**PROGRAM INFORMATION**

The M.H.A. program prepares students for private and public sector leadership positions. In addition to the five core areas of public health, the curriculum helps students develop skills and knowledge in basic business disciplines with application to health services; a clinical and community perspective and professional skills. Students develop an understanding of organizational models and management principles applied to health settings; health care financial management and economics; quality and performance improvement; health policy and policy analysis; strategic planning and marketing; and health law and ethics.

The Master of Health Administration has the following competencies in which the graduate will be able to:

**Management Science and Technology**

* Understand and demonstrate the use of scientific operational definitions and their measurement, e.g., efficiency, effectiveness.
* Develop and use metrics to assess clinical and organizational performance.
* Comprehend the use and applications of information systems and technology in health services management, e.g., electronic medical records, decision support systems, and the use of software tools for decision-making.
* Demonstrate the application of quantitative analytic techniques (e.g., descriptive and inferential statistics, regression, forecasting) and the use of software tools, such as Excel, in management decision-making.
* Use process management methods and tools in performance and quality improvement, e.g., CQI, Six Sigma, flowcharts, Gantt charts, etc.
* Build analytical thinking acumen, e.g., the ability to understand relevant concepts and issues by delving into its pertinent components and formulating solutions.
* ~~Manage and assess operational performance.~~
* **Strategy and Leadership** Understand all components of operational and strategic plans, e.g., environmental scanning, competitive analysis, strategy development.
* Apply marketing principles to management decision-making.
* Lead improvement upon organizational design and culture, e.g., formal and informal decision-making structures, and champion workforce diversity.
* Clarify the principles of change leadership and human resources management processes, e.g., staff development.
* Understand governance practices, e.g., board composition, relations and evaluation; committee structure; and clinical review, fiduciary, and ethical responsibilities.
* Understand the values, training and focus of physicians, the role of the medical staff in health care organizations, and managing physician-administrator relations.

**Public Policies and Community Orientation**

* Explain the organization and financing of the U.S. healthcare system.
* Assess community needs and values and the role of external relations, e.g., demographic/population contexts for business development.
* Comprehend and explain the legal and regulatory environment for health services.
* Comprehend the policy process and analyze public policy context and choices.
* Analyze the associations between provider cultural competencies and diversity and patient health disparities.

**Economics and Financial Management**

* Comprehend budgets, e.g., sources of revenue and expense, use of standards in budget development.
* Explain the principles and applications of cost accounting, e.g., the costing process, measurement, and control.
* Understand financial statements, e.g., net income and cash flow statements, ratio analysis, pro forma statements.
* Execute financial mathematics, e.g., time value of money calculations, capital budgeting, return on investment, risk analyses, payback.
* Understand differential reimbursement methodologies used by payers (e.g., Medicare, Medicaid, self-pay, commercial, managed care) and the major principles of health insurance.
* Perform differential reimbursement calculations by payers (e.g., Medicare/Medicaid, self-pay, managed care) and describe the major principles of health insurance.
* Explain economic evaluation, e.g. cost benefit/cost effectiveness analysis.

**Professionalism and Communication Skills**

* Demonstrate public health values and reinforce ethical decision making.
* Integrate and demonstrate effective written communication.
* Integrate and demonstrate effective oral communications with other individuals and in groups.
* Demonstrate professionalism, e.g., abilities to effectively work with others, to engage in relationship building, to be accountable, to act with integrity

**Accreditation:**

Accredited by the Commission on Colleges of the Southern Association of College and Schools. The College is fully accredited by the Council on Education in Public Health. Accredited by the Commission on Accreditation of Healthcare Management Education (CAHME).

**Major Research Areas:**

Health care financial management, Health economics, Quantitative methods in health services, Health insurance, Health law, Quality management, Performance improvement, Community health assessment, Organizational theory and behavior applied to health settings, Health information management, Health policy, and Strategic planning.

**ADMISSION INFORMATION**

Must meet University requirements (see Graduate Admissions) as well as requirements listed below.

**Program Admission Requirements**

Meeting these criteria per se shall not be the only basis for admission.

* Public health course prerequisites:
	+ Suggested/preferred undergraduate majors: Life sciences, social sciences, business, or health professions.
	+ Prerequisite undergraduate courses: Microeconomics or equivalent (prerequisite must be completed prior to enrolling in PHC 6430 Health Economics I) and Accounting (prerequisite must be completed prior to enrolling in PHC 6160 Health Care Financial Management)
* Work experience: Preferred, but not required.
* Minimum undergrad GPA: 3.00 upper division (may be waived if GRE exceeds minimum subscores).
* Verbal GRE 50th percentile
* Quantitative GRE 50 Percentile
* In lieu of the GRE, applicants may submit a minimum GMAT score of 500 for the MHA.
* Applicants admitted to the M.H.A. or an M.P.H. with a concentration in the Department of Health Policy and Management who have a score on the GRE Verbal of Analytical Writing test which is below the 40th percentile may be required to take REA 2105—Critical Reading and Writing—or an equivalent English composition course, during the first semester of enrollment, and pass with a grade of “B” or better in the class.

**DEGREE PROGRAM REQUIREMENTS**

Total minimum: 53 hrs

**CORE REQUIREMENTS 9**

PHC 6588 History and Systems of Public Health 1

PHC 6756 Population Assessment: Part I 5

PHC 6757 Population Assessment: Part II 3

**Management and Policy** **21**

PHC 6148 Strategic Planning and Healthcare Marketing 3

PHC 6147 Managing Quality in Health Care 3

PHC 6151 Health Policy and Politics 3

PHC 6180 Health Services Management 3

PHC 6181 Organizational Behavior inHealth Services 3

PHC 6420 Health Care Law, Regulation and Ethics 3

PHC 6435 Comparative Health Insurance Systems 3

**Finance, Economics and Decision Making Skills**  **17**

PHC 6160 Health Care Financial Management 3

QMB 6305 Managerial Decision Analysis 2

PHC 6161 Health Finance Applications 3

PHC 6191 Quantitative Analysis in Health Services 3

PHC 6196 Information Systems in Health Care Management 3

PHC 6430 Health Economics I 3

**Culminating Requirements 6-7**

PHC 6945 Supervised Field Experience 1-2

* Students with little or no professional experience: 2 hours minimum;
* Students with substantial work experience can negotiate a reduced number of hours with their advisor (e.g., 1 hour) if the student has meaningful experience (involving decision-making) in a health care or related organization

PHC 6977 Special Project: MPH 3

PHC 6166 Advanced Seminar in Health Care Management 2

 *(Case-based capstone course that includes the final comprehensive exam)*

Total credits: 53

**COURSES**

 See <http://www.ugs.usf.edu/course-inventory/>