ASPIRE COLLEGE

Advanced Diploma in Social and Healthcare Management

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1. Course Objective

The Advanced Diploma in Social and Healthcare Management focuses on assisting students in identifying and developing their leadership potential in management and leadership practices through industry and competitive analysis as well as assisting students in being competent in decision-making, flexible and adaptable when change is necessary, and the ability to improve their personal and social resilience.

Students can learn how to execute tasks, find efficiencies, recruit the best employees, and apply their financial skills to make wise, creative, and strategic business decisions. They will concentrate on their development as leaders and decision-makers through experiential learning and realistic assignments that will model real-world business scenarios.

2. Course duration

The Advanced Diploma in Social and Healthcare Management is a full-time 60 credit course that is delivered in 4 semesters that include 2400 equivalent instructional hours.

3. Admission Requirements

- Secondary School Diploma or equivalent, or a mature applicant
- English: Grade 12 - C, or equivalent course
- Mathematics: Grade 12 - C, or equivalent course

For students whose English is not their first language, English language requirements are outlined as follows:

Test	Required Minimum Scores
TOEFL (Test of English as a Foreign Language)	80 (20L,W,S,R) iBT (Internet-based TOEFL) **or** 550 Paper-based
iTEP Academic**	3.7
IELTS -Academic Module	6 – Overall with no Band below 5.5
PTE A	58 - Overall Minimum Score (49L,W,S,R)
FCE (Cambridge English First)	174 - Cambridge English Scale or FCE B
CAE (Cambridge English: Advanced)	180 - Cambridge English Scale or CAE C
CPE (Cambridge English Proficiency)	200 - Cambridge English Scale or CPE C

CAEL (Canadian Academic English Language)	60 - Overall score with no band below 50

4. Course Learning Outcomes

Students who complete the Advanced Diploma in Social and Healthcare Management should expect to gain the following competencies:

- Develop strong analytical and theoretical tools and apply them in their respective field of business.
- Demonstrate critical thinking skills
- Perform work in compliance with relevant statutes, regulations and business practices.
- Evaluate the impact of global issues on an organization's business opportunities by using an environmental scan.
- Apply principles of corporate sustainability, corporate social responsibility and ethics to support an organization's business initiatives.
- Use current concepts/systems to support an organization's business initiatives.
- Critically evaluate, design, and conduct research.
- Outline and assess the components of a business plan.
- Use accounting and financial principles to support the operations of an organization.
- Apply marketing and sales concepts used to support the operations of an organization.
- Outline principles of supply chain management and operations management.
- Develop strategies for ongoing personal and professional development to enhance work performance in the business field.
- Demonstrate the ability to communicate arguments and relevant managerial information

5. Assessments and grading standards

For each course module, the aim is to assess a student's competence in a range of social and healthcare management skills relevant to the course content and learning outcomes.

Students are required to demonstrate an understanding of key business concepts, the application of skills to real work environments and an ability to conduct independent research and analysis. Here are the following assessment tools utilized by Aspire College:

Quizzes

Quizzes are meant to test a student's comprehension of all lessons as they progress through the course.

Assignments

Assignments are intended to assess the student's application, analysis, and critical thinking skills in relation to the concepts you learn in the course. One assignment is required for this course

Final Exam

The final exam is a cumulative test designed to ensure that students have mastered the material in the course.

The grading standards used by Aspire College are defined in the following charts and apply to all courses unless otherwise stated on the course outline.

Alpha Grade	Grade Point	Low Range	High Range	Description	Guideline
A+ A	4.00 3.75	90 80	100 89	Achievement in course outcomes is outstanding and warrants unique and distinguished recognition.	Considerable evidence of original thinking; demonstrated capacity to analyze, integrate and extend concepts; outstanding grasp of subject matter; consistent demonstration of practice with no supervision and guidance.
B+ B	3.50 3.00	75 70	79 74	Achievement in course outcomes is acceptable and meets above average standards.	Evidence of solid grasp of subject matter; reasonable understanding of relevant ideas; some evidence of critical capacity and analysis; clear connections of ideas and numerous extensions; reasonable demonstration of practice with minimal supervision and guidance.
C+ C	2.50 2.00	65 60	69 64	Achievement in course outcomes meets average standards.	Evidence of some understanding of subject matter and relevant ideas; ability to develop/apply solutions to simple problems; minimal connections of ideas and extensions; demonstration of practice with periodic supervision and guidance.
D	1.00	55	59	Achievement in course outcomes is marginal and meets minimal standards.	Evidence of minimal understanding of subject matter and relevant ideas; minimal connections of ideas; demonstration of practice with constant supervision and guidance.
F	0.00	0.00	54	Achievement in course outcomes is inadequate and fails to meet minimal standards.	Insufficient evidence of understanding subject matter and relevant ideas; inability to connect and extend ideas; inability to demonstrate practice.

6. Program Core Units

SEMESTER 1	CREDIT HOURS	SEMESTER 2	CREDIT HOURS
Introduction To Psychology	3	Abnormal Psychology	3
Introduction To Biology	3	Critical Thinking & Analysis	3
Medical Terminology	3	Healthcare Organization & Management	3
General Chemistry I	3	Physiological Psychology	3
Calculus 1	3	Chemistry Ii	3
Advanced Technical Writing	3	Ethical & Legal Issues In Healthcare	3

SEMESTER 3	CREDIT HOURS	SEMESTER 4	CREDIT HOURS
Educational Psychology	3	Psychology Of Personality	3
Psychology Of Diversity	3	Research Methods In Psychology	3
History And Systems Of Psychology	3	Advanced Social Psychology	3
Healthcare Quality & Outcome Measurement	3	Healthcare Finance & Budgeting	3
Human Resources Management In Healthcare	3	Diversity And Intercultural Communication	3
Physics I	3	Principles Of Statistics	3

Note: Students are required to keep at least 20 courses to get 60 credits, however are free to complete four more courses for additional 12 credits.

