# School of Business

Health Care Administration M.S.

**Director:** Marianne Raimondo

**Faculty**: **Assistant Professors** Raimondo, Rampa, Connolly

The M.S. in Health Care Administration (HCA) focuses on the organization, financing and management of health care organizations and the delivery of health care services in the United States. The program will prepare students for management careers in health care in the private and public sectors, including careers in public health, hospitals, long-term care, home/community-based care and health insurance. The program is also appropriate for those seeking positions in health policy. The curriculum focuses on leadership, performance improvement, organizational theory/behavior, health care finance and law.

**Admission Requirements**

1. Completed application form accompanied by a $50 nonrefundable application fee.

2. A Bachelor's degree in Health Care Administration (HCA) or related field from an accredited college or university. Students with a bachelor’s degree in an unrelated field with relevant work experience may be considered for admission. For more information, contact program director.

3. Official transcripts of all undergraduate and graduate records.

4. Completion of the Graduate Management Admissions Test (GMAT) or Graduate Record Examination (GRE).

5. A letter of intent including a statement of goals.

6. One professional and one academic reference.

7. Completion of courses in Elementary Statistics, Principles of Economics and Introductory Accounting.

Retention Requirements

All students must have a minimum GPA of 3.0 at the end of the first year and an evaluation of Satisfactory or better in the Internship class. Students who do not have a minimum 3.0 GPA may not continue in the program. No course in which the student earns a grade below a C will get credit in the M.S. HCA program.

Course Requirements

Courses

|  |  |  |  |
| --- | --- | --- | --- |
| HCA 501/HCA 401 | Health Law and Ethics | 3 | F, Sp |
| HCA 502/NURS 502 | Health Care Systems | 3 | F, Sp |
| HCA 503/NURS 705 | Health Care Policy | 3 | Sp |
| HCA 514 | Economics of Health Care | 3 | F |
| HCA 520 | Health Care Human Resource Management | 3 | F, Sp |
| HCA 530 | Health Care Finance | 3 | F, Sp |
|  |  |  |  |
| HCA 537 | Performance Improvement in Health Care | 3 | F, Sp |
| HCA 540  HCA 545 | Research Methods and Statistical Analysis  Managing Health Care Organizations | 3  3 | F  Sp |
| HCA 547 | Transformational Leadership in Health Care Organizations | 3 | F, Sp |
| HCA 560 | Contemporary Topics in Health Care | 2 | Su |
| HCA 567 | Health Care Internship | 3 | F, Su |
| HCA 591 | Master’s Thesis in Health Care Administration | 3 | F, Sp |
| HPE 507 | Epidemiology and Biostatistics | 3 | Sp |
| NURS 707 | Information Technology/Decision Support | 3 | F |

TWO COURSES from

|  |  |  |  |
| --- | --- | --- | --- |
| MGT 515 | Leading Change and Innovation | 3 | F, Sp |
| MGT 535 | Project Management | 3 | F, Sp |
| HPE 500 | Introduction to Health Education and Health Promotion | 3 | F |
| HPE 505 | Principles of Program Development in Health Education | 3 | Sp |
| MGT 520 | Developing High-Performance Teams | 3 | F, Sp |
| NURS 709 | Population Health | 3 | F |
| **Total Credit Hours: 50** | | | |

Accelerated Health Care Management M.S.

Admission Requirements

1. Completed application form accompanied by a $50 nonrefundable application fee.

2. A Bachelor's degree in Health Care Administration (HCA) from Rhode Island College.

3. A 3.0 GPA in the B.S. HCA program and a grade of B or better in each of the foundation courses.

4. A letter of intent including a statement of goals.

5. Three academic references from faculty members at RIC.

Retention Requirements

All students must have a minimum grade point average (GPA) of 3.0 at the end of the first year and an evaluation of Satisfactory or better in the Internship class. Students who do not have a minimum 3.00 GPA may not continue in the program. No course in which the student earns a grade below a C will get credit in the M.S. HCA program.

