

# Syllabus for HIMT445

## Application of Leadership and Management in Healthcare Technology

---

**NOTE:** This syllabus document contains the basic information of this course. The most current syllabus is available in the full course.

### Course Description

Healthcare is the fastest growing employment sector in the United States. The ways in which healthcare is given, and ministered and funded or budgeted are different from the way healthcare worked in the past. These changes have resulted in the use of technologies in nearly every aspect of healthcare and the ways that health information is stored, shared, and used. This has resulted in a broad need for professionals to manage and work in the healthcare information technology and management areas.

This course assimilates and integrates concepts and applications of management and leadership in healthcare, advancing on the topics covered in HIMT 355, 365, and 415. Topics will include strategic leadership concepts, exploring key factors that impact management and planning, change management, critical organizational behaviors for leadership and management and focus on best practices, and organizational accountability, and assessment models.

### Prerequisite(s)

- HIMT 355 Principles of Management
- HIMT 365 Healthcare Economics
- HIMT 415 Human Resource Management and Healthcare

### Course Outcomes

At the conclusion of this course, you will be able to:

- Describe different types of leadership styles and its applicability to the healthcare environment.

- Develop, communicate, implement, and sustain a healthcare strategic plan.
- Apply strategies for developing, implementing, sustaining, and monitoring change based on environmental conditions relevant to healthcare.
- Utilize the concepts of lean, six sigma, and statistical modeling in a healthcare environment.
- Develop implementation processes that drive and assure team accountability to the healthcare strategic plan.
- Measure and communicate outcomes associated with healthcare strategic plans with awareness of how the outcomes may necessitate modification to the healthcare strategic plan.

## Course Requirements/Components

### Discussions

The purpose of discussion boards is to:

1. Allow you to freely exchange ideas around a set of discussion questions for the week
2. Engage you in discussions that have a focus on either application or theory
3. Challenge conventional methods of thinking relative to the week's study area

### Expectations

You are expected to be in EACH discussion questions **two (2) days** during the academic week. The posts must demonstrate an understanding of the material - using information from the text, the lecture notes and or research to support your points.

### Posting

You need to post in each discussion a minimum of **TWO times (2X) per week** - with the **FIRST post in each discussion happening on or before Wednesday**. This keeps our discussions a discussion - rather than just a download of information.

### Grading

If you participate as above then you are eligible for 100%. From here, I look at the quality of your post. If you do not post as required (e.g., say you only post one time during the week) then the best you can do for this discussion is 50%, as you will have only participated 50% of the requirement. If your first post is after Wednesday, I also deduct for this. It is really best to participate per the requirements of the class.

I consider a quality post to be one that shows independent thought - speaks the language of the text, the class, and any research that you will have done - typically 7 - 10 sentences will do relative to the volume of your post.

### *Discussion language*

There are two types of discussions in this class “theory” and “application” discussions. The purpose of each is different.

**Theory questions.** The theory questions ask you to *think and reflect* on the concepts covered in readings and are meant to prepare you for the application questions. You could almost consider the theory questions to be like a reflective journal, a place for you to talk out loud about your understanding. The only difference is that I want you to be able to read the reflections of others. As you read the responses of others, you may find that you had a different understanding of a concept than them. I want you to look for these “areas of friction” in the responses from your peers and explore them in a polite manner. We can still learn from each other’s reflections, and we typically learn more from exploring ideas from people that have a different view than ours.

**Application questions.** The application questions ask you to *apply* the concept to a specific situation that I provide or that you have experienced yourself. For these questions, I do expect a deeper level of analysis and response when you write your first post and when you respond to your peers. The goal is to progress our thinking out of the “exploration” phase, (which we should have done in theory questions) into the “integration” phase. This means I should ideally see your posts becoming richer as the course progresses because you will be able to connect ideas from multiple resources (e.g., the articles, personal experience, observations from your peers, or books you’ve read).

### **Leadership Journal**

The purpose of this assignment is to allow each of you to identify some of your own stories of leadership, lessons learned, and actions to be taken. I have provided an example of a leadership journal assignment for you, so make sure to reference that as you create yours. The leadership journals should be one page (8 font is fine) and pertain to a leadership topic of interest to you. The leadership journal assignments may be used as part of the final paper on your personal leadership philosophy.

### **HIT Project Proposal Papers**

Each of you will submit four (4), 4 - 5 pages, typed, double-spaced HIT Project Proposal Paper (absent the title page, table of contents executive summary, and reference section) during the term. The HIT Project Proposal Papers will build on each other – so the first paper is the precedent of the second paper, the second paper is the precedent of the third paper, and the third paper is the precedent of the fourth paper. At the conclusion of the HIT Project Proposal

Paper assignment, you will have developed a 20 – 25-page paper that links the concepts of HIT and leadership to a specific situation.

### Personal Philosophy of HIT Leadership Paper

Each of you will submit an 8 - 10 page, typed, double-spaced “Personal Philosophy of HIT Leadership” paper (absent the title page, table of contents executive summary, and reference section). This paper will detail out your approach to HIT leadership with a specific action plan to implement the HIT leadership approach. It is critical that you focus on HIT as you write the paper.

### Grading

The following grading scale will be used to evaluate all course requirements and to determine your final grade:

Grade	Percentage Range
A	90% - 100%
B	80% - 89%
C	70% - 79%
D	60% - 69%
F	0 - 59%

Assignment	% of Course Grade
Weekly Discussions	15
Leadership Journals	20
HIT Project Proposal Paper (5 parts)	50
Personal Philosophy of HIT Leadership Paper	15
<b>Total</b>	<b>100%</b>