

## **M.Ed. Course Description**

### **Master of Education (M.Ed.) in Healthcare Leadership**

The M.Ed. in Healthcare Leadership is a 30-credit, asynchronous program designed for emerging leaders in healthcare education and workforce development, with no residency requirement. This program integrates foundational principles of adult learning, curriculum design, and organizational leadership with practical applications in healthcare settings. Through a structured curriculum of core courses, specialized electives, and a capstone project, students develop the skills needed to lead educational initiatives, manage professional development programs, and drive organizational change in healthcare institutions.

Students complete 18 credits of core coursework in adult learning, curriculum design, program evaluation, organizational behavior, leadership communication, and research methods. An additional 6 credits cover professional development and workforce leadership topics. A 6-credit capstone experience, comprising a practicum and final project, provides hands-on opportunities to apply learning to real-world healthcare challenges. The curriculum ensures active engagement with the material and practical skill application.

This program equips you with the knowledge, skills, and practical experience needed to excel in leadership roles within the healthcare sector. It prepares you to drive positive change, improve organizational effectiveness, and advance healthcare education and workforce development. Graduates are prepared for roles such as Graduate Medical Education Director, Continuing Medical Education Director, Healthcare Policy Analyst, or Director of Workforce Development.

#### **Master of Education (M.Ed.). in Healthcare Leadership learning outcomes:**

Graduates of the EdD in Healthcare Leadership will be able to:

- Analyze theories and frameworks of adult learning and curriculum design to develop effective educational programs for healthcare professionals
- Apply strategic planning and program evaluation methodologies to assess and optimize the impact of healthcare education initiatives
- Demonstrate leadership skills to manage educational operations, budgets, and personnel within healthcare organizations
- Integrate principles of organizational behavior, communication, and change management to lead impactful educational projects
- Conduct applied research to identify and address critical workforce development needs in the healthcare industry

#### **Courses:**

##### **\* GSAE 510 - Foundations of Adult Learning I (3 credits)**

This course provides an in-depth examination of adult learning theories and leadership principles tailored to healthcare education and workforce development. Students will critically engage with theoretical frameworks and instructional strategies, exploring how contextual factors shape adult learning in professional healthcare settings. The course covers foundational concepts for effective teaching and learning, analyzes specific learning theories, and investigates the traits and motivations of adult learners. Additionally, it introduces key leadership theories relevant to healthcare, equipping students with the skills to foster effective learning environments and drive positive change within healthcare organizations. This course serves as the foundational entry point for the Masters of Healthcare Leadership program

**\*GSAE 501 - Organizational Behavior in Healthcare (3 credits)**

This course explores the intricate relationships between individual psychology, group dynamics, and systemic factors that influence organizational performance in healthcare settings. Students will examine key leadership theories and change management strategies, focusing on how these concepts can be effectively applied to enhance patient outcomes and foster staff engagement. The course will cover understanding organizational dynamics, implementing change management strategies, and exercising leadership in complex healthcare environments. Through this exploration, students will develop the skills necessary to drive positive change and improve organizational effectiveness in healthcare.

**\*GSAE 502 - Leadership Communication and Advocacy (3 credits)**

This course explores advanced strategies in leadership communication and advocacy within healthcare education and workforce development contexts. Students will examine and develop effective approaches for communicating vision, leading change initiatives, and advocating for educational and organizational priorities in complex healthcare environments. Emphasizing the intersection of leadership communication theory and practical application, the course focuses on how healthcare leaders can influence stakeholders, build collaborative relationships, and drive systemic change. Key areas of study include effective communication strategies, interprofessional communication, and strategic communication for educational leadership. Through this comprehensive approach, students will enhance their ability to navigate and lead within the dynamic landscape of healthcare.

**\* GSAE 503 - Curriculum Design for Healthcare Professionals (3 credits)**

This course delves into comprehensive strategies for the development, implementation, and evaluation of curricula in healthcare education and professional development settings. Tailored for emerging leaders in healthcare education, the course equips professionals with the skills to design innovative, evidence-based educational programs that effectively address the complex training needs of healthcare practitioners. Key components include the development of educational programs specifically for healthcare professionals, the application of instructional design methodologies, and the alignment of curricula with professional competency standards. Through this exploration, students will gain the expertise necessary to enhance educational outcomes in diverse healthcare environments.

