

Health Care Management



The Health Care Management (HCM) major prepares students for careers in health management or health policy. By customizing our multidisciplinary curriculum to meet student interests, a student's program of study can lead to a career in a health care organization, government agency, or graduate study in areas such as business, law, or medicine. Graduates are poised to enter one of the fastest growing careers in the U.S., while working in an industry with significant social impact. Many HCM graduates work in finance, marketing, human resources, and other management fields in a variety of healthcare settings, i.e., hospitals and health systems, long-term care organizations, physician group practices, and health insurance and pharmaceutical companies. HCM graduates with an interest in policy find positions in state health, aging, and insurance departments, federal agencies and research organizations. Other HCM graduates pursue graduate education in medicine, health law, public health, and business, or the growing fields of health administration or health services research and policy. The BS in Health Care Management allows the student who has completed an AAS degree to build upon his/her technical education through a combination of core curriculum courses, major requirements, and approved major electives.

Students who have completed an AAS may be eligible for the Capstone option which reduces the hours required in the University Core Curriculum.

University Core.....	41*
Required Background Courses.....	14-15
(Medical Terminology, Business Computing, Acct 220, Econ 240, and Basic Statistics)	
Health Care Management Requirement.....	48
Core Requirements.....	24
HCM 340, 360, 364, 375, 381, 385, 388 and 401	
Internship or equivalent.....	3
HCM or Related Courses.....	12
HCM Electives/Approved Substitutions.....	9
Electives (Business and Administration, Psychology, or Information Technology encouraged).....	16-17
Total.....	120

First Year and Second Year

University Core and electives. Recommended: biology, microeconomics, psychology, human health, medical terminology, accounting, basic computing, and statistics.

Third Year

- HCM 340 Marketing for Health Care Organizations
- HCM 360 The U.S. Health Care System
- HCM 364 Health Care Supervision
- HCM 381 Health Care Management
- HCM 385 Fiscal Aspects of Health Facilities
- HCM 388 Legal Aspects of Health Care
- HCM or Related Courses/Electives

Fourth Year

- HCM 375 Analysis and Evaluation of Health Care Services
- HCM 401 Analysis of Issues in the Health Care Industry
- HCM 422 Internship
- HCM or Related Courses/Electives

All electives must be approved by the faculty advisor and department chair. **Minors in a business area are encouraged.** Students who wish to pursue a master's degree should select electives that meet graduate prerequisites. **HCM courses are offered on campus in the evening at least once per year to meet the needs of working adults.**

Persons who wish to sit for the Illinois Nursing Home Licensure Examination would need to complete a Bachelor of Science degree (or have appropriate credentials) or a course of study in nursing home administration (listed below) that is approved under Title 68: Section 310.40 of the Rules for Nursing Home Administrators Licensing Act (NHALA).

Courses required:

- ◆Health Care Supervision (HCM 364)
- ◆Long Term Care Administration (HCM 413)
- ◆Fiscal Aspects of Health Facilities (HCM 385)
- ◆Health Issues in Aging (HED 440) or Psychosocial Aspects of Aging (REHB 446) or Introduction to Aging & Rehabilitation (REHB 405)

*Some students may qualify for the 30-hour Capstone Option Contact the Health Care Management Program Director for specific information on requirements of the NHALA and the Bachelor of Science in HCM.

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#HCM 320-3 Health Policy. An introductory course with a focus on the U.S. health policymaking process within the context of the political marketplace. Emphasis is upon the ways health policy affects the determinants of health. Through real world cases in health policy the student analyzes the public policy environment and gains an understanding of how to exert influence in this environment. Prerequisites: ECON 240 and HCM major.

***HCM 340-3 Marketing for Health Care Organizations.** Introduction to principles of marketing as applied to health care as a service industry. Analysis of local demographics and of current market trends in healthcare. Design of plans to include pricing, promotion, distribution channels and evaluation of strategies. Prerequisites: ENGL 101, HCM major or consent of department.

