

HEALTHCARE ADMINISTRATION AND LEADERSHIP

Degree Offered

Bachelor of Science

Major Offered

- Healthcare Administration and Leadership

The Bachelor of Science in Healthcare Administration and Leadership is a degree completion program offered in a hybrid format designed for working professionals in healthcare who want to advance into management and leadership roles as well as for workers wishing to transition into the healthcare industry. Students will complete their bachelor's degree while acquiring skills to effectively plan, direct, and administer the delivery of healthcare services in a variety of settings. The program will also prepare students for graduate study in areas including healthcare administration, organizational leadership, and human resource management.

The degree is offered in an accelerated, year-round, format. Courses are on an 8-week term, with students completing two three-unit courses each term on a set schedule with the same cohort of classmates. Entering students will ideally have 66 units of college coursework completed before entering the program, so that the additional 54 units of degree requirements will provide them with the 120 units required for graduation. Students with 46 to 65 units of college coursework may be admitted with the understanding that they will need to take additional courses beyond those required by the Healthcare Administration and Leadership degree program to complete their graduation requirements. There is a special reduced tuition for this program.

Degree Requirements

The Bachelor of Science in Healthcare Administration and Leadership degree requires 120 units of credit including fulfillment of the university general education and diversity requirements. Students must earn a minimum grade point average (GPA) of 2.00 in all college work taken at Pacific as well as in the courses taken to fulfill the major.

Bachelor of Science Health Services Administration and Leadership Program Learning Outcomes

- Demonstrate, through application, knowledge of leadership concepts and skills necessary and appropriate for administration in health services organizations.
- Apply ethical principles to the development, understanding and implementation of healthcare policy and administration.
- Employ appropriate economic and financial principles and effective information management systems for budgeting, decision-making, efficient delivery of health services, and strategic planning to achieve organizational goals.
- Critically analyze and interpret data and other quantitative and qualitative information to inform and evaluate policy and decision-making in a variety of healthcare settings.
- Communicate clearly, cogently and effectively, in both written and oral forms, adapting presentations as appropriate for a range of audiences and a variety of professional uses.

Bachelor of Science in Healthcare Administration and Leadership

Students must complete a minimum of 120 units with a Pacific cumulative and major/program grade point average of 2.0 or higher

in order to earn BS degree in Organizational Leadership. The courses required for the degree total 54 units of credit, the remaining 66 can come from transfer credit or other Pacific coursework.

I. General Education Requirements

For more details, see General Education (<http://catalog.pacific.edu/stocktongeneral/generaleducationprogram/>)

Minimum 28 units and 9 courses that include:

A. CORE Seminars (2 courses)

CORE 001	Problem Solving & Oral Comm	3
CORE 002	Writing and Critical Thinking	4

Note: 1) CORE Seminars cannot be taken for Pass/No Credit. **2)** Transfer students with 28 or more transfer credits taken after high school are exempt from both CORE seminars.

B. Breadth Requirement (7 courses, at least 3 units each)

At least one course from each of the following areas:

Artistic Process & Creation
Civic & Global Responsibility
Language & Narratives
Quantitative Reasoning
Scientific Inquiry
Social Inquiry
World Perspectives & Ethics

Note: 1) No more than 2 courses from a single discipline can be used to meet the Breadth Requirement.

C. Diversity and Inclusion Requirement

All students must complete Diversity and Inclusion coursework (at least 3 units)

Note: 1) Diversity and Inclusion courses can also be used to meet the breadth category requirements, or major or minor requirements.

D. Fundamental Skills

Students must demonstrate competence in:

Writing
Quantitative Analysis (Math)

Note: 1) Failure to satisfy the fundamental skills requirements by the end of four semesters of full-time study at the University is grounds for academic disqualification.

II. Major Requirements

Students must complete all of the following:

Professional skills classes

BCPS 110	Budgeting and Financial Statement Analysis
BCPS 130	Professional Communication
UCAD 150	Advanced Professional Writing
UCAD 165	Project Management: Applied Theory and Practice

Organizational Leadership Classes

ORGL 103	Organizational Management and Leadership
ORGL 143	Mediation and Conflict Management
ORGL 145	Issues in Human Resource Management

ORGL 175	Research Methods: Quantitative and Qualitative
ORGL 176	Applied Research
Healthcare Administration and Leadership Classes	
HCAL 101	Healthcare Delivery Systems
HCAL 111	Healthcare Policy and Law
HCAL 123	Economics of Healthcare
HCAL 133	Healthcare Information Systems
HCAL 137	Healthcare Finance and Reimbursement
HCAL 141	Healthcare Quality Management
HCAL 155	Ethical Issues in Healthcare Leadership
HCAL 180	Strategic Planning and Leadership in Healthcare
HCAL 199	Health Administration & Leadership Capstone

HCAL 199. Health Administration & Leadership Capstone. 3 Units.

The capstone is a project-based course. Students will conduct and present a research project on a topic in healthcare administration and leadership that aligns with their interests and/or career goals.

Healthcare Administration Courses

HCAL 101. Healthcare Delivery Systems. 3 Units.

Overview of the health care delivery system in the U.S, including examination of the role of social, cultural, economic and political factors in the historical development and current delivery of health services. Issues explored include healthcare finance, coverage, accessibility, and quality of care, with comparisons between the US system, those in other countries, and proposed reforms.

HCAL 111. Healthcare Policy and Law. 3 Units.

Examines the legal and regulatory environment of healthcare management and policy. Topics include privacy, health information, patient care delivery, with a focus on how health policies affect the provision and quality of healthcare services.

HCAL 123. Economics of Healthcare. 3 Units.

Introduction of economic principles and tools of analysis applied to healthcare markets and decision-making. Factors affecting supply, such as costs and competition, and determinants of consumer demand for health care will be examined. Considers issues of market efficiency, market failure and the effects of government intervention on supply, demand and market outcomes.

HCAL 133. Healthcare Information Systems. 3 Units.

Provides overview of current practices and new trends in health information technology and its use to support patient care, quality management and other goals of healthcare organizations.

HCAL 137. Healthcare Finance and Reimbursement. 3 Units.

Application of budgeting and financial management concepts in healthcare organizations. Topics include, cost analysis, revenue sources, internal control and internal auditing. Examines reimbursement systems and procedures across different types of healthcare organizations.

HCAL 141. Healthcare Quality Management. 3 Units.

Explores best practices for assessment and quality improvement in healthcare processes, delivery and outcomes. Considers patient care, operations, administration, risk management and utilization management.

HCAL 155. Ethical Issues in Healthcare Leadership. 3 Units.

Examines ethical dimensions of healthcare provision and policy. Includes consideration of the impact of demographic, socioeconomic and cultural factors on access to and delivery of health services.

HCAL 180. Strategic Planning and Leadership in Healthcare. 3 Units.

This course is designed to integrate the knowledge and understanding students have gained in their healthcare administration courses with the leadership skills they have developed in their other courses. Focus is on application of these concepts and skills in to strategic planning in healthcare organizations.