

# Healthcare Management (20:834:582) [3 credits]

## Course Description

This course introduces students to a foundation in the core concepts of health care management. It is designed to facilitate students' understanding of the fundamentals of health care management and to develop a detailed understanding of the structure, function, and culture of health care organizations. In particular, the curriculum explores core concepts in management, including strategic management, human resource management, financial management, and performance management. It also examines topics associated with diversity management, health care technology, and health regulation. Furthermore, the course content delves into fundamental concepts of organizational structure, including the division of work and delegation of authority. The course covers the theoretical, conceptual, and practical foundations of health care management and health care organizations. The course concludes by addressing emerging issues in health care management and organizations.

## Learning Objectives

After completing this course, students will be able to:

- Develop a good understanding of management theories and apply them in the context of health care.
- Understand the health care workforce and appreciate the values unique to the health care profession.
- Describe and understand the governance and organizational structure of health care delivery organizations.
- Understand financing options in health care, health technologies, and health regulation.
- Describe approaches to defining health care quality and methods of quality improvement.

## Requirements

Requirements will vary by instructor and may include:

- Assigned weekly readings from the textbook or other sources.
- Class discussions and case studies in health care management.
- Case analysis that encourages students to apply their professional knowledge to management issues in health care.
- A final paper or project in which students assess real issues in health care management and organizations.

## Schedule / Outline of Topics

- Week 1: Introduction and Overview
- Week 2: The Theories and History of Management
- Week 3: Strategic Management I – Strategic Planning and External Analysis
- Week 4: Strategic Management II – Internal Analysis and Strategic Choice
- Week 5: Human Resource Management I – Health Care Workforce
- Week 6: Human Resource Management II – Motivation and Attitudes
- Week 7: Diversity Management and Health Equity
- Week 8: Midterm
- Week 9: Structure and Staffing of Health Care Organizations
- Week 10: Performance Management in Health Care
- Week 11: Financial Management in Health Care
- Week 12: Health Technology Management
- Week 13: Health Regulation and Compliance

*This is a sample syllabus. Students should always obtain syllabi for their current courses from their professors.  
(v.12/15/23)*

- Week 14: Crisis Management in Health Care
- Week 15: Emerging Issues in Health Care Management
- Week 16: Final Project and Presentation

### **Texts / Materials / Resources**

The selection of textbooks and readings will vary by instructor. Listed below are some of the possible textbooks, materials, and resources an instructor may select for this course:

- Buchbinder, S. B., Shanks, N. H., & Kite, B. J. (2019). *Introduction to Health Care Management*. Jones & Bartlett Learning.
- Ginter, P. M., Duncan, W. J., & Swayne, L. E. (2018). *The Strategic Management of Health Care Organizations*. John Wiley & Sons.
- Dunn, R. T. (2021). *Dunn and Haimann's Healthcare Management*. Health Administration Press.
- Safian, S. C. (2013). *Fundamentals of Health Care Administration*. Pearson Education.
- Borkowski, N., & Meese, K. A. (2020). *Organizational Behavior in Health Care*. Jones & Bartlett Learning.