

HA - Health Administration

Courses numbered 500 to 799 = *undergraduate/graduate*. (Individual courses may be limited to undergraduate students only.) Courses numbered 800 to 999 = *graduate*.

HA 621. Supervisory Management in Health Care Organizations (3).

Cross-listed as PHS 621. Studies supervisory management concepts and techniques that apply to health care organizations and programs. Emphasizes understanding the health care environment and its various health care settings, identifying issues facing front-line employees, supervisors and mid-level managers, and the development of administrative and leadership skills necessary to successfully lead health care work teams. Identifies, analyzes and solves problems that clinical department heads, supervisors and other health-related mid-management personnel encounter in their work. The principles of effective management techniques — planning, decision making, organizing, budgeting, time management, leadership, direction, delegation, communication, motivation, discipline, performance appraisal, managing change, teamwork, effective meetings, working with unions, quality improvement and career development — are covered.

HA 622. Human Resource Management in Health Care Organizations (3).

Cross-listed as PHS 622. Intended for clinical health care professionals who will assume responsibility for managing people in health services organizations. Introduces the essential theories, components and issues of human resources management in the health care field. Includes, among many other topics, the study of the effectiveness of the human resources management function, employee recruitment, selection, training, performance appraisal, benefits and compensation, employee relations and other relevant legal requirements affecting employment in the health care sector. Covers issues of contemporary relevance for human health services resource departments such as employee health and safety, employee assistance programs, occupational stress and job burnout, use of the Internet in the workplace, violence in the workplace, and work/family issues. Students are required to learn and demonstrate the ability to analyze human resources problems and to find and present sound solutions. Students are expected to learn and demonstrate effective group working skills as they join small groups and engage in collaboratively solving a number of human resources management problems.

HA 648. Concepts of Quality in Health Care (3).

Cross-listed as PHS 648. Addresses quality management in health services organizations, with a focus on a systematic approach to meet the Institute of Medicine's aim to provide care that is safe, effective, patient-centered, timely, efficient and equitable. The history and current status of quality management initiatives, as well as the role of quality in organizational strategic management are presented. Students learn the role of quality from theory to application in a broad base of organizational settings.

HA 802. Health Law & Ethics (3).

Introduces the student to legal, regulatory and ethical issues related to managing health care organizations. Provides students with the practical knowledge needed to identify legal issues inherent in health care administration and to understand the legal ramifications of administrative and management decisions. In addition to an overview of laws governing health care institutions, this course explores the ethical dilemmas facing managers and providers in these institutions.

HA 804. Health Informatics (3).

Overview of health informatics principles, concepts of health informatics, and how technology can be used in the delivery of health care. Students examine major theories supporting health care informatics, understand its application in supporting decision making, and recognize its importance in providing safe, effective and efficient health care. The role of legal, regulatory, ethical and security issues are discussed as they apply to clinical information technologies.

HA 806. Issues and Trends in Health Professions (3).

Familiarizes graduate students with current trends affecting the present and projected health care delivery system. Topics covered cut across the areas of health care management and health policy including personnel, patients, health care technology, organizational structures and facilities, finance, mechanisms and the role of government. Addresses the cultural issues that present in the health care environment and the professionals that work within it. Attempts to focus on specific current and pertinent topics each given year.

HA 808. Principles of Epidemiology (3).

Cross-listed as PHS 808. Introductory graduate-level course concerning epidemiological principles and how these form the scientific basis for public health. Introduces students to the science and methodology of disease and risk surveillance in public health. Presents the foundations and structure used to solve medical and environmental health problems in the community with a primary focus on the health status of individual populations and special populations as they relate to health promotion and disease prevention. Includes lecture, group analysis, class guests and discussion.

HA 810. Strategic Planning and Performance Analytics (3).

Overview of organizational strategic planning theories and methods. Additionally, to provide services effectively and efficiently, managers need information to make decisions. Course studies the fundamentals of performance measurement and management systems. Measure selection, alignment with strategic plans, reporting processes, accountability and implementation of the performance management processes are included. Case examples focus on health care services organizations.

HA 812. Health Care Policy and Administration (3).

Cross-listed as PHS 812. Graduate-level course in the principles of health policy and administration. Considers the elements of strategic thinking at an organizational level as well as strategic implications of health policy and management at the national health care system level. Provides an in-depth look at policy and management issues in the health system from a public health perspective. Topics include health policy, trends in the health care system, and administrative issues.

HA 814. Health Care Leadership and Operations Management (3).

Designed for the master's level student seeking a leadership and operations role in the health care setting. Focuses on key competencies necessary for success in this type of role including, but not limited to, leadership execution, working with people, financial operations, strategic planning, budgeting, leadership in quality, building culture, building teams, working with physicians and working with key stakeholders. Case studies and competency focus are the key methodology used. Students have the opportunity to create presentations that simulate those of a health care executive to key stakeholders such as a board of directors of physicians.

HA 816. MHA Practicum (3).

Practicum experience culminates the final year of study in the MHA program. Practicum is an applied learning experience where students demonstrate their knowledge of various health administration competencies while gaining practical experience in a health service

organization. It also involves completing an applied learning project, which can focus on one or more MHA program learning outcomes to meet a specific need or goal as established by the organization. The practicum requires a minimum of 160 hours on-site with a health services organization, as well as a final presentation and portfolio submission. Practicum hours may be completed in the student's resident state, the final presentation via online conferencing, and portfolio submitted online. Prerequisite: instructor's consent.

HA 818. Rural Health Care Leadership (3).

Designed for the master's level student seeking a leadership role in the health care setting. Focuses on the key issues and challenges related to health care leadership in the rural environment. Covers certain rural related issues including, but not limited to, recruitment, competency, stakeholder relationships, quality concerns, financial stability, rural partnerships and collaborations, aging plant/equipment. The student connects with a current rural health care executive and through this contact, develops a better understanding of the variation and additional skills needed in health care leadership in the rural setting.

HA 833. Health Economics (3).

Cross-listed as PHS 833. Applies classical economic theories, principles and concepts to traditional U.S. medical care. Considers both the traditional and unique determinants of demand and supply, emphasizing the role of need for care, provider-induced demand, and health insurance. Also considers the legitimate role of government in health care.