COURSE OUTLINE: HCA118 - INNOVATION IN HEALTH

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Approved: Bob Chapman - Dean

Course Code: Title	HCA118: INNOVATION IN HEALTHCARE
Program Number: Name	2186: HEALTH CARE ADMIN
Department:	BUSINESS/ACCOUNTING PROGRAMS
Academic Year:	2025-2026
Course Description:	This course prepares students to lead transformation initiatives in health care. Grounded in the Systems Transformation dimension of the LEADS Framework, students will examine change leadership models, quality improvement methods, and innovation strategies that are human-centered, evidence-informed, and aligned with health system priorities. The course integrates Appreciative Inquiry to leverage organizational strengths, IDEO design principles to support creative problem-solving, and artificial intelligence (AI) as a tool for data-informed decision-making. Emphasis is placed on applying change theory and developing scalable, sustainable solutions that advance quality and system performance.
Total Credits:	3
Hours/Week:	3
Total Hours:	42
Prerequisites:	There are no pre-requisites for this course.
Corequisites:	There are no co-requisites for this course.
This course is a pre-requisite for:	HCL401
Vocational Learning Outcomes (VLO's) addressed in this course: **Please refer to program web page for a complete listing of program outcomes where applicable.**	**2186 - HEALTH CARE ADMIN** VLO 1 Address the needs of a diverse patient population using best practices to ensure progressive and positive processes within a health care facility. VLO 2 Achieve positive outcomes using core concepts of quality, patient safety, patient & Family centred care. VLO 4 Communicate effectively and appropriately with patients, families, and members both in the health care and administrative teams to maintain a wholly interactive environment. VLO 7 Support evidence informed decision making, using critical thinking skills and best practices in the administration of a healthcare facility. VLO 8 Outline strategies to manage risks in the business activities of a health care organization.
Essential Employability Skills (EES) addressed in this course:	EES 1 Communicate clearly, concisely and correctly in the written, spoken, and visual form that fulfills the purpose and meets the needs of the audience. EES 2 Respond to written, spoken, or visual messages in a manner that ensures effective communication.

	EES 4 Apply a systematic approach to solve problems.
	EES 5 Use a variety of thinking skills to anticipate and solve problems.
	EES 7 Analyze, evaluate, and apply relevant information from a variety of sources.
	EES 8 Show respect for the diverse opinions, values, belief systems, and contributions of others.
	EES 9 Interact with others in groups or teams that contribute to effective working relationships and the achievement of goals.
	EES 10 Manage the use of time and other resources to complete projects.
	EES 11 Take responsibility for ones own actions, decisions, and consequences.
Course Evaluation:	Passing Grade: 50%, D A minimum program GPA of 2.0 or higher where program specific standards exist is required for graduation.

Course Outcomes and Learning Objectives:

Course Outcome 1	Learning Objectives for Course Outcome 1
Evaluate change leadership theories and innovation frameworks that support health system transformation.	1.1 Compare and assess leading change frameworks and their effectiveness in various health care contexts. 1.2 Apply Appreciative Inquiry principles to explore organizational strengths and design positive change strategies. 1.3 Identify and analyze wicked problems in health care and apply systems thinking to propose transformative interventions.
Course Outcome 2	**Learning Objectives for Course Outcome 2**
Assess organizational culture, change readiness, and stakeholder dynamics using innovation adoption strategies.	2.1 Explore how organizational culture influences innovation, adoption, resistance, and the sustainability of change initiatives. 2.2 Analyze organizational change readiness using diagnostic tools and recommend strategies to strengthen innovation capacity. 2.3 Apply the Law of Diffusion of Innovation to identify adopter categories (innovators, early adopters, early majority, late majority, laggards) and create engagement strategies for each group.
Course Outcome 3	**Learning Objectives for Course Outcome 3**
Examine the role of artificial intelligence and emerging technologies in driving health innovation.	3.1 Analyze opportunities and challenges associated with AI-driven innovation, including ethical and equity considerations. 3.2 Explore how AI has been used to enhance patient outcomes, streamline systems, and support population health strategies. 3.3 Evaluate how AI-enabled tools can inform quality improvement and leadership decisions in real time. 3.4 Reflect on how leaders can guide responsible adoption of AI and other emerging technologies.
Course Outcome 4	**Learning Objectives for Course Outcome 4**
Apply quality improvement and design methodologies	4.1 Compare rapid cycle improvement and large-scale change methods for health care redesign.

	to implement and sustain innovation in health care.	4.2 Apply the Plan-Do-Check-Act (PDCA) model to a select health care improvement opportunity. 4.3 Apply IDEO`s design thinking (e.g., define, ideate, prototype, test) to create and refine change initiatives. 4.4 Analyze lessons learned from health care innovation initiatives, and propose strategies for scaling and sustaining change.

Evaluation Process and Grading System:

Evaluation Type	Evaluation Weight
Assignments (includes written assignments and presentations	60%
Professional Skills Development	20%
Tests	20%

Date: August 19, 2025

Addendum: Please refer to the course outline addendum on the Learning Management System for further information.