

# Health Systems Leadership Certificate

The Health Systems Leadership Certificate (14 credit hours) program prepares health professionals with skills in financial management, human resource management, performance improvement, systems thinking, strategic management, relational leadership, and personal and professional accountability.

Students may complete the Health Systems Leadership Certificate as a licensed professional with a health-related degree, as a post-graduate certificate, or concurrently with a graduate program in nursing or other health-related discipline. *All courses are online.*

**Approved as a Stackable Program:** To encourage career and academic progression, students who have completed the Health Systems Leadership Certificate may apply the five certificate courses (NRSG 880, NRSG 881, NRSG 883, NRSG 885, NRSG 891) towards degree requirements for the Master of Science in Nursing or Doctor of Nursing Practice, Organizational Leadership specialty area.

Application for the Health Systems Leadership Graduate Certificate is an online process. Detailed instructions on how to apply are posted on the School of Nursing website (<http://nursing.kumc.edu/academics/certificate-programs/how-to-apply.html>). Application deadlines: June 1 for Fall semester; April 1 for Summer semester; November 1 for Spring semester.

## ADMISSION REQUIREMENTS:

- Baccalaureate degree or higher in nursing or other health related discipline.
- Minimum cumulative undergraduate grade point average (GPA) of 3.0 on a 4.0 scale
- Potential to provide expert service and leadership in functional area
- Satisfactory criminal background check (completed once an offer of admission has been extended to applicant)

**English Language Requirements:** All applicants for study at the University of Kansas Medical Center (KUMC) whose native language is not English must demonstrate an established level of English language proficiency through either the TOEFL (Test of English as a Foreign Language) or the academic format of the EILTS (International English Language Testing System). The test must have been taken within two years of the first semester of enrollment.

Applicants will be assessed based on these requirements. After an applicant has been admitted, a program may defer an applicant's admission for one year after which time the applicant must submit a new application.

See also Admissions (<https://catalog.ku.edu/graduate-studies/kumc/#admissiontext>) in the Graduate Studies section of the online catalog.

## CERTIFICATE REQUIREMENTS:

- Certificate requirements are typically completed within one to two years of admission to the program although a maximum of four years is allowed
- Cumulative grade-point average (GPA) of at least 3.0 for all graduate certificate coursework

- Enrollment in a minimum of one credit hour during the semester program is completed
- Graduate certificates may not be granted retroactively
- Successful completion of the following courses:

Code	Title	Hours
NRSG 880	Organizational Foundations for Leading Change (Fall and Spring)	3
NRSG 881	Applied Budgeting and Finance (Spring)	3
NRSG 883	Complexity Science Approaches to Improve Organizational Effectiveness (Summer)	3
NRSG 885	Evaluation and Analysis for Healthcare Effectiveness (Spring)	2
NRSG 891	Human Resources and Workforce Development (Fall)	3

## TECHNICAL STANDARDS FOR ADMISSION

University of Kansas School of Nursing

### I. Introduction

All individuals admitted to the University of Kansas School of Nursing will be asked to verify that they can meet the following Technical Standards, with or without accommodation(s). In courses or programs without clinical components, or involving no direct client care, the Technical Standards may be modified by the Student Admission and Progression Committee (SAPC). After acceptance, but before admission to the School of Nursing, students in all programs must be able to document current certification/evidence of completion of a course in cardiopulmonary resuscitation for healthcare providers. This requires being able to successfully complete both the written and practical test for certification. In addition, with or without accommodation, the following abilities and expectations must be met by all students, undergraduate and graduate, admitted to the School of Nursing.

### II. Standards

**A. Observation/Sensory-motor:** Applicants must be able to observe demonstrations and learn from experiences in the basic sciences, including but not limited to, physiology and pharmacology, microbiology and pathophysiology laboratory situations. Applicants must be able to observe and learn from experiences in the clinical nursing laboratory such as the following examples: accurately read gradients/calibrations on a syringe; measure medications accurately; accurately recognize color changes on chemical reaction strips; assess heart, breath, abdominal sounds; assess normal and abnormal color changes in the skin; observe pupil changes; and observe digital or waveform readings.

**B. Communication:** Communications include not only speech but also reading, writing, and computer usage, including handheld digital access. Applicants must be able to communicate accurately and effectively with patients, caregivers, physicians, other health professionals, clinical facility staff, faculty and staff, peers, and the community in general in order to elicit information, describe changes in mood, activity and posture, and perceive nonverbal communications.

**C. Psychomotor:** Applicants should have sufficient motor function to elicit information from patients by palpation, auscultation, percussion, and other diagnostic maneuvers. Applicants should be physically able to collect specimens and perform basic tests (such as glucose finger stick, urine dipstick). Applicants should be able to execute motor movements reasonably required to provide general care and emergency treatment

to patients. Examples of emergency treatment reasonably required of nurses are cardiopulmonary resuscitation, administration of intravenous medication, application of pressure to stop bleeding, and assist in moving and lifting patients using proper body mechanics. Such actions require coordination of both gross and fine muscular movements, equilibrium and using tactile and visual senses.

D. Intellectual-Conceptual, Integrative, and Quantitative: Applicants must be able to comprehend and interpret documents written in English. Applicants should have cognitive abilities including measurements, calculation, reasoning, analysis, and synthesis. Critical thinking is the ability to synthesize knowledge and integrate the relevant aspects of a client's history, physical exam findings and diagnostic studies. Problem solving, the critical skill demanded of nurses, requires all of these intellectual abilities. In addition, the applicant should be able to comprehend three dimensional relationships and to understand the spatial relationships of structures in order to understand normal and abnormal anatomy and physiology.

E. Behavioral and Social Attributes: Applicants must possess the emotional health required to utilize their intellectual abilities fully, exercise good judgment, complete all responsibilities attendant to the nursing diagnosis and care of patients promptly, and the development of mature, sensitive and effective relationships with patients and their families. Applicants must be able to tolerate physically taxing workloads and to function effectively under stress. They must be able to adapt to changing environments, to display flexibility, and to learn to function in the face of uncertainties inherent in the clinical problems of many patients. Compassion, integrity, concern for others, interpersonal communication skills, interest and motivation are all personal qualities that should be assessed during the admissions and education process. As a component of nursing education, a student must demonstrate ethical behavior including adherence to the professional nursing and student honor codes. The honor code at the KU School of Nursing is the Professional Integrity System (PROFITS). KU PROFITS is a peer-oriented integrity system to promote an environment where academic honesty is valued and expected.

### III. Reasonable Accommodation

Applicants who disclose a disability are considered for admission if they are otherwise qualified so long as such accommodation does not significantly alter the essential requirements of the curriculum and the educational program, or significantly affect the safety of patient care or others. When applicants or students disclose a disability, the provision of reasonable accommodations will be considered in an attempt to assist these individuals in meeting these required technical standards. Applicants whose response indicates that they cannot meet one or more of the expectations will be reviewed further by the University's Office for Academic Accommodations, with applicant and faculty input, to determine if any reasonable accommodations are possible to facilitate successful completion of the nursing curriculum and preparation for the national registry examination.

It is important to give persons interested in enrolling in nursing a realistic view of the vigorous demands of the School of Nursing's theoretical and practicum curriculum while at the same time investigating reasonable accommodations. Whether or not a requested accommodation is reasonable will be determined on a case by case basis. Interested individuals may schedule an orientation visit to the nursing skills laboratory and actual sites of the University of Kansas Hospital and/or University of Kansas Medical Center. These orientation visits enable

persons to assess their interest and ability to function in the actual clinical areas and in learning and demonstrating manual skills.