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Health Care Management

The Health Care Management (HCM) major provides coursework and experience across the spectrum of health care supervision and management. Many Health Care Management graduates obtain supervisory and administrative positions in various health and medical facilities such as hospitals, nursing homes, public health departments, health insurance companies, or physician practices. Other graduates successfully complete graduate programs in a variety of business or health-related areas of study. The Bachelor of Science degree in Health Care Management accommodates beginning students as well as students who have professional preparation in health-oriented fields from colleges and universities, technical institutes, community colleges, proprietary institutions or military schools. Graduates of diploma programs also may be eligible for admission. Students in health care management build their knowledge through a combination of major core courses, approved electives and background courses, and the SIU University Core Curriculum. The HCM program is certified by the Association of University Programs in Health Administration (AUPHA).

Students in the HCM major must meet with the HCM Academic Advisor to plan their course of study. Prospective students may complete their University Core Curriculum requirements at approved institutions, provided that four-year school and residence requirements are met.

Completing courses at any accredited college or university may satisfy the 39-hour University Core Curriculum requirements; credit received through CLEP, USAFI, DANTEs; or through proficiency examinations. The Capstone Option is available to students who have obtained a business or health care-related Associate in Applied Science degree or its equivalent, and who have a GPA of at least 2.0 on a 4.0 scale (SIU calculation) on all work prior to the completion of the Associate in Applied Science degree. For more information please view the Capstone Option section.

In addition to University requirements, students must successfully complete all HCM core courses with a grade of C or higher prior to completing their required HCM 422 internship. Students receiving lower than a C in any HCM core course can only repeat that course once with the exception of HCM 422 which cannot be repeated if failed unless special circumstances apply as determined by the HCM Academic Review Committee. Students must maintain a minimum GPA of 2.0 within the Health Care Management major for graduation. Students receiving a grade lower than a C twice in any individual core HCM course and those who fall below a 2.0 GPA for two subsequent semesters are immediately dropped from the HCM program due to lack of academic performance.

Courses from other universities/colleges are not eligible as equivalencies to HCM required core courses unless an active articulation agreement exists. HCM required core courses are not eligible as independent studies.

Students participating in internships may be required to undergo a criminal background check and drug screening. Students who do not satisfactorily pass the background check and drug screening may find it difficult to secure an internship in the field of health care and may be removed from the HCM program. The internship requirements (which includes both HCM 421 and HCM 422) cannot be waived except for students in other School of Health Sciences programs who have satisfactorily completed that program's required clinical internship as long as the clinical internship includes exposure to health care related management competencies related to their future field of clinical practice. Clinical students from other School of Health Sciences programs seeking to use their clinical internship to meet the HCM internship requirements (both HCM 421 and HCM 422) MUST first schedule a meeting with the HCM internship coordinator for individual approval since management competencies must be readily observable in the clinical internship. Clinical students failing to gain prior approval from the HCM internship coordinator will not be allowed to use the clinical internship for the HCM internship credit and will need to complete the HCM internship requirements (both HCM 421 and HCM 422) to earn the HCM degree. Clinical students must earn a grade of C or higher in their clinical internship otherwise the waiver of the HCM internship

requirements (HCM 421 and HCM 422) is void. If that occurs, the student must satisfactorily complete both HCM 421 and HCM 422 to earn their HCM degree.

Students will initiate and complete the processes involved with internship site selection and applicable SIU approval processes. Internship hours cannot begin until all approvals have been obtained from the faculty member overseeing the internship processes, the internship site, and SIU. Any contact hours students participate in prior to the internship being appropriately approved cannot be counted toward the required 150 contact hours.

Given the nature of the industry, there may be class projects or presentations when students are required, by an individual professor and/or the HCM Program Director, to dress professionally.

Online core courses in the HCM program are restricted to online HCM students only. On campus core courses in the HCM program are restricted to on campus HCM students. The HCM program prohibits moving from one format to the other. Students may petition the HCM Program Director to change formats due to a documented medical condition. Such petitions will be taken under consideration only when the proper documentation is received for review.

