

February 3, 2011

Vice Chancellor Beth Rushing  
University of Washington, Tacoma  
Box 358430

Dear Beth:

Based upon the recommendations of the Faculty Council on Academic Policy, the Faculty Assembly has recommended approval of the revised admission and program requirements for the Bachelor of Arts degree in Healthcare Leadership. A copy of the proposal is attached.

I am writing to inform you that the Nursing program is authorized to specify these requirements beginning summer quarter 2011 and thereafter.

The new requirements should be incorporated in printed statements and in individual department websites as soon as possible. The *General Catalog* website will be updated accordingly by the Registrar's Office.

Sincerely yours,



Phyllis M. Wise  
Interim President

Enclosure

cc: Dr. Sharon Gavin Fought (with enclosure)  
Ms. Nan West (with enclosure)  
Mr. Robert Corbett (with enclosure)  
Dr. Deborah H. Wiegand (with enclosure)  
Ms. Virjean Edwards (with enclosure THLEAD-20110105)



UNIVERSITY OF WASHINGTON

# CREATING AND CHANGING UNDERGRADUATE ACADEMIC PROGRAMS

FEB 01 2011

OFFICE USE ONLY  
Control #:  
THLEAD-2011 0165

After college/school/campus review, send a signed original and 8 copies to the Curriculum Office/FCAS, Box 355850.  
For information about when and how to use this form: <http://depts.washington.edu/uwcr/1503instructions.pdf>

<b>College/Campus</b> Tacoma	<b>Department/Unit</b> Tacoma Nursing	<b>Date</b> 1/5/11
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### New Programs

- Leading to a Bachelor of \_\_\_\_\_ in \_\_\_\_\_ degree.
- Leading to a Bachelor of \_\_\_\_\_ degree with a major in \_\_\_\_\_.
- Leading to a \_\_\_\_\_ Option within the existing major in \_\_\_\_\_.
- Leading to a minor in \_\_\_\_\_.

### Changes to Existing Programs

- New Admission Requirements for the Major in \_\_\_\_\_ within the Bachelor of \_\_\_\_\_.
- Revised Admission Requirements for the Major in \_\_\_\_\_ within the Bachelor of \_\_\_\_\_.
- Revised Program Requirements for the Major in Healthcare Leadership within the Bachelor of Arts.
- Revised Requirements for the Option in \_\_\_\_\_ within the major in \_\_\_\_\_.
- Revised Requirements for the Minor in \_\_\_\_\_.

### Other Changes

- Change name of program from \_\_\_\_\_ to \_\_\_\_\_.
- New or Revised Continuation Policy for \_\_\_\_\_.
- Eliminate program in \_\_\_\_\_.

Proposed Effective Date: **Quarter:**  Autumn  Winter  Spring  Summer **Year: 20 11**

Contact Person: Sharon Fought	Phone: 2-4470	Email: <a href="mailto:sgfought@u.washington.edu">sgfought@u.washington.edu</a>	Box: 358421
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### EXPLANATION OF AND RATIONALE FOR PROPOSED CHANGE

For new program, please include any relevant supporting documentation such as student learning outcomes, projected enrollments, letters of support and departmental handouts. (Use additional pages if necessary).

Due to assessment of the first class of students in the BA in Healthcare Leadership degree, it became evident that the students needed a course that would enhance their critical thinking and scholarly writing skills. We want to add THLEAD 450 Initial Connect Learning (1 credit) as a requirement to the BA in Healthcare Leadership Degree.

To keep the graduation requirements at the same # of credits, we propose reducing THLEAD 480 Healthcare Leadership Fieldwork from 5 credits to 4 credits (7 hours of fieldwork with 2 hours of class time/week).

Two other housekeeping issues:

1. The original 1503 did not contain admission requirements of 2.0 minimum grade in all prerequisites: English comp, statistics and human biology OR anatomy and physiology OR equivalent course. We are adding that requirement.
2. Also, a 2.0 minimum grade is required in all required courses for the Healthcare Leadership degree.

### OTHER DEPARTMENTS AFFECTED

List all departments/units/ or co-accredited programs affected by your new program or changes to your existing program and acquire the signature of the chair/director of each department/unit listed. Attach additional page(s) if necessary. \*See online instructions.

