

Health Care Management

Program Director: Jessica Hillman Williams, PhD, MPH

The Bachelor of Science in Health Care Management (HCM) was established at UAB in 1982. The program prepares graduates to be effective leaders in mid-level management positions in all types of health care organizations, including hospitals, ambulatory care centers, physician practices, long term care facilities, home health care agencies, and more. The curriculum serves as a foundation for success in graduate-level academic or professional degree programs, from the masters in health administration or health informatics to clinical professional programs, such as occupational and physical therapy, medicine and dentistry. The HCM program and course of study can be adapted to the student's interests and strengths in the dynamic and evolving healthcare industry.

Concentration Tracks

HCM concentration tracks focus a student's time and attention on defined areas of interest throughout the course of study when he or she has more specific objectives, such as executive leadership that may require professional school, clinical management that will require licensure or certification, or one of the many growing areas of specialty health care management. Concentration tracks may have higher admissions criteria - more information below.

- **General Manager** track prepares students for leadership positions managing health operations, developing a vision and strategies for growth, and ensuring patients receive high quality and efficient care. There are other specialty and fast tracks available to students based on previous academic work, current professional status, personal interests, and future goals.

- **Clinical Manager** track is designed for early career and seasoned professionals who are motivated to manage clinical units and services. This track is restricted to graduates of certificate and/or associate degree programs who are credentialed or licensed in a health professions discipline. The required internship in this track is abbreviated, recognizing the student's familiarity with the environment while providing an opportunity to demonstrate newly acquired management and leadership skills. Graduates of this track typically apply their management and leadership skills in facilities or organizational units that provide services in their clinical discipline.

Fast Tracks

HCM Fast Tracks offer students a rare advantage in higher education - savings, both in terms of time and money. Students earn a bachelor's and master's degree in less time by taking advantage of the thoughtfully integrated curriculum. We have available fast track programs that accelerate your potential in Occupational Therapy, Health Informatics and Healthcare Quality and Safety. Fast tracks may have higher admissions criteria - more information below.

- **HCM/Health Informatics (HI) Fast Track** allows qualified students to complete the BS in Health Care Management and the MS in Health Informatics in 12 semesters; that's four years, including summers - less time than the average student takes to complete the BS degree alone.

- **HCM/Healthcare Quality and Safety (HQS) Fast Track** prepares qualified students to complete the BS in Health Care Management and the Master of Science in Healthcare Quality and Safety in 13 semesters - just over 4 years if the student takes summer courses while in the program. UAB is one of only a few universities to offer a graduate program in this field.

- **HCM/Occupational Therapy Doctorate (OTD) Fast Track** allows qualified students entering UAB as a freshman to complete the BS in Health Care Management and the Clinical Doctorate in Occupational Therapy degree program in less time than completing the two degrees separately.

Program Admission

Applications to the HCM Program are accepted by the UAB Office of Undergraduate Admissions at any time. Students may begin the program at the start of any full academic term. Information and the online application for freshman, transfer, returning, and non-traditional admissions is available at <https://www.uab.edu/students/admissions/> apply.

Students intending to enroll in the Health Care Management program must meet all undergraduate admission and academic requirements for UAB and the School of Health Professions.

Entering freshmen are admitted directly to the HCM program through the UAB Office of Undergraduate Admissions and designate concentration or fast tracks through the program's dedicated academic advisors. Admission to the program from high school requires graduation from an accredited high school with a grade point average (GPA) of 2.5 or higher on a 4.0 scale. Transfer admissions from another college or university and UAB students changing their declared major to HCM must have an overall GPA of 2.5 or higher and an institutional GPA of 2.5 or higher, if applicable.

Eligibility for HCM Tracks

Eligibility for the HCM concentration and fast tracks further requires the following:

- The **Clinical Manager** track
 - Restricted to graduates of certificate and/or associate degree programs who are credentialed or licensed in a health professions discipline. Satisfactory evidence of the credential must be provided to the HCM program office.
 - GPA of 2.5 or higher on a 4.0 scale.
 - UAB institutional GPA of 2.5 is required (if applicable)
- The **General Manager** track
 - GPA of 2.5 or higher on a 4.0 scale for freshmen and transfer students.
 - UAB institutional GPA of 2.5 is required (if applicable).
- The **HCM/Health Informatics Fast Track**
 - Completed 60 hours of course work.
 - Overall and UAB GPA of 3.0 or higher.
- The **HCM/Healthcare Quality and Safety Fast Track**

- Completed 60 hours of course work.
- Overall and UAB GPA of 3.0 or higher.

