

# Master of Health Administration, MHA

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

## 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.