HEALTH CARE ADMINISTRATION (HA)

HA255: Human Resources for Health Care Organizations
This course explores human resource practices in health care settings. It addresses a wide range of topics including staffing, worker safety and security, general employment practices, performance management, organizational development, and employee relations. Upon completion of the course, students will be able to implement/integrate evidence-based human resource strategies into the day-to-day management of their departments.
Quarter Credit Hours: 5 | Prerequisite: None

HA255M1: Evidence-Based Strategies
Explain the competencies, structure, quality standards, and challenges of evidence-based strategic human resources management.
Quarter Credit Hours: 1 | Prerequisite: None

HA255M2: Employee Training and Development in Health Care Organizations
Describe the functions of training, development, and performance management in health care organizations.
Quarter Credit Hours: 1 | Prerequisite: None

HA255M3: Health Care Compensation Options
Illustrate compensation and benefits options for health care organizations.
Quarter Credit Hours: 1 | Prerequisite: None

HA255M4: Ethical and Legal Issues in Human Resources
Examine behaviors that embrace cultural diversity and workplace relations in health care organizations.
Quarter Credit Hours: 1 | Prerequisite: None

HA255M5: Efficiency of Human Resources Management
Quarter Credit Hours: 1 | Prerequisite: None

HA400: Health Care Ethics, Law, and Governance
In this course, you will examine the ethical, legal, and governance issues confronted by health care administrators. You will analyze administrative decision-making related to complex dilemmas and contemporary health care situations. Components studied include the ethical issues surrounding the patient-caregiver relationship, high-tech medicine, confidentiality, contracts and reimbursement, chronic disease, aging, and dying; health care laws and the legal ramifications of patient care; governance structures in health care organizations; and the government, accreditation and professional association oversight in health care.
Quarter Credit Hours: 6 | Prerequisite: None

HA400M1: Ethical Principles in Today’s Health Care
Analyze ethical principles relevant to current trends and dilemmas in health care.
Quarter Credit Hours: 1 | Prerequisite: None

HA400M2: Ethics and Clinical Decision-Making
Apply an ethical framework to clinical decision-making.
Quarter Credit Hours: 1 | Prerequisite: None

HA400M3: Health Care Laws and Regulations
Synthesize general health care laws and the legal ramifications of health care delivery.
Quarter Credit Hours: 1 | Prerequisite: None

HA400M4: Legal Environment of Health Care
Evaluate the legal environment of health care delivery.
Quarter Credit Hours: 1 | Prerequisite: None

HA400M5: Legal Governance of Health Care Organizations
Analyze the principles of the governance structure of health care organizations, including accreditation and professional associations’ oversight.
Quarter Credit Hours: 1 | Prerequisite: None

HA400M6: Ethical Leadership
Assess the ethical leadership for administrators, upholding the rights and responsibilities of patients, physicians, and health care organizations.
Quarter Credit Hours: 1 | Prerequisite: None

HA405: Leadership and Ethics in Health Care
This course provides you with the opportunity to examine and critically reflect on the nature and implications of leadership ethics in health care. In this course you examine key characteristics of ethical leadership and the theoretical underpinnings of sound moral decision making and action of health care leaders. Processes for identifying and cultivating health care leaders, cultural competence, continued learning, and bioethics in health care are also explored.
Quarter Credit Hours: 6 | Prerequisite: None

HA405M1: Foundational Ethical Theories
Examine foundational ethical concepts in health care.
Quarter Credit Hours: 1 | Prerequisite: None

HA405M2: Bioethical Issues in Health Care
Explain a bioethical issue within a health care facility.
Quarter Credit Hours: 1 | Prerequisite: None

HA405M3: Political Issues in Health Care
Evaluate a political issue in a health care scenario.
Quarter Credit Hours: 1 | Prerequisite: None

HA405M4: Being an Advocate in Health Care
Develop a plan for health care advocacy.
Quarter Credit Hours: 1 | Prerequisite: None

HA405M5: Understanding Leadership Styles in Health Care
Contrast the leadership styles of health care managers.
Quarter Credit Hours: 1 | Prerequisite: None

HA405M6: Identify With Your Health Care Leadership Style
Assess your personal leadership style for health care management.
Quarter Credit Hours: 1 | Prerequisite: None

HA410: Health Care Leadership
This course allows you to examine and critically reflect on the importance of leadership in health care. In this course, you will identify key characteristics of health care leaders and managers. You will learn about cultivating your own leadership style, meeting cultural competencies, and the need for health care leaders to be continuous learners.
Quarter Credit Hours: 6 | Prerequisite: None

HA410M1: Leadership Theories for Health Care
Contrast the leadership styles of health care managers.
Quarter Credit Hours: 1 | Prerequisite: None

HA410M2: Personal Leadership Styles in Health Care
Assess your personal leadership style in health care.
Quarter Credit Hours: 1 | Prerequisite: None