• **The HCM/Occupational Therapy Doctorate Fast Track**

- Completed less than 30 hours of coursework.
- High school, overall and institutional (as applicable) GPA of 3.0 or higher.
- Eligible for placement in EH 101 and MA 105 or higher.
- ACT score of 24 or higher.

Additional Fast Track Academic Requirements:

- A minimum overall GPA of 3.0 and UAB GPA of 3.0 must be maintained to remain enrolled in a Fast Track.
- Must meet the academic and grade requirements of the graduate program.
- Because of the rigid structure of the curriculum, a student may not have an opportunity to retake a course and may be dismissed from the track.
- Students unable to continue in a Fast Track may transfer into an alternative track provided admission requirements for the selected track are met.
- Application for Fast Tracks are completed through the Health Care Management program.

Drug Screen and Background Check

Students are required to complete a background check and drug screening learning module upon admission to the program. Students are required to complete a background check and drug screening prior to internship placement. Instructions for requesting the background check and appropriate consent forms are provided at the time of the program admission. A positive drug screen or unfavorable background check may prevent the applicant from completing the program requirements and will be evaluated in accordance with the academic policies of the school and university.

Academic Requirements

The minimum overall and institutional GPA required for admission to the program and designated concentration or fast track must be maintained for continued enrollment throughout the program. A student whose GPA falls below the minimum will be allowed one semester to recover before dismissal from the major. A student who is dismissed from the HCM major in such a manner may reapply once the student has raised his or her overall and institutional GPA to the program or track minimum. A letter grade of C or higher is required for each course in the program curriculum. A minimum of 120 semester hours are required for award of the BS degree, including at least 40 semester hours in courses at the 300-level or above. No minor is required. Students may take general electives to reach the required minimum semester hours. No more than 14 semester hours of clinical education (clinical rotations or clinical practice) may be applied toward the degree. A management internship (with an organization whose service or function is related to the HCM curriculum) is required in the student's final semester of baccalaureate work. Students in the Clinical Manager Track will complete a 3-credit hour (120 contact hours) internship. All other tracks will complete a 6-credit hour (240 contact hours) internship.

Contact Information

For more information about the Bachelor of Science in Health Care Management, contact

Health Care Management
Department of Health Services Administration
Telephone: (205) 934-5173
Email: hcminfo@uab.edu
<http://www.uab.edu/hcm>

Bachelor of Science with a Major in Health Care Management - General Manager Track

The General Manager Track provides a strong foundation for mid-level management in health care and related organizations, as well as preparation for graduate studies in health administration, public health, and other health-related programs.

Requirements		Hours
Required Blazer Core Curriculum Coursework* *Blazer Core Curriculum consists of 41 credit hours (some core course requirements are reflected in the required prerequisite coursework)		32
Required Prerequisite Coursework		
HRP 101	Experience the University Transition	3
MA 105	Pre-Calculus Algebra ((or higher. MA 110 is accept for the Clinical Manager Track))	3
or MA 110	Finite Mathematics	
CMST 101	Public Speaking	3
Students must have BUS 310, or HCM 316, or both principles of accounting courses		3-6
BUS 310	Accounting and Finance for Nonbusiness Majors	
HCM 316	Accounting and Finance for Health Care	
Required Major Courses		
HCM 320	Microcomputer Applications for Health Care Professionals	3
HCM 325	Healthcare Law and Ethics	3
HCM 330	Health Care Systems	3
HCM 350	Medical Terminology for Health Professionals	3
HCM 360	Statistics for Managers	3
HCM 375	Managerial Epidemiology	3
HCM 401	Organizational Studies in Health Care	4
HCM 402	Economics for Healthcare Managers	3
HCM 403	Operations Management in Health Care Organizations	4
HCM 405	Human Resource Management in Health Care Organizations	4
HCM 407	Strategic Management in Health Care Organizations	3
HCM 416	Financial Management in Health Care Organizations	3
HCM 421	Introduction to Long Term Care Administration	3
HCM 425	Healthcare Reimbursement Methods	3
HCM 435	Clinical and Administrative Information Systems	3
HCM 450	Quality Management in Health Care	3
HCM 460	Research Methods	3
HCM 480	Health Care Policy and Reform	3
HCM 481	Health Care Management Internship	6
Electives		10-13
Must graduate with a minimum of 120 hours		