7.0 Course Objectives, Learning Outcomes & Course Topics

7.1 Introduction to Psychology

Course Objective	The course objective of Psychology 101 is to demonstrate an understanding of human psychology and behavior, including common mental health disorders. You will connect this knowledge with current treatment methodologies and with the work of notable psychologists in fields ranging from developmental psychology to social psychology.
Learning outcomes	Upon completion of this course, you will be able to: • Describe the elements of the study and history of psychology, including how the scientific method applies to psychology • Differentiate sensation and perception • Categorize the states of consciousness • Differentiate between operant and classical conditioning and examine famous experiments that contributed to understanding of conditioning • Summarize how memory is stored and categorized • Interpret the contributions of developmental psychologists, including Piaget and Kohlberg • Analyze Freud's theories of psychosexual development and defense mechanisms • Evaluate concepts of social psychology, including stereotypes and attraction • Diagram and explain different types of psychological disorders, including anxiety and mood disorders • Outline the basics of statistics, tests, and measurement used in psychology
Course topics	1. History and Approaches 2. Biological Bases of Behavior 3. Sensation and Perception 4. States of Consciousness 5. Learning 6. Cognition 7. Motivation and Emotion 8. Developmental Psychology 9. Personality 10. Social Psychology 11. Psychological Disorders and Health 12. Psychological Treatments 13. Statistics, Tests and Measurement

7.2 Introduction to Biology

Course Objective	The course objective is to explain and apply foundational principles of biology, including: ecology, evolution, genetics and cell division.
Learning outcomes	Upon completion of this course, you will be able to: • Compare and contrast the nucleic acids DNA and RNA • Differentiate between the parts of cells • Analyze genetics and the principles of heredity • Describe and analyze metabolic biochemistry • Classify organisms to demonstrate a fundamental understanding of taxonomy • Analyze how the circulatory, respiratory, digestive, excretory, musculoskeletal, nervous and endocrine systems work • Assess principles of ecology and community ecology • Illustrate the theory and principles of evolution • Relate important details about the history of life on Earth
Course topics	1. Basic Terms & Skills in Biological Sciences 2. Basic Terms & Skills in Biological Sciences 3. Inorganic Chemistry Review for Biology 4. Introduction to Organic Molecules & Heterotrophs 5. The Nucleotide Structure of DNA & RNA 6. Enzyme Function, Interactions & Regulations 7. Cell Membrane Model, Components & Transport 8. Cell Structure, Organelles & Organelle Functions 9. Cellular Metabolism & Respiration 10. Processes & Steps of DNA Replication 11. Transcription, Translation & Protein Synthesis 12. Types & Effects of Genetic Mutations 13. Cell Growth & The Process of Cell Division 14. Cellular Structure & Processes in Bacteria & Protists 15. Botany: Life Processes in Plants 16. The Musculoskeletal, Circulatory, Respiratory, Digestive, & Excretory Systems 17. The Nervous System & Endocrine System 18. Reproduction, Development & Survival in Animals 19. Mendelian Genetics & Mechanisms of Heredity 20. Ecology Principles & Community Ecology 21. Evolutionary Principles & Natural Selection 22. Earth's Timeline & Geological Evolution 23. Taxonomic Classification & Phylogeny 24. Genetic Engineering & DNA Sequencing

7.3 Advanced Technical Writing

Course Objective	The course objective is to give you a thorough introduction to technical communication and its purpose. You will learn the steps in the technical writing process, from rhetorical awareness to writing manuals and proposals.
Learning outcomes	Upon completion of this course, you will be able to: • Define technical communication and examine its characteristics. • Choose the right tone and select the best words for a message using nondiscriminatory language, active verbs, and active voice in business communication. • Understand the purpose of messages and adapt messages for the selected audience with a focus on the different channels of communication, primary and secondary research, and methods for assessing validity of sources. • Determine how to achieve clarity in technical communication and identify five patterns of organization used for clarity. • Distinguish between formal and informal reports and compare different report types (e.g., progress reports, research and lab reports, incident reports, recommendation reports, feasibility reports, and evaluation reports). • Contrast technical descriptions and definitions and outline the purpose of introductions, conclusions, and recommendations. • Assess the different types of correspondence and communication (e.g., e-mails, print communication, memos, instant and text messaging). • Evaluate types of resumes and the purposes for letters of employment. • Demonstrate how to follow the writing process to create instructions and evaluate technical instructions. • Differentiate between different types of manuals (print vs. e-manual), assess standard operating procedure, and demonstrate how to follow the writing process to create manuals. • Analyze the content and structure of proposals and compare the different proposal types.
Course topics	1. Basics of Technical Writing 2. Prewriting for Technical Documents 3. Writing Technical Documents 4. Technical Editing & Rewriting 5. Elements of Technical Documents 6. Usability Testing & Technical Writing 7. Informal Technical Reports 8. Formal Technical Reports 9. Business Reports and Proposals 10. Technical Correspondence 11. Technical Writing in Business Correspondence 12. Technical Resumes & Cover Letters 13. Technical Instructions 14. Writing Technical Manuals 15. How to write proposals