HA410M3: Health Care Governance Strategies
Explain governance, strategy, structure, and performance across different types of health care organizations.
Quarter Credit Hours: 1 | Prerequisite: None
HA410M4: Applications of Leadership Techniques in Health Care
Apply leadership techniques, concepts, and practices to common scenarios in health care organizations.
Quarter Credit Hours: 1 | Prerequisite: None

HA410M5: Health Care Communication for Interprofessional Teams
Demonstrate effective communication to lead interprofessional teams.
Quarter Credit Hours: 1 | Prerequisite: None

HA410M6: Championing Diversity and Cultural Competency in Health Care
Analyze the role of a health care leader as a champion for diversity and cultural competency.
Quarter Credit Hours: 1 | Prerequisite: None

HA415: Health Care Policy and Economics
This course explores the intersection of health care policy and economics. You will learn how health care policy is developed and the economic implications of health care policy. You will identify the roles of local, state, and national policymakers and describe how individuals can influence the formation of healthcare policy. You will learn about current health care policies and how they are impacted by economics.
Quarter Credit Hours: 1 | Prerequisite: None

HA415M1: Health Care Economic Basics
Demonstrate an understanding of basic economic concepts that are relevant to the health care industry.
Quarter Credit Hours: 1 | Prerequisite: None

HA415M2: Impacts of Health Care Reform
Analyze the impact of recent health care reform efforts at local, state, and national levels.
Quarter Credit Hours: 1 | Prerequisite: None

HA415M3: Roles of Policymakers in Health Care
Distinguish the roles of local, state, and national health care policy makers.
Quarter Credit Hours: 1 | Prerequisite: None

HA415M4: Policymaking Process in Health Care
Explain the process of health care policymaking.
Quarter Credit Hours: 1 | Prerequisite: None

HA415M5: Health Care Insurance Financing
Differentiate between various insurance options available in the U.S.
Quarter Credit Hours: 1 | Prerequisite: None

HA415M6: Economic Influence on Health Care Policy
Determine how economic priorities influence the formation of health care policy.
Quarter Credit Hours: 1 | Prerequisite: None

HA425: Operational Analysis and Quality Improvement
This course addresses health care strategies and the laws that affect operational decisions. Strategic and tactical planning issues, with particular attention to marketing and strategic planning, opportunity assessment, and external analysis, are covered. Students also analyze and evaluate Total Quality Management (TQM) principles and Continuous Quality Improvement (CQI) processes in organizations. Students compare total quality tools and performance measures, and examine leadership and teamwork in the business environment.
Quarter Credit Hours: 6 | Prerequisite: None

HA425M1: Cost Containment in Health Care Systems
Analyze how health care managers use systematic approaches to quality improvement and operations (i.e., outcome research involving methods, cost effectiveness, measurement, decision support, quality of life, and improvement management).
Quarter Credit Hours: 1 | Prerequisite: None

HA425M2: Economic Concepts in Continuous Quality Improvement
Evaluate quality improvement programs implemented in health systems, including how quality is measured.
Quarter Credit Hours: 1 | Prerequisite: None

HA425M3: Quality Improvement Programs in Health Care Systems
Examine the health care manager's role in quality improvement.
Quarter Credit Hours: 1 | Prerequisite: None

HA425M4: Systems Approach to Health Care
Evaluate quality improvement programs implemented in health systems, including how quality is measured.
Quarter Credit Hours: 1 | Prerequisite: None

HA499: Bachelor's Capstone in Health Care Administration
This capstone course is the culminating experience for the Bachelor of Science in Health Care Administration. This course builds on the concepts of all courses students have taken within the program of study. The capstone course provides students with the opportunity to integrate and synthesize the knowledge and skills acquired throughout their coursework in an original comprehensive project, and to assess their level of mastery of the stated outcomes of their degree program in health care administration.
Quarter Credit Hours: 6 | Prerequisite: Last term

HA499M1: Ethics, Health Policy, Laws, and Regulations in Health Care
Demonstrate competency in industry-specific knowledge and skills related to research methods, critical thinking, and problem solving in health care settings.
Quarter Credit Hours: 1 | Prerequisite: Last term

HA499M2: Strategic Decision-Making and Resource Allocation
Demonstrate an understanding of the forces impacting health delivery systems and the effective and efficient management of health care.
Quarter Credit Hours: 1 | Prerequisite: Last term

HA499M3: Principles of Project and Team Management
Apply principles of management needed to work in teams, build cross-functional teams, and facilitate collaborative decision-making.
Quarter Credit Hours: 1 | Prerequisite: Last term

HA499M4: Assessing Operational Needs in Health Care
Apply best practices in decision-making within the functional areas of health care management.
Quarter Credit Hours: 1 | Prerequisite: Last term

HA499M5: Quality Measurement and Planning in Health Care
Demonstrate an understanding of the forces impacting health delivery systems and the effective and efficient management of health care.
Quarter Credit Hours: 1 | Prerequisite: Last term
HA499M6: Ethical and Legal Standards of Health Care Management
Analyze the professional, ethical, and legal standards of health care administrative practice.
Quarter Credit Hours: 1 | Prerequisite: Last term