



## **Master of Science in Management – Healthcare Administration**

### **Curriculum**

#### *Management Core* 18 credits

MM-517, Organizational Theory, Behavior and Change (3 cr)

MM-530, Financial Issues for Managers (3 cr)

MM-535, Economic Issues for Managers (3 cr)

MM-540, Human Resource Management Seminar (3 cr)

MM-550, Foundations of Leadership Theory (3 cr)

MM-552, Ethical Leadership (3 cr)

#### *Concentration in Healthcare Administration* 18 credits

MH-510, Issues in Health Law, Ethics, & Policy (3 cr)

MH-520, Managerial Epidemiology (3 cr)

MH-530, Intro to Health Information Systems (3 cr)

MH-540, Healthcare Quality Improvement (3 cr)

MH-550, Corporate Compliance in the Healthcare Industry (3 cr)

MH-560, Internship in Healthcare Administration (3 cr)

## Course Descriptions

### **MH-510, Issues in Health Law, Ethics, & Policy (3 cr)**

This course explores the legal, policy, and ethical issues encountered by healthcare professionals in the continuously evolving healthcare system. Topics will include government regulation of healthcare providers, patient consent to and refusal of treatment, human reproduction issues, privacy and confidentiality, tax-exemption, antitrust, fraud and abuse, mental health issues and health information management. Students will gain the ability to analyze legal and ethical health care resources by engaging in interactive discussions and informative research.

### **MH-520, Managerial Epidemiology (3 cr)**

This course explores epidemiological principles pertinent to the delivery, management, and marketing of healthcare services and organizations. Topics addressed include examining evidence- and population-based decisions, which are critical to effective delivery of patient care. Additional topics for the managerial aspect of epidemiology to address include conducting a needs based assessment. Students will also learn how to identify, plan, finance, implement, and evaluate epidemiological interventions, utilizing them for quality assurance and improvement. Evidence-based theories are utilized to prepare students to identify management problems and develop related paths of focused inquiry.

### **MH-530, Intro to Health Information Systems (3 cr)**

The focus of this course is to introduce healthcare professionals to the principles and use of information and communication systems. Students will learn the basic principles surrounding how clinical knowledge is created, shaped, shared, and applied. Students will explore the various technology platforms used in healthcare. They will begin to think critically regarding how healthcare data is used, as well as the laws, rules, and regulations that shape both the technology and use of the data. Students will also explore the ethics involved in using personal health information for research and data mining. The student will gain an understanding of the challenges for a Healthcare Informatics professional to analyze and deliver usable and accurate healthcare data systems and solutions. Lastly, students will learn how to use computer technology and information science to improve the value of research and practice in the healthcare field.

### **MH-540, Healthcare Quality Improvement (3 cr)**

This introductory course provides an overview to healthcare quality. It takes a patient centered approach that covers the complexities of quality and the scientific basis for understanding the measurement and improvement of quality, including exposure to multiple measures from a variety of organizations and measure comparison sites such as Medicare Compare. It provides the learner with a framework for key theories and concepts, and models of quality improvement. Students will be introduced to the health information technology (HIT) safety issues, including tools for operationalizing HIT safety. Learners will be introduced to data quality, the challenges of data from devices, e-quality measures, as well as experience the challenge of calculating quality measures with data from the EHR. The merging of quality outcomes with evolving reimbursement paradigms and models will be examined.

### **MH-550, Corporate Compliance in the Healthcare Industry (3 cr)**

This course provides an overview of healthcare compliance from conceptual, substantive, and operational perspectives. Students will explore the need for compliance programs within healthcare organizations. The course will provide an overview of the federal laws that generate the most significant compliance obligations, including False Claims Act, Anti-Kickback Statute, Stark Law, HIPAA, HITECH, antitrust laws, EMTALA, and tax laws. Students will also examine legal and practical issues related to the operation of a compliance program. Lastly, students will gain an understanding of Medicare, Medicaid, and how the government plays a role in the management of healthcare organizations.

### **MH-560, Internship in Healthcare Administration (3 cr)**

Internships are off-campus, culminating experiential learning activities designed to provide students with opportunities to make connections between the theory and practice of academic study (Healthcare Administration) and the practical application of that study in a Healthcare Administration work environment. Internships offer the opportunity to gain relevant experience and professional connections. Internships are completed under the guidance of an on-site supervisor and a faculty sponsor, who in combination

with the student will create a framework for learning and reflection. The Healthcare Administration internship is a 300-hour experience open to students who have completed all of the other course requirements in Healthcare Administration.

### **MM-517, Organizational Theory, Behavior, and Change (3 cr)**

This course incorporates the history, development, theory and philosophy of organizations. Concepts of formalization, structure, environment, human resource, goals, power, authority and boundaries - all within a larger system context - will be explored. It systematically examines the variables, both psychological and sociological, which are important in the comprehension of individual motivation, the managing of groups, interpersonal relationships, organizational effectiveness, and change, as well as creativity and leadership within the organization.

### **MM-530, Financial Issues for Managers (3 cr)**

This course is designed to give the student a firm understanding of how to interpret financial and accounting data for planning and decision-making purposes. Viewing finance and accounting as an information system for decision-making will form the framework of the course.

### **MM-535, Economic Issues for Managers (3 cr)**

This course assumes that the impact of economic results and indicators has direct correlation to decisions that managers constantly face. Interpreting this data is essential for future planning and the managing of current operations. A course designed to interpret these issues will greatly improve the decision-making process in management today.

### **MM-540, Human Resource Management Seminar (3 cr)**

This course acknowledges that today's manager is faced with situations arising from changes in the makeup of today's workforce as well as the many new legal requirements placed on the corporation. This seminar will deal with these issues and their implications for management in an evolving multicultural environment.

### **MM-550, Foundations of Leadership Theory (3 cr)**

This course describes theories of leadership, studies the relationship between leadership style and organizational change, and

examines the implementation of a leader's vision. Students will develop the capacity to integrate and synthesize existing leadership theories and formulate new ones; clarify and critique their own perspectives on the functions of leadership; apply leadership theories and lessons to a specific problem or challenge in one's area of interest; and develop essential leadership and administrative skills through study, observation, and application.

**MM-552, Ethical Leadership (3 cr)**

This course explores the issues of ethical and moral development relevant to formulating a personal philosophy of leadership and administration and to developing a continuing renewal of personal and professional growth for oneself and others. Students will analyze their own values and ethics through interactive discussions and projects and will develop an integrative approach to ethics from a leadership perspective, which emphasizes fairness, integrity, honesty, and human dignity.