

HEALTHCARE LEADERSHIP, MASTER OF BUSINESS ADMINISTRATION

Today's challenging health care environment is intensifying the need for more effective leadership that combines strategic awareness, visionary prowess, operational expertise, and knowledge of health policy. The MBA in Healthcare Leadership (MBA-HCL) is a 42 credit online program, enhanced with executive retreats, designed to enhance students' analytical, leadership, communication and problem solving skills while becoming proficient in the theory and practice of effective management of health care organizations. The program is ideal for health care executives and senior managers who seek hospital leadership positions; physicians who aspire to hospital or medical practice leadership; senior managers in health care-related fields, such as health insurance, pharmaceuticals, HMOs and medical supply, seeking to advance their knowledge and competencies; and clinical professionals who seek to strengthen their management skills.

Assessment

Once admitted to the MBA program, you will have an opportunity to generate up to 9 credits through independent direct assessment (IDA) exams. The IDAs allow you to demonstrate prior learning, academic and professional knowledge, and competence associated with three courses: Healthcare Economics, Healthcare Finance, and Health Information Management and Informatics. Information regarding the topics covered in each IDA, along with suggestions about how to prepare for the IDA exams, are provided. Faculty members with subject matter expertise evaluate student performance on the IDAs. Students who wish to take these exams must take them in the first term of their program. Since the exams are only offered in the fall and spring terms, students starting their program in the summer term will not have an opportunity to take them until the following fall and should plan accordingly.

Transfer Credit

A request for transfer credit may be submitted to the School for Graduate Studies. Nine credits are acceptable for transfer subject to the Transfer Credit Policy (located elsewhere in this catalog). In addition to approval by your academic advisor, the chair of your program also must approve these credits.

Program Delivery and Tuition Rate

This master's program is delivered through online courses. Students also participate in required, synchronous, virtual/online executive retreats during the program. This program is billed at the MBA rate.

Admission

Admission to the MBA-HCL program is selective. In addition to completing the graduate application, acceptable candidates should have the following academic prerequisites in addition to a bachelor's degree in a related field (relevant professional experience may substitute for prerequisites):

- 3 credits of accounting
- 3-6 credits of economics (micro and macro)
- 3 credits of statistics

The preferred professional background includes 3-5 years of experience in a managerial or clinical capacity in a health care environment or relevant experience in a related organizational setting. Graduate applications require two letters of recommendation. For the MBA-HCL program, at least one should come from your current direct supervisor or next best alternative who has the ability to discuss your career and professional goals and skills; a second letter can come from a member of the faculty with whom you have worked or who know you well.

Application

Please see the Graduate Admission (<http://catalog.esc.edu/graduate/admission/>) section of this catalog for a complete listing of materials required to complete a graduate application.

Program Curriculum

The MBA in Healthcare Leadership consists of six core courses (18 credits), six elective courses (18 credits) based on a student interests and which reinforce the individualized focus of the degree, and two capstone courses (6 credits) culminating in a final project.

Code	Title	Credits
Core Courses		18
HCLM 6005	Mastering Leadership in Healthcare Organizations	
HCLM 6010	Analysis of Healthcare Markets & Health Policy	
HCLM 6015	Health Information Management and Informatics	
HCLM 6020	Healthcare Economics	
HCLM 6025	Healthcare Financial Management	
HCLM 6030	Quantitative Methods & Healthcare Operations Management	
Elective Courses (six)		18
Capstone Courses		6
HCLM 7005	Strategic Corporate Communication & Inter-professional Collaboration	
HCLM 7015	Strategic Executive Leadership for Healthcare Organizations	
Total Credits		42

Enrollment Sequence

Students have flexibility in pacing through the program. The following is a suggested enrollment sequence¹:

Course	Title	Credits
First Year		
Fall		
HCLM 6005	Mastering Leadership in Healthcare Organizations	3
HCLM 6010	Analysis of Healthcare Markets & Health Policy	3
		Credits
		6
Spring		
HCLM 6015	Health Information Management and Informatics	3
HCLM 6020	Healthcare Economics	3
		Credits
		6
Summer		
HCLM 6025	Healthcare Financial Management	3
HCLM 6030	Quantitative Methods & Healthcare Operations Management	3
		Credits
		6
Second Year		
Fall		
Elective 1		3
Elective 2		3

Elective 3		3
	Credits	9
Spring		
HCLM 7010	Evidence-based Decision Making in Healthcare Organizations	3
Elective 4		3
	Credits	6
Summer		
Elective 5		3
Elective 6		3
	Credits	6
Third Year		
Fall		
HCLM 7015	Strategic Executive Leadership for Healthcare Organizations	3
	Credits	3
	Total Credits	42

Electives

Some students use electives to broaden their exposure to new areas of knowledge, while others use them to increase their skills or knowledge in a particular area. The term registration information will provide you with a listing and description of electives offered through the School for Graduate Studies and those specific to the MBA-HCL program. Electives also are offered during the summer term. Sample electives include:

Code	Title	Credits
HCLM 6023	Health Care Delivery & Reimbursement Systems	3
HCLM 6026	Comparative Health Care Systems	3
HCLM 6035	Healthcare Accounting	3
HCLM 6040	Competencies for Healthcare Ethics	3
HCLM 6045	Case Studies in Bioethics	3
HCLM 6050	Healthcare Legal & Regulatory Affairs	3
HCLM 6055	Healthcare Marketing Services	3
HCLM 6060	Healthcare Quality Control & Compliance Risk Management	3
HCLM 6065	High Performance Leadership	3
HCLM 6070	Human Resources Competencies in Healthcare	3
HCLM 6085	Governance & Trusteeship	3
HCLM 7005	Strategic Corporate Communication & Inter-professional Collaboration	3

¹ Students have the opportunity to assess out of 3 of the first courses of the program (HCLM-6015, HCLM-6020 and HCLM-6025) through independent direct assessment (IDA) exams. These exams must be taken in the first term of a student's program (fall or spring).

Upon successful completion of the program, students will be able to:

- *Disciplinary Knowledge:* Integrate core functional knowledge to facilitate sound managerial decision-making;
- *Strategic Thinking:* Use evidence-based practices to facilitate effective strategic decision-making processes;
- *Leadership:* Manage organizational processes and transformational change effectively through well-developed organizational skills and roles;
- *Ethical Reasoning:* Evaluate theory and tools necessary for sound ethical reasoning;
- *Understanding the Healthcare Ecosystem:* Assess the challenges associated with leading and managing in a complex healthcare

environment and evaluate and integrate the needs of stakeholders, perspectives, trends, and developments that influence the direction of the industry;

- *Managerial Communication:* Communicate effectively orally and in writing across managerial healthcare contexts and with diverse stakeholders; and
- *Teamwork:* Contribute effectively to the achievement of organizational goals in a team environment.