Department of Health and Policy Management

In the Department of Health Policy and Management, you will learn dynamic leadership of people, policy initiatives and improvements to health status of communities, and wise management of resources and systems of health and healthcare.

Doctoral Degree

- Public Health Dr.P.H. (Concentration in Public Health Leadership) (Partially Online)
- Healthcare Administration M.H.A.

Masters Degrees

- Public Health M.P.H. (Concentration in Health Policy and Management)
- Healthcare Administration M.H.A.

Concentrations

- Health Services Administration
- Healthcare Economics and Policy
- Health Services, Management, Human Resources and Governance
- Healthcare Marketing and Strategic Planning
- Selected Topics in Health Services Policy Management

Courses

HSPM 7131 Health Organization Theory, Behavior and Management
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours. Integrating theory and concepts from organizational theory and behavior literature, this course provides applications to improve the management of health services organizations.

HSPM 7133 Public Health Policy and Ethics
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours. Prepares students to make critical decisions in regards to health care policy and biomedical ethics. Includes exploration of basic economic, political and social determinants of health policy. Substantive legal topics covered include the balance between individual rights and public health initiatives, confidentiality, medical malpractice and informed consent, medical directives and living wills, legal rights of access to health care and health care reform. Methods of implementing change through policy making and the legislative process will be presented.

HSPM 7135 Public Health Policy Development and Evaluation
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours. This course introduces students to policy analysis and management by examining issues in the health sector. It fosters an appreciation of the complexity of policy problems and provides the basic tools used in public health policy design, implementation and evaluation. Prerequisite(s): A minimum grade of "B" in HSPM 7133.

HSPM 7137 Health Care Financing and Payment Systems
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours. Provides the student with an understanding of payment systems for hospitals, long-term care organizations, integrated delivery systems, ambulatory care and other health care providers. Specific health care financing topics include: third party payment reimbursement system for private and public insurers, capitation, legislated cost containment strategies (DRGs and PPSs), medical payment incentives, risk assessment and health reform initiatives.

HSPM 7220 Health Leadership and Strategic Planning
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours. This course deals with the application of leadership theory and strategic planning and management principles to a variety of "real world" management issues in health service organizations.

HSPM 7232 Public Health Finance
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours. This course examines the structure and functioning of the finance components of the public health system. Public health organizations will be discussed within the context of the financial environment that includes financial management, managerial accounting, revenue cycle management, and funding and financial management of grants/contracts. The course also examines key financial tools and analyses for financially related decision making within the principles of strategic management applied to public health organizations amid a dynamic changing environment.

HSPM 7233 Information Management and Decision Making in Health Services
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours. Focuses on the fundamental concepts and applications of managing information as a health services corporate asset, emphasizing converting data into information for decision support.

HSPM 7235 Healthcare Law
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours. The purpose of this course is to introduce students to legal issues in public health and healthcare. Basic legal principles underlying the legal system, governmental regulation, development of legal rules and how to interact effectively with the legal system as public health practitioner will be explored. This course has two main purposes: first, to examine the legal context of the relationship between the individual and the community; and second, to understand public health regulations in the context of a market-driven system.
HSPM 7236 Health Informatics
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
This course presents the knowledge, infrastructure, functions, and tools of health informatics. It explores technology, planning and management and applications in public health and health care. The emphasis is on conceptual frameworks as well as a deeper level of engagement on system applications. It focuses on the application of health technology, with a particular emphasis on the private/public sector of health management. It is designed to familiarize students with core concepts and issues confronting managers in the health sector associated with planning, implementation and evaluation of information systems. The course provides an overview of the theory, processes and applications of information systems and how they relate to health policy and management. It also provides a basic understanding of data standards and requirements, and the critical concepts and practice in mapping and interpreting health information.

HSPM 7330 Strategies for Managed Care
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
Prepares students to function and make sound managerial decisions in a health care system that is shaped by managed care. The role of health care administrators in the application of economic principles in implementation of competitive managed health care programs is discussed. Critical issues pertinent to managed care that will be covered include: monitoring and analyzing medical practice patterns, installation of rigorous utilization management components, designation of Primary Care Physicians (PCPs), catastrophic case managers, establishment of quality assurance programs and patient channeling. Managed care case studies are examined in light of benchmarks for corporate policy, assessments of program options, strategies for communication and guidelines for evaluation.

HSPM 7331 Long Term Care Administration
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
Prepares students in the fundamentals of long term care administration. Organization and administration of long term delivery system with emphasis on nursing home administration, home health programs and hospice management will be discussed. Other topics to be covered include: organization and management of interagency organizations, personnel and residential care facilities and institutions for other populations needing long term specialty treatment. Emphasis is placed upon personal and professional skills necessary to provide a range of services and quality care in these environments.

HSPM 7332 Population Health
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
Delivering care to meet the needs of the population of the communities, a health organization service requires a strategic approach and an organizational culture that attends to those healthcare needs. This course is designed to familiarize students with the current applications of social and behavioral sciences. It is an overview of healthcare and public health management and administration, managerial decision making and the practical knowledge, tools, processes and strategies required to operate successfully with a population health focus by the healthcare organization.