7.4 Medical Terminology

Course Objective	The course objective is to provide a thorough understanding of medical terminology, from its origins to vocabulary and uses for all types of systems. The course goes over terms covering topics from the planes of the body to internal organ systems and pathology.
Learning outcomes	Upon completion of this course, you will be able to: • Determine the correct medical abbreviation for terms commonly used in medical practice • Explain how certain prefixes or suffixes modify or enhance medical terms • Define and refer to parts of the body's internal systems, including lymphatic, immune, skeletal, muscular, gastrointestinal, cardiovascular, endocrine, and more • List the structures, functions, and diseases that can afflict the eyes, ears, and integumentary system • Differentiate and understand terminology used for various types and stages of pathology • Understand and choose correct terminology to describe different aspects of diagnostic exams • Articulate the interactions and reactions related to drug administration and use in radiology, pharmacology, and oncology
Course topics	1. Fundamentals of Medical Terminology 2. Terminology for Direction, Planes, and Regions of the Body 3. Pathology Basics and Vocabulary 4. Vocabulary Basics for Genetics, Cells and Structures 5. Medical Terms for the Lymphatic and Immune Systems 6. Oncology Basics and Terms 7. Medical Terminology for the Skeletal System 8. Vocabulary for the Muscular System and Functions 9. Vocabulary for the Cardiovascular System 10. Terminology for the Respiratory System, Diseases and Treatments 11. Terminology for Diagnosis and Treatment of Respiratory Diseases 12. Medical Vocabulary for the Gastrointestinal System 13. Terms for GI Tract Pathologies 14. GI Tract Diagnosis and Treatment Terminology 15. Medical Terms for the Urinary System 16. Medical Terminology for the Nervous System 17. Medical Terms Related to the Eyes 18. Medical Terminology Related to the Ears 19. Terminology for the Integumentary System 20. Terminology for the Endocrine System and Hormones 21. Endocrine Gland Disorder Vocabulary 22. Pancreatic Disorder Vocabulary 23. Adrenal Gland Disorder Terminology 24. Male Reproductive System & STDs: Medical Terminology 25. Female Reproductive System: Medical Terminology 26. Medical Terminology for Major Pathogens 27. Medical Terminology Used for Diagnosis and Pharmacology

7.5 General Chemistry I

Course Objective	The course objective is to learn the basics of organic and inorganic chemistry.
Learning outcomes	Upon completion of this course, you will be able to: • Analyze the metric system, unit conversion, scientific notation, Dalton, Thomson, Rutherford and Millikan, Avogadro's number, the four quantum numbers, the physical and chemical properties of matter and the states of matter • Examine atomic numbers and mass numbers, the periodic table, the energy levels of atoms of elements, ionization energy, electronegativity and transition metals vs. main group elements. • Identify types of radioactive decay and learn about balancing nuclear equations, calculating radioactive decay and interpreting decay graphs • Classify the octet rule, Lewis structures of atoms, ionic compounds, covalent compounds, molecular orbital theory, metallic bonding, identification of organic and inorganic macromolecules and functional groups in organic molecules • Illustrate the kinetic molecular theory, phase changes, heating curves, temperature units, the Boltzmann distribution and Graham's law • Summarize the rate of dissolution, solubility, colligative properties, Raoult's law, calculating molarity and molality concentration, calculating dilution of solutions and using colligative properties to determine molar mass • Paraphrase how to balance chemical equations, calculate relative quantities in a gas or solution, calculate excess reactants and calculate reaction yield and percentage yield from a limiting reactant • Generate the definition of decomposition, the pH scale, precipitation reactions, electrochemical cells, electrochemistry, oxidation numbers, and single displacement and combustion reactions • Breakdown dynamic equilibrium, Le Chatelier's principle, solubility equilibrium, the common ion effect and selective precipitation • Take a look at the rate of a chemical reaction, rate constant and rate laws, the rate of a chemical reaction and activation energy • Differentiate the state functions in thermochemistry, enthalpy, Hess's law, calorimetry, free energy, predicting the entropy of physical and chemical changes and the relationship between enthalpy, free energy and entropy

Course topics	1. Experimental Chemistry and Introduction to Matter 2. Atoms 3. The Periodic Table 4. Nuclear Chemistry 5. Chemical Bonding 6. Liquids and Solids 7. Gases 8. Solutions 9. Stoichiometry 10. Chemical Reactions 11. Equilibrium 12. Kinetics 13. Thermodynamics

7.6 Abnormal Psychology

Course Objective	The course objective is to teach to identify various psychological disorders, including their symptoms and treatment, and to recognize the different models that are used to understand abnormal behavior.
Learning outcomes	Upon completion of this course, you will be able to: • Summarize the process of clinical research of abnormal psychology • Evaluate and understand the diathesis-stress model • Support the purpose of clinical assessment and the limitation of clinical interviews • Identify the types, causes, and treatments of mood disorders, including depressive disorders • Assess and explain the causes of eating disorders such as anorexia nervosa and bulimia nervosa • Analyze sexual and gender identity disorders • Examine schizophrenia and diagram its characteristics, forms, and symptoms • Outline and explain cognitive disorders, including dementia and Alzheimer's • Categorize the various clusters of personality disorders, including eccentric, erratic, and fearful types • Summarize the legal and ethical issues in the field of abnormal psychology
Course topics	1. Intro to Abnormal Psychology 2. Clinical Research for Abnormal Psychology 3. The Biological Model of Abnormality 4. The Psychodynamic Model of Abnormal Behavior 5. The Behavioral/Learning Model of Abnormal Behavior 6. The Cognitive Model of Abnormal Behavior 7. The Humanistic-Existential Model of Abnormal Behavior 8. The Sociocultural Model of Abnormal Behavior 9. The Diathesis-Stress Model 10. Clinical Assessment in Abnormal Psychology 11. Introduction to Anxiety Disorders 12. Mood Disorders of Abnormal Psychology 13. Stress Disorders 14. Somatoform Disorders in Abnormal Psychology 15. Dissociative Disorders in Psychology 16. Eating Disorders in Abnormal Psychology 17. Sexual and Gender Identity Disorders 18. Substance Use Disorders 19. Psychotic Disorders 20. Cognitive Disorders 21. Lifespan Development Disorders 22. Personality Disorders in Abnormal Psychology 23. Factitious Disorders 24. Treatment in Abnormal Psychology 25. Legal and Ethical Issues in Abnormal Psychology

