

# Health Management and Policy

## Head

- George L. Wehby

**Graduate degrees:** MHA; MS in health services and policy research; PhD in health services and policy

**Faculty:** <https://www.public-health.uiowa.edu/hmp-faculty-list/>

**Website:** <https://www.public-health.uiowa.edu/hmp/>

## Courses

### Health Management and Policy Courses

#### **HMP:4000 Introduction to the U.S. Health Care System** 3 s.h.

The U.S. health care system; socioeconomic, political, and environmental forces that influence the organization, financing, and delivery of personal and public health services; health services, policy, concepts, terminology.

#### **HMP:5000 Professional Development Seminar** 0-1 s.h.

Development of critical foundational management skills: business writing, personal presentation, teamwork, providing feedback, self-assessment, engaging other professionals, and organizational ethics.

#### **HMP:5001 Interprofessional Health Care Administration I** 3 s.h.

Concepts and methods related to developing and leading interprofessional teams; emphasis on roles and responsibilities in health care teams, communication, and conflict management; team development.

#### **HMP:5002 Interprofessional Health Care Administration II** 3 s.h.

Concepts and methods related to developing and leading interprofessional teams with an emphasis on values and ethics, including human resources concepts and skills, and building an organizational culture that supports interprofessional collaborative practice. Prerequisites: HMP:5001.

#### **HMP:5005 Introduction to Healthcare Organization and Policy** 3 s.h.

Organization of U.S. healthcare system, health policies that shape its development; historical, socioeconomic, political, environmental forces that influence the organization, financing, and delivery of personal and public health services; health services, policy concepts, and terminology, including health determinants, access to care, system integration, policy development, federalism.

#### **HMP:5200 Healthcare Management** 3 s.h.

Application of basic management principles such as leadership, goal setting, decision-making, and human resource management to healthcare organizations.

#### **HMP:5230 Population Health** 1,3 s.h.

Relationship between health care needs and utilization; emphasis on epidemiological concepts related to presence of disease and health care needs in a community; approaches to forecasting need and utilization of services.

#### **HMP:5291 Performance Improvement in Healthcare** 1-2 s.h.

General lean and six sigma principles; application to health care solutions; examples from University of Iowa Health Care, other institutions.

#### **HMP:5310 Healthcare Quality and Operations Management** 2-3 s.h.

Fundamentals of patient safety, quality improvement techniques, performance measurement approaches, and analytical tools including data collection methodologies used by managers in healthcare and public health settings.

#### **HMP:5315 Health Information Systems** 2-3 s.h.

Conceptual, practical aspects of analysis, development, and use of computer-based information systems; emphasis on application to the health sciences environment.

#### **HMP:5320 Analytics for Healthcare Management** 3 s.h.

Introduction to analytical techniques for making business decisions with emphasis on health care; using Excel and associated tools in practical problem solving; probability and statistical concepts and applications in strategic settings.

#### **HMP:5342 Lean Six Sigma in Health Care** 2-3 s.h.

Managerial approach combining Six Sigma methods and tools with lean manufacturing enterprise philosophy; eliminating waste of physical resources, time, effort, and talent while assuring quality in production and organizational processes; provides basic understanding of Six Sigma and Lean and DMAIC process (Six Sigma structure); application of basic tools to reduce waste while augmenting satisfaction among health care customers.

#### **HMP:5350 Hospital Organization and Management** 2-3 s.h.

Role of hospitals, governance, organizational structure, medical staff organization, departmental operations. Prerequisites: HMP:5005 and HMP:5200.

#### **HMP:5402 Corporate Financial Reporting** arr.

Introduction to accounting concepts, principles, and analyses; contemporary financial reporting practices with emphasis on preparation, analysis, and use of financial statement information for management decisions; fundamentals of accounting measurement and disclosure.

#### **HMP:5410 Health Economics I** 3 s.h.

Microeconomic principles applied to health care, health insurance, information and uncertainty, models of physician and hospital behavior, theory of the firm, market structure, regulation, competitive reform, managed care.

#### **HMP:5450 Health Insurance and Managed Care** 3 s.h.

History and theory of insurance, comparative health systems, health systems and networks, HMOs, public health insurance, care for uninsured; emphasis on public policy. Prerequisites: HMP:5005. Corequisites: PHAR:6330 or HMP:5410. Same as GHS:5455.

#### **HMP:5610 Health Policy** 1-3 s.h.

Policy process, policies and programs that shape provision of health care in the United States; health policies such as Medicare, Medicaid, Older Americans Act.

#### **HMP:5650 Health Policy Analysis** 3 s.h.

Introduction to analysis of contemporary health policy issues; frameworks for conducting analysis of health policy process and content; qualitative and quantitative methods for policy analysis; how to present policy-relevant information effectively. Prerequisites: HMP:5005.

