

Mercy College

OF HEALTH SCIENCES

A partner with Mercy Medical Center—Des Moines



© CMSP

BACHELOR OF SCIENCE IN HEALTH CARE MANAGEMENT FACT SHEET

WHAT ARE THE BENEFITS OF A DEGREE IN HEALTH CARE MANAGEMENT?

The Bachelor of Science in Health Care Management Degree (BSHCM) prepares students for leadership and policy-making positions in the dynamic field of health care. Managed care, rapidly changing technology, complex ethical issues, the uninsured, and consumer demands for quality combine to offer a host of legal, political, economic, and administrative challenges. Our society seeks solutions from professionals with the administrative and leadership skills to balance competing issues of cost, quality, and access.

Students gain an understanding of the organization, financing, and delivery of health care services in many settings. This knowledge is integrated within an interdisciplinary curriculum designed to prepare leaders who utilize critical thinking skills to plan, finance, coordinate, and evaluate health services.

Numerous management positions exist for graduates in public and private health care organizations (hospitals, long-term care facilities, ambulatory care settings, HMOs and other managed care organizations, home health agencies, health insurance companies, consulting firms, and governmental health agencies). Some pursue careers in professional organizations and on health care organization boards. Students are also prepared for graduate study in business, health administration, or public health.

HOW LONG DOES IT TAKE?

The Bachelor of Science in Health Care Management degree consists of 120 total credit hours, including 39 credits in management and 51 credits in liberal arts and sciences. Up to 30 credit hours may be granted for a certification/professional licensure/approved experience in a health care profession.

Students may be able to transfer liberal arts courses from other institutions. A minimum of 15 credit hours in liberal arts and 15 hours in management core courses must be taken from Mercy College of Health Sciences. You have up to six years to complete the degree.

The core management courses are offered Monday–Thursday evenings. Liberal Arts and Sciences courses are offered days and evenings throughout the week. Fall and spring semesters are 16 weeks in length. Summer courses vary in duration. All courses are taught at Mercy College of Health Sciences.

CAN I TAKE CLASSES NEAR MY HOMETOWN?

Courses may also be offered using the Midwest Rural Telemedicine Consortium (MRTC) network depending on local demand. MRTC member health care facilities in the following cities may be electronically linked to our Des Moines campus for many of the management courses in the degree:

Carroll	Dubuque	Mason City
Centerville	Nevada	Sioux City
Clinton		

WHAT COURSES WOULD I NEED TO TAKE?

The coursework consists of 51 credit hours in Liberal Arts and Sciences and 39 credit hours in Health Care Management.

LIBERAL ARTS AND SCIENCES

		Credit Hours
Required:		
PHI 301	Critical Thinking	3
ENG 101	Critical Reading and Writing	3
	Caring or Ethics	3
	Computer Informatics	3
	Persuasive Writing & Speaking	3
	Literature, Art, or Music	3
	Religion or Philosophy	3
	Sociology – Intro, Sociology of Health Care, or Gerontology	3
	Economics, History, or Political Science	3
STA 402	Statistics	3
	Psychology – General or Developmental Research	3
Electives:		
	Natural Science Electives	6
	General Electives	9
		51

HEALTH CARE MANAGEMENT

		Credit Hours
Required:		
HCM 301	Health Care Delivery in the United States-A Consumer Perspective	3
HCM 205	Principles of Management	3
HCM 303	Health Care Economics	3
HCM 304	Human Resources Management	3
HCM 320	Marketing Strategies	3
HCM 324	Information Resources in Health Organizations	3
HCM 401	Health Care Financial Management	3
HCM 404	Legal/Ethical Aspects of Health Care	3
HCM 410	Special Topics in Health Care	3
HCM 415	Practicum I and II	6
		33
Electives: (Choose one course)		
HCM 412	Long Term Care: Organization and Administration	3
HCM 413	Hospital Organizations and Administration	3
HCM 414	Ambulatory Care Organization and Administration	3
Elective: You may choose another course from above or another elective of your choice.		3
		6

PROFESSIONAL LICENSURE, CERTIFICATION, EXPERIENCE

	Credit Hours
Proof of Licensure, Certificate, Professional Experience	30
	30
120 total	

COURSE DESCRIPTIONS

HCM 301 Health Care Delivery in the United States-A Consumer Perspective- (3 credits) Junior level

This course provides an overview of the nature, organization, and function of the continuum of health services found in the United States. Emphasis is placed on the interrelatedness of cultural, economic, political, and social aspects of health care delivery at the federal, state, and local level. Topics include health care costs, accessibility of services, governmental influence on health care delivery, health care as right or privilege, private industry role in health care, services for the medically indigent and elderly, practitioner education and burnout, ethical issues regarding transplants, reproductive technology, end of life decisions, AIDS research, and funding.

HCM 205 Principles of Management-(3 credits) Junior level

This course provides an overview of management functions including planning, organizing, directing, and controlling. Different perspectives are examined from the first line supervisor to the CEO. The course begins with a study of the basics of leadership-communication, motivation, change theories, organizational culture, problem solving, conflict and negotiation, decision making, productivity measurement, the TQM process, resource allocation, and mission and values development. More complex topics include management theories, the managerial role, power and politics, strategic planning, organizational ethics, organizational structure, SWOT analysis, and competitive strategy.

