

HEALTH SERVICES MANAGEMENT (HSM)

HSM 201 Statistics

Prerequisite: Completion of Intermediate Algebra or Quantitative Reasoning

Examines basic concepts of descriptive and inferential statistics and their application in various management and institutional settings.

Semester Hours: 4

HSM 203 Accounting in Health Service Organizations

Provides financial and managerial accounting theory, concepts, and approaches for nonaccounting majors.

Semester Hours: 4

HSM 301 Strategic Planning and Management of Health Service Organizations

Examines concepts of strategic management including critical thinking, planning for short and long-range growth and change, and for maintaining the desired change. Reviews activities of marketing, business development, and product/service promotion and sales. (Formerly HSM 376.)

Semester Hours: 4

HSM 303 Management of Change and Conflict in Health Service Organizations

Examines operational, structural, process, and human dynamic elements for planning, initiating, and sustaining organizational change and managing conflict. (Formerly HSM 369.)

Semester Hours: 4

HSM 305 Management of Diversity in Health Service Organizations

Examines the various types of diversity as constraints and enablers in the workplace. Reviews issues of managing a diverse work force and dealing with diverse community and patient populations. (Formerly HSM 368.)

Semester Hours: 4

HSM 306 Systemic Racism, Disparities, and Health: The Impact on Latinx Community

The Latinx community experiences ongoing social and economic inequities in terms of health literacy barriers, lack of insurance, and restrictions to social services (i.e. public charge). For example, this has resulted in disproportionate number of COVID-19 cases in the Latinx community during the pandemic. This class will discuss effective strategies to address the negative impact that systematic racism, the challenges of immigration, language barriers, and other factors impact the health and overall well-being of Latinos. Letter grade only. Not challengeable.

Semester Hours: 4

HSM 309 Introduction to Gerontology

Introduction and overview of the field of gerontology, particularly theories of aging, ethical issues, public policy, legal issues affecting the elderly, and careers of gerontology. (Formerly HSM 385.)

Semester Hours: 4

HSM 399 Independent Study

Student-designed courses approved by a faculty member. Prior approval of goals, objectives, procedures, and assessment plan as directed in the Independent Study Manual is required. May be taken multiple times with a different topic for credit. Not challengeable.

Grade Mode: Letter, Credit/No Credit

Semester Hours: 1-4

HSM 400 Introduction to the US Health Care System

This course is an introduction to the US health care system. Students will gain a basic understanding of private insurance operations, public financing for health care including Medicare and Medicaid, the operations of hospitals and clinics, as well as health care professionals' role in the health care system. Letter grade only. Not challengeable.

Grade Mode: Letter, Letter

Semester Hours: 4

HSM 401 Leadership and Management in Health Services

Relates management, leadership and organizational theory to operations of health service organizations in dynamic environments.

Grade Mode: Letter, Credit/No Credit, Letter, Credit/No Credit, Audit

Semester Hours: 4

HSM 405 Ethical & Legal Issues in Health Services Management

Reviews ethical and legal theory and practice. Relates this theory and practice to major social, economic, political, and regulatory issues impacting health service organizations. Specifically covers liability, negligence, confidentiality, and patients' rights issues. (Formerly HSM 340 and HSM 355.)

Grade Mode: Letter, Credit/No Credit, Letter, Credit/No Credit, Audit

Semester Hours: 4

HSM 407 Human Resources Mgmt in HSOs

Reviews theory and functions of human resource management and organizational development in health service organizations. (Formerly HSM 365.)

Semester Hours: 4

HSM 409 Communications in Health Services Organizations

Prerequisite: Completion of Written Communication A

Reviews communication theory and techniques in order to enhance verbal, nonverbal and written communication skills within the healthcare environment. Also identifies methods to facilitate effective communication in contentious situations particular to health services settings.

Semester Hours: 4

HSM 411 Information Management

Reviews current state of clinical and management information technology in the health services industry. Identifies the key facilitators and inhibitors of developing and maintaining effective health services organization information systems.

Semester Hours: 4

HSM 413 Quantitative & Qualitative Decision Making in Health Service Organizations

Prerequisite: Completion of HSM 201 and HSM 203

A practicum that provides quantitative methodologies for dealing with issues of forecasting, resource allocation, project and program management, and quality improvement. (Formerly HSM 410.)

