

HAMPTON UNIVERSITY ONLINE

Hampton University School of Nursing MHA in Health Administration

Program Overview

The need for innovative management leaders in the health care industry is critical to the overall operation of the health care system. The MHA in Health Administration facilitates the education and training of interested persons thus increases the number of available candidates for the workforce. It provides an opportunity for individuals already in the workforce to complete an education while continuing to maintain employment and care for personal needs.

(Full-Time Curriculum Sequence)

YEAR I		
Fall Semester I		
<u>Course Number</u>	<u>Course Title</u>	<u>Course Credits</u>
MBAO 650	Managerial Economics	3
MHAO 609	Organizational Theory, Behavior and Practice	3
MHAO 610	Epidemiology: Principles and Application	3
MHAO 611	Managed Care and Health Insurance	3
	SubTotal Credit	12
Spring Semester I		
<u>Course Number</u>	<u>Course Title</u>	<u>Course Credits</u>
MBAO 605	Quantitative Application in Decision Making	3
MHAO 613	Health Finance and Accounting	3
MHAO 612	Health Policy and Planning	3
ELECTIVE	MHAO/NURO/MBAO Elective	3
	Subtotal Credit	12
Summer I		
<u>Course Number</u>	<u>Course Title</u>	<u>Course Credits</u>
MHAO 614	Health Law	3
MHAO 615	Ethics for Health Care Professionals	3
	Subtotal Credit	6
YEAR II		
Fall Semester II		
<u>Course Number</u>	<u>Course Title</u>	<u>Course Credits</u>
MBAO 648	Human Resources Administration	3
MHAO 616	Hospital Operations: Fiscal Management	3
MHAO 617	Strategic Planning	3
MHAO 618	Executive Leadership and Management	3
	Subtotal Credit	12

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Spring Semester II

<u>Course Number</u>	<u>Course Title</u>	<u>Course Credits</u>
MHAO 619	Health Information Management Systems	3
MHAO 620	Executive Skills Seminar	1
MBAO 625	Marketing Management	3
MHAO 621	Health Care Quality and Safety	3
Subtotal Credit		10

<u>Course Number</u>	<u>Course Title</u>	<u>Course Credits</u>
MHAO 622	Health Administration: Practicum I	4
Subtotal Credit		4

<u>Course Number</u>	<u>Course Title</u>	<u>Course Credits</u>
MHAO 623	Health Administration: Practicum II	4
Subtotal Credit		4
TOTAL CREDITS		60

**NURO 512 – Organizational Behavior/Group & Role Theory (3cr); NURO 648 – Financial Management for Nurse Administrators (3cr); and NURO 713 – Family Nursing: Planning and Policy Leadership (3cr) undergird course content for these courses.*

(Full-Time Curriculum Sequence)

**This sequence is available for Health Administration professionals already working in the field and have a minimum of five (5) continuous years of experience. This sequence is ideal for persons needing the master's degree for career advancement.*

YEAR I

Fall Semester I

<u>Course Number</u>	<u>Course Title</u>	<u>Course Credits</u>
MBAO 650	Managerial Economics	3
MHAO 610	Epidemiology: Principles and Application	3
MHAO 612	Health Policy and Planning	3
SubTotal Credit		9

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Spring Semester I

<u>Course Number</u>	<u>Course Title</u>	<u>Course Credits</u>
MBAO 605	Quantitative Application and Decision Making	3
MHAO 613	Health Finance and Accounting	3
MHAO 614	Health Law	3
MHAO 621	Health Care Quality and Safety	3
Subtotal Credit		12

YEAR II

Fall Semester II

<u>Course Number</u>	<u>Course Title</u>	<u>Course Credits</u>
MBAO 648	Human Resources Administration	3
MHAO 616	Hospital Operations: Fiscal Management	3
MHAO 617	Strategic Planning	3
MHAO 618	Executive Leadership and Management	3
Subtotal Credit		12

