provide a theoretical and experiential base for students to develop and implement the role of nursing and health systems administrator at the executive level. Through seminar discussion and with an executive level preceptor, emphasis is placed on the application, synthesis, and integration of knowledge and skills necessary for effective and efficient management of human and material resources, while incorporating the ethical, social, legal, financial, and economic aspects of health care delivery, health policy, and regulatory requirements for both staff and the organization. Students will develop specific administrative competencies to include the ability to manage organizational performance, manage across functions, present ideas, think creatively, and develop a vision, mission, strategic plan, and set goals. Content includes health care regulation and policy, practice plans and financing, internal and external environmental influences on nursing and health care systems, information system development and management, quality improvement, and managed care systems. The following elements are integrated into this course: critical thinking, research, scholarly writing, professional presentation, scientific integrity and ethics, cultural diversity, and social issues. The role emphasis of this course is that of chief nurse executive. Prerequisite: NHSA 621 and NHSA 685L. Corequisite: NHSA 686L.

**Prerequisites:** NHSA 621 [Min Grade: B]

## **NHSA 630. Health Services Marketing Management. 3 Hours.**

The redesign of healthcare organizations has mandated larger spans of control for nurse managers with expertise and leadership skills in organizational, human resource, and financial management. The need for the integration of clinical skills with business know-how has been fueled by a more diverse work force with direct responsibility for non-nursing staff, an increased emphasis on customer service and risk management, and the ability to design and implement care delivery models that extend beyond the walls of the organization into the community and its stakeholders. Health systems across the country (and internationally), including home health agencies, managed care entities, public and private sector hospitals, long-term and ambulatory care facilities, and insurance companies, are searching for advanced level nurses for management and executive level positions.

**NNSA 631. Advanced Quality and Patient Safety. 1-4 Hour.**

This course examines current issues in quality improvement and patient safety activities. The course includes a review of past and current efforts, tools, and theories of quality assessment, assurance, utilization management, and measuring and improving outcome. In addition, the course looks at new initiatives to improve quality and safety through regulation, reporting and financial incentives.

**NNSA 632. Nursing and Health Systems Administration I. 2-4 Hours.**

This course provides a theoretical base for students to develop the role of nursing and health systems administrator. Emphasis is placed on development of knowledge and skills necessary for implementing the management role. Students will develop specific administrative competencies to include the ability to: understand self and others; communicate effectively, develop subordinates, manage conflict, monitor personal, individual, and team performance, manage projects, delegate effectively, manage time and stress, foster a productive work environment, live with change, and build and maintain a power base. Content builds on the theoretical foundations of leadership, organizational behavior, financial management, patient care delivery, quality standards and improvement, risk management, leadership development, and change management. The following elements are integrated into this course: critical thinking, research, scholarly writing, professional presentation, scientific integrity and ethics, cultural diversity, and social issues. The role emphasis of this course is for entry and mid-level nurse leaders. Prerequisite: Admission to the Nursing and Health Systems Administration option.

**Prerequisites:** NNSA 616 [Min Grade: B] and NNSA 617L [Min Grade: P] and NNSA 618 [Min Grade: B] and NNSA 631 [Min Grade: B] and NNSA 681L [Min Grade: P]

**NNSA 633. Nursing and Health Systems Administration II. 4 Hours.**

This course offers a theoretical base for students to develop and implement the role of nursing and health systems administrator at the service line/division or higher level. Emphasis is on the synthesis of knowledge and skills from multiple disciplines including nursing and business necessary when assuming a mid-level to senior level leadership role. A primary focus of this course is to develop the nurse leader as an expert to influence patient care, systems and community outcomes in a variety of settings such as ambulatory clinics, long-term care, acute care, community, managed care and policy-making. Content includes strategic management, health care policy and regulation, internal and external environmental assessments, disaster preparedness, and organizational and professional accountability. The following elements are integrated into this course: critical thinking, research, scholarly writing, professional presentation, scientific integrity and ethics, cultural diversity, and social issues. The role emphasis of this course is mid-level to senior level leadership roles.