**\* GSAE 504 - Educational Program Evaluation and Assessment (3 credits)**

This course offers a comprehensive foundation in educational program evaluation theory and practice specifically within healthcare contexts. Students will explore systematic approaches to assessing the design, implementation, and effectiveness of healthcare education initiatives and workforce development programs. Emphasizing evidence-based evaluation methodologies, the course will cover methods for measuring educational program effectiveness, the development of assessment tools, and the analysis of educational outcomes in healthcare settings. Through practical applications, students will gain the skills necessary to enhance the quality and impact of educational programs in the healthcare field.

**\* GSAE 505 - Applied Research Methods in Healthcare Education (3 credits)**

This course provides healthcare leaders with advanced knowledge and practical skills in applied research methodologies essential for evidence-based decision-making in healthcare education and workforce development. Students will explore both quantitative and qualitative research approaches, emphasizing their application to real-world healthcare challenges. The course will cover evidence-based educational practices and equip students with the skills to conduct and interpret educational research effectively. Through this comprehensive study, participants will enhance their ability to make informed decisions that positively impact healthcare outcomes.

### **GSAE 506 - Professional Development in Healthcare Education (3 credits)**

This course focuses on strategies for continuous professional learning within the healthcare education landscape. Students will explore the design and implementation of ongoing professional development initiatives that foster competency-based growth models. The curriculum will address key considerations for accreditation and certification, ensuring that programs meet industry standards and effectively enhance the skills of healthcare professionals. Through a blend of theoretical insights and practical applications, participants will learn to create sustainable professional development frameworks that support lifelong learning and adapt to the evolving needs of the healthcare sector. By the end of the course, students will be equipped to lead impactful professional development efforts that contribute to improved healthcare outcomes.

### **GSAE 507 - Healthcare Workforce Development and Leadership (3 credits)**

This course focuses on the application of leadership principles to workforce planning and development within healthcare settings. Students will explore strategies to address healthcare workforce challenges by integrating adult learning theories and organizational behavior concepts. Key topics include effective workforce planning, talent management, and the development of initiatives to enhance staff engagement and retention. Through case studies and practical applications, students will learn to design and implement workforce development programs that align with organizational goals and improve patient care outcomes. This course equips future healthcare leaders with the skills to foster a resilient and adaptable workforce capable of meeting the evolving demands of the healthcare industry.

### **GSAE 508 - Capstone I: Healthcare Leadership Practicum (3 Credits)**

Course Description: This course applies cumulative knowledge in a supervised leadership experience. Students will demonstrate mastery of leadership, educational, and organizational concepts in real-world healthcare settings. The practicum involves working closely with a mentor or supervisor in a healthcare organization to apply theoretical knowledge to practical challenges.

Key Components:

- Supervised Experience: Students will engage in a leadership role within a healthcare organization, applying their skills and knowledge.
- Mentorship: Regular meetings with a mentor to discuss progress, challenges, and learning experiences.
- Reflective Practice: Students will maintain a reflective journal documenting their experiences, insights, and growth.
- Evaluation: Performance will be assessed based on predefined criteria, including leadership effectiveness, problem-solving skills, and ability to implement educational strategies.

### **GSAE 509 - Capstone II: Healthcare Leadership Capstone Project (3 Credits)**

Course Description: This culminating experience requires the integration of all program elements. Students will design, implement, and evaluate a significant leadership project addressing a healthcare education challenge. This project should demonstrate the student's ability to apply theoretical knowledge to practical problems and contribute to the improvement of healthcare education.

Key Components:

- Project Proposal: Development of a detailed project proposal outlining objectives, methodology, and expected outcomes.
- Implementation: Execution of the project in a real-world setting, applying leadership and educational strategies.
- Evaluation: Assessment of the project's impact, including data collection and analysis.
- Final Report and Presentation: Comprehensive report and presentation of the project, including findings, challenges, and recommendations.

Prerequisites:

- Completion of all coursework.
- Successful completion of the Healthcare Leadership Practicum.