HA 3308. Healthcare Organization.
Overview of the healthcare system and the role hospitals have played and continue to play in the future. Analysis of organizational structure of a hospital and other healthcare agencies, administrative and management elements necessary for policy determination, decision making, and control to achieve institutional goals and objectives.

about Healthcare Organization
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter
about Healthcare Organization

HA 3309. Ethics in the Health Professions.
This course introduces the student to a sound foundation in well-established ethical theories and a familiarity with terms, concepts and issues in ethics as applied to the health professions. Also provides practical methods for proceeding from considered reflection to informed action in solving ethical problems.

about Ethics in the Health Professions
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter
about Ethics in the Health Professions

HA 3311. Independent Study in Healthcare Administration.
An in-depth study of a single topic or problem confronting the healthcare industry. This course affords the student an opportunity to focus on a topic/problem or group of related problems impacting healthcare managers. This course may be repeated for credit with a different emphasis.

about Independent Study in Healthcare Administration
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Exclude from 3-peat Processing
Grade Mode: Standard Letter
about Independent Study in Healthcare Administration

HA 3315. Healthcare Administration History, Culture, and Language.
An introduction to the historical and cultural development of modern healthcare administration in contemporary American society. Special attention is given to the mores of health services delivery including critiques and use of professional behavior and language. (MC).

about Healthcare Administration History, Culture, and Language
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter
about Healthcare Administration History, Culture, and Language

Introduction to the following functions of supervisory management: planning, organizing, staffing, influencing, and controlling; as well as the connective processes of decisionmaking, coordinating, and communicating in healthcare organizations. (WI).

about Supervisory Management for Healthcare Managers
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Writing Intensive
Grade Mode: Standard Letter
about Supervisory Management for Healthcare Managers

HA 3329. Human Resources in Healthcare Management.
Human resource management as applicable to the healthcare field. Course will cover human resource planning, staffing, job requirements, job descriptions, sources of labor supply, training and education programs, salary administration, employee communications, legal considerations, union-management relations.

about Human Resources in Healthcare Management
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter
about Human Resources in Healthcare Management

HA 3340. Management of Health Information Systems.
Provides an introduction to information systems for healthcare facilities and agencies. Covers determining what information is needed by whom; designing information flows, procurement of computer/telecommunication resources, assuring information security, and continuing management of information systems supporting healthcare delivery.

about Management of Health Information Systems
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter
about Management of Health Information Systems

HA 3341. Training and Professional Development in Healthcare.
This course examines the training and professional development processes as applied to the healthcare industry. Emphasis is placed on staff developments, need analysis, task analysis, development of training and continuing education programs for healthcare personnel. (WI).

about Training and Professional Development in Healthcare
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Writing Intensive
Grade Mode: Standard Letter
about Training and Professional Development in Healthcare

HA 3344. Patient Care Management & Quality Improvement in Health Care Integrated Delivery Systems.
This course is an introduction of integrated delivery systems and their operations. It includes an examination of patient care management and the patient experience. A framework for understanding healthcare quality efforts is also an integral part of the course.

about Patient Care Management & Quality Improvement in Health Care Integrated Delivery Systems
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter
about Patient Care Management & Quality Improvement in Health Care Integrated Delivery Systems

This course includes a review of the laws pertaining to healthcare institutions, physicians, and other healthcare workers who contribute to patient care. Tort and contract law are emphasized. The course addresses policy issues and ethics through topics like patient rights, reproduction, and end of life decisions.

about Essentials of Healthcare Law
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter
about Essentials of Healthcare Law
Provides an introduction to accounting useful in healthcare facilities and agencies, and demonstrates the application of accounting principles and techniques in the healthcare field. Prerequisites: ECO 2301 or ECO 2314, and HP 3325 or equivalent.
Grade Mode: Standard Letter
Course Attribute(s): Exclude from 3-peat Processing
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.

A concentration in the fundamentals of healthcare financial management including the financial organization of nonprofit facilities, sources of operating revenue, management of working capital, and the allocation, control and analysis of resources. Prerequisites: ECO 2301 or 2314, and HA 3375 or approval of instructor.
Grade Mode: Standard Letter
Course Attribute(s): Exclude from Financial Management for Healthcare Managers
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.

HA 4121. Problems in Healthcare Administration.
An in-depth study of a singular problem considered to be of immediate concern to the health care industry. Special emphasis is placed on problems unique to managers in the field of health administration. May be repeated with permission of department chair.
Grade Mode: Standard Letter
Course Attribute(s): Exclude from 3-peat Processing
1 Credit Hour. 1 Lecture Contact Hour. 0 Lab Contact Hours.