Bachelor of Science (B.S.) in Health Care Management Degree Requirements

Degree Requirements	Credit Hours
University Core Curriculum Requirements (Must include ECON 240)	39
Required Prerequisite/Background Courses: AH 105; HCM 310; ACCT 210 or ACCT 220; ECON 240 (or equivalents).	11
Requirements for Major in Health Care Management	48
Core Requirements: HCM 320, HCM 340, HCM 360, HCM 364, HCM 365, HCM 366, HCM 375, HCM 382, HCM 384, HCM 385, HCM 388, HCM 390, HCM 395, HCM 410, HCM 413, HCM 421	46
Internship: HCM 422	2
Other Requirements for Major in Health Care Management	19
AH 415, HCM 368, HCM 460, HCM 461, HCM 468, HCM 471 = Students in other SHS programs may use the core required courses taken toward that major to meet this requirement for the Health Care Management major.	
Health Care Management Elective (students must choose one from the options below)	3
Any Accounting, Finance, Physiology course (at a 200 level or higher) NOT already counted elsewhere in the student's degree or, CCJ 461, CS 105, CS 200B, ECON 330, ECON 334, IMAE 390, IMAE 430, IMAE 450, IMAE 465, IMAE 470A, IMAE 470B, IMAE 475, IMAE 476, IMAE 480, ISAT 216, ISAT 224, ISAT 229, ISAT 292, ISAT 325, ISAT 365; MATH 109-111, MATH 125-251, MATH 302-205, MATH 318, MATH 380, MGMT 452, PARL 345, PARL 360, PH 330, PH 440, PH 441, PH 485, PH 489, PHIL 344, PH 345, PSYC 223, REHB 401-401H, REHB 405, REHB 446, SOC 465, NOT already counted towards the student's degree elsewhere.	

Degree Requirements	Credit Hours
Total	120

Respiratory Therapy Specialization

The Respiratory Therapy Specialization is a comprehensive program that prepares students for positions as respiratory therapists. In addition to the student's major Health Care Management courses, the specialization in Respiratory Therapy will consist of both didactic and experiential courses. Experiential learning will take place through the required clinicals and internship which takes place in a hospital setting approved by the University. Courses specific to the specialization will cover equipment and techniques of respiratory therapy, pharmacology, sterile techniques, pathology, treatment, neonatal and pediatric care, geriatric care and advanced life support. Special project assignments, presentations, and/or journal article reviews are an integral part of the curriculum. All students graduating from the Respiratory Therapy specialization will be required to pass a mock registry exam at SIUC. Students will also be required to achieve a passing grade of a "C" or better in all Respiratory Therapy courses. After successful completion of all courses, they will be eligible to sit for the National Board for Respiratory Care (NBRC).

For admission to the Respiratory Therapy Specialization, students must first be admitted to the University and declared a Health Care Management major. In addition, students must have an average 2.7/4.0 GPA (SIU calculation) to apply to the Respiratory Therapy Specialization. Selective admission criteria will be used to determine final admission into the Respiratory Therapy Specialization. Students interested in the Respiratory Therapy Specialization must meet with their Academic Advisor to begin the process.

Students in the Respiratory Therapy specialization may opt to have the HCM 421 Professional Practice for Health Care Managers and the HCM 422 Health Care Management Internship waived as required for the Bachelor of Science in Health Care Management. Since the HCM 353 Clinical Internship requires a component of health care management observation and participation in its competency expectation, students in the Respiratory Therapy specialization meet the internship requirements for the Health Care Management degree if they successfully complete the HCM 353 Clinical Internship course. Waiving HCM 421 and HCM 422 requires approval by the HCM Internship Coordinator and should take place no later than two semesters prior to the beginning of HCM 353. If the student should happen to fail HCM 353, they will then be required to enroll in, and successfully complete, HCM 421 and HCM 422 to complete their Bachelor of Science in Health Care Management. These students must adhere to all policies as defined in the undergraduate catalog for the Bachelor's degree in Health Care Management, including those related to HCM 421 and HCM 422.

Students participating in clinicals and internships may be required to undergo a criminal background check and drug screening. Students who do not satisfactorily pass the background check and/or drug screening may not be able to complete their clinical and/or management internship and may be removed from the Specialization in Respiratory Therapy and/or the Health Care Management program. The HCM 353 Clinical Internship is required and cannot be waived. Internship hours cannot begin until all approvals have been obtained from the faculty member overseeing the Respiratory Therapy and/or Health Care Management internship processes, the internship site, and SIU. Any contact hours students participate in prior to the internship being appropriately approved cannot be counted toward the required contact hours.

B.S. Health Care Management - Respiratory Therapy Specialization Degree Requirements

Degree Requirements	Credit Hours
University Core Curriculum Requirements	39
Required Prerequisite/Background Courses: AH 105; ACCT 220; ECON 240 (or equivalents).	5

Degree Requirements	Credit Hours
Requirements for Major in Health Care Management	48
Core Requirements: HCM 320, HCM 340, HCM 360, HCM 364, HCM 365, HCM 366, HCM 375, HCM 382, HCM 384, HCM 385, HCM 388, HCM 395, HCM 410, HCM 413, HCM 462	45
Internship: HCM 421, HCM 422	3
Degree Requirements for the Specialization in Respiratory Therapy: (Must pass all of the following with a grade of "C" or higher).	32
HCM 203, HCM 223, HCM 243, HCM 253, HCM 263, HCM 283, HCM 293, HCM 303, HCM 305, HCM 313, HCM 323, HCM 343, HCM 353, HCM 363, HCM 373	
Total	124