Spring Semester II

<u>Course Number</u>	<u>Course Title</u>	<u>Course Credits</u>
MHAO 619	Health Information Management Systems	3
MBAO 625	Marketing Management	3
MHAO 624	Capstone Research Project	3
MHAO 626	Grant Writing	3
Subtotal Credit		12

TOTAL CREDITS

45

**NURO 648 – Financial Management for Nurse Administrators (3cr); and NURO 713 – Family Nursing: Planning and Policy Leadership (3cr) undergird course content for these courses.*

***Advanced credit (15 credits) will be applied as experiential learning after the completion of 21 credits for the following courses: MHAO 609- Organizational Theory, Behavior and Practice (3cr); MHAO 611 – Managed Health Care and Health Insurance (3cr); MHAO 620 – Executive Skills (1cr); MHAO 615- Ethics for Health Care Professionals; Elective (1cr); and MHAO 622 – Health Administration: Practicum I (4cr).*

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COURSE DESCRIPTIONS

MBAO (Business Administration)

MBAO 605 Quantitative Applications in Decision Making Credit 3

Introduction to statistics and related mathematical tools used in decision making, to include both descriptive and inferential statistics. Business applications and writing component.

MBAO 625 Marketing Management Credit 3

Synthesis of the fundamental concepts of marketing and provide the student with a working knowledge of the marketing function.

MBAO 648 Human Resource Administration Credit 3

Human behavior in organizations, and the role of the personnel manager, exploring the behavior of the individual, the small group, and improving, sustaining, and maintaining human resources of the organization in a changing environment; includes recruitment selection, manpower planning, appraisal and evaluation, training and development, wage and salary administration, health and safety, labor relations, and counseling and transfer.

MBAO 650 Managerial Economics Credit 3

Managerial Economics is a model building and problem solving course. Economic analysis is used in decision-making context. The course bridges the gap between purely abstract microeconomic theory and managerial practice. Various quantitative methods are integrated with basic microeconomics concepts that are relevant to decision-making within both the private and public sectors. The importance of marginal analysis is stressed throughout.

MHAO (Health Administration)

MHAO 609 Organizational Theory, Behavior and Practice Credit 3

Exploration of concepts and theories of organizational behavior as it relates to health systems. Designing leadership strategies that focus on those components that comprise effective functioning in selected organizations will be studied. Emphasis will be placed on oral, written and interpersonal communication skills. NUR 512- Organizational Behavior/Group & Role Theory undergirds content for this course.

MHAO 610 Epidemiology: Principles and Applications Credit 3

Presentation of the principles and concepts in planning for responding to issues facing the public health in the communities. The determinants, risk factors, biostatistics and preventive evaluative measures emphasized and opportunities for field studies will be provided.

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MHAO 611 Managed Care and Health Insurance

Credit 3

Trends affecting managed care and insurance options will be studied. The risk of not adhering to medical regime and cost of insurances and other options for care will be explored. How do trends in care and cost of insurances and other financial issues affect the services of the underserved are studied.

MHAO 612 Health Policy and Planning

Credit 3

Provides a basis for understanding the influence of politics and special interest groups on the operation and effectiveness of health systems. The legislative process and policy making will be emphasized. The process of planning and obtaining approval for health systems in the community will be included. Health policy formulation, implementation, and evaluation will be explored. NUR 713- Family Nursing: Planning and Policy Leadership undergirds content for this course.

MHAO 613 Health Finance and Accounting

Credit 3

Examines financial operations through theory and techniques of corporate management in health systems. Cash flow, financial accounting, financial analysis and other aspects in managing providers and payers. NUR 648 - Financial Management for Nurse Administrators undergirds content for this course.

MHAO 614 Health Law

Credit 3

A focus on the legal and ethical issues associated with the practice of health administration. Case law and analysis will be used in presentation of principles as they apply to the administration of hospitals and health care systems. Bioethical issues and their implications in decision making for care will be emphasized.