7.7 Critical Thinking & Analysis

Course Objective	Critical Thinking and Analysis will introduce you to the Critical Thinking and Logical Analysis. You will learn how to analyze and apply critical thinking concepts to media and evaluate reasoning and credibility. You will apply this knowledge in a critical analysis essay, quizzes, and tests. After completing this course, you will have critical thinking skills they will be able to apply to their lives.
Learning outcomes	Upon completion of this course, you will be able to: • Define critical reasoning, deduction, induction, and logic. • Identify the parts of an argument and infer the necessity of their meaning. • Recognize and understand the methodological analysis of arguments in written and spoken form & identify relative strengths and weaknesses. • Identify problems in reasoning and argument including rhetorical devices, bias, and fallacies. • Identify and analyze visual and symbolic logic to simple arguments and test syllogisms for validity. • Distinguish between valid skepticism and negationism in methodology and analysis. • Define different forms of moral reasoning and distinguish their application to real-world scenarios. • Apply critical analysis, logic, and moral reasoning, and clarity to persuasive writing.
Course topics	1. Defining Critical Thinking 2. Parts of an Argument 3. Types of Arguments 4. Inductive & Deductive Reasoning 5. Logic, Philosophical Fallacies & Truth Values 6. Logical Fallacies & Critical Thinking 7. Critical Analysis Methods & Approaches 8. Moral Reasoning, Utilitarianism & Skepticism 9. Critical Reasoning in Writing 10. Critical Analysis Practice

7.8 Healthcare Organization & Management

Course Objective	The course objective is to understand healthcare systems, ethical and legal healthcare issues, management functions, leadership styles, and healthcare marketing concepts.
Learning outcomes	Upon completion of this course, you will be able to: • Describe the concepts and theories of healthcare management. • Demonstrate new skills through the use of materials, tools, and/or technology that are central to healthcare management. • Interpret and explain significant laws and ethics of healthcare management and delivery. • Administer basic management skills and foster productive team environments. • Select, construct, and critically analyze current strategic analysis and planning tools. • Integrate management theory and evidence-based solutions with real world situations.
Course topics	1. Overview of Healthcare Management & Systems 2. Legal Issues in Healthcare 3. Ethical Issues in Healthcare 4. Theories of Organizational Behavior 5. Functions of Management 6. Leaders & Leadership 7. Team Building & Communication In Healthcare 8. Healthcare Management Process & Planning 9. Strategic Planning & Goal Setting in Healthcare 10. Managing Information & Technology in Healthcare 11. Managing Costs & Budgets in Healthcare 12. Quality Improvement in Healthcare 13. Staff Development & Training 14. Managing Human Resources 15. Healthcare Marketing 16. Strategic Alliances & Evidence-based Practice in Healthcare

7.9 Physiological Psychology

Course Objective	The objective of this course is to give students a deep understanding of the functions of the human brain and nervous system. Students will learn about memory, cognition, neurological disorders, sensory systems, sleep cycles, and the impact of drugs.
Learning outcomes	Upon completion of this course, you will be able to apply the following: • Explain neurological functions and how human physiology relates to human cognition emotion, attention, and behavior. • Describe the functions of the human brain regarding attention, behavior, cognition, emotion, and memory. • Identify which parts of the brain are responsible for physiological processes related to attention, behavior, cognition, emotion and memory. • Explain the role of the nervous system in bodily functions and in the development of several common psychological disorders. • Summarize several types of neurological assessments and describe treatments that exist for individuals in need.
Course topics	1. Overview of Physiological Psychology 2. Understanding the Human Brain 3. Understanding Neurons 4. Nervous System Basics 5. Nerves & the Sensory Systems 6. Understanding Cognition 7. Psychology & Memory 8. Sleep, Wellness & the Brain 9. Impact of Drugs & Trauma on the Nervous System 10. Psychological Disorders & Physiological Components 11. Treatment Options for Psychological Issues

