

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

Analyze human resource strategies for organizational best practices in the health care workforce.

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

HA415: 🌐 Health Care Policy and Economics

This course provides students with information surrounding health care policy and economics. The focus is on defining public and private health care and the policy issues that surround them. Students also identify the roles of local, state, and national policymakers and describe the role and responsibility of the individual citizen with regard to health care policy and economics.

Quarter Credit Hours: 6 | Prerequisite: None

HA415M1: Health Care Economic Basics

Demonstrate an understanding of the relevance of economic concepts within the health care sector.

Quarter Credit Hours: 1 | Prerequisite: None

HA415M2: Impacts of Health Care Reform

Analyze the impact of health care reform on insurance coverage and financing alternatives.

Quarter Credit Hours: 1 | Prerequisite: None

HA415M3: Roles of Policymakers in Health Care

Distinguish the roles of the local, state, and national policymakers.

Quarter Credit Hours: 1 | Prerequisite: None

HA415M4: Policymaking Processes for Health Care Systems

Explain policymaking and legal processes that underpin the individual health care and public health systems.

Quarter Credit Hours: 1 | Prerequisite: None

HA415M5: Health Care Policy Issues

Examine policy issues that surround public and private health care.

Quarter Credit Hours: 1 | Prerequisite: None

HA415M6: Economics of Policymaking for Health Care

Explain health care financing and economic principles as they apply to health care policymaking.

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

Assess the need for cost containment in health care systems given the influence of performance challenges and health care reform efforts.

Quarter Credit Hours: 1 | Prerequisite: None

HA425M2: Economic Concepts in Continuous Quality Improvement

Apply economic concepts to the design of quality improvement plans for a health care facility.

Quarter Credit Hours: 1 | Prerequisite: None

HA425M3: Quality Improvement Programs in Health Care Systems

Compare operational management theories that can aid in the implementation of quality improvement programs in a health care facility.

Quarter Credit Hours: 1 | Prerequisite: None

HA425M4: Systems Approach to Health Care

Given local, state, and national policies, create a new systems approach for a health care facility that meets patients' needs, priorities, and expectations.

Quarter Credit Hours: 1 | Prerequisite: None

HA425M5: Policymaking in Health Care

Analyze the impact of policymaking on health care reform efforts.

Quarter Credit Hours: 1 | Prerequisite: None

HA425M6: Domains of Quality

Integrate the five domains of quality to positively impact the provision of health care.

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