Bachelor of Science with a Major in Health Care Management - Clinical Manager Track

The track is designed for early-career and seasoned clinical professionals who are motivated to managed clinical units and services. The concentration allows for consideration of the student's past education in meeting degree requirements. The required internship is abbreviated, recognizing that the student's familiarity with the environment while providing an opportunity to demonstrate newly-acquired management and leadership skills.

Requirements	Hours
Required Blazer Core Curriculum Coursework* *Blazer Core Curriculum consists of 41 credit hours (some core course requirements are reflected in the required prerequisite coursework)	32
Required Prerequisite Coursework	
HRP 101 Experience the University Transition	3
MA 105 Pre-Calculus Algebra ((or higher. MA 110 is accepted for the Clinical Manager Track))	3
or MA 110 Finite Mathematics	
CMST 101 Public Speaking	3
Students must have BUS 310, or HCM 316, or both principles of accounting courses	3-6
BUS 310 Accounting and Finance for Nonbusiness Majors	
HCM 316 Accounting and Finance for Health Care	
Required Major Courses	
HCM 320 Microcomputer Applications for Health Care Professionals	3
HCM 325 Healthcare Law and Ethics	3
HCM 330 Health Care Systems	3
HCM 360 Statistics for Managers	3
HCM 375 Managerial Epidemiology	3
HCM 401 Organizational Studies in Health Care	4
HCM 402 Economics for Healthcare Managers	3
HCM 403 Operations Management in Health Care Organizations	4
HCM 405 Human Resource Management in Health Care Organizations	4
HCM 407 Strategic Management in Health Care Organizations	3
HCM 416 Financial Management in Health Care Organizations	3
HCM 421 Introduction to Long Term Care Administration	3
HCM 425 Healthcare Reimbursement Methods	3
HCM 435 Clinical and Administrative Information Systems	3
HCM 450 Quality Management in Health Care	3
HCM 460 Research Methods	3
HCM 480 Health Care Policy and Reform	3
HCM 481 Health Care Management Internship	3
Electives	16-19

Must graduate with a minimum of 120 hours

HCM Occupational Therapy Doctorate Fast Track

Requirements	Hours
OT Prerequisite Courses (All prerequisite courses must have been completed within the last 8 years with a grade of "B" or better).	
Biology with Lab (UAB Equivalent BY 123+L)	4
Human Anatomy with lab (UAB Equivalent BY 115+L)	4
Human Physiology with lab (UAB Equivalent BY 116+L)	4

Kinesiology (UAB Equivalent KIN 307)	4
Abnormal Psychology (UAB Equivalent PY 218)	3
Developmental or Lifespan Psychology (must be birth through death) (UAB Equivalent PY 212)	3
Sociology Elective (UAB Equivalent SOC 101) or Anthropology Elective (UAB Equivalent ANTH 101)	3
Statistics (UAB Equivalent HCM 360)	3

