

# 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 key roles, organizational staffing challenges, training and development, general employment practices, performance management, worker safety and employment laws, and employee relations. Upon completion of the course, you will have an understanding of the key responsibilities associated with evidence-based human resources and be able to integrate human resource strategies into the practice of your day-to-day practices. Quarter Credit Hours: 5 | Prerequisite: None

### HA255M1: Evidence-Based Strategies

Explain the structure, management theories, key responsibilities, and challenges of evidence-based strategic human resources management. Quarter Credit Hours: 1 | Prerequisite: None

### HA255M2: Employee Training and Development in Health Care Organizations

Compare the functions of competency assessment, education/training, and performance management in health care organizations. Quarter Credit Hours: 1 | Prerequisite: None

### HA255M3: Health Care Compensation Options

Describe compensation structures and benefit options associated with health care organizations. Quarter Credit Hours: 1 | Prerequisite: None

### HA255M4: Ethical and Legal Issues in Human Resources

Examine approaches to embrace cultural diversity and inclusion, address psychological safety and well-being, and promote a safe work environment within 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

## 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: 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

**HA420: Managing Health Care Across the Continuum**

You will examine the distinctive dynamics and managerial complexities present in diverse health care environments, spanning from preventive care to end-of-life services. This course will provide you with an understanding of the broad spectrum of health care administration roles, allowing you to shape a personalized career trajectory aligned with your specific aspirations and the ever-changing health care landscape.

Quarter Credit Hours: 6 | 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**

Synthesize the concepts of quality improvement and the design elements of quality improvement plans for a health care facility.

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

**HA425M5: Policymaking in Health Care**

Assess the evolution of health care, as it relates to reform, reimbursement, accreditation, and quality improvement.

Quarter Credit Hours: 1 | Prerequisite: None

**HA425M6: Domains of Quality**

Examine the effectiveness and adaptability of quality improvement programs.

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