HEALTH POLICY & MANAGEMENT (HPAM)

HPAM 6010  Comparative Health Systems  (2)
Health systems around the world face the dual challenge of ensuring continued improvement in population health in an environment of rapidly increasing demand with limited availability of resources. Despite these common concerns about health systems worldwide, no two healthcare systems are identical. This course introduces an approach for comparative analysis, focusing on assessing diverse health systems and their performance. The conceptual basis for the course is the World Health Organization’s health systems building block framework, which will facilitate understanding of the inter-linkages among different components of the system and the effects of reforms on system-wide outcomes. We also briefly review other frameworks for comparison. A set of common indicators for benchmarking health systems will be discussed.

HPAM 6050  Health Systems Concepts  (3)
This course introduces students to the historical development, current structure, operation, and future direction of the U.S. health care system. The primary topics include public health activity and health care delivery systems, the factors that determine allocation of health care resources, and the relationship of health care costs to benefits. Students learn to assess organized efforts to influence health delivery and policy formulation, the impact of these efforts on leaders of health care organizations, and the role of societal values and individual behaviors on health system performance, reform efforts, and the health status of our population. Class time is devoted to open discussion of these complex and value-laden issues.

HPAM 6120  Foundations of Management  (2)

HPAM 6140  Leadership for Clin Improve  (3)
The course offers students the knowledge, skills, and personal mastery tools that are a prerequisite to assuming leadership positions in the delivery of health services that improve the health status of the individuals and populations. Building on the perspective of clinical education and practice, the student begins his or her leadership journey, integrating and implementing the key structures and processes leading to clinical process improvement and the improvement of health outcomes. By grounding fundamental principles of organizational learning in experimental activities, this course enhances the student’s mastery of the core competencies: setting direction, enrolling participation, quality measurement and improvement, personal and team learning, effective health care design, clinical change and organizational design.

HPAM 6170  Qual Mgmt in Health Care  (3)
This course introduces students to the concept of continuous process improvement and to the discipline of healthcare quality management. This practical course also introduces the tools to examine, evaluate, and implement the key structures and processes of quality management programs in health care organizations. An integrative approach to improvement and organizational learning is taken, combining topics and methods from diverse improvement approaches in the development of an organization-wide commitment to continuous improvement. Through case analysis and experiential learning, the course emphasizes practical applications that prepare the participants to use the theory and techniques of quality management in situations with complex clinical and managerial implications. Course topics include measurement systems, quality improvement tools, and the design of programs for change management.

HPAM 6190  Eth Conc of Hlth Care Managers  (2)
This course introduces students to ethical problems in the context of health care management. Special emphasis will be placed on managerial dimensions of the discipline as well as bioethical applications. The course is organized by three principal components. The first addresses professional codes of ethics and how they relate to personal and professional integrity. The second addresses corporate ethics including duties to patients and stakeholders, social responsibility, and disclosure. The final section addresses issues traditionally associated with bioethics and medical treatment decision-making. Each of these components are grounded in analysis of ethical principles related to healthcare.

HPAM 6200  Intro to Healthcare Analytics  (3)
Vast amounts of diagnostic, procedural, pharmacy, administrative and financial data are collated and generated within the health care system. To support the financial health, operational efficiency and quality of care, stakeholders must transform this data into actionable information to support decision-making. Students in this introductory graduate-level course will utilize industry standard analytical tools, particularly Microsoft Excel® to analyze large institutional data commonly found in health care.

HPAM 6210  Health Law and Regulation  (3)
This course is a graduate-level course that introduces students to a wide range of topics in the area of health law and regulation including a number of relevant statutes. Students learn to recognize potential legal problems in various health care settings, identify the issues and rights that are implicated, and propose solutions or plans of action. They also learn to differentiate between legal problems and problems which can more appropriately be solved in other ways. There is an emphasis on formulating analyses clearly, both orally and in writing.
HPAM 6270 Monitoring for Program Management in GH (3)
This course provides students with an introduction to program monitoring, a widely-valued skill set for managing and tracking results in public health programs in both the domestic and international context. Focus will be placed on programs across a wide spectrum of public health activities, including those related to behavior change, health services utilization, health education and communication, population-based services, primary and secondary prevention, and capacity building. Students will learn to develop a conceptual framework, write goals and measurable objectives, develop appropriate indicators and work with health information systems. This course is designed for students that (1) intend to work primarily in program design and implementation, or (2) wish to master these introductory concepts as a building block to further evaluation coursework.