Requirements	Hours
Required Blazer Core Curriculum Coursework* *Blazer Core Curriculum consists of 41 credit hours (some core course requirements are reflected in the required prerequisite coursework)	32
Required Prerequisite Coursework	
HRP 101 Experience the University Transition	3
MA 106 Pre-Calculus Trigonometry	3
CMST 101 Public Speaking	3
Students must have BUS 310, or HCM 316, or both principles of accounting courses	3-6
BUS 310 Accounting and Finance for Nonbusiness Majors	
HCM 316 Accounting and Finance for Health Care	
HCM Required Courses ** HCM coursework while in the fast track is insufficient to grant the BS degree without additional courses in the OTD program. If a student elects not to continue the fast track curriculum, additional HCM coursework will be needed to award the BS degree.	
HCM 320 Microcomputer Applications for Health Care Professionals	3
HCM 325 Healthcare Law and Ethics	3
HCM 330 Health Care Systems	3
HCM 350 Medical Terminology for Health Professionals	3
HCM 375 Managerial Epidemiology	3
HCM 401 Organizational Studies in Health Care	4
HCM 402 Economics for Healthcare Managers	3
HCM 403 Operations Management in Health Care Organizations	4
HCM 405 Human Resource Management in Health Care Organizations	4
HCM 407 Strategic Management in Health Care Organizations	3
HCM 416 Financial Management in Health Care Organizations	3
HCM 421 Introduction to Long Term Care Administration	3
HCM 425 Healthcare Reimbursement Methods	3
HCM 435 Clinical and Administrative Information Systems	3
HCM 450 Quality Management in Health Care	3
HCM 480 Health Care Policy and Reform	3
OT 701 Theoretical Foundations for Occupational Therapy Practice	3
OT 704 Research Design for Occupational Therapy Practice	3
OT 716 Social, Economic and Political Factors that Influence Occupational Therapy	2
OT 730 Performance Skills for Occupation: Introduction	2
Must graduate with a minimum of 120 hours	

HCM Health Informatics Fast Track

Requirements	Hours
Required Blazer Core Curriculum Coursework* *Blazer Core Curriculum consists of 41 credit hours (some core course requirements are reflected in the required prerequisite coursework)	32
Required Prerequisite Coursework	
HRP 101 Experience the University Transition	3
MA 105 Pre-Calculus Algebra ((or higher. MA 110 accepted for Clinical Manager Track))	3

or MA 110	Finite Mathematics	
CMST 101	Public Speaking	3
Students must have BUS 310, or HCM 316, or both principles of accounting courses		3-6
BUS 310	Accounting and Finance for Nonbusiness Majors	
HCM 316	Accounting and Finance for Health Care	
HCM Required Courses ** HCM coursework while in the fast-track is insufficient to grant the BS degree without additional courses in the MSHI program. If a student elects not to continue the fast-track curriculum, additional HCM coursework will be needed to award the BS degree.		
HCM 320	Microcomputer Applications for Health Care Professionals	3
HCM 325	Healthcare Law and Ethics	3
HCM 330	Health Care Systems	3
HCM 350	Medical Terminology for Health Professionals	3
HCM 360	Statistics for Managers	3
HCM 375	Managerial Epidemiology	3
HCM 401	Organizational Studies in Health Care	4
HCM 402	Economics for Healthcare Managers	3
HCM 403	Operations Management in Health Care Organizations	4
HCM 405	Human Resource Management in Health Care Organizations	4
HCM 407	Strategic Management in Health Care Organizations	3
HCM 416	Financial Management in Health Care Organizations	3
HCM 421	Introduction to Long Term Care Administration	3
HCM 425	Healthcare Reimbursement Methods	3
HCM 450	Quality Management in Health Care	3
HCM 460	Research Methods	3
HCM 480	Health Care Policy and Reform	3
HCM 481	Health Care Management Internship	3,6
HI 599	Professional Development	0
HI 611	Introduction to Health Informatics and Healthcare Delivery	4
HI 613	Analysis and Design of Health Information Systems	4
HI 614	Clinical and Administrative Systems	3
HI 620	Security and Privacy in Health Care	3
Electives		0-5
Must graduate with a minimum of 120 hours		

HCM Health Quality and Safety Fast Track

Requirements		Hours
Required Blazer Core Curriculum Coursework* *Blazer Core Curriculum consists of 41 credit hours (some core course requirements are reflected in the required prerequisite coursework)		32
Required Prerequisite Coursework		
HRP 101	Experience the University Transition	3
MA 105	Pre-Calculus Algebra ((or higher. MA 110 accepted for Clinical Manager Track))	3
or MA 110	Finite Mathematics	
CMST 101	Public Speaking	3
Students must have BUS 310, or HCM 316, or both principles of accounting courses		3-6
BUS 310	Accounting and Finance for Nonbusiness Majors	
HCM 316	Accounting and Finance for Health Care	
HCM Required Courses ** HCM coursework while in the fast track is insufficient to grant the BS degree without additional courses in HQS program. If a student elects not to continue the fast track curriculum, additional HCM coursework will be needed to award the BS degree.		

