Ed.D. Healthcare Leadership Course Descriptions

GSAE 600- Foundations of Adult Learning (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 Doctor of Healthcare Leadership program.

GSAE 601 - 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 602 - 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 603 - 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 604 - 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 605 - 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 606 - Communication in Educational Research (3 credits)
Students will develop advanced communication skills necessary for conducting and presenting educational research. This course covers writing research proposals, presenting findings, and effectively communicating research outcomes to diverse audiences.

GSAE 607 - Grant Writing and Fundraising for Educational Programs (3 credits)
This course provides healthcare education professionals with comprehensive skills in developing compelling and competitive grant proposals. Students will learn the essential techniques of identifying funding opportunities, crafting persuasive narratives, and designing research-driven grant applications specific to healthcare education and workforce development initiatives.

GSAE 608 - Leading Change in Healthcare Education (4 credits)
This advanced course equips healthcare education professionals with strategic leadership skills to drive meaningful organizational transformation. Students will explore complex change management theories, innovative leadership approaches, and practical strategies for implementing systemic improvements in healthcare educational settings. Through critical analysis of contemporary healthcare challenges, participants will develop the competencies needed to lead cultural shifts, redesign educational programs, and navigate the intricate dynamics of institutional change. The course emphasizes adaptive leadership, emotional intelligence, stakeholder engagement, and evidence-based change management techniques that enable leaders to effectively respond to evolving healthcare education landscapes.

GSAE 609 - Leadership Theory in Action for Healthcare Educators (4 credits)
This dynamic course bridges theoretical leadership frameworks with practical application in healthcare education. Students will critically examine contemporary and classic leadership theories, exploring how these conceptual models translate into effective leadership practices within complex healthcare environments. Through an interactive and reflective approach, participants will develop a sophisticated understanding of leadership principles, examining how different theoretical perspectives inform decision-making, team dynamics, and organizational culture in healthcare education.

GSAE 610 - Leadership Essentials for Healthcare Leaders (4 credits)
This course focuses on essential leadership skills, including decision-making, team dynamics, and conflict resolution. It also covers mentoring techniques to support the development of future healthcare leaders. Placement: This course can be added as a standalone course, building on foundational leadership theories and practices.

GSAE 611 - Instructional Design and Models for Healthcare Education (4 credits)
This course develops comprehensive skills in designing effective instructional materials and programs for healthcare education. It covers instructional theories, design models, and the use of technology in education. Additionally, it incorporates principles and practices tailored to developing instructional strategies for both learners and leaders in healthcare settings. Students will explore how to apply these strategies to enhance learning outcomes and leadership skills among healthcare professionals.

GSAE 612 - Educational Theory, Policy, and Reform (4 credits)
This course explores foundational and contemporary theories of education and examines their application in healthcare settings. Students will analyze various educational practices and their impact on learning outcomes, preparing them to implement effective teaching strategies in healthcare education. Additionally, the course delves into educational policy and reform, exploring how policies are developed, implemented, and reformed to improve educational systems. Students will critically examine the relationship between educational theories and policymaking, and how these elements drive systemic change in healthcare education.

GSAE 613 - Fiscal Management for Educational Growth and Change (4 credits)
Students will explore financial management principles and practices relevant to educational institutions. This course covers budgeting, financial planning, and resource allocation, equipping students with the skills to manage financial aspects of educational programs and initiatives.

GSAE 614 - Advanced Program Tracking and Evaluation (4 credits)
This course provides an in-depth exploration of advanced strategies for program tracking and evaluation within healthcare education. Students will engage in a deeper dive into longitudinal program assessment, utilizing advanced data analysis techniques to measure the effectiveness of educational interventions. The curriculum emphasizes continuous improvement methodologies, equipping participants with the tools to assess and enhance program outcomes systematically. By focusing on impact measurement, students will learn to evaluate how educational initiatives influence healthcare practices and patient outcomes. Through practical applications and case studies, this course prepares students to implement robust evaluation frameworks that drive meaningful change in healthcare education.

GSAE 615 - Pre-Research 1: Research Proposal Development in Healthcare Leadership (3 credits)
This course guides students through the process of developing a comprehensive research proposal for their dissertation or capstone project. Students will refine their research questions, conduct an extensive literature review, and design a detailed research plan. Emphasis is placed on aligning research objectives with organizational goals and ensuring methodological rigor. By the end of the course, students will have a well-developed research proposal ready for implementation.

GSAE 616 - Pre-Research 2: Advanced Research Design and Implementation (3 credits)
This advanced course focuses on the practical aspects of designing and implementing research studies in healthcare leadership. Students will learn advanced techniques for data collection, analysis, and interpretation, with a focus on ensuring the validity and reliability of their research. The course also covers project management skills essential for successfully conducting and completing a dissertation or capstone project. By the end of the course, students will be fully prepared to embark on their research projects with confidence.

Choose One:

GSAE 617 - Capstone Project in Healthcare Leadership (2 credits)
This course provides students with the opportunity to apply their knowledge and skills to a real-world project in healthcare leadership. Students will identify a specific issue or challenge within a healthcare organization and develop a comprehensive project to address it. The capstone project involves the creation, implementation, and evaluation of a solution, which could include developing a new program, creating an educational product, or implementing a strategic initiative. Throughout the course, students will work closely with faculty advisors and industry mentors to ensure their projects are practical, impactful, and aligned with organizational goals. The course culminates in a formal presentation and defense of the project, demonstrating the student's ability to lead and innovate in healthcare education.

GSAE 618 - Dissertation in Healthcare Leadership (2 credits)
This course is designed for students to conduct original research that contributes to the field of healthcare leadership and education. Students will identify a research question or problem, conduct a thorough literature review, and design a research study to address the issue. The dissertation process includes data collection, analysis, and interpretation, with a focus on applying research findings to solve organization-specific problems. Students

will work under the guidance of a dissertation committee, receiving feedback and support throughout the research process. The course culminates in the writing and defense of a dissertation, demonstrating the student's ability to conduct rigorous research and contribute new knowledge to the field of healthcare leadership