CLINICAL MANAGEMENT AND LEADERSHIP (CML)

**Explanation of Course Numbers**

- Courses in the 1000s are primarily introductory undergraduate courses
- Those in the 2000s to 4000s are upper-division undergraduate courses that can also be taken for graduate credit with permission and additional work
- Those in the 6000s and 8000s are for master’s, doctoral, and professional-level students
- The 6000s are open to advanced undergraduate students with approval of the instructor and the dean or advising office

**CML 2140. Mgt of HR in Health Sci Org. 3 Credits.**
Builds on concepts introduced in HSci 104. Theory and application of management and leadership as they affect the management of human resources in health sciences organizations. Focus is on leadership, ethics, and organizational dynamics in a changing health care environment.

**CML 2141. Planning and Marketing in Health Sciences. 3 Credits.**
The role of planning and marketing in the management and promotion of health sciences services, products, and organizations. Focus on the theory and application of quality principles in assessment of on-going organizational effectiveness, concepts and techniques of project planning, and methods for identifying and addressing customer needs.

**CML 2142. Financial Management in the Health Sciences. 3 Credits.**

**CML 2143. Current Issues in Health Sciences Management. 3 Credits.**
Evaluation of major problem areas in the management of health sciences organizations. Discussions include legal, technological, managerial, organizational, and leadership issues in the changing health care environment.

**CML 4144. Seminar/Health Sci Leadership. 3 Credits.**

**CML 6202. Human Resource Development. 3 Credits.**
Methods, techniques and policies appropriate for the development and management of human resources complementary to an organization’s vision, strategy, and desired culture. Managerial knowledge, skills and behaviors required for the effective management of people to promote and maintain a professional health care organization will be explored.

**CML 6203. Health Information Quality and Outcomes. 3 Credits.**
Approaches to medical informatics to support managerial decision making, patient care, and quality improvement in clinical practices. Ethical, legal, and social dimensions of health care information technology.

**CML 6204. Marketing Clinical Services. 3 Credits.**
The marketing process from the viewpoint of clinical practice managers. Needs assessment, environmental analysis, planning, distribution, pricing, promotion.

**CML 6205. Case Studies in Clinical Management and Leadership. 3 Credits.**
Integrative case-based approach to the analysis of complex problems in the management and leadership of clinical practice services.

**CML 6207. Advanced Human Resources Management. 3 Credits.**
An advanced examination of human resource management, with an emphasis on the strategic role of human resources in organizations.

**CML 6274. Health Economics and Finance. 3 Credits.**
Issues of health care economics, financial management, and budgeting that relate to managerial decision-making. Applied financial management, management control systems, budgeting, staffing, and cost accounting.

**CML 6275. Leadership and Change in Clinical Management. 3 Credits.**
Theories and models of leadership and change from a systems perspective. The development of leadership solutions to problems in clinical organizations; integration of all field course work into implementation plans for health care system changes.