

New Course Request

Indiana University

IUPUI

Campus

Check Appropriate Boxes: Undergraduate credit Graduate credit Professional credit

1. School/Division Nursing 2. Academic Subject Code Nurs
3. Course Number D744 (must be cleared with University Enrollment Services) 4. Instructor TBD
5. Course Title Strategic Resource Management in Nursing & Health Systems

Recommended Abbreviation (Optional) _____
(Limited to 32 Characters including spaces)

6. First time this course is to be offered (Semester/Year): Summer 2011

7. Credit Hours: Fixed at 3 or Variable from _____ to _____

8. Is this course to be graded S-F (only)? Yes _____ No X

9. Is variable title approval being requested? Yes _____ No X

10. Course description (not to exceed 50 words) for Bulletin publication: This course is about the design and execution of strategies to manage human and financial resources within complex health systems. The course has two central themes: (1) How to think systematically and strategically about managing an organization's human financial assets, and (2) How to implement these strategies to achieve the organization's objectives.

11. Lecture Contact Hours: Fixed at Distance 3 or Variable from _____ to _____

12. Non-Lecture Contact Hours: Fixed at _____ or Variable from _____ to _____

13. Estimated enrollment: 20 of which 100 percent are expected to be graduate students.

14. Frequency of scheduling: Yearly Will this course be required for majors? yes

15. Justification for new course: No current up to date course offering for strategic resource management in the midst of change in complex systems

16. Are the necessary reading materials currently available in the appropriate library? Yes

17. Please append a complete outline of the proposed course, and indicate instructor (if known), textbooks, and other materials. attached

18. If this course overlaps with existing courses, please explain with which courses it overlaps and whether this overlap is necessary, desirable, or unimportant. none

19. A copy of every new course proposal must be submitted to departments, schools, or divisions in which there may be overlap of the new course with existing courses or areas of strong concern, with instructions that they send comments directly to the originating Curriculum Committee. Please append a list of departments, schools, or divisions thus consulted.

Submitted by: [Signature] Date 2/19/09
Department Chairman/Division Director

Approved by: [Signature] Date 2/19/09
Dean

Date _____
Dean of Graduate School (when required)

Date _____
Chancellor/Vice-President

Date _____
University Enrollment Services

After School/Division approval, forward the last copy (without attachments) to University Enrollment Services for initial processing, and the remaining four copies and attachments to the Campus Chancellor or Vice-President.

NURS D744: Strategic Resource Management

in Nursing and Health Systems

[Course Information](#) | [Faculty](#) | [Course Description](#) | [Course Competencies](#) | [Course Topical Outline](#) | [Texts / Readings](#) | [Teaching Strategies](#) | [Evaluation](#)

Course Information:

- 3 credit hour course
- Placement in curriculum: Post masters and admission to DNP
- Co-requisites: D749 DNP Practicum (1 credit)

Faculty: TBA

Course Description:

This course is about the design and execution of strategies to manage human and financial resources within complex health systems. The course has two central themes: (1) How to think systematically and strategically about managing an organization's human and financial assets, and (2) How to implement these strategies to achieve the organization's objectives.

Course Competencies:

1. Incorporate principles of human and financial resource management for planning and implementation of change within complex health systems.
2. Recognize the competitive and strategic advantage associated with effective human resource practices.
3. Examine key human resource levers to enhance the value of people in organizations.
4. Apply basic principles of accounting & budgeting for health care entities.
5. Evaluate decision making and strategy development using financial analysis.
6. Synthesize key financial and human resource management concepts and apply to various case studies throughout the course.

Course Topical Outline:

1. Complexities influencing alignment between human and financial resource management
 - A. Strategic importance of the balance between human and financial resource management
 - B. External influences impacting alignment
 - C. Internal influences impacting alignment
2. Human Resource Management
 - A. Role of nurse executive in human resource management
 - B. Levers that influence human resources
 - C. Translating levers to practice
3. Financial Management
 - A. Accounting framework
 - B. Developing a budget strategy
 - C. Using financial metrics to improve decision making
4. Concept integration and application of learning to case studies

Texts | Readings:

Dunham-Taylor, J., Pinczuk, J. (Eds). (2006) *Healthcare Financial Management for Nurse Managers*. Jones & Bartlett Publishers, Sudbury, MA.

Collins, J. (2001). *Good to Great in the Social Sector*. Harper Collins, New York, NY.

Huber, D. L., (2006). *Leadership and Nursing Care Management, 3rd Ed*. Saunders-Elsevier, Philadelphia, PA.

Other readings to be added.

Teaching Strategies:

Problem-based learning

Case studies

Reflective learning assignments based on required/supplemental readings

Online discussion forums

Class discussion

Evaluation and Grading:

There are several evaluation methods for this course. The course grade will be calculated based on the school of nursing grading scale:

1. Class participation 30 percent
2. Reading assignments and reflective exercises posted on online forum 30 percent
3. Case study (group assignment) 40 percent

Letter grades are calculated based on the School of Nursing Grading Scale below. Attainment of an average of B- is required to successfully pass the course.

A+ 97 - 100 B + 87 - 89 C+ 77 - 79 D+ 67 - 69 F Below 60

A 93 - 96 B 83 - 86 C 73 - 76 D 63 - 66

A- 90 - 92 B- 80 - 82 C- 70 - 72 D- 60 - 62

Academic Integrity:

This course complies with Indiana University School of Nursing policies and standards, and those delineated in the *IU Code of Student Rights, Responsibilities, and Conduct*: <http://www.dsa.indiana.edu/Code/> and http://www.dsa.indiana.edu/Code/Part_2acad.html.

Americans with Disabilities Act:

If you need any special accommodations due to a disability, please contact Adaptive Educational Services at (317)-274-3241. The office is located in CA 001E.