

# Health Care Leadership

This major is designed specifically for students who have an Associate of Applied Science (AAS) degree in an Allied Health profession from an accredited community college. It provides students with the leadership, strategic planning and management skills to take on leadership positions in the health care field.

See the Graduate section (<http://catalog.mtmercy.edu/archives/2018-19/graduateprograms>) of this *Catalog* for more information on Graduate programs offered at Mount Mercy.

## Health Care Leadership Major

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|-------------|--|----|
| BA 203      | Principles Of Law  | 3  |
| BN 204      | Principles Of Management                                   | 3  |
| BN 304      | Human Resource Management                                  | 3  |
| BC 202      | Accounting: Information for Decisions <sup>1</sup>         | 4  |
| HS 320      | Health Care Law, Regulations and Compliance                | 3  |
| HS 415      | Health Care Informatics                                    | 3  |
| HS 430      | Financial Issues in Health Care Organizations <sup>2</sup> | 3  |
| Total Hours |  | 22 |

Completion of an AAS degree in a health care related field from an Iowa community college required. Eligible students can receive up to 75 hours of transfer credit. Students will take additional elective credit hours as needed to achieve the required 123 credit hours for graduation. Enrollment in HS 450 Internship in Health Care is recommended but not required.

<sup>1</sup> or BC 265 Principles Of Accounting I and BC 266 Principles Of Accounting II

<sup>2</sup> BA 379 Financial Management is a prerequisite. It will add three more hours to the major if not transferred in.

## Courses

### **HS 109 Health Care Dilemmas: 3 semester hours**

The purpose of this course is to heighten the student's awareness of current health care dilemmas confronting our society and to provide students a framework within which to analyze these dilemmas utilizing ethical theories, principles and rules. Using the case study approach, this course explores the ethical aspects of health care dilemmas that arise from a variety of issues including modern medical technology, health care costs, health care literacy, and access to health care.

### **HS 200 Organization of Health Care Services: 3 semester hours**

This course relates organizational principles to the operation of health care facilities, including personnel management, communication structures, and governance with emphasis on leadership and motivation.

### **HS 201 Quality Patient/Resident Care: 3 semester hours**

This course relates physical, psychological and sociological needs of residents/patients to services provided by health care facilities and the role of leadership. Prerequisites: PS 101, SO 122, PL 269 and HS 200.

### **HS 203 Health Administration Practicum: 3 semester hours**

This course provides application of concepts and practical experience in an appropriate health care setting. Skills required: Interpersonal communication, business writing, general writing, understanding of research methods, ability to think critically, ability to translate theory into practice, ability to evaluate and predict outcomes, analytical thinking. Prerequisite: Completion of HS 200 Organization of Health Care Services, HS 201 Quality Patient/ Resident Care, and HS 320 Health Services Regulations preferred.

### **HS 205 Essentials and Practice in Health Care Navigation: 3 semester hours**

This course explores the current topics and issues in health care navigation. Study will include health literacy, population health, health insurance, as well as current health care delivery models and trending non-clinical careers in health care. Prerequisite: HS 200.

### **HS 300 Principles of Leadership for Health Care Navigation and Administration: 3 semester hours**

Health Care management deals with processes while health care leadership is about influence. This course is designed to explore leadership concepts styles, skills, values, and practice that are essential to administrators and advocates as they become leaders in health care professions today. Prerequisite: HS 200 and HS 201.

### **HS 305 Spiritual and Cultural Perspectives in Health Care Management: 3 semester hours**

This course relates the integral components of religion and culture in health care choices, treatments, and decision-making relative to the patient experience. Human resource management issues, health policy considerations, and inclusivity in organizational mission are areas of study in this course for students who will be in leadership roles in health care environments. Prerequisite: HS 200 & HS 201.

### **HS 309 Analysis and Application of Health Insurance: 3 semester hours**

This course provides advanced study of health insurance principles and terminology as well as types of insurance such as Medicaid, Medicare, private insurance, Exchanges, and others. Students gain navigation skills as they explore coverage decisions, worker's compensation, filing claims, and administrative activities. Prerequisite: HS 200 & HS 201.

### **HS 320 Health Care Law, Regulations and Compliance: 3 semester hours**

This course provides an overview of federal, state and other regulatory agencies' policies for health care facilities. Areas covered include: labor issues, liability, licensure requirements, environmental management, policy and procedure writing. Agencies covered will include: JCAHO, NCQA, Medicaid and Medicare. Prerequisites: completion of HS 200 with a minimum grade of C, BA 203, and PL 269.

### **HS 415 Health Care Informatics: 3 semester hours**

In preparation for health care leadership in rapidly changing, complex health care delivery systems, students will examine clinical informatics models, electronic-based patient records, health information technology standards (HIT), health information exchange (HIE), clinical decision support systems, and evaluation of technology that influences health care delivery models, practices, and patient outcomes.

### **HS 430 Financial Issues in Health Care Organizations: 3 semester hours**

This course focuses on the unique financial issues and problems in a not-for-profit health care setting. Students will understand the impact of government in the financing of health care and health care facilities. General financial and economic principles will be viewed in light in this type of environment. Prerequisites: BA 379, BC 265 and BC 266.

### **HS 441 Independent Study: Health Care: 1 semester hour** Independent Study in Health Care.

### **HS 442 Independent Study: Health Care: 2 semester hours** Independent Study in Health Care.

### **HS 443 Independent Study: Health Care: 3 semester hours** Independent Study in Health Care.

***HS 450 Internship in Health Care: 6 semester hours***

The internship will take place in various health care settings. Students will work directly with the professionals who are most knowledgeable about the specific interest area of the student. Required long term care internships may be accommodated by this internship.