

# PA & NP Leadership in Healthcare



## Leverage Experience to Lead

Physician Assistants and Nurse Practitioners are fast becoming the backbone of the healthcare industry. Use your unique position and experience to advocate for and manage teams towards organizational success.

Each class  
worth 24  
CMEs

### TAUGHT BY INDUSTRY PROFESSIONALS

Metrics: Measuring, Comparing, and Privileging Your PA/NP Workforce

Principles of Leadership in Healthcare

Medical Billing & Reimbursement

The Learning Environment in Healthcare

Advocacy in Leadership

Technology in Health

Clinical Operations Management

*Take four classes to complete your certificate*



[accelerator.bryant.edu](https://accelerator.bryant.edu)



401-232-6200

**Bryant University**  
**INSPIRED TO EXCEL**

# BRYANT UNIVERSITY CERTIFICATE PROGRAMS

## WHY SHOULD YOU PURSUE A BRYANT UNIVERSITY CERTIFICATE

Bryant University fosters a career advancement mindset in which students learn in an interactive format to gain skills they can immediately apply for their professional development. Since 1863, Bryant University has been a leader in offering innovative educational programs that address the changing landscape of both business and society.

From Project Management to Six Sigma, People Analytics to Mastering Leadership, our programs utilize cutting-edge approaches to create a highly interactive and experiential learning environment and ensure the knowledge gained can be utilized right away. All programs are developed and supported by our renowned Bryant Faculty.

You choose the path that's right for you from the comfort of your home or office: virtual instructor-led or online self-paced.

## EDUCATION FOR INDIVIDUALS

Advance your career through our professional certificate programs and individual courses. Bryant offers virtual instructor-led and self-directed online learning options to provide you the utmost flexibility and convenience in your lifelong learning journey.

## CUSTOM PROGRAMS

Bryant University offers customizable training to corporations, non-profits, and government organizations. Our custom programs can be onsite, virtual instructor-led, or online self-paced.

Investing in employee professional development is an essential component for any organizational success. Working collaboratively, we develop customized corporate programs for employers to help increase retention, performance, and personal growth.

## KEY

### Instructor-Led (online)



Icon represents programs offered by instructors via Zoom.

Join our expert Bryant instructors for direct teaching via Zoom. Instructor-led courses provide excellent opportunities to network with fellow learners and engage in real-world applications of material.

### Self-Paced (online)



Icon represents self-paced programs offered online.

All self-paced courses are designed and supported by Bryant instructors. Self-paced courses are ideal opportunities to fit learning and career development into your busy schedule.

### Strategies for Success



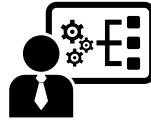
Icon represents customizable programs offered for organizations.

“Strategies for Success” is a one-week module that will familiarize you with our online learning system, to ensure when you begin your certificate program you are ready to learn and fully participate. Required for all first time Bryant University certificate learners.



## DESIGN THINKING

Leverage your creativity: tackle complex problems by developing innovative solutions.



## PROJECT MANAGEMENT

Explore the critical skills every project manager needs to be successful.



## HUMAN RESOURCES

*A SHRM preferred provider.*

Examine HR best practices and become a strategic partner in your company's success.



## LEADERSHIP DEVELOPMENT

Study the diverse skills required to be a dynamic value-based leader.



## LEAN SIX SIGMA

Use a logical problem solving methodology to improve processes by eliminating waste.



COMING SOON

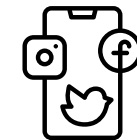
## BUSINESS ANALYSIS

Advise clients and stakeholders by conducting insightful needs analyses.



## AGILE & SCRUM

Deliver high quality efficient products and promote a strong team environment.



## DIGITAL & SOCIAL MEDIA STRATEGY

Analyze today's digital landscape and build a strategic plan with target metrics.



## DATA VISUALIZATION

Create vivid insightful visualizations in Excel, Power BI, Tableau, and Google Data Studio.



## FINANCIAL PLANNING

Satisfy the educational requirements to confidently sit for the CFP® exam.



## PA & NP LEADERSHIP IN HEALTHCARE

Master the skills PA/NP supervisors need in the healthcare workplace.



