

HEALTHCARE MANAGEMENT (HCM)

HCM-302 INTRODUCTION TO HEALTHCARE (3 Credits)

An introductory course to the structure and components of the healthcare industry in the United States and the interactions of these components in producing and supplying healthcare. The course examines the nature of health, various institutions and personnel involved in healthcare, the financing of services, the integration of technology, and the role of government and regulation. Ethical challenges and international perspectives on health care are also explored.

HCM-306 HEALTHCARE INFORMATION SYSTEMS (3 Credits)

This course explores healthcare information technology planning and management issues that influence decision-making in healthcare organizations. Students will understand various types of information systems, evaluate healthcare IT investment strategies, and examine how health data standards and privacy impact management policy. Core competencies in healthcare informatics are developed through real-world case studies and hands-on experience with EMR systems and databases. Topics include electronic health records (EHR), health data standards, database management, and the application of analytics in healthcare settings.

HCM-308 HEALTHCARE DELIVERY SYSTEMS (3 Credits)

This course engages students in an overview of the management concepts and issues related to the effective and efficient delivery of services in healthcare organizations (HCOs). Students are introduced to a wide range of managerial, policy, and professional issues that they are likely to encounter in the early stages of a healthcare management career. Emphasis is placed on the structure of various healthcare systems, provider roles, policy impact, technological integration, and global delivery models.

HCM-402 HUMAN RESOURCE MANAGEMENT FOR HEALTHCARE (3 Credits)

This course introduces students to the fundamentals of human resource management in healthcare settings. Topics include recruitment, selection, employee retention, compliance with healthcare regulations, performance evaluation, compensation and benefits planning, labor relations, and workforce engagement. Students will examine legal and ethical considerations in staffing, staff burnout, and turnover. The course emphasizes strategic HR planning tailored to the complexities of healthcare organizations and workforce challenges.

HCM-403 HEALTHCARE LAW & ORGANIZATIONAL ETHICS (3 Credits)

This course analyzes the role of law and ethics as it relates to healthcare organizations. The focus is on promoting healthcare quality, organizing service delivery, ensuring access to care, and protecting the rights of patients and professionals within the U.S. healthcare system. Students will also examine the ethical, economic, and public policy implications of healthcare law and reform from a business administration perspective. Emphasis is placed on compliance with healthcare laws, organizational policies, and professional standards that govern administrative and managerial decision-making, rather than the formal study of ethical theory. Topics include legal responsibilities of healthcare managers, ethical dilemmas, access to care, discrimination, medical malpractice, regulatory compliance, and major reform efforts.

Restrictions: RG.24+

HCM-404 FINANCIAL MANAGEMENT IN HEALTHCARE (3 Credits)

This course provides a detailed study of financial management within healthcare organizations. Topics include financial controls, working capital management, capital budgeting, and the implications of insurance and government policy on healthcare finance. Emphasis is placed on healthcare pricing, pharmaceutical research and development (R&D), and mergers and acquisitions within the healthcare industry.

Prerequisite(s): TAKE FIN-301

HCM-410 HEALTHCARE FINANCING (3 Credits)

The goals of this course are to Provide a description of how Americans pay for healthcare; Explain how payment arrangements affect the healthcare system; and evaluate newly emerging payment structures. Specifically, this course focuses on public and private insurance models in the U.S., provider payment reform, the incentives of key stakeholders, and how these financial dynamics impact cost containment, care delivery, and accessibility in healthcare.

Prerequisite(s): TAKE HCM-302