Course Requirements

Courses

|  |  |  |  |
| --- | --- | --- | --- |
| HCA 514 | Economics of Health Care | 3 | F |
| HCA 530 | Health Care Finance | 3 | F, Sp |
|  |  |  |  |
| HCA 537 | Performance Improvement in Health Care | 3 | F, Sp |
| HCA 540  HCA 545 | Research Methods and Statistical Analysis  Managing Health Care Organizations | 3  3 | F  Sp |
| HCA 547 | Transformational Leadership in Health Care Organizations | 3 | F, Sp |
| HCA 560 | Contemporary Topics in Health Care | 2 | Su |
| HCA 567 | Health Care Internship | 3 | F, Su |
| HCA 591 | Master’s Thesis in Health Care Administration | 3 | F, Sp |
| HPE 507 | Epidemiology and Biostatistics | 3 | Sp |
| NURS 707 | Information Technology/Decision Support | 3 | F |

TWO COURSES from

|  |  |  |  |
| --- | --- | --- | --- |
| MGT 515 | Leading Change and Innovation | 3 | F, Sp |
| MGT 535 | Project Management | 3 | F, Sp |
| HPE 500 | Introduction to Health Education and Health Promotion | 3 | F |
| HPE 505 | Principles of Program Development in Health Education | 3 | Sp |
| MGT 520 | Developing High-Performance Teams | 3 | F, Sp |
| NURS 709 | Population Health | 3 | F |

Total Credit Hours: 38

Courses

**HCA 492 - Independent Study II (3)**

This course continues the development of research begun in HCA 491. The honors research is completed under the consultation of a faculty advisor. A research paper and presentation are required.

Prerequisite: HCA 491 and consent of instructor, program director and dean.

Offered: As needed.

**HCA 501 - Health Law and Ethics (3)**

Health Law and Ethics examines the legal aspects of health services management. Topics include consumer protection, the patient/physician relationship, patient information management, professional liability, medical malpractice and public duties. Students cannot receive credit for both HCA 401 and HCA 501, or NURS 401.

Prerequisite: Acceptance into the HCA graduate program and HCA 502 or permission of program director.

Cross-Listed as: HCA 401.

Offered: Fall, Spring.

**HCA 502 - Health Care Systems (3)**

This course will provide an overview of the U.S. health care system and explore organization, financing, management, resources and performance of the U.S. health system, making comparisons to other developed nations.

Prerequisite: Acceptance into the HCA graduate program or permission of program director.

Cross-Listed as: NURS 502

Offered: Fall, Spring.

**HCA 503 - Health Care Policy (3)**

Health Care Policy provides an overview of U.S. health policies and their implications with study of the policy making process and analytical approaches to decision making. Critical issues in health policy are analyzed.

Prerequisite: Acceptance into the HCA graduate program and HCA 502 or permission of program director.

Cross-Listed as: NURS 705

Offered: Spring.

**HCA 514 - Economics of Health Care (3)**

Health policy is examined from an economic perspective in this offering. Basic economic theories and their relationships to the structure and function of the U.S. health care system are explored.

Prerequisite: Acceptance into the HCA graduate program and HCA 502 or permission of program director.

Offered: Fall.

**HCA 520 - Health Care Human Resource Management (3)**

This course overviews the HR issues, programs and systems used to balance organizational and employee goals. Special attention will be paid to application of HRM in health care settings.

Prerequisite: Acceptance into the HCA graduate program and HCA 502 or permission of program director.

Offered: Fall, Spring.

**HCA 530 - Health Care Finance (3)**

Students will apply financial theory to healthcare organizations. Students will understand profit/loss, managing resources, break-even analysis, accounts receivable, labor, supplies, reimbursement systems and financial incentives.

Prerequisite: Acceptance into the HCA graduate program and HCA 502 or permission of program director.

Offered: Fall, Spring.

**HCA 537 - Performance Improvement in Health Care (3)**

This course provides an overview of quality improvement for health care leaders. Quality management models, approaches, tools, and techniques are presented in the context of organizational culture and leadership.

Prerequisite: Acceptance into the HCA graduate program and HCA 502 or permission of program director.

Offered: Fall, Spring.

**HCA 540 - Research Methods and Statistical Analysis (3)**

Research methods and statistical analysis develops statistical reasoning through the application of statistical techniques to managerial and health related problems. Statistical and analytical techniques used in public health/health care management are covered.

Prerequisite: Acceptance into the HCA graduate program and HCA 502 or permission of program director.

Offered: Fall.

HCA 545 – Managing Health Care Organizations (3)

Student explore the principles and processes that inform health care management. Service delivery, program design, strategic positioning, service marketing, cultural acuity, collaboration and competition will be used to understand some of the unique challenges in the ever-changing health care sector.

Offered: Spring

**HCA 547 - Transformational Leadership in Health Care Organizations (3)**

Current leadership ideas focusing on leadership styles, motivation, teamwork, change management, innovation, creativity, emotional intelligence, organizational learning and culture will be studied in this course.

Prerequisite: Acceptance into the HCA graduate program and HCA 502 or permission of program director.

Offered: Fall, Spring.

**HCA 560 - Contemporary Topics in Health Care (2)**

Students will be exposed to relevant seminars, speakers and contemporary issues in health care that present current and innovative approaches to health care delivery and management.