HA255: Human Resources for Health Care Organizations
This course explores human resource practices in healthcare 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 healthcare 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 healthcare 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 healthcare. 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 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: 6 | 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
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

HA499M1: Ethics, Health Policy, Laws, and Regulations in Health Care
Demonstrate a sound foundational knowledge and understanding of the principles and practice in health care regarding administration, management, law, economics, and policy.
Quarter Credit Hours: 1 | Prerequisite: Last term

HA499M2: Strategic Decision-Making and Resource Allocation
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

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