Health Care Management Minor

The minor in Health Care Management (HCM) is designed to prepare undergraduate students interested in health care management with the skills and knowledge to prepare for graduate study or work in the health care field: The HCM minor is comprised of 20 credit hours of coursework. A "C" or higher is required in all HCM core courses taken and 18 semester hours must be completed at SIU. Students must complete these courses:

- AH 105 - Medical Terminology
- HCM 320 - Health Policy and Politics
- HCM 340 - Managerial Epidemiology and Population Health
- HCM 360 - U.S. Healthcare Systems
- HCM 366 - Health Information Management
- HCM 388 - Legal Aspects and Current Issues in Healthcare
- HCM 395 - Healthcare Ethics

Health Information and Informatics Management Minor

The minor in Health Information and Informatics Management (HIM) is designed for students with an interest in a medical billing, reimbursement, auditing, and/or compliance specialization. The HIM minor is comprised of 20 credit hours of coursework. A grade of "C" or higher is required in all courses and all 20 semester hours must be completed at SIU. Students must complete these courses:

- AH 105 - Medical Terminology
- HCM 360 - U.S. Health Care Systems
- HCM 366 - Health Information Management
- HCM 368 - Health Care Coding Procedures I
- HCM 388 - Legal Aspects and Current Issues in Health Care
- HCM 410 - Operations Management and Quality Improvement in Health Care
- HCM 468 - Health Care Coding Procedures II

The Health Care Management program offers three minors. All prerequisites of courses in the minors must be satisfied. Students must consult the HCM Academic Advisor in the School of Health Sciences to declare a minor.

Long Term Care Administration Minor

The minor in Long Term Care is designed for students with an interest in a Long Term Care (LTC) specialization. The LTC minor is comprised of 17 credit hours of coursework and all coursework must be completed at SIU. The course sequence is part of the eligibility requirements for those who wish to sit for the Illinois Nursing Home Administrator Licensure Examination. Students must complete these courses:

- AH 105 - Medical Terminology
- HCM 364 - Organizational Behavior in Healthcare Organizations
- HCM 385 - Health Care Finance
- HCM 390 - Human Resources in Health Professions
- HCM 413 - Long Term Care Administration
- AH 415 - Issues Related to Social Gerontology and Mortality

Note: Eligibility requirements, as published by the Illinois Department of Professional Regulation (IDPR), are subject to change without notification. It is the student's responsibility to verify IDPR regulations to assure their requirements have not changed. Reciprocity of eligibility to sit for the Licensure Examination, or serve in an administrative role in other states, is the student's responsibility to verify.

Health Care Management Courses

HCM203 - Principles of Respiratory Therapy A course designed for the beginning respiratory therapy student. Concepts and theories, in both lecture and laboratory formats, are explored to provide a working knowledge of respiratory therapy equipment, the physical principles of equipment operation and pulmonary therapeutic techniques. Significance is given to indications and contra-indications for therapeutic modalities, appropriate equipment selection, airway management and rehabilitation. Prerequisite: CHEM 106 with a grade of C or better. Restricted to Respiratory Therapy students only. Lab fee: \$25. Credit Hours: 3

HCM223 - Patient Care Techniques and Medical Ethics Presents basic principles and essential skills necessary to perform patient-centered care safely, effectively, promptly, and equitably. Skills include medical asepsis, terminology, communication, patient assessment and positioning, medical ethics and behavioral problems unique to patients with respiratory illnesses. Includes an exploration of site of care, asymptotic/symptomatic conditions. And the formulation of differential diagnosis by use of diagnostic studies and/or history, physical. Restricted to Respiratory Therapy students only. Credit Hours: 2

HCM243 - Basic Cardiopulmonary Physiology A detailed presentation of the physiology of respiration and circulation. Topics will include cardiopulmonary anatomy, ventilation, diffusion, blood flow, acid-based relationships, gas transportation, and basic cardiac function. Prerequisites: CHEM 106 and AH 241 with grades of C or better. Restricted to Respiratory Therapy students only. Credit Hours: 3

HCM253 - Clinical Practice I Orientation to the clinical setting with special emphasis on basic procedures and the role of the respiratory therapy department as part of the healthcare system. Equivalent to sixteen (16) hours per week for 8 weeks. Concurrent enrollment required in HCM 223 and HCM 313. Prerequisites: HCM 203 and HCM 243 with grades of C or better. Restricted to Respiratory Therapy students only. Credit Hours: 1

HCM258 - Work Experience Credit Credit awarded for management or supervisory experience in the health care industry. Credit cannot be applied to the Health Care Management core required courses. Application packet must be completed by the student by the end of the first semester in the HCM program and submitted to the HCM academic advisor who will forward to the appropriate individual(s) for review. Late applications will not be considered. Restricted to HCM majors. Credit Hours: 1-10