Semester Hours: 4

HSM 415 Budgeting & Fin Mgmt in HSOs

Prerequisite: Completion of HSM 203

Reviews principles and applied perspectives of healthcare finance including: budgeting, revenue sources, cost analysis, and current asset management for organizations in both the profit and not-for-profit sectors. (Formerly HSM 430.)

Semester Hours: 4

HSM 417 Econ, Soc & Pol Issues in HC

Review the key economic, social and political influences on health and medical services policy formulation, delivery and payment on national and local level.

Grade Mode: Letter, Credit/No Credit, Audit

Semester Hours: 4

HSM 425 Emergency Preparedness

This course provides an introduction to emergency Management in a healthcare setting related to different types of public health and environmental health disasters, their consequences, and the role of public health agencies and healthcare organizations in preparedness, response, and recovery. The course will explore different types of natural, biological, chemical, radiological, nuclear, and other human-caused disasters. Students will learn and understand the foundational concepts of the public and environmental health community's role in preparing for, responding to, and recovering from disasters. Not challengeable.

Grade Mode: Letter, Letter, Credit/No Credit, Credit/No Credit

Semester Hours: 3

HSM 440 Long Term Care Administration

A study of the principles of nursing home management and assisted living services which examines administrative and staffing functions relating to clients, community, public policy, programming, state and federal laws, and financing. Examines post-acute care issues related to seamless transitions along the continuum of patient care. Not challengeable.

Grade Mode: Letter, Letter, Credit/No Credit, Credit/No Credit

Semester Hours: 3

HSM 441 Managing Quality & Safety in Long Term Care Settings

This course deals with the application of quality management and risk management techniques with special emphasis on the types of populations, facilities, and expectations involved in hospital and long-term care settings. The purpose of this course is to: develop professional awareness of the role of quality and major quality issues in the long term healthcare system; demonstrate an understanding of the practical definition of quality and tools for quality measurement, evaluation, and improvement in different levels of care; and analyze real life and contemporary problems as well as policy related to quality. Letter grade only. Not challengeable.

Grade Mode: Letter, Letter

Semester Hours: 3

HSM 445 Foundations of Public Health

Introduces the historical origins, key concepts, and major principles of public health and the determinants of health status in communities. Emphasizes the ecological model that focuses on the linkages and relationships among multiple natural, social, and political determinants affecting individual and public health. Not challengeable.

Grade Mode: Letter, Credit/No Credit, Letter, Credit/No Credit

Semester Hours: 4

HSM 447 The Life Span and Health

This course is designed to develop practical applications for health professionals with an overview of the biopsychosocial perspective of adult development, and aging with a concentration on life span and health. Emphasis will be placed on basic research methods and designs, and general theoretical models in development and aging and applying these concepts to aging-related physical, functional, cognitive, and mental changes as well as clinical interactions with older adults. Not challengeable.

Grade Mode: Letter, Letter, Credit/No Credit, Credit/No Credit

Semester Hours: 3

HSM 496 Senior Seminar: Culminating Program Summary

Summarizes basic theory and issues from all courses offered in B.S., Health Services Management. Includes a major analytical paper.

Grade Mode: Letter, Credit/No Credit, Letter, Credit/No Credit, Audit

Semester Hours: 4

HSM 500 Management & Organizational Theory & Practice

Examines contemporary management, and organizational theory and practice relative to creating and sustaining effective and efficient health service organizations.

Grade Mode: Letter, Credit/No Credit, Audit

Semester Hours: 3

HSM 501 Current Trends and Issues in Health Services

Overview of the U.S. Healthcare System and its history. Review of current environmental, political, social, economic, and organizational trends and issues and their effects on providers, payers, and consumers.

Grade Mode: Letter, Credit/No Credit, Audit

Semester Hours: 3

HSM 502 Financial and Cost Analysis

Covers principles and perspectives of financial and cost management of profit and not-for-profit health services organizations.

Grade Mode: Letter, Credit/No Credit, Audit

Semester Hours: 3

HSM 503 Healthcare Economics

Analyzes economic issues that relate to and impact access, quality, and delivery of health services in public and private sectors. Emphasizes administrative challenges and innovation. Can be taken for letter grade only.

Grade Mode: Letter, Audit

Semester Hours: 3

HSM 504 Organizational Communications

Examines linguistic and communication theory and skills for improving interpersonal, group, and organizational relations and communications. Can be taken for letter grade only.

Grade Mode: Letter, Audit

Semester Hours: 3

HSM 520 Strategic Planning and Management in Health Service Organizations

Examines planning for short and long-range growth and change. Relates departmental and organizational operations and service to vision, mission, goals, and objectives of the organization.

