

Official Program Outline



HERZING®
— UNIVERSITY —

Master of Science in Health and Human Services Leadership

Program Description

The Master of Science in Health and Human Services Leadership program prepares students with the skills and knowledge to effectively lead and manage health and human services organizations. This interdisciplinary program combines theoretical frameworks with practical applications, fostering a comprehensive understanding of the diverse and complex landscape of health and human services. It integrates principles from various disciplines such as sociology, psychology, healthcare, and public administration to provide a well-rounded perspective. The curriculum covers a wide range of topics, including community health, public health, vulnerable populations, social work, fiscal management, resource management, and policy development. It emphasizes the development of leadership, strategic planning, and management skills essential for guiding health and human service organizations. The program also promotes the use of research and data analysis to inform decision-making and improve service delivery. Graduates of this program can become leaders in improving the health and well-being of diverse communities, groups, and individuals, making a meaningful impact in the field of health and human services.

Program Outcomes

Upon completion of this program, the student should be able to:

1. Apply best practices in leadership to guide teams, manage organizations, and make strategic decisions in health and human services settings.
2. Analyze how systems, policies, practices, legal frameworks, ethics, and historical perspectives are integrated within complex health service environments.
3. Analyze how multidisciplinary teams collaborate and communicate to address multifaceted health and human services issues.
4. Apply research and data analysis to improve service delivery, ensuring application of evidence-based practices with a focus on emerging trends.
5. Apply culturally informed knowledge to provide inclusive and effective services to diverse populations and environments.
6. Advocate for policy changes and systemic improvements that promote better health and human services outcomes at local, state, and national levels.

Program Content

A minimum of 31.00 semester credit hours is required for graduation.

Required Courses

All courses, 31.00 semester credit hours, are required.

Course Number and Name	Prerequisites/Corequisites	Semester Credit Hours
HH 500 Foundations of Health and Human Services Management	None	3.00
HH 510 Inquiry and Information Literacy	None	3.00
HH 600 Communication in Health and Human Services	None	3.00

Course Number and Name	Prerequisites/Corequisites	Semester Credit Hours
HH 610 Planning and Fiscal Management	None	3.00
HH 620 Leadership and Multidisciplinary Teams	None	3.00
HH 630 Strategic Planning and Program Evaluation	None	4.00
HH 690 Capstone	Final Semester	3.00
MSW 510 Perspectives on Diversity and Global Society	None	3.00
MSW 521 Generalist Practice with Organizations/Community	None	3.00
MSW 540 Social Policy and Services	None	3.00

Distribution of Contact Hours by Course				
Course	Lecture Hours	Internship Hours	Total Contact Hours	Credits
HH 500	45.00	0.00	45.00	3.00
HH 510	45.00	0.00	45.00	3.00
HH 600	45.00	0.00	45.00	3.00
HH 610	45.00	0.00	45.00	3.00
HH 620	45.00	0.00	45.00	3.00
HH 630	60.00	0.00	60.00	4.00
HH 690	45.00	0.00	45.00	3.00
MSW 510	45.00	0.00	45.00	3.00
MSW 521	45.00	0.00	45.00	3.00
MSW 540	45.00	0.00	45.00	3.00
Totals	465.00	0.00	465.00	31.00

Course Descriptions

HH 500 Foundations of Health and Human Services Management	This course provides a comprehensive overview of the health and human services profession, exploring its historical evolution, ethical foundations, and multifaceted delivery systems. Students will examine the development of health and human services through significant historical events, assess community resources, evaluate state and federal laws, and analyze organizational structures and service delivery across disciplines. Emphasis will be placed on understanding the roles and responsibilities within health and human services organizations and developing methods to create impactful change within the field.
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HH 510 Inquiry and Information Literacy	This course provides students with the knowledge and skills to effectively gather, synthesize, and apply information across diverse disciplines within human services. Emphasis is placed on developing proficiency in various research methods and technology tools, while maintaining ethical standards in human subject research. Students will learn to utilize evidence-based practices to advocate and implement improvements in programs and service delivery. The course will also explore emerging trends impacting the field of human services.
HH 600 Communication in Health and Human Services	This course delves into the critical role of communication in the health and human services field. Students will explore and analyze various communication theories. The course emphasizes applying these theories to real-world health and human services environments. Students will learn to use accessible communication strategies to cater to diverse populations, utilize various channels to disseminate crucial health information, and promote public health initiatives. Additionally, the course will focus on evaluating cultural practices to provide culturally intelligent services and promote health literacy, empowering individuals to understand and use health information.
HH 610 Planning and Fiscal Management	This course provides an in-depth understanding of financial planning and management within the health and human services field. Students will analyze financial tools and evaluate the key components of an organizational budget as part of a broader financial strategy. Emphasis will be placed on applying accurate reporting and logging practices, developing operational budgets through research and strategic planning, and effectively communicating budgets to stakeholders for approval. The course will also cover the evaluation of grant opportunities to secure additional funding and increase potential perpetuity.
HH 620 Leadership and Multidisciplinary Teams	This course focuses on developing advanced leadership skills and effective teamwork strategies in the health and human services field. Students will analyze communication and leadership styles, understanding their impact on team dynamics. The course emphasizes the application of best practices for managing internal and external multidisciplinary teams, utilizing problem-solving and decision-making skills to address the needs of individuals, teams, and communities. Students will evaluate innovative practices for leading and monitoring change, learning how to provide resources, support, and motivate teams while preventing burnout.
HH 630 Strategic Planning and Program Evaluation	This course focuses on the principles and practices of strategic planning and program evaluation within the health and human services field. Students will learn to analyze organizational missions and goals, assess various types of organizations and leadership structures, and apply ethical decision-making skills. The course emphasizes the development and implementation of strategic strategies for programs and projects, conducting thorough evaluations to ensure effectiveness, and alignment with organizational values and services.
HH 690 Capstone	This course is designed as the final program project, where students will demonstrate application, analysis, integration, and evaluation in a real-world project or simulation. The capstone experience allows each student the opportunity to demonstrate their ability to utilize what they have learned in the program.
MSW 510 Perspectives on Diversity and Global Society	This introductory theory and practice course focuses on ecological and social justice theories to help frame the individual complexity of working with diverse clients in a global context. Students will differentiate among key terms such as diversity, equity, and inclusion and equality as well as among terms such as prejudice, racism, discrimination, microaggressions, and privilege. Differentiate among individual, institutional, structural

	discrimination in the global context through the lens of a social justice paradigm. Use concepts of reflective practice to demonstrate self-awareness and cultural humility. Utilize intersectionality and racial identity development theories to inform strategies for client-centered and culturally appropriate helping interventions.
MSW 521 Generalist Practice with Organizations/Community	This course focuses on direct social work theories and interventions for groups and communities. Covers ways in which clinical supervision and management impact direct services to clients and are related to effective client outcomes. Emphasis on professional NASW Code of Ethics and professional ethics in macro practice as it dynamically interfaces with micro and mezzo social work clinical practices.
MSW 540 Social Policy and Services	This course examines federal state and local policy and services and the impact on social work practice and services. Students will learn the importance of policy and programs on desired outcome goals with clients served. Students will learn theories of policy analysis, policy advocacy skills, and policy development. The class will cover the historical foundations of major social policies dealing with poverty, safety, children, aging, veterans, education, medical, mental health and juvenile and criminal justice.