HCM 320	Microcomputer Applications for Health Care Professionals	3
HCM 325	Healthcare Law and Ethics	3
HCM 330	Health Care Systems	3
HCM 350	Medical Terminology for Health Professionals	3
HCM 360	Statistics for Managers	3
HCM 375	Managerial Epidemiology	3
HCM 401	Organizational Studies in Health Care	4
HCM 402	Economics for Healthcare Managers	3
HCM 403	Operations Management in Health Care Organizations	4
HCM 405	Human Resource Management in Health Care Organizations	4
HCM 407	Strategic Management in Health Care Organizations	3
HCM 416	Financial Management in Health Care Organizations	3
HCM 421	Introduction to Long Term Care Administration	3
HCM 425	Healthcare Reimbursement Methods	3
HCM 435	Clinical and Administrative Information Systems	3
HCM 450	Quality Management in Health Care	3
HCM 460	Research Methods	3
HCM 480	Health Care Policy and Reform	3
HCM 481	Health Care Management Internship	3,6
HCM 550	Healthcare Lean Six Sigma Green Belt Seminar	2
HQS 600	Introduction to Clinical Quality Improvement	4
Electives		4-10
Must graduate with a minimum of 120 hours		

Proposed Program of Study for a Major in Health Care Management - General Manager Track

Freshman					
First Term	Hours	Second Term	Hours		
HRP 101 (Local Beginnings)	3	CMST 101 (Communicating the Modern World)	3		
MA 105 or 110 (Quantitative Literacy)	3	Blazer Core: Scientific Inquiry	4		
Blazer Core	3	Blazer Core	3		
Blazer Core	3	Blazer Core	3		
Blazer Core	3	Blazer Core	3		
15		16			
Sophomore					
First Term	Hours	Second Term	Hours	Summer Term	Hours
HCM 316	3	HCM 320	3	Elective	3
HCM 330	3	HCM 360	3		
Blazer Core: Scientific Inquiry	4	HCM 375	3		
Blazer Core	3	HCM 401	4		
Blazer Core	3	HCM 435	3		
16		16		3	
Junior					
First Term	Hours	Second Term	Hours	Summer Term	Hours
HCM 325	3	HCM 403	4	Elective	3
HCM 350	3	HCM 407	3		
HCM 402	3	HCM 416	3		
HCM 421	3	HCM 450	3		
Elective	3	HCM 470			
15		13		3	

Senior			
First Term	Hours	Second Term	Hours
HCM 405	4	HCM 481	6
HCM 425	3		
HCM 460	3		
HCM 480	3		
Elective	2		
15		6	
Total credit hours: 118			

Proposed Program of Study for a Major in Health Care Management - Clinical Manager Track

Freshman			
First Term	Hours	Second Term	Hours
HRP 101 (Local Beginnings)	3	CMST 101 (Communicating the Modern World)	3
MA 105 or 110 (Quantitative Literacy)	3	Blazer Core: Scientific Inquiry	4
Blazer Core	3	Blazer Core	3
Blazer Core	3	Blazer Core	3
Blazer Core	3	Blazer Core	3
15		16	

Sophomore					
First Term	Hours	Second Term	Hours	Summer Term	Hours
HCM 316	3	HCM 320	3	Elective	3
HCM 330	3	HCM 360	3		
Blazer Core: Scientific Inquiry	4	HCM 375	3		
Blazer Core	3	HCM 401	4		
Blazer Core	3	HCM 435	3		
16		16		3	

Junior					
First Term	Hours	Second Term	Hours	Summer Term	Hours
HCM 325	3	HCM 403	4	*Elective	3
HCM 402	3	HCM 407	3	*Elective	3
HCM 421	3	HCM 416	3		
*Elective	3	HCM 450	3		
*Elective	3	HCM 470			
15		13		6	

Senior			
First Term	Hours	Second Term	Hours
HCM 405	4	HCM 481	3
HCM 425	3		
HCM 460	3		
HCM 480	3		
*Elective	2		
15		3	
Total credit hours: 118			

* Clinical course credit completed at another institution may be applied for elective credit.

The Health Care Management program offers minor options for undergraduate students upon approval from the HCM program director.

