

# EMERGENCY MEDICAL SERVICES (EMS)

Program Director: Michael G. Miller, EdD, MS, BSEMS, RN, NRP  
Program Office: EMS Education, Vinardi Center/Old Gym

ems.creighton.edu (<https://ems.creighton.edu/>)

## EMS Education Mission

The mission of the Creighton University Emergency Medical Services Education program is to provide high quality EMS education which will empower individuals to become compassionate, respectful, skilled and knowledgeable care providers who value education as a lifelong process.

## EMS Education Vision Statement

Creighton University EMS Education will be recognized regionally and nationally for excellence in EMS education, scholarship and service.

EMS instructors will be recognized regionally and nationally as experts in EMS education and as leaders, innovators and scholars.

EMS graduates will be recognized by the EMS community for competence, character and dedication to excellence and they are continually recruited by reputable employers regionally and nationally, and are recognized by those employers as the most highly qualified of entry-level professionals.

EMS graduates will also be accepted into graduate and professional programs, including schools of medicine, law, and allied health professional schools.

## Overview

Creighton University has been educating medical professionals for over 100 years and a leader in EMS Education for over 40 years. As the field continues to grow and change, leaders and educators with a background in emergency medicine are needed more than ever to help shape the future of Emergency Medical Services.

Creighton University's online Master of Science in Emergency Medical Services (EMS) will give you the edge in today's competitive professional world of EMS. Our program is carefully designed to provide you with the most current curriculum. You will learn from accomplished faculty members who are national and international leaders in EMS. You will benefit from their experience as you build your base of theoretical and practical knowledge. Throughout your studies you will acquire tools and techniques that will increase your effectiveness and expand your career opportunities.

This 36-credit hour program is offered in 8-week online courses.

This program prepares healthcare professionals with EMS experience and a baccalaureate degree for leadership roles requiring administration, planning, education and training and research and development.

Develop skills in:

- EMS leadership
- Organizational development and change
- Financial management
- Clinical quality management

- Legal and ethical aspects
- Analysis and Implementation of Research
- Human resource management

## Program Goals

Graduates with the Master of Science degree in Emergency Medical Services will:

1. Demonstrate competency in EMS administration, including human resources management, leadership, planning, communication, clinical care, EMS operations and finance;
2. Work effectively and in solidarity across the distinctions of human diversity;
3. Communicate respectfully and effectively through all modes of expression;
4. Combine critical thinking, disciplined research, and effective problem-solving in EMS;
5. Employ ethical decision making, service, and civic responsibility in accordance with the Judeo-Christian tradition and Ignatian values and those values consistent with the health care professions and EMS in serving as a leader, administrator, educator, mentor, and advocate for the field of EMS.

## Admission Requirements

Preferred candidates would be experienced EMS professionals with at least three years practice experience in the field of EMS, a related BA or BS degree with a GPA of at least 3.2. Additional requirements include:

1. Completed **application** and application fee;
2. **Curriculum Vitae** including relevant education and any employment history, certifications and licensures, teaching and research experience, publications, presentations, awards, honors, affiliations, professional associations, experience and background in EMS and/or healthcare.
3. **Personal Statement:** Using 500 words or less, please respond to the following: Explain how successful completion of this program will assist you in achieving your professional goals.
4. **Recommendation forms:** Three letters of recommendation submitted by persons other than family members and preferably submitted by employers, undergraduate faculty, and colleagues;
5. **Official transcripts** from all colleges/universities attended;
6. **Test of English as a Foreign Language (TOEFL):** All international applicants from countries in which English is not the primary language must demonstrate proficiency in English language by submitting a minimum TOEFL score of 90 iBT (233 CBT/577 PBT). International applicants who receive their baccalaureate or higher degree from an accredited institution in the US, United Kingdom, Ireland, Canada, Australia, New Zealand, or Africa (English-speaking only) are not required to submit a TOEFL score report.

## Assessment Plan for Student Learning

The grading system for all courses is based on formally developed rubrics. The standard university A-B-C- F grading scale is utilized throughout the program, except in the practica courses, which are graded as (S) Satisfactory) and (U) Unsatisfactory. Candidates for program completion will complete a capstone project as partial fulfillment of the requirements for the MS EMS degree. Capstone projects will be reviewed by the MS EMS faculty and two recognized EMS leaders that have a

Master's degree in EMS or a related field, such as management, science, education, medicine, or nursing.

## Degree in Emergency Medical Services

- M.S., Emergency Medical Services (<http://catalog.creighton.edu/graduate/graduate-programs-courses/emergency-medical-service/emergency-medical-services-ms/>)

## Accelerated Master's program

- B.S.E.M.S./M.S.(EMS) (<http://catalog.creighton.edu/graduate/graduate-programs-courses/emergency-medical-service/bsems-ms-ems-amp/>)

## Courses

### EMS 601. EMS Leadership. 3 credits.

This course begins with the fundamental concepts and theories of leadership. Students will reflect on their own experiences with leadership and the concepts of leadership and leadership styles that they have developed through prior studies and social experiences in prior years. The students will learn about the current theories of situational leadership, servant leadership, transformational leadership and others.

