

Master of Health Administration, MHA

Learning Outcomes

The MHA program prepares graduates for their initial positions as health care managers and provides a solid foundation for executive career development in a variety of health organizations.

Core Competencies

Personal and Professional Development

- Effectively communicate in written and spoken form.
- Demonstrate evaluation of multiple sources of information and perspectives in arriving at decisions.
- Demonstrate ethical decision-making.
- Demonstrate growth through self-reflection and professional development.

Leading People

- Effectively lead teams toward a common vision and goals.
- Understand strategies in professionally developing others.
- Integrate the knowledge and experiences of other professions and sectors, as appropriate.

Leading in Communities

- Understand the complexity of communities and how to engage with them.

Managing Resources

Finances

- Describe how payment models impact healthcare delivery, quality, costs, access to care, population health, and the community.
- Create and analyze standard financial reports.
- Analyze the impact of financial decisions.

Operations

- Evaluate strategic and operational goals.
- Use various improvement tools to evaluate and improve operations.
- Apply organizational behavior concepts, strategies, and policies related to human resources.
- Assess healthcare workforce needs, projections, and critical issues.
- Analyze ethical and legal situations, including recognizing when to seek legal or ethical counsel.

Information

- Explain the roles of health, human resource, and financial information systems in clinical and strategic decision making.
- Analyze data to evaluate and improve strategic, operational, financial, and quality performance indicators.

Setting Strategic Direction

- Demonstrate organizational strategic planning, implementation, and evaluation with relevant constituent groups.

- Apply appropriate organizational designs consistent with its mission and strategies.

Requirements

The Master of Health Administration (MHA) requires 45–60 s.h. of graduate credit: 45 s.h. for the executive subprogram and 60 s.h. earned in two academic years of full-time study for the general program. Transfer credit and course waivers may be accepted, but all general program students are expected to complete a minimum of 54 s.h. at the University of Iowa during their course of study. Students must maintain a Graduate College program grade-point average of at least 3.00 to earn the degree.

The program prepares students for a wide variety of positions in health care management. It is designed to provide a comprehensive understanding of issues encountered by health care delivery organizations and strong business skills. Graduates are well prepared to advance to senior executive roles in a variety of health care organizations.

Students work with their advisors to create a plan of study that incorporates required and elective coursework that supports their career goals in areas such as operations management, managed care, or financial management. Required courses in management, economics, law, managerial finance, and financial accounting focus on health care applications. Students may also take coursework in other University of Iowa departments and programs, such as business, planning and public affairs, and aging and longevity studies.

During the first year, students are introduced to the social, political, economic, and financial environments of health care organizations. The concepts, tools, and techniques necessary for effective management are also presented. During the second year, courses focus on in-depth health care applications of management concepts that integrate prior coursework and develop skills in areas relating to students' special interests and career objectives.

The Master of Health Administration requires the following coursework.

General Program

Students complete a combination of core courses and electives for a total of 60 s.h.

Core Courses

Students complete 54 s.h. in the following core courses, with the exception of students in the law subprogram who do not complete HMP:5810 MHA Internship; the law subprogram core courses total 51 s.h.

Course #	Title	Hours
All of these:		
HMP:5000	Professional Development Seminar (taken four times for 1 s.h. each)	4
HMP:5005	Introduction to Healthcare Organization and Policy	3
HMP:5200	Healthcare Management	3
HMP:5230	Population Health	3
HMP:5310	Healthcare Quality and Operations Management	3
HMP:5315	Health Information Systems	3

HMP:5320	Analytics for Healthcare Management	3
HMP:5402	Corporate Financial Reporting	3
HMP:5410	Health Economics I	3
HMP:5610	Health Policy	3
HMP:5810	MHA Internship	1
HMP:6055	Topics in Health Administration (when topic is health care payment methods)	3
HMP:6110	Healthcare Strategy and Business Development	3
HMP:6150	MHA Integrative Capstone	3
HMP:6310	Human Resources and Performance Improvement in Healthcare	3
HMP:6355	Healthcare Leadership and Ethics	3
HMP:6410	Healthcare Financial Management	3
HMP:6610	Legal Aspects of Healthcare	2
CPH:6100	Essentials of Public Health	2

Electives

Students select elective courses to reach 60 s.h. total earned for the degree. Students complete at least 6 s.h. of elective coursework from the following list, or they may count a maximum of 6 s.h. of elective credit earned outside the Department of Health Management and Policy toward the MHA degree with their faculty advisor's approval.

Students in the business or law subprogram instead complete 6 s.h. or 9 s.h., respectively, from electives in their complementary fields; see "Combined Programs" in this section of the catalog for elective course options.

Course #	Title	Hours
HMP:5350	Hospital Organization and Management	2-3
HMP:5450	Health Insurance and Managed Care	3
HMP:5650	Health Policy Analysis	3
HMP:5750	Medicare and Medicaid Policy	3
HMP:6350	Medical Practice Administration	3
HMP:6360	Nonprofit Organizational Effectiveness I	3
HMP:6365	Nonprofit Organizational Effectiveness II	3
HMP:6710	Federalism and Health Policy	3
HMP:6850	Independent Study and Research	arr.
HMP:6855	Administrative Practicum	2-3
HMP:7550	Cost Effectiveness and Decision Analysis	3

Summer Internships, Fellowships, Residencies

The department facilitates the placement of MHA students in required summer internships between the first and second years of study. Internships offer opportunities for practical

experience interacting with executives in a health care setting. Internships are full-time positions that usually last 10-12 weeks. Students typically receive a salary or stipend and, in some cases, assistance with living arrangements.