Department/Unit:	Chair/Program Director:	Date:
Department/Unit:	Chair/Program Director:	Date:



**CATALOG COPY**

Catalog Copy as currently written. Include only sections/paragraphs that would be changed if your request is approved. Please cross out or otherwise highlight any deletions.

[Change in number of credits]

THLEAD 480 Healthcare Leadership Fieldwork (5) change to (4)

[Change in Admission Requirements] attached

[Change in Satisfactory Progress] attached

**PROPOSED CATALOG COPY**

Reflecting requested changes (Include exact wording as you wish it to be shown in the printed catalog. Please underline or otherwise highlight any additions. If needed, attach a separate, expanded version of the changes that might appear in department publications).  
**Please note:** all copy will be edited to reflect uniform style in the General Catalog.

[New course addition to degree requirements]

THLEAD 450 Initial Connected Learning (1)

Assists students with transition into the student role with portfolio development. Provides opportunity for students to participate in a learning community. Emphasizes problem solving for purposes of synthesizing, integrating, and deepening understanding about material students are learning in current course. Addresses mechanics of upper division academic standards. Offered: jointly with T NURS 450.

**APPROVALS**

Chair/Program Director:	<i>Sharon Gavin Foyt</i>	Date: 1/5/11
College/School/Campus Curriculum Committee:	<i>see attached email Jose Rio's</i>	Date: 1/28/11
Dean/Vice Chancellor:	<i>Beth Rushung/sat</i>	Date: 1.31.11
Faculty Council on Academic Standards/ General Faculty Organization/Faculty Assembly Chair:		Date:
<b>POST TRI-CAMPUS APPROVAL (when needed)</b>		
Faculty Council on Academic Standards/ General Faculty Organization/Faculty Assembly Chair:		Date:

**Noreen Slease**

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**From:** "Jose Rios" <jrios@u.washington.edu>  
**To:** "Noreen Slease" <nsleas@u.washington.edu>  
**Sent:** Friday, January 28, 2011 3:54 PM  
**Subject:** Re: Janaury 2011 CC Files Ready for Review

Hola,

I'm home sick. Feel free to sign for me and forward them. I have reviewed all revised applications. Sorry but my hands are tied.

Thanks!

Jose

Jose M. Rios, Ph.D.  
Associate Professor  
Education Program

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On Thu, 27 Jan 2011, Noreen Slease wrote:

> Hi Jose,  
>  
> With the exception of the PDF file for 1503 attachments HC Lead, all of the  
> other applications have been approved by Beth Rushing.  
>  
> Can you please sign and date the PDF file and then forward to Beth for her  
> signature?  
>  
> Thanks,  
> Noreen Slease  
> Chancellor's Office  
> University of Washington Tacoma  
> 1900 Commerce Street  
> Tacoma, WA 98402  
> Office: 253-692-4642  
> Fax: 253-692-5643  
> ----- Original Message ----- From: "Jose Rios" <jrios@u.washington.edu>  
> To: "Beth Rushing" <brushing@uw.edu>  
> Cc: "Noreen Slease" <nsleas@u.washington.edu>  
> Sent: Wednesday, January 26, 2011 2:18 PM



# Healthcare Leadership

The University of Washington Tacoma's bachelor of arts degree with a major in Healthcare Leadership provides opportunities for students interested in leadership positions across a spectrum of healthcare settings. The program is designed to utilize an interdisciplinary approach that prepares students for careers in leadership positions across a spectrum of healthcare settings. This degree will prepare students in South Puget Sound with the critical thinking processes and experiential learning necessary to become leaders in organizations ranging from healthcare systems to government agencies.

## Philosophy of Undergraduate Education

The Healthcare Leadership faculty believe that the purpose of university-based undergraduate education is to prepare healthcare professionals whose practice is informed by theory and research. Preparation for various roles requires knowledge of the arts, sciences and humanities, together with content and processes specific to leadership. An interdisciplinary emphasis engages students in a broad range of ideas and knowledge.