***HCM 360-3 The U.S. Health Care System.** A study of the major components which comprise the U.S. health care system. Course will focus primarily on basic terminology, history, settings, personnel and utilization of services.

***HCM 364-3 Health Care Supervision.** A course dealing with the problems of management of the small working unit (division, department, section, etc.) within a larger health care agency. Included items will be unit goals, identification of problems, staffing needs, monitoring of work progress, unit communications, and interpersonal relations within the unit.

***HCM 375-3 Analysis and Evaluation of Health Care Services.** An examination of theory and practices in evaluation of health care programs. Special attention is given to identifying program objectives, measuring performance, and designing evaluation studies. Both quantitative and qualitative methods of analysis and evaluation are covered. The course concludes with discussion of issues in utilization and ethics. Prerequisite: core math, statistics, & HCM 381 or consent of department.

***HCM 381-3 Health Care Management.** This course introduces basic theories of organization and management as applies to the variety of health care organizations. Focus is on the organizational (macro) level of analysis, with strong emphasis on characteristics of the external environment. Prerequisite: 360, 364, and HCP major.

#HCM 384-3 Equipment and Materials Management in Health Facilities. A focus on the preparation of health care administrators with the necessary management tools to assure comfort, safety, and well-being of patients, hospital personnel, and visitors, and to focus their attention on sound maintenance management practices, materials procurement, storage and preservation, records keeping, and the utilities systems needed in a health care facility.

***HCM 385-3 Fiscal Aspects of Health Facilities.** Introduction to the fiscal problems in the administration of health care facilities. Special emphasis is placed on health care reimbursement, working capital, financial statements, and accounting/monetary control for the health care industry. Prerequisite: HCM major, core math, & Acct 220.

***HCM 388-3 Legal Aspects of Health Care.** Principles of law and the U.S. legal system are applied, in large part through case study, in the various areas of health care administration; range of legal issues include malpractice, contracts, corporate liability of health care organizations, liability by health care professionals, patient rights, and consent, along with a specific focus on legal aspects of managed care.

#HCM 390-3 Managing Human Resources and Labor Relations in Health Care Organizations. Introduces students to the major issues related to developing and implementing human resource management strategies, with specific emphasis on their applications within health care organizations. Prerequisite: HCM major and HCM 364 or consent of department.

***HCM 401-3 Analysis of Issues in the Health Care Industry.** The identification and study of current economic, regulatory or operational issues impacting the health care industry. The use of both written and oral reports to present a critical analysis of selected topics. Prerequisite: HCM major or consent of department.

#HCM 410-3 Quality Management in Health Care Facilities. Study of determinants to achieve quality management in health care facilities, utilizing analytical methods of systematic monitoring and evaluation. Describes concepts and application of Continuous Quality Improvement (CQI) and Total Quality Management (TQM). Includes impact on quality of accreditations, credentialing, liability and governmental regulations. Not for graduate credit. Prerequisites: HCM 360, 381, and an approved statistics course or consent of department.

#HCM 413-3 Long Term Care Administration. A study of the principles of nursing home management and assisted living services which examines administrative and staffing functions relating to clients, community, public policy, programming, and financing.

#HCM 420 Ethical Issues in Health Care Organizations. Introduces students to the various existing and emerging ethical issues that arise in the management and delivery of health care services. Emphasis will be placed on the examination of organizational ethics in health care organizations and the ethical dilemmas confronting the individuals who manage them.

***HCM 422 (1-12) Health Care Management Internship.** Each student will be assigned to a University approved health care organization engaged in activities related to health care management and to the student's academic career objectives. Hours and credits are to be arranged individually. Mandatory Pass/Fail. Prerequisite: Minimum grade of C in all HCM courses or consent of department.

*Required HCM core.
#HCM electives

This information is subject to change. Contact the School of Allied Health for the latest information.