

HEALTH SYSTEMS MANAGEMENT (HSM)

Discover, search, courses (<https://catalog.luc.edu/course-search/>)!

HSM 110 Healthcare in America (3 Credit Hours)

This course introduces the U.S. healthcare system. Emphasis is given to the government's dominant role in health care delivery, payment and regulation, as well as the differences between public health and health care systems. The social justice implications of cost, quality and access are highlighted.

Interdisciplinary Option: Bioethics

This course satisfies the Engaged Learning requirement.

Outcomes:

At the successful completion of the course, the student will be able to:

- 1) Describe the evolution of health care in America and the influence of history on the current health care system;
- 2) Demonstrate knowledge of the structure and functions of the U.S. health care system;
- 3) Identify at an introductory level the political, economic and social factors that shape the US health care system;
- 4) Describe the inter-relationships among healthcare stakeholders including providers, suppliers, payers' workforce, and consumers;
- 5) Recognize the issues of health care disparities, access to care and social justice present in the current US health care system;
- 6) Identify criteria for evaluating the evolving and changing US health care system

HSM 120 Essentials of Medical Terminology for Health Professionals (1 Credit Hour)

This course introduces students to the language of the health professions. Word structure, prefixes and suffixes, and rules of building and analyzing medical words are introduced. Students explore terms relating to anatomy, pathology, diagnostic and clinical procedures, and select medical specialties. Emphasis is given to defining, interpreting and pronouncing medical terminology.

Outcomes:

Upon successful completion of this course, the student will be able to:

- 1) Identify structure of medical vocabulary including prefixes, suffixes and root words;
- 2) Apply the rules of building medical terms;
- 3) Recognize and define medical terms relating to anatomical structure and function, pathology, diagnostic and clinical procedures, and medical specialties;
- and 4) Use medical terminology accurately in context

HSM 200 Careers in Healthcare Administration (2 Credit Hours)

This course provides an introduction to healthcare administration careers. Students explore the various sectors and supporting industries making up the larger healthcare enterprise. Administrative career options and industry growth patterns are presented. Students are introduced to working professionals and professional organizations representing various sectors of the healthcare industry. Class discussions integrate healthcare industry vocabulary and jargon.

Outcomes:

Upon successful completion of this course, the student will be able to:

- 1) Distinguish healthcare sectors and supporting industries;
- 2) Describe a variety of roles and functions within healthcare administration;
- 3) Identify various entry points into a healthcare administration career; and
- 4) Explore areas of interest for career consideration

HSM 210 Introduction to Global Healthcare Delivery (3 Credit Hours)

Social determinants of health, comparative health systems, global health initiatives and their effects on health outcomes are addressed. Students examine current issues impacting global population health and improvements in care locally and worldwide. Roles of governmental, institutional and corporate organizations in financing, governing and delivering worldwide healthcare are studied.

Interdisciplinary Option: Bioethics, Global Studies, Bioethics, Global Studies

This course satisfies the Engaged Learning requirement.

Course equivalencies: X-HSM210/PUBH314/ENVS385

Outcomes:

At the successful completion of the course, the student will be able to:

- 1) Identify major global health care strengths and challenges;
- 2) Develop a broad worldview of communities and countries with different lifestyles, economics, and geopolitical systems and how these differences impact health care;
- 3) Explain the characteristics and roles of governments, non-governmental organizations (NGO's) and public/private partnerships as relates to health and health care around the world;
- 4) Analyze the impact of globalization on health and healthcare systems;
- 5) Assess the ethical and social justice issues associated with health inequities around the world;
- 6) Address a global health care issue, analyze the issue using relevant theoretical concepts and recommend a course of action

HSM 220 Continuum of Healthcare Services (3 Credit Hours)

This course examines healthcare delivery models designed to promote healthy aging, emphasizing social determinants, health promotion and care delivery for elders and people with chronic health conditions. Post-acute and long-term care services are explained, including community and facility-based options. The course highlights service delivery management, financing, quality and innovation in the context of social justice.

Interdisciplinary Option: Bioethics

This course satisfies the Engaged Learning requirement.

Outcomes:

1) Demonstrate an understanding of aging;

- 2) Analyze the challenges and opportunities faced by the US healthcare system as a result of changing demographics;
- 3) Apply theories of aging and disability to the management of long-term care services;
- 4) Compare healthcare delivery models used in post-acute and long-term care services;
- 5) Describe financing models used in long-term care services;
- 6) Describe quality management concepts and trends associated with long-term care services; and
- 7) Articulate the social justice and ethical issues associated with healthy aging and the care of people living in diverse long-term care environments

HSM 230 Fundamentals of Health Equity (3 Credit Hours)

Pre- or co-requisites: HSM 110

This course introduces the concept of health equity and provides an overview of health disparities in the U.S. Students examine the root causes of and explore populations most affected by health inequities. The course explores system approaches and strategies aimed at improving health equity.