The members of the faculty believe that their teaching styles need to take into account the diverse nature of how students learn. We are a community of learners and scholars—a community that is created in collaboration with students.

## Program Overview

The bachelor of arts with a major in Healthcare Leadership curriculum focuses on critical thinking and analysis, communication, and diversity. The baccalaureate degree enables individuals to assume leadership roles in a range of positions. Graduates collaborate with interdisciplinary teams in complex organizational systems to improve health care access, cost, and quality.

Students in the BA in healthcare leadership program include those who have completed a minimum of 60 credits; students may have

a career interest or work experience in a healthcare or related setting. Courses are scheduled to enable students to continue employment while enrolled in the program.

## What Makes the Program Unique?

- Offers courses designed to apply content to healthcare leadership
- Works for both part-time and full-time students
- Provides opportunities to explore interests and be creative

In addition to the major, opportunities exist to obtain a minor or a certificate in other disciplines (see page 117).

Students have community partnership opportunities culminating in a four-credit fieldwork experience in which the students participate in real-world learning experiences in a healthcare organization in the community. These learning opportunities serve as a bridge to future employment opportunities for the students.

## Program Goals

- Use multiple communication strategies that enhance positive human relationships considering both clients/customers and work force personnel.
- Demonstrate the ability to integrate both theoretical and experiential knowledge relevant to leadership in the healthcare environment.
- Integrate ethical behaviors into leadership practice.
- Demonstrate knowledge of the healthcare environment that includes awareness of cost, access, and quality challenges and the ability to generate solutions to these challenges.
- Demonstrate basic budgeting, outcome measurement, and informatics abilities.

To support and document progress toward accomplishing these goals, each graduating student is required to submit a portfolio of work completed during the student's residence at UW Tacoma.

## CONTACT INFORMATION

Phone: 253-692-4470

Fax: 253-692-4424

Office: Cherry Parkes 326

Campus box: 358421

Website:

[tacoma.washington.edu/hcl](http://tacoma.washington.edu/hcl)

Director:

**Sharon Gavin Fought**

Administrator:

**Nan West**

Adviser:

**Dannah Madden**

## Admission Requirements

Applicants to the program must meet the following requirements:

- Cumulative GPA of at least 2.5 for all college course work
- Five credits of English composition with a minimum grade of 2.0 on a 4.0 scale
- Minimum 60 quarter credits completed
- Currently licensed Washington State healthcare providers must provide proof of unrestricted license status (*does not apply to non-licensed applicants*)
- Minimum grade of 2.0 in each of the following prerequisite courses prior to graduation from the HCL program:
  - Introductory statistics
  - Human biology OR anatomy and physiology OR equivalent course (contact program regarding alternative courses)



## Application Process

Applications that meet the priority application deadline are assured a review for admission. Subsequent reviews are completed on a space-available basis.

Admission is based on academic background and potential to succeed in the program.

A completed application packet consists of the following materials:

- Current UW Tacoma students must complete a declare/change of major form. Transfer students must submit the application for transfer admission and pay the application fee.
- Résumé
- Personal statement addressing reasons for pursuing a degree in healthcare leadership and desired educational outcomes.

## Satisfactory Progress

Students are required to maintain satisfactory progress in their pursuit of the BA degree with a major in Healthcare Leadership, defined as achieving a minimum grade of 2.0 in all healthcare leadership, healthcare leadership-related and required courses. Students must also achieve a 2.0 grade in any repeated course. Currently licensed Washington state healthcare providers must provide proof of unrestricted license status (does not apply to non-licensed applicants) before enrolling in any clinical course.

Students must meet all of the Essential Behaviors for Admission, Continuation and Graduation.

## Graduation Requirements

The Healthcare Leadership curriculum requires 90 upper-division credits to earn the bachelor of arts degree as outlined below.

### 55 credits of core courses

THLEAD 350	Critical Analysis and Writing to Improve Decision Making (3 credits)
THLEAD 360	Healthcare Leadership Strategies (5)
THLEAD 380	Healthcare Budgetary Analysis and Financial Decision Making (5)
THLEAD 403	Introduction to Research in Healthcare (3)
THLEAD 407	Diversity: Issues of Exclusion and Inclusion (3)
THLEAD 410	Ethical Issues in Clinical Practice (3)

\*Additional immunization and criminal history documentation may be required before enrolling in these courses.