Grade Mode: Letter, Credit/No Credit, Audit

Semester Hours: 3

HSM 523 Management of Organizational Innovation

Covers theory and practice of innovation management for enhancing organizational capacity for change and renewal. Can be taken for letter grade only.

Grade Mode: Letter, Audit

Semester Hours: 3

HSM 524 Personal Professional Development

This course assists students with identifying their personal values, traits, knowledge, and skills relative to those needed for effective leadership in the field of health services management. In addition, this course will assist students to position themselves for career success.

Grade Mode: Letter, Credit/No Credit, Audit

Semester Hours: 3

HSM 532 Budgeting and Cost Control

Examines principles and perspectives of budgeting and cost control for profit and not-for-profit health services organizations. Can be taken for letter grade only.

Grade Mode: Letter, Audit

Semester Hours: 3

HSM 534 Program Evaluation in Health Services

Presents methodologies, concepts, and current issues in program evaluation research. Can be taken for letter grade only.

Grade Mode: Letter, Audit

Semester Hours: 3

HSM 540 Legal Issues in Health Service Organizations

Covers legal theories, issues, and government regulations as they pertain to health services management. Reviews tort, fraud and abuse, corporate compliance, managed care, and restraint of trade.

Grade Mode: Letter, Credit/No Credit, Audit

Semester Hours: 3

HSM 541 Fundamentals of Supply Chain Management

This course provides an overview of supply chain management with special emphasis on unique implications for health services organizations. Exploration of integration with financial operations in health settings. It also provides an overview of transportation and warehousing issues through the supply chain from manufacturer to distribution to healthcare provider and patient. Letter grade only. Not challengeable.

Semester Hours: 3

HSM 542 Planning and Purchasing

Prerequisite: Completion of HSM 541

This course provides the student with knowledge and skills in demand planning, purchasing, and sourcing. This includes the role of the vendor and their vetting; ethical actions; transparency and accountability. Also covered is regulatory compliance. Letter grade only. Not challengeable.

Semester Hours: 3

HSM 543 Logistics and Financial Operations

Prerequisite: Completion of HSM 542

This course provides an understanding of cash flows, cash conversion cycles, DPO, DIO as well as related topics including accounts payable and revenue cycles; and risk management. Letter grade only. Not challengeable.

Semester Hours: 3

HSM 545 Foundations of Public Health

This course is designed to introduce students to the evolution, theory and practice of public health: a discipline that organizes a population's response to protect and promote health, and to prevent illness, injury and disability. It provides the tools needed for identifying public health issues, problems, successes and priorities, and for designing and implementing interventions among the population as a whole, or population sub-groups. Letter grade only. Not challengeable.

Semester Hours: 3

HSM 546 Epidemiology

This course provides health professionals with a clear understanding of epidemiologic methods, principles, and terminology. This includes the descriptive and analytic tools which are used in traditional epidemiology studies as well as how such studies are applied to planning/assessing health services for defined populations. Letter grade only. Not challengeable.

Semester Hours: 3

HSM 547 Public Health Policy

The focus of this course is on public policy making as it relates to public health with an emphasis on agenda setting, the legislative process, and ways to influence policy-making. This includes the public health impact of policy decisions. It also explores the roles that public, private, and non-profit individuals and organizations play in the policy process. Can be taken for letter grade only.

Semester Hours: 3

HSM 548 Applied Research for Public Health Professionals

This course provides the tools of a change agent to make significant difference in the lives of the people in our community; utilizing interdisciplinary models that include the physical, environmental, social and behavioral determinants of health among local communities at risk for disease and injury. Students will work with local community-based organizations to improve conditions in which people can be healthy. Letter grade only. Not challengeable.

Semester Hours: 3

HSM 549 Public Health and the Urban Context

The ever increasing urbanization of the country poses public health inequity challenges unique to metropolitan areas, but also allows for opportunities for corrective action. This course provides an overview of the linkages between urban health, urban development, and urban governance. The course examines strategies to mitigate the health inequities in urban settings and the social determinants of health. Letter grade only. Not challengeable.

Semester Hours: 3

HSM 551 Food Systems & Public Health

Some of the most difficult public health and environmental challenges we are facing today are a product of our food systems. This course applies systems thinking as it pertains to agriculture and food, how that intersects with equity and environmental issues, examines the current state of the global food system from farm to fork to disposal, and analyzes its impacts on public health and communities. This course provides an understanding of the problems inherent in our current food systems and challenges students to consider how changes to these systems are critical for health and community well-being. Letter grade only. Not challengeable.