7.10 Chemistry II

Course Objective	The course objective is to provide students with a introduction to the foundations of core chemistry topics such as intermolecular forces, solutions, chemical reactions, electrochemistry, solubility equilibrium.
Learning outcomes	Upon completion of this course, you will be able to: • Utilize the rate law equation, determine reaction order, and calculate half-life. • Define acid-base and solubility equilibrium and apply knowledge of chemical equilibrium to write equilibrium expressions and calculate equilibrium reactions. • Define electrochemistry and identify applications of electrochemistry. • Describe the chemistry of the atmosphere and identify phenomena in the atmosphere. • Identify the chemical properties of metals and nonmetals and describe how their compounds are used in industrial, chemical, and biological processes. • Define coordination compounds and describe the reactions of coordination compound reactions and applications. • List types of radioactive decay, describe radiometric dating using nuclear reactions and identify the benefits and drawbacks of radioactivity. • Identify classes of organic compounds, describe functional groups in organic compounds, and define polymers and synthetic organic compounds.
Course topics	1. Chemical Reaction Kinetics 2. Equilibrium & the Equilibrium Constant 3. Acids, Bases & the pH Scale 4. Acid-Base Equilibrium 5. Solubility Equilibrium 6. Entropy & Thermodynamics 7. Electrochemistry, Reduction Reactions & Cell Voltage 8. Atmospheric Chemistry 9. Chemistry of Metals 10. Chemistry of Non-Metals 11. Coordination Chemistry 12. Nuclear Chemistry & Radiation 13. Organic Chemistry & Polymers 14. Biochemistry & Biomolecules

7.11 Ethical & Legal Issues in Healthcare

Course Objective	The course objective is to identify and explain issues in healthcare management, electronic record keeping, patient privacy, health insurance, health reporting, and healthcare prevention.
Learning outcomes	Upon completion of this course, you will be able to: • Identify sources of law and ethical codes that apply to healthcare and healthcare management • Apply ethical frameworks to resolve dilemmas that may be encountered in healthcare management • Analyze risks of civil and criminal liability that exist for healthcare organizations and providers • Evaluate strategies to for healthcare organizations and providers to mitigate risks of civil and criminal liability • Develop a risk mitigation plan for healthcare organizations and providers
Course topics	1. Ethics & Decision-Making in Healthcare 2. Ethical Issues & Legal Regulation in Healthcare 3. Licensure & Accreditation of Healthcare Providers & Professionals 4. Electronic Record Keeping & Patient Confidentiality 5. Patient Privacy & HIPAA Compliance 6. Informed Consent, Patient Rights & Health Reporting 7. Health Insurance & The Affordable Care Act 8. Ethical Issues Involving Lack of Capacity & End-of-Life Care 9. Patient Rights & Major Ethical & Political Dilemmas 10. The Court System & Healthcare Decisions 11. Criminal Liability Risks & Prevention Strategies in Healthcare 12. Tort Liability Risks & Prevention in Healthcare 13. Contract Liability Risk & Prevention in Healthcare 14. Workplace Liability for Healthcare Organizations 15. Risk Mitigation in Healthcare & Prevention Strategies

7.12 Psychology of Diversity

Course Objective	This engaging course is filled with entertaining lessons that closely examine the psychology of diversity. Learn from top instructors about theories and research focused on the psychology of diversity, along with psychological perspectives on human behavior. Lessons also look at racism, discrimination, stereotypes, biases, multiculturalism and cultural competence.
Learning outcomes	Upon completion of this course, you will be able to: • Defines self-identity, social identity theory and social categorization. Explains human grouping and the human need to belong. • Teaches different types of diversity examined in psychology, including racial, ethnic, gender, sexual and religious diversity. Discusses how diversity is socially constructed and influences identity and behavior. Examines the impact of diversity on cross-group relationships. • Discusses the purpose of the psychological study of diversity. Explains limitations of the demographic, political, ideological and social justice perspectives of diversity. • Examines the similarity-attraction paradigm, value-in-diversity hypothesis, homophily biases and modern research in the psychology of diversity. • Explains human behavior, social and cognitive psychology and the developmental perspective. Describes biological influences on human behavior and the psychology of abnormal behavior. • Describes prejudice, the ABC model of attitudes and prejudice and the stereotype threat. Provides explanations of the realistic conflict theory of discrimination, colorblind racism, white privilege and the psychology of religious beliefs. • Analyzes racism, discrimination, xenophobia, ethnocentricity, ageism, ableism and nativism. Covers gender, racial, sexual, religious, atheist, age and reverse discrimination. • Covers the definition of bias, methods of bias reduction and the model of cultural competence. Lists theories of social awareness, and defines objective self-awareness. • Provides definitions and descriptions of cultural and cross-cultural psychology, cultural analysis, cultural norms and cultural perception. Explains how culture impacts mental and physical health, cognition across the lifespan and diversity in society.
Course topics	1. Social Identify & Categorization Theories 2. Understanding Diversity in Psychology 3. The Psychological Study of Diversity 4. Psychology of Diversity Theories & Research 5. Psychological Perspectives of Human Behavior 6. Understanding Racism & Discrimination 7. Understanding of Stereotypes & Biases 8. Multiculturalism & Cultural Relativism 9. Fundamentals of Cultural Research in Psychology 10. Bias, Cultural Competence & Awareness 11. Psychology Research Methods & Tools

7.13 History and Systems of Psychology

Course Objective	The objective of this course is to teach you about the major movements and schools of thought throughout the history of psychology and how they have informed contemporary psychology. You'll learn about schools such as structuralism, functionalism, behaviorism, as well as applied and Gestalt psychology.
Learning outcomes	Upon completion of this course, you will be able to: • Chronicle the history of modern psychology using the process of historiography. • Examine the history of the care of America's mentally ill, including the evolution of mental asylums and the growth of American psychiatry. • Critique the philosophical and physiological viewpoints that led to the birth of the 'new' psychology in Germany. • Compare and contrast the major systems (or schools) of psychology, namely structuralism, functionalism, behaviorism, psychoanalysis, and Gestalt psychology. • Appraise the history of the science of psychology and the history of psychological practice in America, focusing on four applied specialties: clinical, counseling, industrial/organizational, and school psychology. • Judge the accomplishments of the first generation of American women psychologists, including the relevance to the history of psychology.
Course topics	1. Studying the History of Psychology 2. Philosophical Influences on Psychology 3. Physiological Influences on Psychology 4. Women & Minorities in Psychology 5. The New Psychology 6. Structuralism in Psychology 7. Antecedent Influences on Functionalism 8. Development of Functionalism 9. Applied Psychology 10. Antecedent Influences on Behaviorism 11. Development of Behaviorism 12. Evolution of Behaviorism 13. Gestalt Psychology 14. Important Theories in Psychoanalysis 15. Contemporary Developments in Psychology

