Please complete this form and attach a copy of the syllabus for new courses. Forward it as an email attachment to the Secretary of the Graduate Council. A printed copy of the form with signatures should be brought to the Graduate Council Meeting. Complete the Coordinator Form on page 2, if changes in this course will affect other units.

Please indicate:  ____X_ NEW  ____ MODIFY  ____ DELETE

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<tr>
<th>Local Unit</th>
<th>Graduate Council Approval Date:</th>
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Course Abbreviation:  NURS/HSCI 621  

Full Course Title: Management of Health Service Organizations


Credit hours: 3  

Program of Record: Health Science

Repeatable for Credit?  ___ D=Yes, not within same term  ___ T=Yes, within the same term  _X_ N=Cannot be repeated for credit

Activity Code (please indicate):  _X__ Lecture (LEC) ___ Lab (LAB) ___ Recitation (RCT) ___ Studio (STU) ___ Internship (INT) ___ Independent Study (IND) ___ Seminar (SEM)

Catalog Credit Format  3 : 3 : 0  

Course Level:  GF(500-600) _X__ GA(700+) ____

Maximum Enrollment: 20  

For NEW courses, first term to be offered: Fall 2005

Prerequisites or corequisites:

Catalog Description (35 words or less)  Please use catalog format and attach a copy of the syllabus for new courses.: An introductory course in the application of organizational and management theory, relating to the management of health service organizations. Emphasis is placed on leadership and trends in organizational structure that affect performance effectiveness, quality and inter-organizational relations, and the values and principles of health management as a profession.

For MODIFIED or DELETED courses as appropriate:

Last term offered:  
Previous Course Abbreviation:  
Previous number:  

Description of modification:

APPROVAL SIGNATURES:
Submitted by:  
email:
GEORGE MASON UNIVERSITY  
Course Coordination Form

**Approval from other units:**

Please list those units outside of your own who may be affected by this new, modified, or deleted course. Each of these units must approve this change prior to its being submitted to the Graduate Council for approval.

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<th>Unit:</th>
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Graduate Council approval: ___________________ Date: _________
Graduate Council representative: ___________________ Date: _________
Provost Office representative: ___________________ Date: _________
Prerequisites:
Admission to graduate Health Science/Nursing program or permission of instructor

Course Description:
An introductory course in the application of organizational and management theory, relating to the management of health service organizations. Emphasis is placed on leadership and trends in organizational structure that affect performance effectiveness, quality and inter-organizational relations, and the values and principles of health management as a profession. Explores the challenges of managing health professionals’ decision-making, power gradients, change and other issues that affect the function and performance of health service organizations. Introduces strategies utilized by learning organizations.

Course Objectives:
Upon completion of the course, participants will be able to:
1. Analyze the role of health services management and differentiate health service organizations by mission, values, constituencies, scope of activity, organizational structure, inter-organizational dependencies, market issues and future direction;
2. Utilize ethical principles in analyzing moral dilemmas, managerial decisions and actions in the health service organization;
3. Identify the characteristics and challenges in managing professionally dominated service organizations.
4. Explore the differences and challenges that managers and clinical decision-makers confront in setting priorities and allocating resources in health service organizations;
5. Synthesize knowledge about inter-professional roles, culture, power gradients, communication differences to manage institutional and role conflict in health service organizations;
6. Analyze the relationship between structure, design and organizational performance in health service organizations, especially in quality management, organizational learning, managerial accountability and administrative ethics;
7. Examine the impact of healthcare service organizations on the health of constituent populations within a community system;
8. Explore the relationship between economic conditions, community health and resource management in managing health service organizations performance and outcomes;
9. Analyze leadership strategies and research findings that are useful to optimize organizational learning and the management and motivation of interdisciplinary teams in health service organizations.