Minor in Health Care Management

The minor in Health Care Management requires completion of 21 semester hours of course work. Students must apply to the Health Care Management program for admission to the minor, and must have a 2.5

GPA to qualify. All courses must be completed with a grade of C or better.

Requirements	Hours
HCM 330 Health Care Systems	3
HCM 401 Organizational Studies in Health Care	4
HCM 403 Operations Management in Health Care Organizations	4
HCM 405 Human Resource Management in Health Care Organizations	4

Select two 400-level electives

HCM 402 Economics for Healthcare Managers	3
HCM 407 Strategic Management in Health Care Organizations	3
HCM 416 Financial Management in Health Care Organizations	3
HCM 421 Introduction to Long Term Care Administration	3
HCM 425 Healthcare Reimbursement Methods	3
HCM 435 Clinical and Administrative Information Systems	3
HCM 450 Quality Management in Health Care	3
HCM 460 Research Methods	3
HCM 480 Health Care Policy and Reform	3

Total hours 21

Minor in Health Information Management

The Health Information Management minor requires completion of 18 semester hours of course work. Students must contact the Health Care Management program office for admission to the minor, and must have a 2.5 GPA to qualify. All courses must be completed with a grade of C or better.

Requirements	Hours
HCM 325 Healthcare Law and Ethics	3
HCM 330 Health Care Systems	3
HCM 425 Healthcare Reimbursement Methods	3
HCM 435 Clinical and Administrative Information Systems	3
HIM 418 Documentation Standards for Health Data	3
HIM 475 Electronic Health Records	3
Total Hours	18

Courses

HCM 302. Principles of Management in Health Care. 3 Hours.

Basic management concepts in context of health care organizations; oral and written communication; planning and goal setting; decision-making and problem solving; personnel selection; performance appraisal.

HCM 305. Effective Communication and Professionalism in Health Care. 2 Hours.

Professional traits, behaviors, skills, and attitudes needed to perform in a professional, ethical, and competent manner in the health care environment.

HCM 306. Introduction to Cultural Awareness and Competency. 2 Hours.

Dimensions of national culture, cultural awareness, stereotypes and biases; co-cultures in the United States; application of cross-cultural knowledge and skills in education, healthcare, and business.

HCM 316. Accounting and Finance for Health Care. 3 Hours.

Introduction to financial accounting in health care organizations; reasoning and methods of financial accounting in for-profit, not for profit and government entities; and health care industry characteristics affecting financial management.

Prerequisites: (MA 105 [Min Grade: C] or MA 106 [Min Grade: C] or MA 107 [Min Grade: C] or MA 110 [Min Grade: C] or MA 125 [Min Grade: C] or MA 225 [Min Grade: C])

HCM 318. Law for Health Care Professionals. 3 Hours.

Principles of law and U.S. legal system as applied in health care organizations; documentation, privacy, security, and release of health information; liability, consent, and malpractice.

HCM 320. Microcomputer Applications for Health Care Professionals. 3 Hours.

Word Processing, spreadsheet, database, file management, information systems, internet, and presentation applications in managerial functions.

HCM 325. Healthcare Law and Ethics. 3 Hours.

Principles of law and ethics in the U.S. healthcare legal system as applied in health care organizations; patient's rights, privacy, security confidentiality, informed consent, documentation and release of health information, liability, and malpractice.

HCM 330. Health Care Systems. 3 Hours.

Overview of U.S. health care system; implications of environmental trends and health care policy on health care organizations; introduction to financing of health care.

HCM 350. Medical Terminology for Health Professionals. 3 Hours.

Systematic study of medical terminology with emphasis on constructing, understanding and using medical terms. Content includes diseases, symptoms & signs of disease, diagnostic, and clinical procedures and treatment modalities.

HCM 360. Statistics for Managers. 3 Hours.

Basic descriptive and inferential statistics as applied in managerial processes; computer-based graphic analysis of data; use of computer-based statistical software; application of statistical process control tools. Quantitative Literacy is a significant component of this course.

Prerequisites: MA 105 [Min Grade: C] or MA 106 [Min Grade: C] or MA 107 [Min Grade: C] or MA 110 [Min Grade: C] or MA 125 [Min Grade: C] or MA 225 [Min Grade: C]

HCM 375. Managerial Epidemiology. 3 Hours.