Interdisciplinary Option: Bioethics

Outcomes:

1) Analyze pathways of causality leading to health inequities;

- 2) Differentiate between disease causation and disparity causation;
- 3) Compare and contrast strategies to improve health equity in the US;
- 4) Identify roles and responsibilities of healthcare professionals as agents of change;
- 5) Explain the relationship between community, social justice and health status;
- 6) Describe philosophical principles that underlie social justice priorities; and
- 7) Generate ideas for programs and policies that promote health equity

HSM 240 Healthcare Workforce Environment (3 Credit Hours)

Pre- or co-requisites: HSM 110

This course explores workforce environment issues associated with employment within health care organizations. Topics include infection prevention and control, workforce safety, noise, supply chain management, OSHA and disaster planning to name a few. Quality and patient safety are emphasized from the standpoint of organizational planning, continuous quality improvement, and resource allocation.

Outcomes:

1) Define the role of healthcare management in providing a safe environment for patients, staff and visitors; 2) Define the role of healthcare administrators in pandemic preparedness and response; 3) Describe how quality and patient safety initiatives impact the workforce environment; 4) Describe how physical plant assets and deficits impact the workforce environment; 5) Describe how a diverse workforce and patient population impact the workforce environment; 6) Explain the influence of healthcare regulatory organizations on management decision-making; and 7) Understand large-scale environmental planning and practices, such as hazardous waste disposal and disaster preparedness

HSM 280 Healthcare Management Ethics (3 Credit Hours)

Pre-requisites: PHIL 130 or equivalent

This course explores ethics in the management of healthcare organizations. Course content is grounded in the theoretical constructs of philosophy, moral reasoning, and justice and their influence on the healthcare environment. Students analyze different types of reasoning in the decision-making process and use ethical theories to address practical issues in healthcare management.

Outcomes:

Examine ethical issues that impact the management of healthcare organizations; articulate moral views on issues relevant to the management of healthcare organizations, Demonstrate practical application of philosophy and specifically moral reasoning to ethical conflicts in healthcare management; Apply critical thinking to challenging moral questions in the management of healthcare resources; Evaluate decision options on moral questions in healthcare management while respecting differing opinions and rationally justifying decisions

HSM 310 Healthcare Project Management (3 Credit Hours)

Pre-requisites: HSM 110

This course provides an introduction to elements of project management in a healthcare setting. Emphasizes processes and tools that are the framework of project management. Covers elements of teamwork and the leadership and managerial skills required as part of the process. Students learn how projects progress and are executed. Corequisite or

Outcomes:

Upon successful completion of this course, the student will be able to:

1) Perform the developmental steps necessary to execute a project; 2) Utilize tools critical to project management; 3) Produce project deliverables within a team environment; 4) Differentiate between a functional manager and a project manager; 5) Apply problem-solving techniques to the project management process; 6) Explore concept of risk control in project management

HSM 315 Healthcare Quality & Performance Improvement (3 Credit Hours)

Pre-requisites: HSM 240 and HSM 368

This course examines the role of management in measuring performance and achieving quality in healthcare organizations. Emphasis is on the historical evolution, current concepts and future trends associated with measuring and evaluating health care quality. Students explore fundamental concepts of quality improvement design, planning, and methodology.

Outcomes:

1) Articulate the historical evolution and current forces driving changes in healthcare quality; 2) Describe major quality improvement models that provide a framework for change; 3) Differentiate the use of structural, process and outcome indicators for measuring quality; 4) Apply quantitative and qualitative performance measurement approaches to healthcare processes; 5) Apply quality improvement tools and techniques to healthcare processes; 6) Explain operational and clinical quality improvement data; and 7) Apply a systematic quality improvement approach to healthcare processes

HSM 320 Healthcare Program Planning and Evaluation (3 Credit Hours)

Pre-requisites: (ISSCM 241 or PSYC 304) and HSM 358

This course introduces students to the process of health program planning, including development of program objectives, methods, needs assessment, budget, timelines, contracting and marketing. Health program evaluation will emphasize design of a program evaluation including measurement and analysis of program outcomes, costs, and impact on community health concerns. Psychometric, economic, political and ethical issues related to health program planning and evaluation are explored.