Semester Hours: 3

HSM 555 Ethical Issues in Health Services

Encompasses the philosophy, impact of technological advances, and the consequent ethical issues involving decision-making. Includes establishing ethics committees. Not challengeable.

Grade Mode: Letter, Credit/No Credit, Audit

Semester Hours: 3

HSM 562 Human Resource Management in Health Service Organizations

Examines key human resource managerial issues and systems including planning, staffing, education and training, organizational development, corporate compliance, and labor relations.

Grade Mode: Letter, Credit/No Credit, Audit

Semester Hours: 3

HSM 564 Application of Healthcare Analytics

This course presents current developments in data science techniques and their applications in healthcare analytics. It focuses on utilizing data analytics skills in acquiring, managing, analyzing, and reporting health data to reach specific healthcare goals using mainstream statistical analysis software. This course will also demonstrate managerial, legal, and ethical concepts in healthcare data manipulation. Letter grade only. Not challengeable.

Semester Hours: 3

HSM 571 Management of Clinical and Financial Information

Analyzes needs, components, and applications of clinical and financial information management systems. Reviews choice criteria for system development, implementation, and integration to meet regulatory requirements. Can be taken for letter grade only.

Grade Mode: Letter, Audit

Semester Hours: 3

HSM 574 Legal and Ethical Issues in Information Management

Analyzes legal and ethical issues involved in healthcare information management.

Grade Mode: Letter, Credit/No Credit, Audit

Semester Hours: 3

HSM 580 Personal Professional Development

Analyzes the managed care delivery system model within an economic, historic, legal, and organizational context. Not challengeable.

Grade Mode: Letter, Credit/No Credit, Audit

Semester Hours: 3

HSM 583 Marketing and Business Development

Covers principles of health services marketing, business development, managed care contract negotiation and maximization, and financial analysis and modeling of alternative strategies.

Grade Mode: Letter, Credit/No Credit, Audit

Semester Hours: 3

HSM 587 Fundamentals of Healthcare Leadership

This course introduces the student to the role of leadership in health care settings. Letter grade only. Not challengeable.

Semester Hours: 3

HSM 588 Medical Career Development Practicum

This course provides career advancement support including resumes, personal statements, interviews, and related topics. Letter grade only. Not challengeable.

Semester Hours: 3

HSM 590 Selected Topics

Presents contemporary topics in healthcare management. May be retaken once with different topics. Can be taken for letter grade only.

Grade Mode: Letter, Audit

Semester Hours: 1-3

HSM 591 Organizational Research II

Prerequisite: HSM 595 with a minimum grade of B-

This course surveys additional methodological and statistical approaches to studying organizations and guides the student in designing and developing a research proposal for a thesis. Requires instructor approval.

Semester Hours: 3

HSM 592 Thesis

Culminating research project. Can be taken for credit/no credit only. Requires instructor approval. Not challengeable.

Semester Hours: 3

HSM 593 Accounting for Healthcare Decision-Making

Covers financial and managerial accounting theory and concepts for decision-making in health services management. Can be taken for letter grade only.

Grade Mode: Letter, Audit

Semester Hours: 3

HSM 595 Organizational Research Methods

Surveys the nature of scientific inquiry, research design, program evaluation, and data analysis.

Grade Mode: Letter, Credit/No Credit, Audit

Semester Hours: 3

HSM 596 Graduate Seminar

Culminating activity for the master's program. May not be taken as a directed study. Can be taken for credit/no credit only. Not challengeable.

Semester Hours: 2,3

HSM 597 MHA Professional Seminar

Culminating course. Builds upon individual expertise and relates this to peers and professional community in health services administration.

Grade Mode: Letter, Credit/No Credit, Audit

Semester Hours: 3

HSM 598 Field Work/Internship

Participation in and observation of activities of a healthcare agency or other organization concerned with health delivery. Option A: 100 hours. Option B: 480 hours Administrator in Training (AIT). Requires program chair approval Not challengeable.

Grade Mode: Credit/No Credit, Audit

Semester Hours: 1-3

HSM 599 Independent Study

Student-designed courses approved by a faculty member. Prior approval of goals, objectives, procedures, and assessment plan as directed in the Independent Study Manual is required. May be taken multiple times with a different topic for credit. Not challengeable.

Grade Mode: Letter, Credit/No Credit

Semester Hours: 1-4