Methods and applications of managerial epidemiology; measurement and epidemiological tools that inform health care management decisions.

Prerequisites: AHS 330 [Min Grade: C] or HCM 330 [Min Grade: C]

HCM 401. Organizational Studies in Health Care. 4 Hours.

Behavioral science concepts including leadership, managing change, negotiating and conflict resolution, team building, organizational assessment, marketing, and entrepreneurship in the context of health care organizations.

Prerequisites: (AHS 330 [Min Grade: C] or HCM 330 [Min Grade: C])

HCM 402. Economics for Healthcare Managers. 3 Hours.

Principles of economics of the health care system on the basis of incentives, risk management, asymmetrical information, and moral hazards; practical application of economic principles, including supply and demand, market structure and forecasting.

Prerequisites: AHS 330 [Min Grade: C] or HCM 330 [Min Grade: C]

HCM 403. Operations Management in Health Care Organizations. 4 Hours.

Operational functions of mid-level managers in health care organizations including work design and re-engineering; systems theory; development, planning, and analysis; ergonomics and work environment; quality improvement techniques.

Prerequisites: (AHS 330 [Min Grade: C] or HCM 330 [Min Grade: C])

HCM 405. Human Resource Management in Health Care Organizations. 4 Hours.

Managerial activities in health care organizations related to job descriptions, recruiting, interviewing, hiring, firing, orientation, benefits, appraisal, discipline, and developing clinical and non-clinical personnel.

Prerequisites: AHS 330 [Min Grade: C] or HCM 330 [Min Grade: C]

HCM 407. Strategic Management in Health Care Organizations. 3 Hours.

Overview of strategic management process; strategic planning in health care organizations from perspective of mid-level manager; emphasis on operational level implementation and control.

Prerequisites: AHS 403 [Min Grade: C] or HCM 403 [Min Grade: C]

HCM 409. Personnel Management in Long-Term Care. 1 Hour.

Planning for staffing and staff development of clinical and non-clinical personnel in long-term care facilities.

Prerequisites: AHS 405 [Min Grade: C] or HCM 405 [Min Grade: C]

HCM 410. Long Term Care Facilities Management. 3 Hours.

Overview of administrative responsibility for physical facilities; environmental safety; emergency preparedness and response; interdependence and functioning of medical, nursing, social, dietary, and other key resident services.

HCM 411. Biological, Psychological, and Sociological Issues of Aging. 3 Hours.

Overview of current gerontological-geriatric information; special needs of the elderly in receiving health care services.

Prerequisites: AHS 330 [Min Grade: C] or HCM 330 [Min Grade: C]

HCM 415. Ethics for Health Care Professionals. 3 Hours.

Overview of major ethical theories; ethical decision making models; application to patients rights, confidentiality, informed consent, professional relationships, and allocation of scarce resources. Ethics and Civic Responsibility are significant components of this course.

Prerequisites: (AHS 318 [Min Grade: C] or HCM 318 [Min Grade: C]) and (AHS 330 [Min Grade: C] or HCM 330 [Min Grade: C])

HCM 416. Financial Management in Health Care Organizations. 3 Hours.

Overview of financial management functions at the department level; budgeting and cost analysis for department-level operations and capital expenditures. Fulfills the requirements in Quantitative Literacy.

Prerequisites: (AHS 330 [Min Grade: C] or HCM 330 [Min Grade: C]) and (AC 200 [Min Grade: C] and AC 201 [Min Grade: C]) or BUS 310 [Min Grade: C] or HCM 316 [Min Grade: C]

HCM 417. Financial Management for Long Term Care Administrators. 2 Hours.

Overview of financial management practices and reimbursement issues and methodologies in long term care facilities.

Prerequisites: (AHS 416 [Min Grade: C] or HCM 416 [Min Grade: C]) and (AHS 421 [Min Grade: C] or HCM 421 [Min Grade: C])

HCM 418. Legal and Regulatory Issues in Long Term Care. 3 Hours.
Governance and administrative responsibilities for compliance with LTC licensure laws, government and accrediting regulations, and facility policies.