HPAM 6320 Managerial Communications (2)
The purpose of Managerial Communications is to develop the written and oral communication skills that students will need as leaders in healthcare-related organizations. To function effectively in complex professional environments, leaders must understand and use different communication behaviors and strategies to accomplish organizational objectives. This course will provide both the underlying concepts and the skill-building exercises to allow the student to build, improve, and perfect their oral and written communications.

HPAM 6360 Human Resource Management (3)
This course combines Organizational Behavior and HR Management theory and practices for managers of health care organizations. By integrating the content areas of both subjects, this course allows students to learn organizational theory and then to apply it to human resource issues. Broad topical areas include psychological and cultural processes affecting recruitment and selection, factors influencing training and development, the scientific method as applied to health care organizations, theories and practices influencing employee performance, effective management theory and practice, engaging and involving employees in organizational processes, employee well-being, and managing change.

HPAM 6380 Organizational Behavior (3)

HPAM 6450 Health Economics (3)
This course introduces basic economic concepts and analytical tools used to address questions concerning the efficient and effective production of health and health services in the context of a market economy. The course emphasizes the application of economic tools of analysis to the management of health-related organizations and to health policy development. Students will study current research on the health care industry and the ways in which economic analysis is employed in the development of public policy on issues related to population health and healthcare.

HPAM 6490 Pol Options Med Prod and Tech (2)
The aim of the course is to give participants insight into and understanding of current developments affecting pharmaceutical policy making today. The course also aims to give participants a better understanding of the theories and methods available for analyzing the effects of policy interventions.

HPAM 6500 Intro to Health Care Acct. (2)
Introduction to Health Care Accounting is an applied financial accounting course. Principles of financial accounting are developed and used to examine the difficult strategic and operational decisions existing for health care providers. The general objective of this course is to provide the health care decision maker with the financial accounting theory, concepts, and tools necessary to make better financial management decisions as well as enable the student to make sound judgments regarding financial analyses performed by others.

HPAM 6540 Mgr Acct. for Hlth Care Mgrs (2)
This class is designed to expose students to managerial accounting within healthcare organizations. The course will cover fixed and variable costs, cost allocation, price setting strategies, budgeting, and revenue cycle management.

HPAM 6550 Dynamics of Pay Sys Pol & Func (3)
This course introduces students to the ways providers of health care services have been, are, and will be paid for the services by private-sector payers and public-sector programs. Knowledge of economic concepts and of financial/managerial accounting will be used to analyze public policy issues as well as implementation and reporting issues. Topics include (1) the macro-economic environment within which current payment systems have evolved and continue to evolve; (2) payment mechanisms for institutionally based care, both acute and sub-acute, and for ambulatory care over a range of settings; (3) regulatory processes determining payment for services in entitlement programs; (4) the policy objectives furthered or impeded by public-sector and private-sector payment mechanisms; and (5) analysis of provider responses to payment systems incentives.

HPAM 6670 Quantitative Decision Models (3)
This course encompasses a body of knowledge, a set of quantitative skills, and an orientation towards managerial situations which provide managers greater insight and analytic opportunities for improving the managerial process. Focuses on the systematic planning, direction, and control of the organizational processes that turn resources such as labor, equipment, and materials into services and the quantitative analysis that supports these decisions. In this environment, the processes involve allocation, scheduling, and procedural decisions that result in the effective and efficient utilization of resources for the delivery of health care services.
HPAM 6760  Health Sys Strengthening Fmly Pl (2)
The concept of health systems strengthening is fundamental to the delivery of health services in the developing world. The WHO framework outlines six building blocks for health systems; governance, health financing, service delivery, human resources, commodities management, and health information systems. Through this course, students will master these concepts as they apply to the "re-emerging area" of international family planning. Whereas the concepts of health systems strengthening generalize to other health topics, the focus on family planning will allow students to gain in-depth knowledge and experience in using key tools relevant to this field. This course will be especially useful to students interested in managing social development programs in the international context, especially in the area of reproductive health.