HSPM 7333 Healthcare Governance
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
This course focuses on the macro-organizational concepts of managing complex health care organizations. Health care organizations are complex systems transforming inputs (professional, supplies, etc.) into outputs (health services) for customers (patients). To perform well, these systems require appropriate environmental assessments, strategy, governance, organizational structure, work processes, distribution of power, innovation and change. These requirements for effective organizational performance form the core content of the course.

HSPM 7334 Human Resources Healthcare
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
This course focuses on functions and concepts required for managing human resources in organizations. It combines traditional human resource management (HRM) functions with concepts from organization behavior. Course content includes selection, training and development, compensation, performance appraisal, motivation, organizational development, union activity, and modes of conflict resolution.

HSPM 7335 Healthcare Operations Management
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
This course examines operational issues in health care management. Topics include systems analysis, continuous quality improvement and re-engineering, demand forecasting, facility location and design models, decision analysis techniques, linear programming, queuing and waiting models, inventory control models, and statistical quality control. The goal is to instill an understanding of the language, applications, and limitations of quantitative models with regard to decision on making and problem solving in health care organizations.

HSPM 7336 Healthcare Supply Chain Management
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
The healthcare supply chain is a vital core business component of the health organization with the mission of delivering the technological elements of the patient care process to the providers of care. From strategic sourcing and purchasing, acquisition, logistics, inventory management, to point of use applications, this course provides understanding, knowledge and evaluation models to operate and manage an organization's enterprise resource planning and management system, specifically with regard to the supply chain system and the management of that system as evaluated from strategic operations management and financial perspective.

HSPM 7337 Integrative Health Enterprise Analytics and Decision Making
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
Given the integration of data, community needs and regulation and policy, this course incorporates the elements of healthcare, public health, health information technology and the health insurance sub-industries to develop a framework and analytic methods to improve efficiency, effectiveness and efficacy of the health industry as a whole. The course will establish an analytic framework, based on data from patients, populations, processes and profitability (4 P's of Health Analytics) utilizing industry, healthcare enterprise and community health data with appropriate tools, methods and approaches to answer community health needs and status, operational, financial and healthcare delivery outcomes questions to support leadership decisions. The course will also include an integrated platform of appropriate analytical and predictive/estimation methods, tools and techniques for enhanced decision making at the strategic and operational levels of the health enterprise for enhanced health status and improved health outcomes of communities served.

HSPM 7338 Contemporary Issues in Healthcare
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
This course examines operational issues in health care management. Topics include systems analysis, continuous quality improvement and re-engineering, demand forecasting, facility location and design models, decision analysis techniques, linear programming, queuing and waiting models, inventory control models, and statistical quality control. The goal is to instill an understanding of the language, applications, and limitations of quantitative models with regard to decision making and problem solving in health care organizations.
HSPM 7710 Administrative Internship
1 Credit Hour. 0 Lecture Hours. 0 Lab Hours.
Field experience for graduate students which consist of a three part experience of 300 contact hours which will include the following: 1. Students are to complete rotation rounds of all administrative and clinical departments. 2. Students are to attend major management and governance meetings, and 3. Students are to be assigned special projects for completion at the end of the administrative internship. The student must present a written presentation to Master of Healthcare Administration (MHA) faculty for assessment.

HSPM 7769 Managerial Residency in Health Services Administration
6 Credit Hours. 0 Lecture Hours. 0 Lab Hours.
Permits the student to receive practical experience in selected health related settings.

HSPM 7890 Directed Individual Study
1-3 Credit Hours. 1-3 Lecture Hours. 0 Lab Hours.
Provides the student with an opportunity to investigate an area of interest under the direction of a faculty mentor.

PHLD 9130 Public Health Research Methods
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
This course provides theoretical and applied concepts, techniques, procedures, and technologies used in scientific inquiry and reporting for applied health services delivery, systems, health administrative and managerial research.

PHLD 9131 Leadership Foundations and Strategies for Health Organizations
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
This course will examine the role of leaders in improving health organizations and the relationship between situational leadership strategy, organizational culture, communication, and performance. Theoretical foundations, strategies and processes of leadership are explored and synthesized through critical thinking, self and group assessment.

PHLD 9133 Health Organization Communication
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
This course examines the delivery and exchange of messages within health organizations. Contexts will include conflict, negotiating, networks, channel selection, knowledge management, risk communication and public relations.

PHLD 9231 Health Informatics and Decision Making
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
This course focuses on the fundamental concepts of managing information as an asset in public health and healthcare delivery contexts. Emphasis will be placed on converting data into information and converting information into decision support models.

PHLD 9233 Enterprise Human and Supply Chain Resource Planning and Management in the Health Enterprise
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
This course provides understanding, knowledge and evaluation models to manage an organization's enterprise resource planning and management system. Healthcare human resources and supply chain management are evaluated from a financial and operations management perspective.

PHLD 9331 Health Policy, Regulation and Ethics
3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.
This course explores the policy, legal and ethical issues found in the healthcare system, and investigates the healthcare professional as decision-maker, leader and moral agent.

Prerequisite(s): A minimum grade of "B" in PUBH 8134.