Outcomes:

1) Understand concepts and principles of program planning and evaluation in healthcare; 2) Identify models for the planning and evaluation of health programs; 3) Understand ethical, political, economic and psychometric issues related to health program planning and evaluation; 4) Identify data sources for planning and evaluation of health programs; 5) Develop a plan for evaluation of a local healthcare program; 6) Recognize the importance of needs assessment to program planning; 7) Describe selected methods for evaluating need, process, impact (outcome), and efficiency; 8) Identify the components of an evaluation report; 9) Evaluate a local community's healthcare program; and 10) Explain the role and responsibilities of the healthcare manager in healthcare program planning and evaluation

HSM 325 Healthcare Fiscal Management (3 Credit Hours)

Pre-requisites: HSM 110 and FINC 301

This course introduces fundamental concepts related to financial management of healthcare organizations. Students explore financial decision tools and the role of financial decision-making in managing delivery of care. How the U.S. health system impacts an organization's financial health and management is considered. Major concepts include cost-accounting, budgeting, cost/benefit analysis, and reimbursement mechanisms.

Outcomes:

At the successful completion of the course, students will be able to: 1) Describe the impact of political, social, and economic factors on the cost of patient care delivery; 2) Analyze the impact of US healthcare payment system on the organization and delivery of healthcare; 3) Evaluate financial health of a healthcare organization; 4) Apply principles of accounting to organizational decision-making; 5) Explain revenue cycle and budgeting in a healthcare organization; 6) Explain the legal, ethical, and social justice issues surrounding fiscal management in the health care setting; 7) Describe non-profit's role in providing uncompensated care and impact on financial decision-making

HSM 330 Healthcare Legal & Regulatory Environment (3 Credit Hours)

Pre-requisites: HSM 240 and (PHIL 284 or HSM 280)

This course introduces students to the legal and regulatory environment of healthcare. The course emphasizes common law, federal and state laws, and regulations that impact and affect healthcare providers and stakeholders. Major concepts include liability, malpractice, contracts, torts, anti-trust, taxation, insurance, fraud and abuse.

Outcomes:

1) Identify components of the US legal system and their relationship to the healthcare setting; 2) Differentiate the major governmental factors that regulate healthcare corporate structure, finances and practices; 3) Identify how fraud and abuse frameworks and laws impact healthcare institutions and group practices; 4) Examine the impact of malpractice and liability on the delivery, financing and administration of healthcare; 5) Apply risk identification and risk management principles to the healthcare environment; and 6) Evaluate the complexity of the legal environment and its impact on healthcare delivery

HSM 338 Healthcare Strategy and Marketing (3 Credit Hours)

Pre-requisites: HSM 110, HSM 230, and HSM 310

This course presents an overview of healthcare strategy and marketing. Students examine the unique features of healthcare as a product. Emphasis is given to strategic processes, including competitive analysis, strategic decision-making, and marketing fundamentals. Students are provided a foundation of marketing principles and tools in the context of strategic management.

Outcomes:

1) Discuss the principles of strategic management in the context of a healthcare organization; 2) Apply principles of marketing to healthcare organizations; 3) Utilize basic market research techniques, approaches, and tools; 4) Identify ethical and legal issues related to strategy and marketing in healthcare organizations; 5) Construct a high level strategic marketing campaign for a healthcare product, program or service; 6) Demonstrate effective teamwork skills in the development and communication of a multi-media based strategic marketing plan; and 7) Demonstrate skill and comfort in presenting strategy and marketing materials to peers and clients

HSM 340 Health Care Policy (3 Credit Hours)

Pre-requisites: HSM 110 and HSM 230; HSM 230 may also be taken as a corequisite

This course explores government's role in organizing, financing and delivering healthcare. With an emphasis on policy formation, advocacy and change, students apply policy analysis tools to contemporary public health and healthcare problems. Using examples such as Medicare, Medicaid or mental health policy, the course highlights the role of leadership as a key component of successful policymaking.

Outcomes:

1) Explain how federal, state, and local health policy is formulated and implemented; 2) Assess the balance between public good and individual rights in the policy process; 3) Analyze the impact of specific healthcare policy on health outcomes and the delivery of healthcare; 4) Identify future health policy directions that would improve the health status of Americans; 5) Explore resources to enhance understanding of leadership in health policy; and 6) Explain the role of leadership in advocating for healthcare policy change

HSM 345 Healthcare Data Analytics (3 Credit Hours)

Pre-requisites: (ISSCM 241 or PSYC 304) and ACCT 201

This course explores the use of clinical and operational data to improve outcomes and achieve greater efficiencies in healthcare systems. The role of data analytics in supporting informed decision-making is emphasized. Topics include data manipulation, analysis, and visualization. Practical business intelligence tools, such as Microsoft Excel® or Tableau®, are used.

