

Master of Health Administration Competency/course Mapping		Foundational			Discipline								
		ACCT 6220	INFO 5880	HADM 6120		ECON 5550	HADM 6620	HADM 6220	HADM 6430	HADM 6700	HADM 6120	HADM 5500	MNGT 6800
KNOWLEDGE OF THE HEALTHCARE ENVIRONMENT [HE]													
HE.1: Healthcare Issues and Trends													
	Make recommendations, written and oral, and take actions compatible with governmental, regulatory, professional, and accreditation agencies, including funding and payment mechanisms of the healthcare system			B		B		B	B	A	I		
HE.2: Health Policy and Legal Issues													
	Understanding the creation of processes to incorporate industry, technology policy, infrastructure, legal, and regulatory environment trends (local, state, and federal levels) into the hierarchy of an organization.							I			B		
HE.3: Population Health													
	Understand the U.S. and Global concepts of population health, community health assessments, accountable care organizations (ACO), risk, clinical methodologies (e.g., clinical pathways, evidence-based medicine, population health, pay for performance)					B		B					
ANALYTICAL AND BUSINESS SKILLS													
ABS.1: Financial Management. [ABS]													
	Ability to compile and analyze financial data: ratios, overhead rules, and allocations. Understand the organizational relationships to cost accounting, 3 rd party payers, Profit and Loss, Balance Sheets, and Capital needs planning.	B	B				I	A					
ABS.2: Workforce Management													
	Apply methods and techniques for effective management of employee and professional staff development to ensure a cohesive, diverse clinical and non-clinical workforce. Address hostile work environments and unions.			B						B	B		
ABS.3: Organizational Dynamics and Governance													
	Understand corporate systems theory, structuring (e.g., span of control, chain of command, interrelationships of administrative units, matrixed organizations), the responsibilities, influence of governing bodies, medical staff relations, and provider partnerships.			B									I
ABS.4: Strategic Planning and Marketing													
	Perform environmental analysis, differentiate competitive strategies, and formulate business strategies and plans to support organizational goal achievement and opportunities.						I						

ABS.5: Information Management and Technology Skills																		
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	Develop a technology plan that establishes the criteria for selection, implementation, and appropriate use of information technology, including computer systems, internet strategies, social media, and telecommunications, using standard and non-standard data.		B	B												
ABS.6: Economic Analysis and Application																
	Ability to understand and interpret statistical evidence from economic data in healthcare, economic modeling, pricing, pricing controls, and economic impact		B	B			B									
ABS.7: Quality Improvement and Patient Safety																
	Develop skills in monitoring and evaluating the quality, safety, and appropriateness of patient care and operational services, utilizing the tools and techniques of high-reliability leadership, continuous quality improvement, data system design, process management, and hazard analysis.			B						B	A	I	I			
COMMUNICATIONS AND INTERPERSONAL EFFECTIVENESS																
CIE.1: Interpersonal Skills. [CIE]																
	Build collaborative relationships, using oral and written communication to develop negotiation skills; demonstrate empathy and concern while attaining organizational goals and objectives.						B	B	B							A
CIE.2: Value-Based Decision Making																
	Engage in critical thinking and use comprehensive information sources to create innovative solutions to address healthcare questions.							B				I				
CIE.3: Communication Skills										B	B					
	Demonstrate effective written, oral, and presentation skills to various audiences.											I				
Leadership and Management Skills																
LMS.1: Transformational Leadership [LMS]																
	Develop a leadership approach to create change in individuals and social systems (change and innovation), while enhancing motivation, morale, and performance.				B											
LMS.2: Leading and Managing others																

	Synthesize and integrate divergent viewpoint in decision-making for the organizations good while holding yourself and others accountable for attaining organizational goals.				B													
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LMS.3: Systems Thinking																		
	Demonstrate, in a variety of situations, knowledge of the healthcare system, the environment in which it operates, and how decisions affect other functional areas, including the interdependencies among access, quality, and cost.				B													I
PROFESSIONALISM AND ETHICS [PE]																		
PE.1: Ethical and Professional Standards																		
	Advocate, personal and business ethics. Apply, ethical principles and norms, to analyze, managerial, organizational, and policy situations.				I			B	B		I	I	I					
PE.2: Professional Development																		
	Demonstrate a commitment to nurturing, broad professional networks in lifelong learning through self-awareness, reflection, self improvement, and personal professional goal setting.												B					