## CYBERSECURITY FRAMEWORK

Learn NIST Cybersecurity Framework controls and management systems.

# PHYSICIAN ASSISTANT & NURSE PRACTITIONER LEADERSHIP IN HEALTHCARE

The healthcare system in the United States is becoming increasingly reliant on the clinical and leadership skills of Physician Assistants and Nurse Practitioners.

A massive projected shortage of physicians coupled with a strong projected growth of Physician Assistants and Nurse Practitioners in the coming decade means these two roles are fast becoming the backbone of our healthcare system. Physician Assistant and Nurse Practitioner healthcare providers have begun to assume leadership roles in healthcare that had been previously reserved for physicians.

To address the unique needs of leadership in the healthcare field, this program is taught by industry professionals with topics specifically designed to address the needs of the sector.

Participants learn about conflict management, effective communication, advocacy and assertiveness, measurement of productivity and outcomes, and billing and reimbursement.

## Learning Path

Individuals must successfully complete 4 of the available courses. There are no pre-requisites or order in which courses must be completed. The program can be completed within 12-18 months.

This program allows students to earn Continuing Medical Education credits based on the number of lecture hours at the completion of the program.

# PA & NP LEADERSHIP IN HEALTHCARE

## MEDICAL BILLING AND REIMBURSEMENT FOR PAS AND NPS



Earn 25 CMEs

### Course Description

Introduction to the basics of medical insurance billing and current payment methodologies in the inpatient, outpatient, and surgical settings. Heavy focus on Medicare billing since 3rd party payer rules can vary per payer and/or per state.

The course focuses on compliance with regulatory requirements, proper documentation requirements, and common Medicare billing practices.

### Audience

Physician Assistants or Nurse Practitioners who are currently in supervisory roles or seeking to enter a supervisor position and/or individuals who seek to earn Continuing Medical Education credits.

### Course Information

#### HBS 501

Schedule: Online, anytime. Begin your course on the first Sunday following enrollment.

CME: 25 Units  
(Pending Accreditation)

### Overview & Assignments

This course consists of 10 weeks of guided learning, each comprising multimedia, interactive modules, curated readings. It is expected that you will spend approximately six to seven hours per week working through these materials and assignments. .

### Outcomes

Students in this course will be able to:

- Discuss the types of medical billing associated with different levels of patient care
- Understand Medicare regulatory requirements
- Outline best practices for submitting billing to Medicare

# PA & NP LEADERSHIP IN HEALTHCARE

## ADVOCACY IN LEADERSHIP



Earn 25 CMEs

### Course Description

Prepare PAs for the two types of leadership advocacy:

1. to advance the agenda of the rapidly changing profession by the examination of relevant health policy research and analysis (legislative advocacy) and
2. to successfully advocate for their ideas as leaders (self-advocacy).

### Audience

Physician Assistants or Nurse Practitioners who are currently in supervisory roles or seeking to enter a supervisor position and/or individuals who seek to earn Continuing Medical Education credits.

### Course Information

#### HBS 502

Schedule: Online, anytime. Begin your course on the first Sunday following enrollment.

CME: 25 Units  
(Pending Accreditation)

### Overview & Assignments

This course consists of 10 weeks of guided learning, each comprising multimedia, interactive modules, curated readings. It is expected that you will spend approximately six to seven hours per week working through these materials and assignments.

### Outcomes

Students in this course will be able to:

- Discuss effective communication skills needed to advocate for self and the profession
- Understand the role of health policy analysis on the PA profession and patient care
- Reflect on moral and ethical leadership to make positive change

# PA & NP LEADERSHIP IN HEALTHCARE

## METRICS: MEASURING, COMPARING, AND PRIVILEGING YOUR PA AND NP WORKFORCE



Earn 25 CMEs

### Course Description

Introduction to the fundamentals of metrics and analysis surrounding PA and NP productivity, outcomes, competencies, and retention. Emphasis on understanding and applied methodology, not on statistical analysis. By the end of the course, students should have a firm grasp on dashboard/scorecard anatomy, metric categories, dashboard analysis, the clinical competency-dashboard relationship, and special considerations for PA and NP metric tracking.

