

HEALTH ADMINISTRATION M.H.A

The Masters in Health Administration program at Saint Joseph's University prepares future healthcare administrators to envision and lead positive change, locally, nationally and internationally. Through a set of core competencies acquired through active-learning, experiential and interpersonal learning opportunities, the program provides the skills and knowledge to optimally prepare our students to be successful health managers, with a lifelong commitment to learning, respect for diversity, ethical decision-making, and social justice.

Vision Statement

We strive to become a leading program in health administration, preparing health administrators who:

- Can discern and employ evidence-based practices
- Work to empower socially disadvantaged populations
- Engage with partners to create healthy communities
- Are respected among peers

Values Statement

The values of the MHA program are based on the University's Jesuit foundation and values the following:

- *Cura personalis* - care for the whole person
- Social Justice and Equity
- Integrity and Excellence
- Innovation and Change
- Service

Program Goals

Graduates of the Program will be able to:

- Successfully manage and lead a variety of health-related organizations
- Gain an understanding and appreciation of a commitment to lifelong learning recognizing the various career pathways available.
- Demonstrate respect for diversity, ethical decision making, and social justice.

Program Competencies

Domain A: Leadership

- **A1. Leadership Knowledge and Motivation:** Demonstrate an understanding of and ability to apply principles and theories of leadership and various leadership styles; assess emotional intelligence
- **A2. Critical Thinking:** Demonstrate responsible critical thinking skills through result-driven problem analysis and resolution that support the values of social justice and service; identify long range outcomes of interventions
- **A3. Systems Thinking:** Demonstrate systems thinking skills - an understanding of the dynamics of complex diverse systems; analyze the potential impact and consequences of decisions in different situations and application to healthcare organizations
- **A4. Change Management:** Demonstrate change making abilities i.e. the initiation, adoption and management of change; develop

the ability to plan and implement change to achieve health care organizational excellence

Domain B: Professionalism and Ethics

- **B1. Professional Ethics:** Demonstrate an understanding of ethical and legal principles and practices of the profession; develop ability to apply these principles and determine implications of managerial decisions
- **B2. Accountability:** Demonstrate personal and professional accountability through the evaluation of personal values and ethics
- **B3. Personal Development:** Demonstrate personal development through the assessment of individual strengths and weaknesses and engagement in continuous professional development

Domain C: Communications/Relationship Management

- **C1. Effective Communication:** Demonstrate effective written, oral and presentation skills
- **C2. Effective Interpersonal Skills:** Demonstrate effective interpersonal skills, with the ability to build and maintain positive relationships with multiple stakeholders especially through participation in professional organizations and mentorship; demonstrate the ability to work in teams, contributing to the development of a shared goal/project
- **C3. Cultural Understanding and Appreciation for Diversity:** Demonstrate cultural understanding and appreciation of the importance of effectively communicating and interacting with diverse communities

Domain D: Knowledge of Healthcare Environment

- **D1. Trends and Issues in Healthcare Delivery:** Demonstrate knowledge of of the health care sector and stakeholders in the delivery of healthcare, and the ability to analyze and evaluate health care issues and trends associated with delivery, cost, access, and population health
- **D2. Social Justice Perspective:** Demonstrate ability to analyze and evaluate healthcare operations based on a mission defined focus and execution that stresses equitable treatment of all within a framework of social justice
- **D3. Determinants of Health:** Develop an understanding and ability to analyze the interrelationships of the different social and behavioral determinants of health and their impact on health
- **D4. Community Needs Assessment:** Demonstrate ability to assess community needs through collaborative community participatory initiatives
- **D5. Health Policy:** Develop an understanding of the multiple dimensions of the health policy process at state and federal levels; demonstrate knowledge of the policies, laws, regulatory standards and criteria for accreditation in the healthcare industry

Domain E: Business and Management Knowledge and Skills in Healthcare

- **E1. Dynamics of Business and Management:** Demonstrate knowledge and application of business skills in general management, financial management, strategic planning, information management and risk management
- **E2. Organizational design and function:** Demonstrate an understanding of key aspects of organizational design and function, identify the applicable information science, accounting, finance, and technology concepts, methods, and tools, to solve problems.

- **E3. Program Planning and Management:** Demonstrate the ability to implement and manage health program planning and evaluation; demonstrate understanding of quality/performance improvement and the ability to evaluate quality and performance

The M.S. in Health Administration consists of two tracks:

1. General track of 12 courses (36 credits)
2. Organizational Development and Leadership track of 14 courses (42 credits)

Students may also want to consider the dual degree in Health Administration and Health Informatics or the Certificate in Health Informatics.

Health Administration Program

Code	Title	Hours
Core Courses		
HAD 552	Health Administration	3
HAD 553	Health Care Organization	3
HAD 554	Health Care Law	3
HAD 555	Acc for Health Care Organiztns	3
HAD 556	Fin Manag of Health Care Org.	3
HAD 557	Health Care Strat Plan & Mktg	3
HAD 558	Hospital Administration	3
HAD 600	Ethics of Health Care	3
HAD 700	Health Administration Capstone	3
HSV 550	Health Services Research	3
MHI 560	Health Informatics	3
Electives (select one) ¹		3
HAD 559	Health Policy	
HAD 601	Fieldwork in Health Admin	
HED 552	Epidemiology and Com Health	
MHI 561	Digital and Connected Health	
MHI 564	Privacy&Security: Health Care	
Total Hours		36

¹ Other graduate courses may be considered as an elective with prior approval by the Program Director

Organization Development and Leadership Concentration

The concentration in Organization Development and Leadership (ODL) is designed to enhance skills in managing and developing healthy organizational culture. The Organization Development and Leadership Concentration requires completion of 14 courses (42 credits); 10 core courses from the HAD program and four courses from the ODL program.

Code	Title	Hours
ODL 650	Organizational Leadership	3
ODL 655	Org Change & Culture	3
ODL 665	Leading Teams	3
ODL 700	Org Dev Theory & App	3

Dual Master's in Health Administration/ Master's in Health Informatics Program

Code	Title	Hours
HAD 553	Health Care Organization	3
HAD 554	Health Care Law	3
HAD 555	Acc for Health Care Organiztns	3
HAD 556	Fin Manag of Health Care Org.	3
HAD 559	Health Policy	3
HAD 600	Ethics of Health Care	3
HSV 550	Health Services Research	3
MHI 560	Health Informatics	3
MHI 561	Digital and Connected Health	3
MHI 562	Database for Health Care	3
or DSS 630	Database Mgmt Theory & Pract	
or CSC 621	Database Systems	
MHI 563	Data Analysis for Health Care	3
MHI 564	Privacy&Security: Health Care	3
MHI 565	Health Data Standards	3
HAD 700	Health Administration Capstone	3
or MHI 700	Health Informatics Capstone	
or HSV 700	Integ Capstne Crs in Hlth Serv	
Electives (select one):		3
CSC 549	Computing Essentials	
CSC 622	Advanced Database Concepts	
CSC 647	Internet of Things	
CSC 611	Human Computer Interaction	
DSS 670	Data Visual & Perf Analyt	
DSS 680	Predictive Analytics	
DSS 660	Introduction to Data Mining	
HAD 552	Health Administration	
HED 551	Map Hlth Res, Pln, Pol Dev&Mkt	
MPE 630	Marketing Research	
ODL 655	Org Change & Culture	
Total Hours		45