

Eastern Oregon University Course Syllabus

Number of Course:

HCA 476

Name of Course:

Leadership in Health Services

Credit Hours:

3

Course Description:

Lecture, discussion, demonstrations, case analysis. Introduction to the basic principles of leadership and direction for those who are interested in supervision and management of health programs. In addition, a personal assessment of personality type will be conducted. Discussion will cover how this self-knowledge can help in developing leadership capabilities.

Required Texts or Suggested Materials:

Link to the EOU Bookstore: [Eastern Oregon University Bookstore \(opens in new tab\)](#)

Learning Outcomes:

1. Identify, describe and discuss the theoretical concepts of leadership in health organizations.
2. Analyze and propose solutions for selected organization/management problems and cases in health organizations.
3. Describe, apply and critique selected leadership skills through problem solving, roleplaying and simulations relevant to health organizations.
4. Select, analyze, summarize, critique and report on current events on leadership capabilities.
5. Identify and describe personal leadership orientation, styles and strengths.

Means of Assessment:

Grades are based on the quality and thoroughness of the work presented. Letter grades will be assigned to the products produced and valued as follows:

- Case Studies (10 points each x 2) 20 points (LO 2) o Lead Profile Discussion (10 points x 2) 20 points (LO 3)
- Leader Presentation (20 points written / 10 points oral) 30 points (LO 3) o Quizzes (15 points each x 4) 60 points (LO 1, 4, 5) o Service Learning / Term Paper (25 points) 25 points (LO 2) o Final Examination 25 points LO All)
- Attendance and Participation 20 points

Course Requirements:**1. Case Studies**

- Several case studies have been assigned as part of the formal course requirements.

- The intent of the case studies is to provide the student with an opportunity to critically think about the issues and problems that confront health care leaders.
- The cases will help apply practical situations to the leadership theories learned in class.
- Some of the cases will be done as part of an in-class group exercise. Others will be assigned and need to be read and completed outside of class as an individual responsibility.
- For the latter, discussion questions must be answered in writing. The cases selected will be given out the week prior to being due.
- The student should also be prepared to discuss each of the written cases in class. Only the top two cases will be graded.
- Late submission of case studies will not be accepted.

2. Lead Discussion

- Each week, readings will be assigned.
- Each student will be assigned portions of these readings to lead a discussion in class at some point during the semester.
- The student will not know ahead of time when they are leading the discussion and thus should do the reading ahead of time.
- Points will be assigned as to how well they lead the class in the discussion and were able to demonstrate a good understanding of the person.

3. Leader Presentation

- Each student will prepare a poster (online format) and a paper on a health care leader in their specific Market place.
- The poster and or paper will include a brief description and history of the organization the leader works for, the background and career ascension of the leader selected, and answers to the set of leadership interview questions as designed by the class as a whole.
- The student will also compare the information obtained from the primary research about the leader's practices to the principles learned during the course. A short (5 minute) presentation is to be made by the student describing the leader and his/her organization.

4. Current Events

- Once a week, students will bring in current events in health care to discuss. These can be from magazine, newspapers, journals, websites or a written report on something viewed (T.V., movie, observation in real life, etc...).
- These will be discussed in class and turned in (they will not be returned unless requested in advance).
- No grade will be assigned but they will be used as part of the determination of the points for participation.

5. Examinations

- There will be a series of quizzes and a final examination.
- A variety of testing methods may be used, for example multiple choice, matching, short answers and essays.
- All tests are closed book.
- The quizzes will only cover the material reviewed since the last test.
- Only the top four quizzes will be counted towards the final grade.
- Quizzes will not be offered except in class on the day scheduled.

- The final examination will cover the whole term's course work and be related to the leadership theories and practices reviewed in class, including personal assessments.

6. Service Learning / Term Paper

- Students can choose between completing a term paper on health care leadership or completing a service-learning component to the course.
- For service learning, a minimum of 20 hours of volunteer work, plus certain forms filled out, will be required to receive the maximum number of points.
- The service learning must be working with the disabled population so as to gain a new/renewed appreciation of their situation.
- This can be in a variety of settings. The location and duties assigned must be approved before starting the assignment.
- A reflection journal is a requirement if this choice is taken. Discussion based on activities written in the journal will be shared in class so as to assure the course content is interwoven in the service learning experience.
- For the term paper, the topic must be preapproved by the instructor on an issue pertinent to health care leadership. It must be researched based and have an outline submitted for review prior to completing the paper.
- The paper should be with 12 to 16 doublespaced, 12 font pages. Proper grammar, spelling and referencing are considered important and will be reflected in the final grade.
- Time extensions for submission of the paper will not be granted. The paper must include the following elements:
 - Title Page
 - Table of Contents (number your pages)
 - Body of Paper
 - Introduction
 - Review of Literature
 - Analysis
 - Conclusions
 - Bibliography
 - Appendices (if needed)

7. Simulation Exercise

- A simulation exercise will be conducted.
- This is an opportunity to apply some of the principles learned in class to a hypothetical health care situation.
- Even though there is no direct grade for this class assignment, the participation portion of the grade could be influenced, in part, by observing particular students' active learning process.

Brief Outline of Course:

Students are expected to read all assignments prior to each CANVAS assignment, actively participate in class discussion/exercises/self assessment and complete all tasks assigned. It is also expected that the student will become familiar with the current trends in the management process of leadership by actively monitoring relevant activities outside of class.

General Education Category and Outcomes:

NA

University Writing Requirement Outcomes:

NA

Writing Center Statement:

The EOU Writing Center provides a place — physical or virtual — where every EOU student can find an interested, responsive reader. Writing tutorials are free of charge for EOU undergraduate and graduate students and are available for writing at any course level and for writing resumes, job letters, and graduate applications. For drop-in hours or to schedule in-person, synchronous online, or asynchronous online tutoring, please visit the EOU Writing Center: [Writing Center – Eastern Oregon University \(opens in new tab\)](#).

Classroom Decorum:

NA

Academic Misconduct Policy:

Eastern Oregon University places a high value upon the integrity of its student scholars. Any student found responsible for an act of academic misconduct (including but not limited to cheating, unauthorized collaboration, fabrication, facilitation, plagiarism or tampering) may be subject to having his or her grade reduced in the course in question, being placed on probation or suspended from the University, or a combination of these.

Accommodations/Students with Disabilities Policy:

Any student who feels they may need accommodation for any type of disability must contact the Disability Services Office in Loso Hall, Room 233. Phone: 541-962-3081.

Disclaimer:

This standard syllabus provides only general information on the course. For those enrolled in the course a detailed syllabus will be provided by the Instructor at the beginning of the term. Please keep in mind that not all courses are offered every year.

Syllabus Prepared By:

Dan Mielke

Date:

1/23/2019