Students will learn about the significance of the EMR in today's health care delivery system and learn how to track performance to include interpretation of operational metrics and productivity.

### Audience

Physician Assistants or Nurse Practitioners who are currently in supervisory roles or seeking to enter a supervisor position and/or individuals who seek to earn Continuing Medical Education credits.

### Course Information

#### HBS 503

Schedule: Online, anytime. Begin your course on the first Sunday following enrollment.

CME: 25 Units  
(Pending Accreditation)

### Overview & Assignments

This course consists of 10 weeks of guided learning, each comprising multimedia, interactive modules, curated readings. It is expected that you will spend approximately six to seven hours per week working through these materials and assignments.

### Outcomes

Students in this course will be able to:

- Demonstrate an understanding of provider metric categories and analysis
- Understand the impact the EMR system has on the health care system
- Ability to track provider performance and productivity using EMR systems

# PA & NP LEADERSHIP IN HEALTHCARE

## PRINCIPLES OF LEADERSHIP IN HEALTHCARE



Earn 25 CMEs

### Course Description

Introduction to general leadership theory, knowledge, and skills.

Students will gain insight into differing leadership theories such as scientific, moral, transactional, transformational, and situational as well as be able to assess current knowledge and skill in essential leadership practices such as vision, planning, decision-making, communication, team leadership, conflict resolution, motivation and developing others, power/influence, culture, change, mentorship, and evaluation.

### Audience

Physician Assistants or Nurse Practitioners who are currently in supervisory roles or seeking to enter a supervisor position and/or individuals who seek to earn Continuing Medical Education credits.

### Course Information

#### HBS 504

Schedule: Online, anytime. Begin your course on the first Sunday following enrollment.

CME: 25 Units  
(Pending Accreditation)

### Overview & Assignments

This course consists of 10 weeks of guided learning, each comprising multimedia, interactive modules, curated readings. It is expected that you will spend approximately six to seven hours per week working through these materials and assignments.

### Outcomes

Students in this course will be able to:

- Explain the differing leadership theories
- Apply leadership theories to clinical practice scenarios
- Integrate leadership core knowledge into skills that can be applied to roles in the health care system



# PA & NP LEADERSHIP IN HEALTHCARE

## CLINICAL OPERATIONS MANAGEMENT



Earn 25 CMEs

### Course Description

Discuss the major elements of healthcare operations across multiple clinical care areas; including, inpatient, outpatient, and management strategies to maximize patient care. General clinical operations, leadership, team management skills and quality control are the foundation of the course.

Learn to manage and improve healthcare organizations through reviewing and improving upon organizational efficiency, safety, quality, and policies and procedures. Managing health care organization patient capacity and identifying means to increase safe throughput to improve access to care is included within the course. The course ends with disaster and crisis management.

### Audience

Physician Assistants or Nurse Practitioners who are currently in supervisory roles or seeking to enter a supervisor position and/or individuals who seek to earn Continuing Medical Education credits.

### Course Information

#### HBS 505

Schedule: Online, anytime. Begin your course on the first Sunday following enrollment.

CME: 25 Units  
(Pending Accreditation)

### Overview & Assignments

This course consists of 10 weeks of guided learning, each comprising multimedia, interactive modules, curated readings. It is expected that you will spend approximately six to seven hours per week working through these materials and assignments.

### Outcomes

Students in this course will be able to:

- Understand the elements of health care operations across multiple clinical care areas
- Discuss ways to optimize organizational efficiency without sacrificing safety and quality
- Demonstrate an understanding of how to review policies and procedures critically and provide solutions when applicable
- Compare standard healthcare operations to that needed in disaster and crisis situations along with the modifications in operations needed for successful disaster response

# PA & NP LEADERSHIP IN HEALTHCARE

## TECHNOLOGY IN HEALTH



Earn 25 CMEs

### Course Description

Clinical operations leaders need a solid understanding of methodological ways to evaluate newer technologies and decide when and how to implement new technologies into a workflow.

New technologies such as telemedicine and digital health result in entirely new systems, processes, and workflows for providers and healthcare organizations. Clinical operations leaders need to understand the how new technology will alter the patient and provider experience and how each works with these new technologies.