HA 4141. Healthcare Comprehensive Exam and Review.
A course in which each of the respective faculty will review their portion of the comprehensive examination that all HA majors are required to successfully pass during their final semester of study. The comprehensive exam will be administered at the conclusion of the course.
Grade Mode: Credit/No Credit
Course Attribute(s): Writing Intensive
1 Credit Hour. 1 Lecture Contact Hour. 0 Lab Contact Hours.

HA 4221. Problems in Healthcare Administration.
In-depth study of a narrow range of topics considered to be of immediate concern to the health care industry. Special emphasis on problems unique to managers in the field of health administration. May be repeated with permission of department chair.
Grade Mode: Standard Letter
Course Attribute(s): Exclude from 3-peat Processing
2 Credit Hours. 2 Lecture Contact Hours. 0 Lab Contact Hours.

HA 4305. Healthcare Services Marketing.
The course applies the principles of services marketing to healthcare organizations. The course will present tools to identify and close the gaps that exist between customer expectation of services and the services provided and to ensure quality of health care.
Grade Mode: Standard Letter
Course Attribute(s): Writing Intensive
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.

HA 4311. Cost Accounting for Healthcare Organizations.
A study of the cost accounting methods and techniques appropriate to the healthcare industry. The focus is on the control and measurement of costs, budgeting practices, and the generation of financial information to aid in supervisory and managerial decision making. Prerequisite: HA 3375.
Grade Mode: Standard Letter
Course Attribute(s): Writing Intensive
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.

HA 4315. Health Services Problem Solving and Decision Making.
An introduction to methodologies used to seek solutions to health administration problems which affect technical and professional personnel. Designed to place emphasis on techniques most directly applicable to models of administration and management decision making.
Grade Mode: Standard Letter
Course Attribute(s): Writing Intensive
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.

HA 4318. Employment Law in Healthcare Management.
This course examines the legal aspects of healthcare human resource management. Each of the major federal and state enactments impacting human resource management will be studied in depth. Prerequisite: HA 3329.
Grade Mode: Standard Letter
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.

HA 4320. Seminar in Healthcare Administration.
Current trends and problems in health administration affecting health administration technical and professional personnel. Designed to place emphasis in selected areas of administration and management. Research paper and presentation is required of each student. (WI) (MC/MP).
Grade Mode: Standard Letter
Course Attribute(s): Writing Intensive
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.

This capstone class integrates accounting, finance, marketing, MIS, and organizational behavior in the creation of sustainable competitive advantage. Healthcare case studies will be used to illustrate key concepts.
Grade Mode: Standard Letter
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
HA 4440. Practicum Internship A.
Students with specialization in management participate in a health services based practicum. Experiences in providing opportunities for observation, participation, and practical application of administrative or management skills in the institutional setting are required. Must have a 2.25 major GPA and have completed all junior year major courses.

Grade Mode: Credit/No Credit
4 Credit Hours. 0 Lecture Contact Hours. 16 Lab Contact Hours.
Grade Mode: Credit/No Credit
about Practicum Internship A

HA 4441. Practicum Internship B.
Studies tailored to particular interests and needs of individual students. A variety of experiences may be used to enrich the program for students with special needs or demonstrated competencies. This course is taken in the final semester of study.

Grade Mode: Credit/No Credit
4 Credit Hours. 0 Lecture Contact Hours. 16 Lab Contact Hours.
Grade Mode: Credit/No Credit
about Practicum Internship B

Designed for students who have limited or no previous background in healthcare management/administration. Includes rotation through selected major departments, culminating in a major project. This course is taken in the final semester of study.

Grade Mode: Credit/No Credit
8 Credit Hours. 0 Lecture Contact Hours. 40 Lab Contact Hours.
Grade Mode: Credit/No Credit
about Healthcare Administrative Residency

HA 5111. Topics in Health Administration.
An in-depth study of a singular topic or a related problem being faced by practicing managers in the rapidly changing healthcare industry. Special emphasis will be placed on the topic’s current relevance and its utilitarian value to the participant. May be repeated if topic differs.

Grade Mode: Standard Letter
1 Credit Hour. 1 Lecture Contact Hour. 0 Lab Contact Hours.
Grade Mode: Standard Letter
about Topics in Health Administration

HA 5191. Field Experience Orientation.
This course will assist the student to prepare for the field experience and to prepare for the comprehensive exam. An extensive orientation to the field experience will be provided to better enable students to move from the classroom setting to a workplace scenario.

Grade Mode: Credit/No Credit
1 Credit Hour. 1 Lecture Contact Hour. 0 Lab Contact Hours.
Grade Mode: Credit/No Credit
about Field Experience Orientation

HA 5199B. Thesis.
This course represents a student’s continuing thesis enrollments. The student continues to enroll in this course until the thesis is submitted for binding. Graded on a credit (CR), progress (PR), no-credit (F) basis.

