

# HADM Health Administration

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## **HADM 6100 U.S. Healthcare Systems**

**3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.**

An overview of the systems of health care delivery and financing in the United States, including public and private payers and insurers as well as public and private providers of health services.

## **HADM 6150 Organization Theory / Organizational Behavior in Health Care**

**3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.**

Introduction to the fields of organization theory and organizational behavior and their application to the management of health services organizations. Topics covered included organizational governance, design, and structure, organizational ethics, the role of managements as a professional within the health services organization, management interfaces with other health professionals, intra-organizational coordination and communication, the effective use of groups and teams, negotiation and conflict management, organizational power and politics, and initiation and management of organizational change.

## **HADM 6200 Quantitative Analysis Methods for Healthcare Management I**

**3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.**

An introduction to quantitative analysis methods utilized for problem solving and decision making at the population/macro level.

## **HADM 6250 Healthcare Economics**

**3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.**

An overview of the economics of health care at both the micro and macro levels utilizing a variety of conceptual and empirical models. Particular attention is given to the supply and demand of healthcare resources and the impact of those resources on a population in a market-driven, but government-regulated system. Healthcare production is studied with respect to distributional issues both in perfectly competitive and imperfect markets, and from both investor owned and not-for-profit perspectives.

## **HADM 6300 Healthcare Financial Management I**

**3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.**

An introduction to financial and managerial accounting, health care finance and the current financial environment in which health care organizations function. The course considers and evaluates basic financial, accounting and reimbursement tools and how they are applied in the management decision-making process.

## **HADM 6350 Legal and Ethical Environment of Healthcare**

**3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.**

This course examines legal and ethical issues in health care and investigates the health care administrator as a decision-maker, leader, and moral agent within the health care system.

## **HADM 6400 Fundamentals of Population Health Management**

**3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.**

An introduction to principles and methods of population health management focusing on managerial applications of epidemiology such as population health measurement needs assessment, and development/evaluation of health services-related interventions to improve population health status.

**Prerequisite(s):** HADM 6200.

## **HADM 6425 Health Information Systems Management**

**3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.**

A survey of the disciplinary field that deals with the storage, retrieval, sharing, and optimal use of health-related information, data, and knowledge for problem solving and decision making in a variety of organizational settings.

## **HADM 6450 Human Resources Management in Healthcare**

**3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.**

A study of the organization, training, motivation, and direction of employees with an emphasis on maintaining productivity and morale at a high level. Topics include selection, compensation, financial incentives, work standards, and leadership.

## **HADM 6500 Quality Management Methods in Healthcare**

**3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.**

An overview of the theory, principles, and techniques of quality management within contemporary health services organizations. Quality assurance and quality/process improvement approaches to QM are considered. Qualitative and quantitative methods that support organizational QM are also discussed.

## **HADM 6550 Healthcare Marketing**

**3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.**

Application of fundamental marketing principles and practices in various health care settings such as hospitals, physician practices and managed care organizations. The course will focus integration of marketing strategies across various functional areas of the health services organization. Content will include the tools, concepts, analytical frameworks, and skills necessary to understand and analyze an organization's competitive environment, create profitable customer relationships, use and apply marketing information to segment and target specific customers and markets, design marketing programs and make marketing decisions to create competitive advantage.

## **HADM 6600 MHA Professional Seminar I**

**1 Credit Hour. 1 Lecture Hour. 0 Lab Hours.**

A competency-based seminar focused on the professional development of the 1st year MHSA student. Topics will vary based on assessments of competency and/or professional development needs but may include the development/refinement of skills related to resume writing, interviewing, professional presentations, professional ethics, and academic / professional portfolio development.

## **HADM 7200 Quantitative Analysis Methods for Healthcare Management II**

**3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.**

An introduction to quantitative analysis methods utilized for problem solving and decision making at the organizational/ micro level. Topics include economic analysis and decision making, operations analysis/ research methods, and time series analysis/forecasting.

**Prerequisite(s):** HADM 6200.

## **HADM 7250 Health Politics and Policy**

**3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.**

An overview of the policymaking process that results in the formulation of health policy in the public sphere. Topics considered include principles of public policy analysis, policy evaluation methods, and political environmental assessment techniques. Various domains of current health policy interest are also discussed.

**Prerequisite(s):** HADM 6250.

## **HADM 7300 Healthcare Financial Management II**

**3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.**

An advanced and detailed view of how managers apply financial theory and principles, the course builds on principles learned in Health Care Financial Management I and uses a case method approach to allow students to develop competencies in financial management and analysis. Quantitative decision analysis techniques, costing methods, and financial policy analysis skills will be employed in the case method approach.

**Prerequisite(s):** HADM 6300.

**HADM 7500 Strategic Management of Healthcare Organizations**

**3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.**

This course addresses the strategic management and marketing functions within contemporary health services organizations. It focuses on the organizational strategic planning processes, including principles and methods of strategic assessment, strategy formulation, evaluation, implementation, and control, as well as the role and function of marketing strategy as part of the strategic implementation process.

**Prerequisite(s):** Permission of instructor.

**HADM 7550 MHA Capstone Project**

**3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.**

Comprehensive assessment of skill and knowledge-based program competencies based upon student completion, presentation, and defense of results from a faculty-approved and supervised applied project or research paper that is suitable for publication. Each student must also successfully complete a written and/or oral comprehensive examination to fulfill course requirements.

**Prerequisite(s):** Permission of instructor.

**HADM 7600 MHA Professional Seminar II**

**1 Credit Hour. 1 Lecture Hour. 0 Lab Hours.**

A competency-based seminar focused on the professional development of the 2nd year MHSA student. Topics will vary based on assessments of competency and/or professional development needs but may include the development/refinement of skills related to job and administrative fellowship search, leadership development, and career planning.

**Prerequisite(s):** HADM 6600.

**HADM 7700 MHA Internship / Residency**

**3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.**

Completion of a structured experiential learning program under the auspices of a site-based and program-approved protocol. Students pursuing this option are required to complete their assigned duties/responsibilities in a satisfactory fashion and prepare a post-experience report for program faculty evaluation.

**Prerequisite(s):** Permission of instructor.

**HADM 7725 MHA Practicum**

**3 Credit Hours. 3 Lecture Hours. 0 Lab Hours.**

This course provides the student an individualized, guided experience in healthcare administration with appropriate agencies and selected preceptors. This experience is designed to assist the student in synthesizing the knowledge gained in the classroom and applying this knowledge across multiple disciplines within the healthcare delivery system.

**Prerequisite(s):** Permission of instructor.