HEALTH CARE ADMINISTRATION

HC-900 Health Care Systems
Historical development of the health care system and recent trends in organization, administration and legislation.
3 Credits

HC-901 Management and Organizational Behavior For Health Care Professionals
Management and organizational theory applied to the health care organization. Motivation and leadership, work group dynamics, communications and negotiations. Organizational design, change, and motivation.
3 Credits

HC-902 Statistical Methods and Inference for Health Care Organizations
Prerequisites: HC-900 or NU-930 and HC-901
Frequency distributions, measures of central tendency and variability, hypothesis testing, probability, correlation, regression, analysis of variance applied to typical problems encountered in a health care setting.
3 Credits

HC-903 Accounting and Budgeting for Health Care Professionals
Prerequisites: HC-900 or NU-930 and HC-901
The accounting cycle, cost analysis, cost-volume relation ships, typical budgeting systems, responsibility accounting and variance analysis, cash budgeting systems, cash-flow planning and the evaluation of capital projects, interpretation of financial statements.
3 Credits

HC-904 Financial Management in the Health Care Organization
Prerequisites: HC-900 or NU-930 and HC-901
The role of finance in strategic planning for the health care organization, theory of value with special consideration for non-profits, capital budgeting and planning, working capital and liquidity management with emphasis on reim- bursement structures, pricing and other problems unique to the health-care organization.
3 Credits

HC-905 Marketing the Health Care Organization
Prerequisites: HC-900 or NU-930 and HC-901
Application of marketing tools and concepts to health care organizations. Market research and project development, pricing, publicity, and delivery systems.
3 Credits

HC-906 Health Care Management Information Systems
Prerequisites: HC-900
Analysis of information needs and flows in the health care organization. Design and implementation of information systems to support efficient operations as well as managerial planning, control and decision making.
3 Credits

HC-907 Operations and Quality Management in the Health Care Organization
Prerequisites: HC-900 or NU-930 and HC-902
Analysis of operations in the health care organization from the perspective of continuously improving efficiency and quality. Data based decision making, quantitative models and several approaches to quality management (TQM, CQI) are examined.
3 Credits

HC-908 Legal, Regulatory and Ethical Issues In Health Care
Prerequisites: HC-900 or NU-930
An overview of the legal and regulatory framework governing health care from both the manager and the client’s point of view. Legal rights and duties of patients and health-care providers, hospital liability, hospital-physician relationships, patient rights, informed consent, privacy and confidentiality, negligence and malpractice.
3 Credits

HC-926 Human Resources Management in the Health Care Organization
Prerequisites: HC-900 or NU-930
Topics discussed include employee relations, employee benefits, employment discrimination, affirmative action, training and career development, assessment, liability and risk management, unions, collective bargaining and contract administration, recruitment, turnover and layoffs, diversity issues, com- pensation and employee benefit plans.
3 Credits

HC-936 Economics of Health Care
Prerequisites: HC-900 or NU-930
Study of the economics of the health care industry in the United States; pricing of health care, alternative delivery systems human resources availability, third party payments, the role of government in planning, regulating, and financing health care.
3 Credits

HC-946 Epidemiology
Classic epidemics, evaluation of epidemiological principles and techniques of investigation and epidemiological analysis of selected diseases.
3 Credits

HC-956 Politics and Policies in Health Care
Prerequisites: HC-900 or NU-930
Health care regulation and cost control by government, state vs. private regulatory systems, the nature of political power and its influence on the delivery of health services through for profit, and both public and private non-profit agencies.
3 Credits

HC-976 Seminar:Current Issues in Health Care
A rotating series of seminars involving topics of current interest or in which a number of students have expressed interest. These might include Managed Care, Management of Gerontological Problems, Group Practice Management, Long-Term Care Organizations, and the like. These seminars will normally draw on the rich resources of the Worcester area for guest and visiting lecturers. Prerequisites: Completion of all required Core courses or permission of coordinator.
3 Credits

HC-986 Internship in Health Care
The internship in health care administration consists of at least 135 hours (3 hours of academic credit) of supervised managerial work in an approved health care setting. The internship is suggested for students who do not have signifi- cant employment experience in the field. Pre- requisites: Completion of all required Core courses.
3 Credits

HC-990 Directed Study: Health Care Administration
Directed study offers graduate students, who because of unusual circumstances may be unable to register for a course when offered, the opportunity to complete an existing course with an established syllabus under the direction and with agreement from a faculty member. Variable credits.
Fall and Spring and every year. 1-6 Credits
HC-996 Health Care Action Research Project
Students design and implement an Action Research paper. Students will be encouraged and expected to produce publishable quality research papers. Designed to provide students with the writing, analytic, and research tools required by professional public, healthcare, and not-for-profit managers. Emphasis given to the methods of problem identification; developing a research strategy and formal research proposal; identification of secondary sources essential to public policy and management research; review of existing literature and documents; overview of social science research methods; and, a special emphasis on improving the student’s ability to write concisely, knowledgeably, and in a persuasive style. Pre-requisites: Completion of all required Core courses.
3 Credits