Outcomes:

1) Discuss the role of data analytics in clinical and operational improvement efforts; 2) Demonstrate basic skills in the use of assigned business intelligence tools or applications; 3) Apply analytic techniques to health and healthcare data; 4) Identify meaningful patterns and trends in data sets to inform business decisions; 5) Understand and interpret business needs and extract appropriate data necessary to solve problems

HSM 350 Healthcare Administration Capstone (3 Credit Hours)

Pre-requisites: HSM 200, 310, 315, 330, 338, 345, 358, 368, 386 and FINC 301

The capstone course is designed to demonstrate accumulated knowledge in healthcare administration. Skills and theories gained throughout the curriculum are integrated into an original team project. Students apply central concepts such as operations, strategy, quality, finance and project management to a specialized area of healthcare in a manner congruent with the Jesuit value of social justice.

Outcomes:

1) Apply healthcare administration knowledge, concepts and skills to an identified healthcare delivery project; 2) Synthesize relevant knowledge from pertinent data sources to meet complex project goals; 3) Synthesize mentor feedback into a reorganized project plan; 4) Demonstrate problem-solving skills in the context of a healthcare delivery project; 5) Manage a large-scale project; and 6) Demonstrate effective teamwork in working toward a common project goal

HSM 355 Special Topics (1-3 Credit Hours)

Pre-requisites: Variable, used as needed, Variable hours and topics.

HSM 358 Health Services Research (3 Credit Hours)

Pre-requisites: ISSCM 241 or PSYC 304

This course introduces principles of scientific inquiry and the research process, including study design, data analysis and ethics. Students apply epidemiological methods to managerial problems, critically evaluate quantitative and qualitative evidence, and prepare a professional research presentation. The course provides a foundation for application of evidence-based practices in healthcare services.

Outcomes:

1) Outline research processes; 2) Describe epidemiological concepts relevant to healthcare management; 3) Discuss regulatory and policy factors that impact health-related research; 4) Clarify the importance of evidence-based practice to healthcare delivery and administration; 5) Articulate the ethical aspects of human subjects' research; 6) Evaluate health-related research articles; 7) Use web-based resources to examine evidence of a health-related research problem; and 8) Communicate research results to a professional audience

HSM 360 Healthcare Administration Field Internship (6 Credit Hours)

Pre-requisites: HSM 200, 310, 315, 330, 338, 345, 358, 368, 386 and FINC 301

This professional experience provides exposure to and experience in the healthcare environment. Under the supervision of a field preceptor and faculty advisor, students work with a healthcare organization integrating content gained through prior HCA coursework. Students develop and refine skills and practical knowledge by conducting a goal-based project(s) of value to the internship site. Project objectives are developed in concert between student, faculty, and preceptor. The experience involves three on-campus seminars, preparation of seminar deliverables plus a minimum of 196 on-site hours fulfilled on a weekly basis as mutually agreed between student and preceptor. The field experience as facilitated by Loyola University Chicago and the HCA Program concludes at the close of the semester and may or may not be compensated.

This course satisfies the Engaged Learning requirement.

Outcomes:

1) Apply healthcare administration theoretical knowledge, concepts, and skills to the practice setting; 2) Solve project challenges through the use of analytical and reflective tools; 3) Function as a collaborative team member; 4) Demonstrate critical thinking and refine communication skills; 5) Apply strategies of ethical reasoning to arrive at principled decisions in the Jesuit tradition; 6) Integrate supervisory, and faculty feedback to improve personal skills, knowledge, and effectiveness; and 7) Demonstrate the ability to work independently, thoughtfully, and resourcefully

HSM 368 Management of Healthcare Organizations (3 Credit Hours)

Pre-requisites: HSM 110

This course familiarizes students with the profession of healthcare administration by providing an overview to leadership, management, organizational development and change. Reflecting the uniqueness of the healthcare sector, students are introduced to key principles, practices and theories that support the socially just and ethical management of healthcare organizations.

Outcomes:

1) Differentiate between the roles of healthcare manager and healthcare leader; 2) Describe how management principles are applied in healthcare organizations; 3) Articulate organizational development challenges faced by healthcare entities; 4) Formulate strategies to manage a change intervention; and 5) Explain ethical and social justice responsibilities in healthcare management

HSM 386 Health Information Systems Management (3 Credit Hours)

Pre- or co-requisites: HSM 110

This course provides an overview of the use of information technology in the healthcare industry. Students are introduced to information systems currently used to manage and operate health care organizations, the applications designed to support consumer use, and the life cycle of an information system. The impact of information systems on an organization's overall financial and strategic planning, daily operations and quality improvement processes will be emphasized as will associated legal, ethical and security issues.

Outcomes:

1) Differentiate the major types, purposes and attributes of health information systems; 2) Assess health information needs of an organization; 3) Explain business value of health information systems; 4) Discuss how health information systems are used to manage organizational cost, quality and access; 5) Assess risk of privacy and security violations in health information systems; 6) Explain the life cycle of an information system and its management; and 7) Identify emerging trends in health information systems