Grade Mode: Credit/No Credit
1 Credit Hour. 1 Lecture Contact Hour. 0 Lab Contact Hours.
Grade Mode: Credit/No Credit
about Thesis

HA 5211. Topics in Health Administration.
An in-depth study of a narrow range of topics or related problems being faced by practicing managers in the rapidly changing healthcare industry. Special emphasis will be placed on the topic’s relevance and its utilitarian value to the participant. Maybe repeated if topic differs.

Grade Mode: Standard Letter
2 Credit Hours. 2 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter
about Topics in Health Administration

HA 5299B. Thesis.
This course represents a student’s continuing thesis enrollments. The student continues to enroll in this course until the thesis is submitted for binding. Graded on a credit (CR), progress (PR), no-credit (F) basis.

Grade Mode: Credit/No Credit
2 Credit Hours. 2 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Credit/No Credit
about Thesis

A survey of the organization and delivery of health services focusing on the history and development of health systems as they relate to the overall health and medical care systems. Major attention is given to governing bodies, patient care organizations, and executive management structures.

Grade Mode: Standard Letter
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter
about Healthcare Organization and Delivery

A study of research methodology as it pertains to healthcare administration. Included are hypothesis forming, designing research, and the collection, manipulation and analysis of data. Knowledge of numeracy and statistics is essential.

Grade Mode: Standard Letter
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter
about Healthcare Administration Research Methods

This course provides a comprehensive introduction to information systems management for healthcare organizations. It covers the determination of information required by whom, design of information flows, procurement of information systems technology resources, assurance of information security, and management of systems integration.

Grade Mode: Standard Letter
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter
about Information Systems Management in Healthcare

A study of economic theories that have an impact on the healthcare industry. Special emphasis will be placed on emerging economic research and its impact on potential policy ramifications.

Grade Mode: Standard Letter
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter
about Healthcare Economics and Financial Theory
<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Description</th>
<th>Grade Mode</th>
<th>Credits</th>
<th>Contact Hours</th>
<th>Labs</th>
<th>About the Course</th>
</tr>
</thead>
<tbody>
<tr>
<td>HA 5311</td>
<td>Trends in Health Administration</td>
<td>An in-depth study of singular trend or a related problem being faced by practicing managers in the rapidly changing healthcare industry. Special emphasis will be placed on the topic’s current relevance and its utilitarian value to the participant. Examples of trends, which are typically offered, include trends in rural health, managed care ethical issues, and in total quality management. This course may be repeated for credit with a different subject area. About Trends in Health Administration</td>
<td>Standard Letter</td>
<td>3</td>
<td>3</td>
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<td>3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.</td>
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<tr>
<td>HA 5316</td>
<td>Healthcare Financial Management</td>
<td>An introduction to healthcare financial management including the financial management in healthcare organizations, healthcare payment systems, financing and investment decisions, and financial planning, analysis, and control. Prerequisites: accounting, economics, and statistics. About Healthcare Financial Management</td>
<td>Standard Letter</td>
<td>3</td>
<td>3</td>
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<td>3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.</td>
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<tr>
<td>HA 5321</td>
<td>Healthcare Law</td>
<td>An in-depth analysis of healthcare law and its effect on the relationships between the patient, the patient’s family, the provider, and other interested third parties. Analysis of cases is the primary method of study. About Healthcare Law</td>
<td>Standard Letter</td>
<td>3</td>
<td>3</td>
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<td>3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.</td>
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<tr>
<td>HA 5325</td>
<td>Patient Care Management and Integrated Delivery Systems</td>
<td>A study of alternative delivery systems, managed care organizations, consumer-driven healthcare and the quality movement in health care. Quality management will be explored with special attention given to the quality management process, the role of outcomes, the characteristics, uses, and sources of quality standards, and risk management and information management. About Patient Care Management and Integrated Delivery Systems</td>
<td>Standard Letter</td>
<td>3</td>
<td>3</td>
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<td>3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.</td>
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<tr>
<td>HA 5334</td>
<td>Operational Decision Making for Healthcare Managers</td>
<td>An introduction to the fundamentals of selected operations research techniques essential to the analysis of healthcare managerial problem situations, the design of new and improved systems, and the implementation of systems to achieve desired systems performance. About Operational Decision Making for Healthcare Managers</td>
<td>Standard Letter</td>
<td>3</td>
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<td>3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.</td>
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<td>HA 5335</td>
<td>Public Health for Healthcare Administrators</td>
<td>This course introduces the healthcare manager to public health and its role in preventing illnesses and improving the health of the community. Students will learn of the role of the manager in disease prevention and how to participate and lead community efforts for the wellness of the community. About Public Health for Healthcare Administrators</td>
<td>Standard Letter</td>
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<td>3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours. 3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours. Grade Mode: Standard Letter</td>
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<td>HA 5346</td>
<td>Healthcare Strategic Management</td>
<td>This capstone course examines mission, vision, strategy, and operations from both the formulation and implementation perspectives. Emphasis will be on the role of the manager/leader in strategic management analysis, creativity, and action. This course is available to HA majors only. About Healthcare Strategic Management</td>
<td>Standard Letter</td>
<td>3</td>
<td>3</td>
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<td>3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.</td>
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<td>HA 5355</td>
<td>Human Resource Management in Healthcare Facilities</td>
<td>A study of personnel administration in the healthcare facility and the environment in which it functions. Emphasis will be on the role of the Personnel Office in forecasting, developing, and managing human resources, in addition to a review of current legislation affecting the personnel function. About Human Resource Management in Healthcare Facilities</td>
<td>Standard Letter</td>
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<td>3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.</td>
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<td>HA 5356</td>
<td>Policy Development in Healthcare Arena</td>
<td>Prospective healthcare administrators analyze changing healthcare paradigm to determine decision-points where policies can be affected. Course allows students to apply existing skills to real world policy issues at state and national levels and to analyze policy development from numerous stakeholders’ viewpoints. About Policy Development in Healthcare Arena</td>
<td>Standard Letter</td>
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<td>3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.</td>
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<td>HA 5362</td>
<td>Healthcare Organizational Behavior/Theory</td>
<td>This course is a study of theory and concepts drawn from the behavioral and social sciences. These concepts are applied as a foundation and conceptual framework for the analysis, diagnosis, prediction and guidance of human behavior in healthcare organizations. About Healthcare Organizational Behavior/Theory</td>
<td>Standard Letter</td>
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<td>3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours. 3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours. Grade Mode: Standard Letter</td>
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<td>HA 5371</td>
<td>Marketing of Health Services</td>
<td>A study of marketing functions and principles as they relate to the healthcare delivery system. Analysis of marketing concepts such as market segmentation, marketing planning, marketing audit, marketing positioning, and marketing mix will be discussed. About Marketing of Health Services</td>
<td>Standard Letter</td>
<td>3</td>
<td>3</td>
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<td>3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours. 3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours. Grade Mode: Standard Letter</td>
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</table>
HA 5375. Healthcare Accounting.
An introduction to financial accounting in healthcare with an emphasis on the preparation of non-profit financial statements for healthcare service organizations, control procedures for healthcare entities, and accounting issues unique to the healthcare industry. This course does not count for graduate degree credit. Graded on a credit (CR), no credit (PR) basis. about Healthcare Accounting
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Exclude from Graduate GPA|Leveling
Grade Mode: Leveling/Assistantships
about Healthcare Accounting

