



## Master of Science in Health Care Leadership (MS-HCL)

**Total Credits:** 36 semester hours

**Calendar:** Three 16-week terms per year

**Start Dates:** September, January, and May

**Program Delivery:** Online

**Courses:** 12 three-credit courses

**Minimum Time to Degree:** 12 months

**Maximum Time to Degree:** 4 years

### Master of Science in Health Care Leadership

Health care is complex and undergoing transformation toward a care coordination and wellness-focused system. Success within this evolving model requires fresh ways of thinking and insights beyond traditional management expertise. In effect, successful health care leaders need to be change agents within their own complex organizations—all the while monitoring the dynamic and turbulent external environment impacting on their organization.

The UI&U MS-HCL program provides a unique online curriculum supported by a foundation of 55 years of service and transforming the lives of working adults. Created to transform health care, the MS-HCL program fosters creative and ethical leadership through social entrepreneurship, health informatics, application of a population health framework, and individualized mentoring from successful professionals.

This program supports students to lead financially successful health care organizations capable of providing innovative services and programs as the entire health care field transitions from sick care to wellness; and under circumstances in which there are no precedents and definitive models of success—at the same time serving communities and their residents while being creative and innovative.

In addition, the UI&U's MS-HCL program offers the most important determinant of long-term leadership success: mentoring. Mentors will guide and demonstrate through example how to understand one's own skills, limitations, and ambitions while fulfilling the needs of the health care organization. Mentors will model how to maintain positive working relationships with key stakeholders connected to that health care organization such as community members, patients and their families, physicians, nurses and other employees, and board members.

Each student receives membership in the American College of Healthcare Executives (ACHE)—the premier international organization for more than 40,000 health leaders. Upon graduation, students leave with an e-portfolio of resources; and a plan for completing a self-selected and work-related project.



**Program Mission: Develop health care leaders who foster social change.**

**Program Vision: Transforming lives. Transforming health care**

- Designed for current and emerging health care leaders.
- Creates social justice-oriented health care leaders committed to improving population health and delivering health care systematically.

**Program Learning Outcomes**

- Critique how policies and regulations contribute to health care inequities.
- Include scholarly literature in health care leadership.
- Propose innovative solutions to challenges identified in the health care literature.
- Formulate ethical and socially just alternatives that address challenges facing community residents, health care leaders, and organizations.
- Evaluate challenges facing health care leaders and organizations.
- Highlight connections between ethical, social, political, and cultural implications of leadership within health care.
- Analyze how power and privilege shape health care practices and challenges.
- Appraise how one's own leadership position may unintentionally contribute to oppression, power and privilege in health care.

**Courses**

**Semester One**

- HCL 501: *Health Care Leadership*
- HCL 502: *Ethics in Health Care Settings*
- HCL 503: *Health Care Policy and Advocacy*
- HCL 504: *Design Research*
- HLC 550: *Mentorship*

**Semester Two**

- HCL 505: *Program Evaluation*
- HCL 506: *Health Informatics: Role and Purpose*
- HCL 508: *Economics and Financial Management*
- HCL 510: *Marketing and Communication/Disruptive Innovation Technology*
- HLC 550: *Mentorship*

**Semester Three**

- HCL 507: *EHR and Information Systems*
- HCL 509: *Organizational Research, Analytics and Innovative Solution Building*
- HCL 511: *Social Entrepreneurship*
- HCL 512: *Capstone*
- HCL 550: *Mentorship*

**Mentorship Requirement/E-Portfolio**

Mentorship within the Master of Science in Health Care Leadership program is a central strategy in connecting the course-based learning to real world scenarios. The mentoring relationship provides an opportunity to develop and expand one's skills as health care leaders and professionals; and insights from this process will be integral to the student's e-portfolio retained upon graduation.