HCM 303 Health Care Economics-(3 credits) Junior level

This course explores some of the major issues facing the health care industry and the effect of public policy and the business environment on a health care organization. Emphasis is on supply and demand theory, reimbursement systems, managed care, DRG prospective payment, insurance, Medicare, Medicaid, governmental regulations, accessibility, eligibility, budgeting, and planning. Students learn to use informational tools to make effective management decisions including analysis of market outcomes, internal and external benchmarking, and production and pricing parameters. (Prerequisite: Economics 202)

HCM 304 Human Resources Management-(3 credits) Junior level

This course is designed to analyze human resource functions including recruitment, selection, and retention strategies. Consideration is given to job satisfaction, design of work teams, job analysis, design, description and evaluation, collective bargaining, staffing, performance appraisal, employee discipline, management, and staff education.

HCM 320 Marketing Strategies-(3 credits) Junior level

This course examines variables and techniques for marketing organizations. Topics include customer behavior, competition in the market, advertising, promotion, branding, customer satisfaction strategies, consumer satisfaction measurement and reporting.

HCM 324 Information Resources in Health Organizations-(3 credits) Junior level

This course explores the opportunities and challenges inherent in the use of health care management information systems (HMISs) in clinical and non-clinical applications. Sub systems include pathology, nursing, clinical laboratory, radiology, physiology, clinics, education, and financial management. (Prerequisite: Computer Informatics 320)

HCM 401 Health Care Financial Management-(3 credits) Senior level

This course explores the organizational and operational aspects of fiscal analysis and internal control of health care organization costs. Topics will include planning, budgeting, and cost-finding including preparation and analysis of an operating budget-trending, modeling, revenue, expenses, variance analysis, and margins. Organizational and divisional performance will be measured against internal and external benchmarking tools, assessing capital equipment needs, building a capital budget, and bids. Also included will be product costing and inventory control.

HCM 404 Legal/Ethical Aspects of Health Care-(3 credits) Senior level

This course examines the contemporary application of legal and ethical issues involved in the management and delivery of health care services. Topics covered will include contracts, torts, damages, negligence, risk management, patient rights, liability of hospital and staff for personal injury to patients, medical records and disclosure of patient information, informed consent, ethical billing and coding practices, medical staff credentialing, and ethical issues in health care.

HCM 410 Special Topics in Health Care -(3 credits) Senior level

This course consists of seminars, lectures, round table discussions and panel discussions reflecting contemporary issues and trends in the health care industry.

HCM 415 Practicum I and II-(6 credits) Senior level

This course offers students the opportunity to integrate and operationalize previously learned health management knowledge and skills. The student will become part of a health care organization, working closely with professional managers. Management area of study and practicum setting will be mutually agreed on by student, faculty member, and preceptor.

ELECTIVES: (CHOOSE ONE)

HCM 412 Long Term Care: Organization and Administration-(3 credits) Senior level

This course focuses on the complexities of managing nursing homes and other long term chronic care facilities within the context of public financing constraints. Topics include governmental rules and regulations, reimbursement policies, gerontology and geriatrics, nutrition care continuum concept, facility, purchasing inventory, and financial analysis.

HCM 413 Hospital Organizations and Administration-(3 credits) Senior level

This course focuses on a variety of topics that are pertinent to the delivery of health care in a hospital setting. Topics include: hospital governance, medical staff, nursing service, hospital programs, administrator's tasks and functions, unionization and collective bargaining, government financial regulations, and accreditation.

HCM 414 Ambulatory Care Services: Organization and Administration-(3 credits) Senior level

This course explores the practical aspects of leadership in a primary care setting. Topics include transition from unmanaged to managed care systems, third party payers, physician-staff relationships including practice styles, scheduling, billing productivity, quality assurance, and outcome management. Wellness promotion and marketing strategies will be discussed.

WHAT ARE THE ADMISSION REQUIREMENTS?

To be considered for admission to the degree program, applicants must meet the following criteria:

1. Admission to Mercy College.
2. Show proof of certification/licensure/approved experience in a health care profession. Accepted programs include, but are not limited to:
 - Diagnostic Medical Sonography
 - Licensed Practical Nurse
 - Paramedic
 - Radiologic Technology
 - Registered Nurse
 - Respiratory Therapy
 - Surgical Technology
3. Achieve a minimum cumulative GPA of 2.5 on a scale of 4.0 for all applicable college transfer work.

COURSE WORK TRANSFER: Transfer credit may be awarded for equivalent courses. Official transcripts should be forwarded to the Office of the Registrar for evaluation.

TUITION RATES: Tuition for the 2000–01 academic year for full-time students taking 12 or more credit hours is \$3,900 per semester. Part-time tuition for 11 hours or less is \$240 per credit hour. A complete list of tuition and fees is found in the College Catalog

FINANCIAL AID: Mercy College has financial aid counselors to assist students. All students are encouraged to complete the Free Application for Federal Student Aid (FAFSA) form. Private scholarships are available and may be awarded based upon academic achievement, financial need and community service. Your employer may offer financial assistance, as well.

REGISTRATION: Call Admissions (515) 643-6715 at Mercy College of Health Sciences or (800) 637-2994 extension 3-6715 for more information.



A partner with Mercy Medical Center—Des Moines

Phone: (800) 637-2994, ext. 3-6715 or (515) 643-6715

E-mail: admissions@mchs.edu

Web Site: www.mchs.edu

Mercy College of Health Sciences is accredited by the
North Central Association of Colleges and Schools.