7.14 Healthcare Quality & Outcome Measurement

Course Objective	The course objective is to describe and analyze healthcare quality management processes. This course covers different quality measures, interconnection among healthcare branches and its impact on healthcare quality.
Learning outcomes	Upon completion of this course, you will be able to: • Define and describe health care quality outcomes, methods, models in the U.S, including statistical methods and models. • Apply healthcare quality measurements, models, quality management, performance improvement and quality improvement measures and understand the context of the development of these tools. • Apply validity and reliability standards to outcomes research. • Differentiate among various outcome measures relating to patients, illnesses, costs, and quality. • Explain how finances, staff, human resources and risk management impacts healthcare quality and outcomes. • Incorporate health care technology and advances made in this area and how they have impacted and continue to change quality and outcome measures. • Recognize the standards set by government and key players in the establishment of quality benchmarks and outcomes. • Apply patient-centered approaches including healthcare consumerism as a means of improving healthcare quality.
Course topics	1. Introduction to Healthcare Quality 2. Healthcare Quality Organizations & Standards 3. Managing Health Data 4. Health Outcome Measurement 5. Basics of Statistical Analysis for Healthcare Quality 6. Validity & Reliability in Outcomes Measurement 7. Health Status & Quality of Life Measurements 8. Functional Health & Disability Measurements 9. Geriatric & Pediatric Patient Measurements 10. Mental, Behavioral & Social Health Measurements 11. Pharmaceutical Outcome Measurements 12. Patient Care & Safety Measurements 13. Patient Satisfaction Measurements 14. Cost-Effectiveness & Economic Measurements in Healthcare 15. Hospitals, Healthcare Consumerism & Quality Measures 16. Healthcare Quality Management & Improvement 17. Finances, Staff & Human Resources in Healthcare 18. Risk Exposure & Management in Healthcare 19. Trends in Healthcare Quality

7.15 Human Resource Management in Healthcare

Course Objective	The course objective is to understand employee rights in healthcare, legal and ethical issues for healthcare HRM, as well as employee benefit plans.
Learning outcomes	Upon completion of this course, you will be able to: • Describe Human Resource Management (HRM) including history, milestones, factors and fit within healthcare. • Define Strategic Human Resource Management, and discuss/detail tools, techniques and concepts as they relate to designing and implementing effective HRM departments. • Interpret and explain significant employment laws and ethical considerations as they relate to HRM and healthcare. • Apply the basic skills of job analysis and design, recruiting methods, and valid selection practices to facilitate effective organizational staffing for varied healthcare careers. • Select, construct, and critically analyze organizational training and development programs to assist employees meet performance goals and maximize organizational HRM. • Create a basic employee handbook that will identify employee rights, appropriate organizational discipline policies, and legal termination practices. • Integrate knowledge regarding Labor Unions and conflict resolution practices such as mediation and arbitration in HRM. • Integrate HRM theory, materials, tools, and techniques in health care considerations and new/changing trends.
Course topics	1. Human Resource Management (HRM) in Healthcare 2. Strategic Human Resource Management (SHRM) Overview 3. Legal & Ethical Issues for Healthcare HRM 4. Job Analysis & Design for HRM in Healthcare 5. Recruiting & Hiring for HRM in Healthcare 6. Careers & Roles in Healthcare 7. HRM & Employee Benefit Plans 8. HRM & Healthcare Employee Development 9. Employee Rights in Healthcare 10. Labor Unions, Mediation & Arbitration in Healthcare 11. Impact of Current Healthcare Trends on HRM

7.16 Physics I

Course Objective	After this course, you'll be able to analyze and apply practical applications of Physics, including Newton's laws of motion, force mechanics, linear momentum, mechanical waves, and oscillations.
Learning outcomes	Upon completion of this course, you will be able to: • Explain the scientific method and apply it to experiments • Illustrate the basic concepts of motion, force and friction, including Newton's Laws of Motion • Distinguish between speed, velocity, and acceleration, and solve problems involving the three concepts • Solve problems involving vectors, motion, slope, and linear momentum • Summarize Newton's Law of Gravitation and how it affects motion and centripetal forces • Differentiate between linear and rotational motion • Articulate the properties and relationship of energy, work, and power • Explain the properties of mechanical waves, including resonance, reflection, diffraction, and the differences between transverse and longitudinal waves • Paraphrase Pascal's, Archimedes', and Bernoulli's principles • Discuss the principles of simple harmonic motion
Course topics	1. The Scientific Model 2. Math Basics for Physics 3. Motion & Force Mechanics 4. Basics of Newton's Laws of Motion 5. Speed, Velocity and Acceleration 6. Using Vectors in Physics 7. Solving Motion Problems 8. Newton's Law of Gravitation 9. Linear Momentum 10. Overview of Rotational Motion 11. Understanding Work, Energy & Power 12. Mechanical Waves 13. Overview of Fluids in Physics 14. Overview of Oscillations in Physics