THLEAD 420	Healthcare Accreditation and Legal Issues (5)
THLEAD 430	Interpersonal Relationships in Healthcare (3)
THLEAD 450	Initial Connected Learning (1)
THLEAD 480	Healthcare Leadership Fieldwork* (4)
T HLTH 310	Health, Illness and Society (5)
T HLTH 320	Promoting Health Through Social Marketing (5)
T HLTH 440	The Business of Healthcare (5)
T INST 311	Database Management and Data Analysis (5)

### 20 credits of health electives or minor courses

Students must complete 20 credits of T HLTH elective courses or courses in their selected minor.

### 15 credits of upper-division electives

Students must complete an additional 15 credits of upper-division elective courses.

## Course Descriptions

For the most current course information, please consult the Healthcare Leadership website at [www.tacoma.washington.edu/hcl](http://www.tacoma.washington.edu/hcl).

### THLEAD 350 Critical Analysis and Writing to Improve Decision Making

3 credits

Focuses on critical thinking and writing relevant to learning and practice in nursing and healthcare. Includes self-assessment, collaborative learning, problem solving approaches, and clinical decision making. Applies critical analysis to health-related issues. Offered jointly with T NURS 350.

### THLEAD 360 Healthcare Leadership Strategies

5 credits

Emphasizes essential healthcare leadership competencies by focusing on communication, collaboration, change mastery, and conflict resolution. Provides essential theoretical leadership foundation and review evidence for specific leadership style. Provides opportunity to discover one's own leadership abilities with respect to each of the discussed competencies. [I]

### THLEAD 380 Healthcare Budgetary Analysis and Financial Decision Making

5 credits

Focuses on budgets commonly encountered in healthcare including operating and capital budgets. Provides methods to analyze financial status including productivity measures, variance analysis, break-even analysis, and evaluation of financial documents as well as introduction to cost effectiveness and cost/benefit analysis strategies. Examines insurance as a revenue source in healthcare budgets. [Q]

### THLEAD 403 Introduction to Research in Nursing and Healthcare

3 credits / Required background:

introduction to statistics; prerequisite:

THLEAD 350

Describes the systematic steps of the research process. Introduces approaches, frameworks, and concepts used in investigating healthcare and nursing problems. Emphasizes integration of research findings to establish evidence-based healthcare and nursing practice. Offered jointly with T NURS 403. [Q]

### THLEAD 407 Diversity: Issues of Exclusion and Inclusion

3 credits

Examines the ways that difference is defined, used, and experienced in society. Analyzes the intersections of multiple forms of oppression. Attention given to the ideological and institutional manifestations of oppression in U.S. society. Diversity taught as a social context for healthcare and nursing practice. Offered jointly with T NURS 407. [I][V]

### THLEAD 410 Ethical Issues in Clinical Practice

3 credits

Identifies ethical issues relevant to healthcare and the profession of nursing. Uses multiple ethical perspectives to identify, describe, and analyze selected ethical dilemmas relevant to professional practice, the delivery of health care, and the health of individuals and populations. Offered jointly with T NURS 410. [I]

### THLEAD 420 Healthcare Accreditation and Legal Issues

5 credits

Examines critical accreditation and legal issues commonly occurring in healthcare organizations. Focuses on specific accreditation processes and quality issues. Examines patient privacy, access and consent requirements, security requirements, safety challenges, organizational legal issues, and personnel legal issues. [I]

## About Fulfilling Admission Requirements

Students may fulfill requirements in the Areas of Knowledge and Quantitative/Symbolic Reasoning through courses offered at UW Tacoma. Courses that fulfill these requirements are indicated with bold letters at the end of the course description: [V] Visual, Literary and Performing Arts (Fine Arts and Humanities); [I] Individuals and Societies (Social Sciences); [N] The Natural World (Natural Sciences); [Q] Quantitative/Symbolic Reasoning; and [W] Writing.

approved:  
Beth Rushung/sdf  
1.28.11