**Prerequisites:** NNSA 632 [Min Grade: B] and NNSA 682L [Min Grade: P]

**NNSA 640. Economics for Nursing. 3 Hours.**

Nurses care for people and caring is the central concept of modern nursing. Yet caring takes many forms, including caring about the economics of services provided. Changes in payment systems, organizational structure and the U.S. healthcare market have led to new interests in the economics of care delivery. Nurses play a major role in this care delivery, as clinicians, administrators and scholars. Topics for the completely on-line course include a basic introduction to economics as it applies to nursing, the nursing labor and service markets and critical professional economic issues facing nursing today.

**NNSA 681L. Advanced Quality and Patient Safety Practicum. 2-3 Hours.**

This course provides an experiential base for students to develop and implement the role of nursing and health systems quality and outcomes manager within a healthcare organization. Students will analyze outcomes measurement and quality improvement in a health care setting from a strategic perspective and engage, as leaders and participants, in efforts to improve the quality of health services.

**NNSA 682L. Nursing and Health Systems Administration I Practicum. 2-4 Hours.**

This course is the third of four required practicum courses for the nursing and health systems administration student. Students in this course will synthesize theoretical concepts for administration practice and apply knowledge and skills obtained in masters core courses and prerequisite support courses to meet the objectives of the course. Students will arrange their own clinical site(s) with assistance/approval from clinical faculty.

**Prerequisites:** NNSA 616 [Min Grade: B] and NNSA 617L [Min Grade: P] and NNSA 618 [Min Grade: B] and NNSA 631 [Min Grade: B] and NNSA 681L [Min Grade: P]

**NNSA 683L. Nursing and Health Systems Administration II Practicum. 2 Hours.**

This course is the last of four practicum courses for the nursing and health-systems administration student. Students in this course will synthesize theoretical concepts for administration practice and apply knowledge and skills obtained in masters core courses and prerequisite support courses to meet the objectives of the course. Emphasis is placed on the synthesis of knowledge and skills from the disciplines of nursing and business management that is necessary to apply when assuming a mid- or senior level management/leadership role. Students will arrange their own clinical sites with assistance/approval from clinical faculty. Prerequisite: NNSA 632 and NNSA 682L. Corequisite: NNSA 633.

**Prerequisites:** NNSA 632 [Min Grade: B] and NNSA 682L [Min Grade: P]

**NNSA 685L. Nursing and Health Systems Administration Practicum I. 1-2 Hour.**

This course is the first of two required application courses for the nursing and health-systems administration student. Students in this course will synthesize theoretical concepts for administration practice and apply knowledge and skills obtained in masters core courses and prerequisite support courses to meet the objectives of the course. Students arrange their own clinical sites with assistance/approval from clinical faculty.

Prerequisite: NNSA 620. Corequisite: NNSA 621.

**Prerequisites:** NNSA 620 [Min Grade: B]

**NNSA 686L. Nursing and Health Systems Administration/Quality Management Practicum II. 4 Hours.**

Nursing and Health Systems Administration/Quality and Outcomes Management in Health Systems: This course provides an experimental base for students to develop and implement the role of nursing and health systems administrator and quality and outcomes manager at the executive level. Emphasis is placed on the synthesis of knowledge and skills from the disciplines of nursing and business management that is necessary to apply when assuming a management and leadership role. Students will analyze outcomes measurement and quality improvement in a health care setting from a strategic perspective and engage, as leaders and participants, in efforts to improve the quality of health services. Students arrange their own clinical sites with assistance/approval from clinical faculty. Prerequisite: NNSA 621 and NNSA 685L. Corequisite: NNSA 622.

**Prerequisites:** NNSA 621 [Min Grade: B] and NNSA 685L [Min Grade: P]

**NNSA 687. Supplemental Nursing Course for Support. 1 Hour.**

The purpose of this course is to introduce a structured format for students to review concepts and processes related to a specific patient population. This course focuses on the content presented throughout the program including pathophysiology, pharmacology, health assessment, evidence-based practice, leadership, and all specialty track content according to the program of study. The emphasis of this course is on test-taking strategies and the strengthening of the student's knowledge base.