MHAO 615 Ethics for Health Care Professionals

Credit 3

This course will explore the major schools of thought represented in ethics for health care providers. Theories of moral development, moral reasoning, ethical decision-making, and professional codes of ethics will be presented and applied within case study analysis and discussion.

MHAO 616 Health System Operations: Fiscal Management

Credit 3

Provides an overview of early to current American hospitals, Long term care and free standing systems. Specific focus will include governing bodies, organizational structure, services, fiscal aspects, accreditation and license process.

MHAO 617 Strategic Planning

Credit 3

Organizations of all types must have a process for reviewing goals and focusing on outcomes. Strategic planning is a way to study performance and subsequent outcomes to determine strategies to maintain, improve, or change goals and objectives. The process will focus on superior performance, marketability, and opportunities to be fiscally sound in managing organizations.

MHAO 618 Executive Leadership and Management

Credit 3

Explores the development of effective leadership utilizing theoretical principles, models, key concepts of leadership and the effect of human behavior. Analyze the role of health care executives in a dynamic health system.

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MHAO 619 Health Information Management Systems Credit 3

Focuses on the integration of technology and clinical systems in health care organizations such as electronic health records. Strategic decisions about financial impact, actual cost (budget) and trends, and how information technology improves quality, efficiency and safety of health care.

MHAO 620 Executive Skills Seminar Credit 1

An applied seminar which allows students to focus on leadership development and personal effectiveness. Executive leadership and behavior expected of program graduates will be emphasized.

MHAO 621 Health Care Quality and Safety Credit 3

Health care quality and safety has had international impact on the global communities. Understanding the meaning of quality as it relates to safety will be explored for individuals, groups, and communities across racial and ethnic populations. The desired outcomes of indicators of quality also will be explored across the lifespan for the groups studied.

MHAO 622 Health Administration: Practicum I Credit 4

Focuses on the application of concepts from organizational theory, organizational behavior and organizational development as an interconnected domain. Explores alternative approaches in problem solving, personnel issues and operational management of a health facility.

MHAO 623 Health Administration: Practicum II Credit 4

Continues the focus of Health Administration I with the addition of the impact of internal and external stakeholders and other variables affecting decision making.

MHAO 624 Capstone Research Project Credit 3

Students will complete a scholarly research project that focuses on an identified problem or issue in the health care system. It will culminate in a tangible research report suitable for publication. The project will be developed and implemented under the guidance of course faculty.

MHAO 626 Grant Writing Credit 3

This class will be structured to foster an interdisciplinary team approach between administrators and nurses in a health care system. Students will register for the course in their discipline. Focuses on the development of grant proposals for government, private and foundation funding. Students will be required to explore funding sources and develop an approach for a proposal to the funding agency. A completed proposal suitable for submission will be required.

NURO (Nursing)

NURO 628 Multiculturalism and Biomedical Ethics in Healthcare Credit 3

This course is designed to sensitize students to the differences and similarities between people of various cultures with regard to health and illness. Students will also be encouraged to clarify personal values and develop an appreciation for the values that underpin health decisions made by consumers of health care.

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NURO 699 Independent Study in Nursing Credit (s) 1-6

This Independent Study can be structured to foster an interdisciplinary team approach between administrators and nurses in a health care system. Students will register for the course in their discipline. Independent study as directed by graduate faculty. Research focus or pursuit of an area of special clinical or library study may be individually contracted. Prerequisites: registration with approval of instructor and department chairperson. One (1) consultation hour per week. Independent study and clinical hours weekly commensurate with credit hours contracted. Fall, spring, or summer session.

NURO 725 Grantsmanship Credit 3

This class will be structured to foster an interdisciplinary team approach between administrators and nurses in a health care system. Students will register for the course in their discipline. Focuses on the mechanics of grantsmanship, including public and private sources, internet searches will be conducted weekly by students as they determine the myriad of different funding sources. Students will explore the "how-to" of writing research, training and demonstration grants. A completed proposal suitable for submission will be required of all enrollees. Critiques of the proposals will be conducted by peers and selected faculty members.