Prerequisites: HCM 325 [Min Grade: C] and HCM 350 [Min Grade: C]

HCM 420. Long Term Care Resident Care and Quality. 2 Hours.
Planning, managing, and evaluating programs that enhance resident quality of life in long-term care facilities.

HCM 421. Introduction to Long Term Care Administration. 3 Hours.
Introduction to the long term care industry and nursing facility operations through seminars, independent media research, and experiential learning.

Prerequisites: HCM 330 [Min Grade: C] or AHS 330 [Min Grade: C]

HCM 425. Healthcare Reimbursement Methods. 3 Hours.
Review of diverse financial systems within American healthcare, focus on reimbursement methods and payment systems and how they affect providers and payers. Review of major insurance programs, federal health care legislation, legal/regulatory issues, diagnosis and procedure coding systems, and the impact of coding on reimbursement, compliance and fraud and abuse.

Prerequisites: (AHS 350 [Min Grade: C] or HCM 350 [Min Grade: C]) and (HCM 330 [Min Grade: C] or AHS 330 [Min Grade: C])

HCM 430. Documentation Requirements in Long Term Care. 2 Hours.
Overview of clinical documentation requirements in long term care facilities, including the Resident Assessment Instrument, Minimum Data Set, and Patient Care Plan. Additional Focus on information privacy and security.

Prerequisites: (HCM 330 [Min Grade: C] or AHS 330 [Min Grade: C]) and (HCM 421 [Min Grade: C] or AHS 330 [Min Grade: C])

HCM 432. Continuum of Long-Term Care. 3 Hours.
Survey of providers of long term and elder care, including scope of services provided, review of reimbursement methodologies, clientele served, and political issues affecting their operational practices.

Prerequisites: (HCM 330 [Min Grade: C] or AHS 330 [Min Grade: C]) and (HCM 421 [Min Grade: C] or AHS 421 [Min Grade: C])

HCM 435. Clinical and Administrative Information Systems. 3 Hours.

Overview of information systems and applications in health care organization; issues and challenges in system design and implementation.

Prerequisites: AHS 330 [Min Grade: C] or HCM 330 [Min Grade: C]

HCM 450. Quality Management in Health Care. 3 Hours.
Concepts of monitoring and evaluating the quality and appropriateness of patient care and services provided in health care organizations; overview of regulatory guidelines and industry standards; current issues in quality measurement and outcomes.

Prerequisites: AHS 330 [Min Grade: C] or HCM 330 [Min Grade: C]

HCM 460. Research Methods. 3 Hours.
Introductory research methods course for the design and conduct of interdisciplinary health services research, including study design, research ethics, descriptive and advanced statistics, and research reporting.

Prerequisites: (AHS 360 [Min Grade: C] or HCM 360 [Min Grade: C]) or MA 180 [Min Grade: C] or QM 214 [Min Grade: C] or PY 216 [Min Grade: C]

HCM 474. Service Learning in Health Care Management. 2 Hours.
Classroom and experiential learning through designed community based or clinically related service experiences. Students work with community partners to monitor patient health and welfare while gaining insight into the barriers to healthcare access, costs, and quality.

HCM 475. Special Topics in Health Care Management. 1-4 Hour.
Exploration of current issues in Health Care Management.

HCM 480. Health Care Policy and Reform. 3 Hours.
Identification and discussion of health policy issues facing the U.S. and economic implications of health policy and health care reforms over time.

Prerequisites: AHS 330 [Min Grade: C] or HCM 330 [Min Grade: C]

HCM 481. Health Care Management Internship. 3,6 Hours.
Capstone course places students in selected healthcare setting supervised by experienced preceptors. Students are exposed to day-to-day managerial functions and participate in organizational projects. Students draw upon, synthesize, and apply classroom learning to healthcare organization environments. Activities focus on the development of problem solutions, effective communications and research skills. Projects focus on Service Learning and students also explore the culture, ethical issues and community impact of the organization.

HCM 482. Current Issues in Health Care. 3 Hours.
Identification of current issues in the health care industry, with an emphasis on analyzing organizational impact.

Prerequisites: HCM 330 [Min Grade: C] or AHS 330 [Min Grade: C]

HCM 483. Long Term Care Health Care Management Internship. 6-10 Hours.
Supervised experience in managerial functions in selected long-term care health care organizations.