HPAM 6780  Information Systems (3)
This course is designed to introduce the health administration student to the rapidly evolving discipline of health informatics in the complex and diverse world of healthcare. The course will review the history, current applications, and the potential future of information, information management and information technology, including: data acquisition, storage and processing; information systems (clinical and administrative); standards; security; decision support; and an understanding of medical/health informatics methods and principles.

HPAM 6890  Health Mkt Analysis (3)
Health Market Analysis introduces students to the concepts of market analysis, marketing, strategic planning, and research presentation management; all of which are vital to successful health care organizations. This course integrates knowledge of marketing, statistics and planning. The course also incorporates understanding of the health care environment in the United States and its effect on the development, presentation and use of a strategic plan. This integration is accomplished through the use of cases and the performance of a strategic assessment and plan for a health care delivery organization.

HPAM 6910  Ldrship and Pfrnslm in Hlthcre (2)
Administrative Internship (I) combines didactic and field sessions to introduce students to the operational management of public and private components of the health care delivery system. Students will be exposed to the planning, delivery, and financing of health services in organizations including acute care hospitals, long-term care facilities, multi-institutional systems, not-for-profit entities and others. Furthermore, students may have contact with individual patients and patient information during this experience and appropriate professional confidentiality is required.

HPAM 6920  Ldrsph, Imprvmnt, and Innovtn (3)
Within the context that the healthcare ecosystem is undergoing a profound transformation towards a new consumer-driven market, often with increasingly constrained resources, this course offers students an open learning and design space to foster positive healthcare businesses through human-centered design of the work of care, while improving patient experience, health outcomes, workforce engagement, and revenue. This leadership focus is on successfully reaching key performance metrics and goals through innovation and improvement, while restoring humanity to healthcare.

HPAM 6930  Leadership and Innovation (3)
This course is designed to provide current and emerging physician leaders the knowledge, skills, abilities, and personal mastery tools, which are requisite to assuming leadership roles in the delivery of health services in the consumer-driven healthcare market. By grounding fundamental principles of individual, team, and organizational learning in experiential activities, simulations, and hands-on learn-by-doing exercises, this course will enhance the student's mastery of the core competencies: assessment of current reality, creation of shared vision and purpose, understanding systems and complexity, teaching and learning, design thinking, dialogue, authenticity and personal mastery, positive-relationships and culture, innovation, and organizational transformation.

HPAM 6940  Business Trends, Models & Pmt (3)
This course offers physician leaders an introduction to strategic thinking within a business planning framework using a case-based and experience based analysis of environmental trends, business models and payment systems. The course helps the student understand and prepare for the continuously changing health care business environment in the US and prepares the student for future strategic planning responsibilities.

HPAM 6950  Relational Communication (3)

HPAM 6960  Accounting and Financial Mgmt (3)

HPAM 6970  Leading and Designing Innovative Learning Organizations (3)
This course leverages the organizational mission, vision, values, through student leadership activities to support those who want to bring their core purpose and values into their organizations and communities. The course helps build capacity for sustainable cultural and operational change through the activation of curiosity; the deployment of new design tools and skills, positive-change initiatives through the application of appreciative business practices to real-world challenges, and by assisting in the spread throughout the student’s organizations. The course focuses on four key design areas: patient-centered interprofessional collaborative care, humanization of acute/complex/specialty care, consumer-driven digitally supported primary care, and workforce wellbeing and positive culture transformation. Prerequisite(s): HPAM 6930, 6940, 6950 and 6960.

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HPAM 6980  Hlth Sys China: Applied Persp (3)
This course introduces students to various aspects (epidemiology, social, economic, cultural) of China’s healthcare system. The course will be delivered in China so that the materials learned in the classroom can be observed in the real world through field visits and field observations. Health reform strategies of China in recent years will be critically examined through directed readings, seminar lectures, and a number of sites including primary care centers, tertiary hospitals, public health entities, and research organizations. Financing of health care and system for paying the providers will also be evaluated and analyzed.

HPAM 7170  Strategic Mgmt & Plan for Hlth (3)
Strategic Management of Health Care Organizations will introduce you to strategic thinking, strategic planning and strategic management, which are vital to successful health care organizations. This course integrates students' knowledge of management, marketing, organizational behavior, human resources, finance, accounting, health policy, and economics. The course also incorporates your grasp of the health care environment in the United States and its effects on the development of a strategic plan. Integration is accomplished through the use of cases and the performance of a strategic assessment and plan for a health care related organization.