7.17 Psychology of Personality

Course Objective	At the end of this course, you'll cover the psychoanalytic theories of personality, the biological aspects of personality and many personality theories, including humanistic, cognitive and psychoanalytic.
Learning outcomes	Upon completion of this course, you will be able to: • Analyze the theoretical explanations for understanding personality development, describe their historical underpinnings and the founding theorist(s) associated with each. • Identify the major contributors of the primary perspectives (psychoanalytic, behavioral, cognitive, humanistic) within personality psychology. • Judge individuals' personalities using various personality assessment tools to include the TAT, ACT, Myers-Briggs, and DISC. • Differentiate approaches that psychology has developed for understanding personality to include Humanistic, Trait Theory, Socio-Cognitive, Behavioral, Psychodynamic and Psychoanalytic. • Differentiate between race, culture, religion and ethnicity and describe the influence each one has on personality.
Course topics	1. Introduction to Personality Psychology 2. Personality Research & Assessment 3. Psychoanalytic Theories of Personality 4. Adler & Jung & Personality Theory 5. Neo-Analytic & Ego Approaches to Identity 6. Biological Aspects of Personality 7. Psychodynamic Theories & Theorists 8. Behavioral & Learning Aspects of Personality 9. Cognitive & Existential Theories of Personality 10. Humanistic Theories & Theorists 11. Trait Aspects of Personality

7.18 Principles of Statistics

Course Objective	The course objective is to equip you with the tools to apply statistical principles to answer questions and solve problems. You will also learn about various topics in statistics, including probability, sampling distributions and hypothesis testing.
Learning outcomes	Upon completion of this course, you will be able to: • Identify the differences between various types of data and statistics • Calculate values including mean, median, mode, and standard deviation • Interpret data displays such as stem and leaf plots, histograms, box plots, bar graphs, two-way tables, and others • Use basic set theory to answer questions about the probability of events • Understand, interpret, and graph discrete and continuous probability distributions • Recognize properties of binomial probabilities and normal distributions • Identify relationships between confidence intervals, sample size, and sample means • Follow steps in hypothesis testing for small and large independent samples, matched pairs, and proportions • Create and interpret scatter plots and solve problems using linear regression and the correlation coefficient
Course topics	1. Overview of Statistics 2. Summarizing Data 3. Tables and Plots 4. Probability 5. Discrete Probability Distributions 6. Continuous Probability Distributions 7. Sampling 8. Regression & Correlation 9. Statistical Estimation 10. Hypothesis Testing

7.19 Research Methods in Psychology

Course Objective	The course objective is to survey the methods used in psychological research, as well as ethics in research and the process of setting up a research study.
Learning outcomes	Upon completion of this course, you will be able to: • Explain why research is done and what makes high-quality research • Examine the concerns involved when using human participants in research, such as informed consent, protection from harm and maintaining privacy • Describe how to structure a research project, from selecting the right problem to research to figuring out the right data collection technique • Compare and analyze different types of experiments, surveys, content analysis, statistics, and field research • Analyze non-experimental research to learn about its purpose, survey research, correlational research and the relationship between variables • Investigate types of qualitative research design, such as case study, ethnographic, historical research, grounded theory and phenomenological • Discuss developmental research and ex post facto, longitudinal, cross-sectional, and pretest-posttest design • Examine experimental design to learn about measurement types, variables (continuous and discrete), random assignment, control groups, factorial design, sampling and sampling methods. • Review frequency distributions, measure of central tendency, measures of variability, inferential statistics, hypothesis testing, chi-squared test and ANOVA • Examine what external and internal validity is, variables that affect them, drawing conclusions based on internal validity, limits to generalization of a research study and interpreting a non-significant outcome
Course topics	1. Introduction to Research Methods 2. Principles of Ethical Research 3. Setting Up the Research Study 4. Data Collection Techniques in Psychology 5. Non-experimental Research 6. Qualitative Research Methods and Design 7. Quasi-Experimental Research 8. Sampling and Generalization 9. Measurement in Research 10. Internal Validity in Research 11. External Validity 12. Experimental Design 13. Descriptive Statistics in Psychology 14. Inferential Statistics in Psychology 15. Evaluating Research Findings

7.20 Advanced Social Psychology

Course Objective	The course objective is to examine interpersonal communication in various social contexts and apply social psychological principles in the evaluation of current events in legal, career/work, health, education, and online environments.
Learning outcomes	Upon completion of this course, you will be able to: • Understand & apply scientific methods used in social psychological research to everyday situations and current events in social environments (e.g., public health, education, law, politics, career/work). • Evaluate and describe how social cognition & social perception influence human thinking & behavior in various social contexts. • Examine the impact of actual, imagined, or implied social influences (persuasion, group processes & intergroup relations) on human thoughts, feelings and behaviors. • Evaluate and apply theories of the social self to everyday situations. • Evaluate factors involved in forming & maintaining close interpersonal relationships (e.g., friendships, romantic relationships, marriage) • Differentiate between stereotyping, prejudice & discrimination; discuss empirical findings, & explain how they influence human thoughts, feelings, & behaviors. • Discuss empirical findings from research on conformity, obedience, & aggression, & relate to broader societal issues. • Explain the nature and dynamics of prosocial behavior & compare to those associated with aggression.
Course topics	1. Themes of Social Psychology 2. Social Cognition, Perception & Nonverbal Communication 3. Attitudes, Persuasion & Behavior 4. Self-Perception & Identity 5. Prejudice, Stereotyping & Discrimination 6. The Psychology of Interpersonal Relationships 7. Conformity, Compliance & Obedience 8. Altruism & Prosocial Behavior 9. Aggression in Social Psychology 10. Social Psychology & the Online World

