Healthcare Human Resources (HHR)

HHR 5111. Independent Study in Healthcare Human Resources. An in-depth study of a single topic or related problem solved through human resources. The course may be repeated once if the topic studied is different.

about Independent Study in Healthcare Human Resources
1 Credit Hour. 1 Lecture Contact Hour. 0 Lab Contact Hours.
Grade Mode: Standard Letter

about Field Experience and Thesis Orientation
This course will prepare students for the field experience or thesis experience as well as the comprehensive exams qualifying students for these experiences.

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

HHR 5106. Human Resource Development in the Health Sciences. Designed to prepare the health professional to plan, develop, and implement a human resource development program; to coordinate activities within a human resource development program; and to direct a human resource development program.

about Human Resource Development in the Health Sciences
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

HHR 5326. Designing Training Programs. How to design training programs from definition of the problem, through development of objectives, process of instruction, sequencing, and evaluation. Contrasting instructional methods and processes are reviewed as they impact training program design in healthcare human resources.

about Designing Training Programs
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

HHR 5328. Organization Development in Healthcare Human Resources. Examines the theories of organizational behavior as they apply to both the non-profit and the for-profit healthcare environment; and how the healthcare human resource professional may influence organizational development, employee satisfaction, and improve customer service in health care.

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

HHR 5307. Trends and Issues in Healthcare Human Resources. Designed to acquaint the student with the social and technological trends and issues that affect Healthcare Human Resources and healthcare delivery. Different areas of concentration will be selected. May be repeated with permission of the department chair if the topic studied is different.

about Trends and Issues in Healthcare Human Resources
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Dual Enrollment Permitted/Time Conflicts Permitted
Grade Mode: Standard Letter

HHR 5311. Independent Study in Healthcare Human Resources. An in-depth study of a single topic or related problem solved through human resources. The course may be repeated once if the topic studied is different.

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

HHR 5322. Human Resource Development in the Health Sciences. Designed to prepare the health professional to plan, develop, and implement a human resource development program; to coordinate activities within a human resource development program; and to direct a human resource development program.

about Human Resource Development in the Health Sciences
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

HHR 5350. Human Resource Management in the Health Sciences. An exploration of the expanding body of knowledge for human resource managers in the unique setting of the healthcare industry. Current issues and topics include effective employee orientation, employee recruitment and selection, compensation systems, and employee health, safety and security. This course will assist human resource practitioners prepare for professional certifications.

about Human Resource Management in the Health Sciences
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

HHR 5354. Strategic Leadership in Healthcare Human Resources. Prepares the healthcare human resources professional for strategic leadership challenges within the larger organization. Leadership styles and models will be reviewed using case studies of human resource problems. The role of the human resource professional as a strategic partner at the executive level in healthcare will be reviewed.

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

HHR 5356. Management of Occupational Health and Safety. This course is designed to increase awareness of employee health, safety, and security issues important to human resource managers in the maintenance of a safe and healthy work environment. Health related programs and policies will be examined in light of employer liability and state and federal legal requirements.

about Management of Occupational Health and Safety
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter
An examination of information systems and HR applications important to human resource management. The use of HR information systems and metrics in support of HR functions, HR related strategic management requirements of the organization, and legal issues will be examined. 
about Human Resource Systems and Metrics
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter
about Human Resource Systems and Metrics

Labor statutes and case law are studied to provide an understanding of labor law and union-management relations as well as labor law precedent for U.S. employment discrimination laws within healthcare. The course will examine the history of the U.S. Labor movement, union organizing in healthcare, and employee bargaining rights. 
about Healthcare Labor Relations and Labor Law
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter
about Healthcare Labor Relations and Labor Law

HHR 5374. Employment Law in Healthcare.
U.S. Statutes and case law are studied to provide an understanding of work place non-discrimination requirements, sexual harassment, family and medical leave act, workers' compensation statutes, pay equity, age discrimination, privacy in the work place, wage & hour law, and immigration law for the employer. 
about Employment Law in Healthcare
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter
about Employment Law in Healthcare

Both qualitative and quantitative research methods are examined as they apply to human resource development or management. Psychometric methods important to training and development are covered, especially those essential to training program evaluation and survey questionnaire development. Management science techniques used for resources optimization, strategic planning, and scheduling are reviewed. 
about Research Methods in Healthcare Human Resources
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter
about Research Methods in Healthcare Human Resources

HHR 5399A. Thesis.
This course represents a student's initial thesis enrollment. No thesis credit is awarded until student has completed the thesis, HHR 5399B. 
Graded on 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

HHR 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

HHR 5495. Directed Study in Healthcare Human Resources.
A course where the student investigates a topic of importance to Healthcare Human Resources under the supervision of a faculty member. Topics may be selected to advance a student’s knowledge beyond that normally covered in an organized course. A significant terminal project should result from the investigation. Graded on a credit (CR), no-credit (F) basis. 
about Directed Study in Healthcare Human Resources
4 Credit Hours. 4 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Credit/No Credit
about Directed Study in Healthcare Human Resources

HHR 5640. Administrative Practicum.
A one semester, part-time field experience which provides an orientation to the organization of human resources in healthcare organizations and special projects. Designed for the students already working full-time in healthcare. 
about Administrative Practicum
6 Credit Hours. 0 Lecture Contact Hours. 20 Lab Contact Hours.
Grade Mode: Credit/No Credit
about Administrative Practicum

HHR 5840. Administrative Internship.
A one semester, full-time field experience which provides an orientation to the organization, a rotation through human resources functions in healthcare organizations, and special projects. Designed for the students with little or no prior work experience in healthcare. 
about Administrative Internship
8 Credit Hours. 0 Lecture Contact Hours. 40 Lab Contact Hours.
Grade Mode: Credit/No Credit
about Administrative Internship

HHR 7335. Internet Based Multimedia Distance Education in Health & Public Service.
Issues and policies important in the analysis and improvement of Internet based distance education. U.S. law and international policies related to accessibility of Internet resources for special populations will be examined. Students will have hands on activities in the preparation of multimedia modules for distance education. 
about Internet Based Multimedia Distance Education in Health & Public Service
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter
about Internet Based Multimedia Distance Education in Health & Public Service