HPAM 7330  Negotiation Analysis (2)
Strategic Management of Health Care Organizations will introduce you to strategic thinking, strategic planning and strategic management, which are vital to successful health care organizations. This course integrates students' knowledge of management.

HPAM 7580  Financial Management (3)
This is a course on financial management focused on making good decisions at the institutional level about investments/divestments (primarily real assets) and about the financing choices (raising and servicing capital). Prerequisite(s): GHSD 6500, 6540 and 6450.

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HPAM 7660  Health Policy Analysis (3)
The primary aim of this elective course is to present an overview of health policy in American government, its scope, dynamics, and conceptual and practical dilemmas. It is designed to acquaint students with major issues involved in formulating, implementing, and assessing patterns of decisions established by government. Because the study of policy is essentially interdisciplinary, readings for the course have been drawn from several fields, including sociology, political science, and economics. Specific areas of consideration will be addressed during the seminar through analysis and discussion of the functions of state and local government and various stakeholder groups that attempt to influence governmental action.

HPAM 7740  Econ. Eval. and Modeling (3)
This course introduces economics concepts and modeling tools applied to economic evaluation in health care. Topics include: cost analysis, effectiveness measures, cost-effectiveness, cost-utility analysis, and cost-benefit analysis. The course will use case studies to illustrate the use of economic evaluation. Students will develop skills in software to build decision tree models, and Markov models for economic evaluation. There are no prerequisites but the students should be familiar with basic geometry, algebra and statistics.

HPAM 7990  Master's Independent Study (0-3)
Masters students and advisor select a topic for independent study and develop learning objectives and the expected written final product.

HPAM 8050  Doctoral Seminar (0)
This seminar will complement formal academic coursework with discussion on topics related to professionalization, research process, collaboration, cutting edge global health topics, teaching pedagogy, and other domains which merit discussion within the department. Doctoral students will work with faculty sponsors each semester to organize regular panels, lectures, brown-bag seminars, reading club, and similar activities as needed to facilitate learning around themes of writing grant proposals, co-authorship, and publication of results. Students will be expected to make formal presentations. Doctoral students are expected to attend events regularly each semester. Students will be assessed and given feedback via self-report, peer evaluation, and faculty observation. The class meets weekly over eight weeks, or biweekly over both fall and spring semesters.

HPAM 8310  Org Theory And Assessment (3)
HPAM 8350  Policy Analysis Natural Experi (3)
This course is intended for doctoral students interested in policy analysis. It will focus on when to apply the various econometric methods to panel data. Discussion will focus on how each technique is applied in practice. Techniques will include differences-in-differences, synthetic controls, regression discontinuity, and quantile regression. Prerequisite(s): (GCHB 8250 or ECON 7170).

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HPAM 8410  Cost Benefit/Effective Analysis (3)
The purpose of the course is to introduce techniques of economic evaluation applied to health interventions and clinical decision making. Topics covered include: cost analysis, effectiveness measures, cost-effectiveness, utility measures and cost-utility analysis, benefits of health interventions and cost-benefit analysis. The course will discuss a number of case studies in clinical health economics to illustrate the use of economic evaluation techniques in the health sector. There are no prerequisites for the course but each student should be familiar with basic geometry, algebra and statistics.
HPAM 8770 Health Services Research Methods (3)
This course develops theoretical knowledge and applied skills in designing and conducting research in health systems. You will utilize and build upon knowledge gained in prerequisite courses as you learn to carry out each step of the research process. You will study textbooks, and articles, present reports to the class in a seminar setting, and complete a number of assignments with contribute to the experience of research design and analysis. You will develop and understanding of factors which, unless planned and accounted for, sometimes result in serious flaws in the research project.

HPAM 8990 Doctoral Independent Study (1-3)
Doctoral students and advisor select a topic for independent study and develop learning objectives and the expected final product.

HPAM 9970 Dissertation (0)
Doctoral candidates who have defended their prospectus and are engaged in research.

HPAM 9990 Dissertation Research (2)
Doctoral students who have completed course work but not defended their prospectus. Course may be repeated up to unlimited credit hours.

**Maximum Hours:** 99