7.21 Healthcare Finance & Budgeting

Course Objective	The course objective is to describe and analyze healthcare system finance and budgeting. The course covers various processes of healthcare financial management on individual and organizational level.
Learning outcomes	Upon completion of this course, you will be able to: • Define healthcare finance and identify the role of financial reporting, management, and budgeting in healthcare organizations. • Identify types of healthcare organizations and describe various organizational structures. • Define healthcare compliance, identify fraud and abuse laws, and differentiate between error and fraud in financial reporting. • Identify types of health insurance and reimbursement methods and apply strategies to transition to value-based reimbursement. • Describe financial, receivable, cash, and supply chain management activities in healthcare organizations. • Identify and analyze components of financial statements. • Apply financial ration analysis and benchmarking procedures. • Classify capital projects and develop operating budgets for healthcare organizations. • Conduct various analyses to assess and manage risk in healthcare organizations. • Forecast staffing needs and calculate full-time equivalents and prevailing wage.
Course topics	1. Introduction to Healthcare Finance 2. Organizational Structure in Healthcare 3. Healthcare Organizations & Services 4. Financial Reporting in Healthcare 5. Health Insurance & Reimbursement 6. Estimating Healthcare Costs 7. Healthcare Financial Management 8. Accounting & Income Statements in Healthcare 9. Using Balance Sheets in Healthcare Finance 10. Financial Assessment in Healthcare 11. Healthcare Planning & Budgeting 12. Project Costs & Evaluation in Healthcare 13. Healthcare Staffing Needs & Forecasting 14. Trends in Healthcare

7.22 Educational Psychology

Course Objective	The course objective is to apply basic psychology concepts to produce effective teaching strategies for the classroom, focusing on the core principles and theories of learning.
Learning outcomes	Upon completion of this course, you will be able to: • Diagram the process of information processing • Model strategies for advancing creativity and problem solving in a learning environment • Diagram and assess the different stages of child and adolescent development • Outline the zone of proximal development • Diagram and explain Maslow's hierarchy of needs • Compare and contrast methods of measuring intelligence • Illustrate the impact and outline the types of learning disabilities in children • Compare and contrast the different types of assessments used in learning, including advantages, disadvantages, and reliability • Identify and differentiate between different instructional strategies and classroom management techniques • Analyze and describe Bloom's taxonomy
Course topics	1. History and Educational Aims 2. Developmental Psychology in Children and Adolescents 3. Motivation in Learning 4. Assessments of Learning 5. Cognitive Perspective in Psychology 6. Behavioral Perspective in Psychology 7. Research Design and Analysis 8. Instructional Pedagogy 9. Individual Differences in Children

7.23 Diversity and Intercultural Communication

Course Objective	The course objective is to teach students the fundamental elements of diversity and intercultural communication. Students will learn about the influence culture has on communication; nuances in nonverbal communication; ethnocentricity, prejudice and stereotypes; sexism & gender roles; and intercultural communication in professional settings.
Learning outcomes	Upon completion of this course, you will be able to: • Explain the communication process and connect it to communicating with people from cultures other than your own • Compare and contrast how cultural differences in worldview, social experiences, and history shape the communication process • Distinguish between verbal and nonverbal communication patterns and behaviors • Compare and contrast the role of history, politics, and religion in the development of stereotypes, prejudices, and biases • Analyze and dissect the elements of intercultural communication including language, gender roles, ethnocentrism, privilege, racism, stereotypes, and nonverbal communication • Assess the influence of culture on communication in the workplace, in schools, and in healthcare settings • Evaluate ways to improve intercultural communication in the workplace, in schools, and in healthcare settings • Critique the influence of your own worldview, beliefs, culture, and biases on communicating with people of other cultures.
Course topics	1. Communication as a Process 2. Understanding Culture 3. The Influence of Culture on Communication 4. Cultural Differences in Nonverbal Communication 5. The Impact of Cultural Conflict on Communications 6. Ethnocentricity, Prejudice & Stereotypes 7. Sexism, Gender Roles & Communication 8. Intercultural Communication in the Workplace 9. Culture & Communication at School 10. Culture & Communication in Healthcare 11. Developing Competence in Intercultural Communication

7.24 Calculus

Course Objective	The course objective is to master the basics of calculus with an emphasis on limits, derivatives and integrals.
Learning outcomes	Upon completion of this course, you will be able to: • Identify continuities and discontinuities in functions and graphs • Define and apply the Intermediate Value Theorem • Determine the limits of functions and use a graph to define limits • Summarize the formal definition of a derivative and appraise graphical representations of derivatives • Calculate derivatives of trigonometric functions, polynomial equations, and exponential equations • Calculate higher order derivatives • Use Newton's Method to find roots of equations • Define the Fundamental Theorem of Calculus • Calculate integrals of trigonometric and exponential functions • Solve integrals using substitution and trigonometric substitution
Course topics	1. Graphing and Functions 2. Continuity 3. Vectors in Calculus 4. Geometry and Trigonometry 5. How to Use a Scientific Calculator 6. Limits 7. Rate of Change 8. Calculating Derivatives and Derivative Rules 9. Graphing Derivatives and L'Hopital's Rule 10. Applications of Derivatives 11. Series 12. Area Under the Curve and Integrals 13. Integration and Integration Techniques 14. Integration Applications 15. Differential Equations