HA 5399A. Thesis.
This course represents a student’s initial thesis enrollment. No thesis credit is awarded until student has completed the thesis, HA 5399B. Graded on a credit (CR), progress (PR), no-credit (F) basis. about Thesis
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Credit/No Credit
about Thesis

HA 5399B. Thesis.
This course represents a student’s continuing thesis enrollments. The student continues to enroll in this course until the thesis is submitted for binding. Graded on a credit (CR), progress (PR), no-credit (F) basis. about Thesis
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Credit/No Credit
about Thesis

HA 5599B. Thesis.
This course represents a student’s continuing thesis enrollments. The student continues to enroll in this course until the thesis is submitted for binding. Graded on a credit (CR), progress (PR), no-credit (F) basis. about Thesis
5 Credit Hours. 5 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Credit/No Credit
about Thesis

HA 5841. Administrative Residency.
A full-time field experience, which provides an extensive rotation and special projects. Designed for the student with no prior work experience in healthcare. Student must be enrolled in the course for the duration of the field experience. Repeatable for credit. about Administrative Residency
8 Credit Hours. 0 Lecture Contact Hours. 40 Lab Contact Hours.
Grade Mode: Credit/No Credit
about Administrative Residency

HA 5840. Administrative Practicum.
A one-semester, part-time field experience designed for the student already working full-time in healthcare. The practicum provides a broader orientation to the student’s organization and exposure to special projects. This course is graded on a credit (CR), no-credit (F) basis. about Administrative Practicum
6 Credit Hours. 0 Lecture Contact Hours. 20 Lab Contact Hours.
Grade Mode: Credit/No Credit
about Administrative Practicum

HA 5840. Administrative Internship.
A one-semester, full-time field experience designed for the student with no prior healthcare work experience. The internship provides a full orientation to the organization and exposure to special projects. This course is graded on a credit (CR), no-credit (F) basis. about Administrative Internship
8 Credit Hours. 0 Lecture Contact Hours. 40 Lab Contact Hours.
Grade Mode: Credit/No Credit
about Administrative Internship