Most MHA students complement their academic training with a postgraduate fellowship or residency. Such experiences provide opportunities to observe, develop, and demonstrate management skills and to develop connections with colleagues. The department takes an active role in helping students identify and secure fellowship and residency positions.

Executive MHA Subprogram

The executive Master of Health Administration subprogram (EMHA) requires 45 s.h. of graduate credit and is typically completed in two years. The plan of study is designed for working professionals who wish to advance their knowledge and skills in order to become effective health care administrators. The EMHA objectives are to:

- provide working professionals with advanced knowledge and skills in health care management;
- position experienced professionals to become effective health care administrators; and
- meet the need for leadership in transforming health care financing and delivery in dynamic environments.

The EMHA's curricular emphases are administrative skills specific to health care, population health administration, and interprofessional health care administration.

Courses are taught online synchronously by healthcare-experienced academic and practitioner faculty members. The program can typically be completed in two years, including the two summer sessions.

The Master of Health Administration (executive MHA subprogram) requires the following coursework.

Course #	Title	Hours
All of these:		
HMP:5001	Interprofessional Health Care Administration I	3
HMP:5002	Interprofessional Health Care Administration II	3
HMP:5200	Healthcare Management	3
HMP:5230	Population Health	1
HMP:5310	Healthcare Quality and Operations Management	3
HMP:5315	Health Information Systems	2
HMP:5320	Analytics for Healthcare Management	3
HMP:5342	Lean Six Sigma in Health Care	3
HMP:5402	Corporate Financial Reporting	3
HMP:5410	Health Economics I	3
HMP:5610	Health Policy	3
HMP:6110	Healthcare Strategy and Business Development	3
HMP:6150	MHA Integrative Capstone	2
HMP:6355	Healthcare Leadership and Ethics	3
HMP:6410	Healthcare Financial Management	3

HMP:6610	Legal Aspects of Healthcare	2
CPH:6100	Essentials of Public Health	2
Total Hours		45

For more information, visit Executive MHA Track on the College of Public Health website.

Combined Programs

Students interested in combining an MHA with a master's or professional degree in another field should discuss their plans with both academic units and indicate their interest when they apply to the MHA program. Separate application to each degree program is required; applicants must be admitted to both programs before they may be admitted to the combined degree program. For information about the MBA, see Master of Business Administration, MBA (Tippie College of Business) in the catalog. For information about the JD, see Juris Doctor, JD (College of Law) in the catalog.

MHA (Business Subprogram)/MBA

The MHA with a subprogram in business allows students to gain training in both health care management and business. Students in this subprogram complete the required courses for the General Program [p. 1].

MHA (Business) Electives

For the general program's elective requirement, MHA with a subprogram in business students complete 6 s.h. selected from the following MBA courses.

Course #	Title	Hours
MBA:8110	Marketing Management	3
MBA:8120	Management in Organizations	3
MBA:8140	Corporate Financial Reporting	3
MBA:8160	Managerial Economics	3
MBA:8180	Managerial Finance	3
MBA:8240	Operations and Supply Chain	3
MBA:8300	Foundations in Strategy	3
MBA:8310	Business Integration	3
MBA:8320	Strategic Business Growth	3
MBA:9300	Strategy in Action	3

MHA (Law Subprogram)/JD

The MHA with a subprogram in law allows students to gain training in both health care management and law. Students typically complete the program in four years; they enroll only in law courses during the first two years. Students in this subprogram complete the required courses for the General Program [p. 1].

MHA (Law) Additional Courses

For the general program's elective requirement, MHA with a subprogram in law students complete 9 s.h. selected from the following JD courses, which also contribute to the JD. Additional law courses may be selected with MHA program director approval.

Course #	Title	Hours
LAW:8010	Constitutional Law I	3
LAW:8280	Constitutional Law II	3

LAW:8421	Employment Law	3
LAW:8562	Health Law	3
LAW:8987	Veterans Benefits Law	3
LAW:9882	Public Health Law	3

Admission

Applicants must apply through the Schools of Public Health Application Service (SOPHAS) or the Health Administration, Management, and Policy Centralized Application Service (HAMPCAS). All applicants must also submit the supplemental University of Iowa application fee. For detailed application information, visit HMP Degree Programs on the Department of Health Management and Policy website.

Applicants must meet the admission requirements of the Graduate College; see the Manual of Rules and Regulations on the Graduate College website.

Students begin the program in the fall semester. Personal interviews are required before admission; the admissions committee conducts Skype interviews with applicants unable to visit campus.

Academic Plans

Sample Plan of Study

Sample plans represent one way to complete a program of study. Actual course selection and sequence will vary and should be discussed with an academic advisor. For additional sample plans, see MyUI.

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This sample plan is currently being reviewed and will be added at a later date.