- HMP:5750 Medicare and Medicaid Policy** 3 s.h.  
Health policies most pertinent to Americans over age of 65. Same as ASP:5750.
- HMP:5810 MHA Internship** arr.
- HMP:6055 Topics in Health Administration** 3 s.h.  
Topics related to contemporary problems that concern health care students, administrators.
- HMP:6110 Healthcare Strategy and Business Development** 3-4 s.h.  
Strategy in health care including role of mission, vision, values, environmental analysis, strategic alternatives, organizational design, and evaluation of strategic decisions. Prerequisites: HMP:5200.
- HMP:6150 MHA Integrative Capstone** 2-3 s.h.  
Integration and application of theories, concepts, principles; case studies. Prerequisites: HMP:5200 and HMP:6110.
- HMP:6310 Human Resources and Performance Improvement in Healthcare** 3 s.h.  
Overview of human resource management theories and practices for health care organizations; strategic human resource management, equal employment, staffing, training and development, appraisal, compensation. Prerequisites: HMP:5200.
- HMP:6315 Healthcare Ethics** 1-2 s.h.  
Biomedical and organization ethics in the contemporary healthcare environment; ethical concepts and principles, ethical issues that confront executive, clinical, and governance leaders in context of complex health organizations.
- HMP:6350 Medical Practice Administration** 3 s.h.  
Survey of medical practice culture, operations, governance, financials, role(s) in health care system, and future. Prerequisites: HMP:5005 and HMP:5200.
- HMP:6355 Healthcare Leadership and Ethics** 3 s.h.  
Management and leadership concepts and their application in healthcare organizations. Prerequisites: HMP:5200.
- HMP:6360 Nonprofit Organizational Effectiveness I** 3 s.h.  
Operational and financing aspects of nonprofit management; mission and governance of organization; strategic planning for effective management, including finance, budget, income generation, fund-raising. Same as MGMT:9150, PBAF:6278, RELS:6070, SPST:6010, SSW:6247, URP:6278.
- HMP:6365 Nonprofit Organizational Effectiveness II** 3 s.h.  
Qualities for leadership of nonprofit organizations, including relationships with staff and volunteers; relationship of nonprofit and outside world; marketing, public relations, advocacy strategies for nonprofits. Same as MGMT:9160, PBAF:6279, RELS:6075, SPST:6020, SSW:6248, URP:6279.
- HMP:6410 Healthcare Financial Management** 3 s.h.  
Issues in working capital management, capital financing, cost analysis and rate setting, budgeting, reimbursement, managed care contracting and health reform initiatives; emphasis on use of information from accounting, financial management systems.
- HMP:6610 Legal Aspects of Healthcare** 2-3 s.h.  
Statutory and common law frameworks applicable to healthcare system; court decisions that illustrate applications of general legal doctrines in hospital and health settings.
- HMP:6710 Federalism and Health Policy** 3 s.h.  
How American government's organization shapes development and implementation of health policy, programs, services.
- HMP:6750 Seminar in Health Policy** 2-3 s.h.  
Contemporary health policy issues; theoretical and applied perspectives; social justice and health care for vulnerable populations (e.g., mental health, nursing homes); readings, discussion. Prerequisites: HMP:5610.
- HMP:6850 Independent Study and Research** arr.  
Supervised tutorial.
- HMP:6855 Administrative Practicum** 2-3 s.h.  
Experience with operational and planning matters in a health care setting. Requirements: second-year standing and GPA of at least 3.00 for two consecutive semesters.
- HMP:6860 Administrative Residency/Fellowship** arr.
- HMP:7250 Organizational Behavior and Theory in Health Care** 3 s.h.  
Key concepts of organizational behavior and organizational theory and their application to health care organizations and health services; perspectives from theoretical writings and empirical studies. Requirements: PhD standing and knowledge of human services organizations.
- HMP:7550 Cost Effectiveness and Decision Analysis** 3 s.h.  
Methods of cost-effectiveness analysis and decision analysis; applications to resource allocation decisions in public health and medicine.
- HMP:7930 PhD Independent Research** 1-3 s.h.  
Experience in empirical research through one or more substantive research experiences, with faculty mentor; authorship or coauthorship of at least one manuscript suitable for publication in peer review journal. Requirements: PhD in health services and policy and satisfactory completion of PhD preliminary exams.
- HMP:7940 Primary Data and Mixed Methods** 3 s.h.  
Overview of research design and methods used to address health services research questions; collection of primary data and use of qualitative and mixed methods approaches.
- HMP:7950 Design Issues in Health Service Research** 3 s.h.  
Design and causal inference reliability and validity in measurement; rules of evidence; research design for randomized-control trials, observational studies, meta-analysis.
- HMP:7960 Analytic Issues in Health Services Research I** 3 s.h.  
Analytic tools used in health services research; focus on applications in nonexperimental research settings, such as analyses using administrative claims data or preexisting public use data sets.
- HMP:7965 Analytic Issues in Health Services Research II** 3 s.h.  
Continuation of HMP:7960; advanced applications, including panel data and qualitative response models. Prerequisites: HMP:7960. Same as PHAR:7331.
- HMP:7970 Seminar in Instruction and Professional Development** 1-3 s.h.  
Opportunity for PhD students to develop research and teaching skills through presentations, readings, and workshops on professional development topics. Requirements: satisfactory completion of PhD preliminary exams.

**HMP:7990 Thesis/Dissertation**

Research for preparation of dissertation; seminar presentation.

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