### EMS 602. Organizational Development and Organizational Change. 3 credits.

In today's ever-changing business environment, it is imperative for leaders within EMS organizations to understand the process of organizational development and how it can be leveraged to promote organizational effectiveness. They must also understand the role of organizational change and how change affects individuals, organizations, and processes. This course is designed to advance students' knowledge of organizational development and change, familiarizing students with the fundamentals of organizational behavior, change theory, organizational leadership and strategic management. Students will assess and diagnose EMS organizations with respect to artifacts, espoused values, mission statements, vision statements, performance goals, objectives and outcome measures.

### EMS 603. Clinical Practice and Quality Assurance. 3 credits.

Patient care in EMS is most frequently provided in isolated settings outside of hospitals and clinics by one individual or a small team of two or three emergency medical technicians and paramedics. Assuring up-to-date competency, compliance and quality are important systemic challenges in the field of EMS management and leadership. This course will follow the steps of a sound Quality Improvement Program beginning with assessing opportunities, determining how to collect the necessary information, collecting and analyzing data, and utilizing data for quality improvement. Students will learn how to develop and utilize quality metrics both unique to their organizations as well as those determined by regulatory agencies.

### EMS 604. EMS Financial Management. 3 credits.

EMS fiscal management is complex and diverse. EMS spans the healthcare, public safety, firefighting, not-for-profit, for-profit, hospital system subsidiary agency, aero medical services, military services and other sectors of the economy, each with differences in funding sources, reporting requirements, budgetary cycles, and fiscal management strategies. EMS fiscal management must be competent and current to remain competitive and serve the interests of the community.

### EMS 605. Ethics in EMS. 3 credits.

This course focuses on the practical application of foundational concepts of ethics to clinical, administrative, and educational settings for EMS professionals including ethical case analyses. Given the special environments in which EMS operate, there will be an emphasis placed on interprofessional collaboration and communication. EMS shares a set of medical and research ethics with medicine and nursing, however, EMS leaders and managers must also be competent in the EMS culture and special environment in which EMS operates.

### EMS 606. Education for EMS Professionals. 3 credits.

This course provides a graduate-level learning opportunity for EMS professionals to develop an understanding of the principles, practices and theory of EMS education. Those students who complete this course will be prepared to administer, plan, develop and advocate for EMS education and training programs at multiple organizational levels, including nationally accredited institutions of higher learning, municipal and other government-based training agencies, and independent for profit and not-for-profit training agencies, as well as serving in governmental regulatory positions that have oversight responsibilities for EMS education and training. Employee orientation and employee development processes will also be explored.

### EMS 607. Human Resource Management in Healthcare. 3 credits.

Students will be introduced to the importance of strategic human resources management in organizations, with a focus on healthcare enterprises. Topics covered will include recruitment, hiring, compensation, training, and motivating employees to create a productive and dynamic work environment. The course will also examine the impact of the legal, economic and legislative environment on strategic human resource management, as well as explore the impact of labor relations on the organization and employee.

### EMS 608. EMS Law, Regulations, and Risk Management. 3 credits.

The field of EMS is governed by a complex set of federal, state and municipal laws and regulations. EMS leaders need to be aware of the applicable law and regulations, as well as the interpretations and actions established as a result of these laws. In addition to an overview of the US judicial system, civil liability, risk management, negligence, and employment law topics will be explored.

### EMS 609. EMS Research: An Introduction to Study Design and Research Methods. 3 credits.

Evidence-based research has a profound influence on EMS operations. This course is designed to introduce basic concepts related to scientific and social inquiry. While students will not be conducting and completing original research as part of this course, basic research methodology and the processes necessary to conduct a study will be reviewed. Critical analysis of research studies will be completed, with an emphasis on reviewing the strength of the evidence.

### EMS 620. Practicum in EMS Leadership. 3 credits.

The practicum is designed to be a hands-on experience intended to allow the student to apply culminated knowledge in a real world EMS leadership environment. With the guidance of the faculty advisor, the student will determine a suitable practicum site and emphasis of study, developing a detailed proposal to guide completion of the fieldwork project during the term.

**EMS 640. Independent Study. 1-3 credits.**

Students who take independent study credits are expected to study an area of interest in EMS leadership in great depth. The topic is developed in consultation between the student and faculty mentor, based on ideas the student has expressed in the Independent Study Project Proposal. This project will require an in-depth literature review as well as extensive data gathering, analysis, and synthesis of material into a final written paper.

**EMS 650. Capstone Project. 3 credits.**

To be eligible for the MSEMS Capstone Project, students must have successfully completed all core coursework (21 credits). The purpose of the Capstone Project is to provide the student with the opportunity to apply their acquired knowledge in EMS leadership, while continuing to explore and enhance skills as EMS leaders. Projects will be developed in consultation between the student and faculty mentor.