Engage in discussions regarding the concerns and benefits of adopting new technology on the patient level, provider level, and healthcare organization level along with challenges associated with billing and reimbursement are discussed.

### Audience

Physician Assistants or Nurse Practitioners who are currently in supervisory roles or seeking to enter a supervisor position and/or individuals who seek to earn Continuing Medical Education credits.

### Course Information

#### HBS 506

Schedule: Online, anytime. Begin your course on the first Sunday following enrollment.

CME: 25 Units  
(Pending Accreditation)

### Overview & Assignments

This course consists of 10 weeks of guided learning, each comprising multimedia, interactive modules, curated readings. It is expected that you will spend approximately six to seven hours per week working through these materials and assignments.

### Outcomes

Students in this course will be able to:

- Extrapolate how newer technologies can have an impact on patient care and the health care systems
- Discuss ways to evaluate the ability to incorporate new technology into various health care settings
- Explain risks and benefits to adopting newer technologies in health care

# PA & NP LEADERSHIP IN HEALTHCARE

## THE LEARNING ENVIRONMENT IN HEALTHCARE



Earn 25 CMEs

### Course Description

Education is often at the core of many health care organizations. Patients, providers, and staff must all sit in the learner role at some point given the continually changing health care environment.

Individuals and organizations must remain flexible and adaptable and be open to learning opportunities. As the overall health care system changes with incorporation of system wide electronic medical records, telemedicine, home care, individualized medicine, new processes and student learners, patient care is evolving now more than ever.

This course aims to discuss risks that are inherent to change and how organizations can preserve the core of the patient encounter by creating a continuous learning environment for organization leaders, providers, and staff as well as educating patients and their families. Further, it will explore operational incorporation of students and post-graduate trainees as learners in the health care organization.

### Audience

Physician Assistants or Nurse Practitioners who are currently in supervisory roles or seeking to enter a supervisor position and/or individuals who seek to earn Continuing Medical Education credits.

### Course Information

#### HBS 507

Schedule: Online, anytime. Begin your course on the first Sunday following enrollment.

CME: 25 Units  
(Pending Accreditation)

### Overview & Assignments

This course consists of 10 weeks of guided learning, each comprising multimedia, interactive modules, curated readings. It is expected that you will spend approximately six to seven hours per week working through these materials and assignments.

### Outcomes

Students in this course will be able to:

- Discuss learning modalities for patients, providers, and organizations to ensure continuous learning
- Present risks associated with change to the traditional patient-provider relationship and explore solutions
- Assess health care facility operations and how to effectively integrate student learners

## Physician Assistant & Nurse Practitioner Leadership in Healthcare

Complete four (4) courses to earn a certificate. CME credits available pending accreditation.

Course	Format	Schedule	Fee	Instructor	CMEs
Medical Billing and Reimbursement for PAs and NPs	Self Paced Online HBS 501	<b>COMING SOON</b> Summer 2023 <i>10 weeks</i>	\$ 1,995.00	Lisa Blakeley	25
Principles of Leadership in Healthcare	Self Paced Online HBS 504	<b>COMING SOON</b> Summer 2023 <i>10 weeks</i>	\$ 1,995.00	Michael Gerlach	25
The Learning Environment in Healthcare	Self Paced Online HBS 507	<b>COMING SOON</b> Summer 2023 <i>10 weeks</i>	\$ 1,995.00	Ashley Hughes	25
Metrics: Measuring, Comparing, and Privileging Your PA/NP Workforce	Self Paced Online HBS 503	<b>COMING SOON</b> Summer 2023 <i>10 weeks</i>	\$ 1,995.00	TBA	25
Advocacy in Leadership	Self Paced Online HBS 502	<b>COMING SOON</b> Summer 2023 <i>10 weeks</i>	\$ 1,995.00	TBA	25
Clinical Operations Management	Self Paced Online HBS 505	<b>COMING SOON</b> <i>10 weeks</i>	\$ 1,995.00	TBA	25
Technology in Health	Self Paced Online HBS 506	<b>COMING SOON</b> <i>10 weeks</i>	\$ 1,995.00	TBA	25