HCM259 - Occupational Education Credit Credit awarded for past occupational educational experiences directly related to the health care management. Cannot be applied to the Health Care Management core required courses. Application packet must be completed by the student by the end of the first semester in the HCM program and submitted to the HCM academic advisor who will forward to the appropriate individual(s) for review. Late applications will not be considered. Restricted to HCM majors. Credit Hours: 1-10

HCM263 - Principles of Mechanical Ventilation and Laboratory Introduces mechanical functions of equipment used in continuous and intermittent ventilation of adult, pediatric and neonatal patients. Indications, contraindications, and hazards of continuous ventilation with significance given to ventilatory management and monitoring techniques. Through both laboratory and lecture formats, students will explore functional mechanical ventilation characteristics, assembly of patient circuits, ventilator monitoring and weaning techniques. Also included is the analysis of arterial blood gas parameters and assessment of the ventilator patient. One hour of laboratory instruction is required. Prerequisite: HCM 203 with a grade of C or better. Restricted to Respiratory Therapy students only. Credit Hours: 3

HCM283 - Pathophysiology of Pulmonary Diseases An introduction to the nature, etiology, diagnosis, treatment, epidemiology, and prevention of pulmonary conditions, which involve changes in structure and function. Also includes the discussion of pulmonary complications with obstructive and restrictive disease components and their relationship with pulmonary function studies and blood gas analysis. Prerequisites: HCM 243 and HCM 313 each with a grade of C or better. Restricted to Respiratory Therapy students only. Credit Hours: 3

HCM293 - Clinical Practice in Respiratory Therapy Supervised clinical experience, which emphasizes fundamental respiratory therapy procedures and introduces the student to critical care procedures and management. Equivalent to 40 hours weekly for 8 weeks. Students will expand their professional exposure to the field of respiratory therapy exploring the patient experience, interprofessional collaboration and working relationships, and proper patient documentation. Prerequisites: HCM 203, HCM 243, HCM 253 and HCM 313 all with grades of C or better. Restricted to Respiratory Therapy students only. Credit Hours: 1

HCM303 - Clinical Simulation Seminar Designed for the advanced respiratory care student or practitioners in preparation for the clinical simulation examination required for the NBRC advanced practitioner credential. Content will review format, matrix and examples of clinical simulations and typical case studies used on the examination. Two lecture/assessment hours per week (in 8-week summer semester). Restricted to Respiratory Therapy students only. Credit Hours: 2

HCM305 - Principles of Respiratory Therapy II Will expand on concepts and theories of respiratory therapy and the equipment used. Will further explore therapeutic modalities, including advanced modalities. Will introduce new equipment, appropriate equipment selection, airway management and resuscitation. Prerequisite: HCM 203 with a grade of C or better. Restricted to Respiratory Therapy students only. Credit Hours: 3

HCM310 - Healthcare Services and the Consumer A course designed for users of healthcare services, students will explore the history of US healthcare reform and landmark healthcare legislation known as the Affordable Care Act. Focus is on the impact of healthcare organizations, employers, insurers, medical practice, the economy, and especially the consumer of healthcare services. Exploration of varying ACA plans, interpretation of EOBs, and a review of coding/billing mechanisms such as ICD, CPT, Co-pays, deductibles, assignment of benefits, capitation, co-insurance, coordinator of benefits, etc. will be explored aiding consumers of healthcare services in making informed healthcare decisions. Course uses microcomputer applications. Prerequisite: AH 105 with a grade of "C" or higher. Restricted to SAH major/minor. Credit Hours: 3

HCM313 - Respiratory Pharmacology This course is devoted to the study of drugs used in the respiratory therapist's clinical practice. Will learn their classifications, properties, and the effects on the human body including their relation to the organ systems they affect, the diseases they treat, drug dosages and calculations. Concurrent enrollment required in HCM 223 and HCM 253. Prerequisites: CHEM 106 and MATH 101 with grades of C or better. Restricted to Respiratory Therapy students only. Credit Hours: 3

HCM320 - Health Policy and Politics A course focusing on the U.S. health policy-making process within the context of the political marketplace. Emphasis is on the ways in which health policy affects the determinants of health. Through real-world cases in health policy, health care management students analyze the public policy environment and gain an understanding of how to exert influence and deal with the political environment. Restricted to SAH major/minor. Credit Hours: 3

HCM323 - Advanced Mechanical Ventilation Students will further explore mechanical ventilation, advanced modes and waveforms. Emphasis on intensive care is including the monitoring of hemodynamics, chest tubes, and other ICU specific items. Two hours of laboratory instruction is required. Prerequisite: HCM 263 with a grade of C or better. Restricted to Respiratory Therapy students only. Credit Hours: 3

HCM340 - Managerial Epidemiology and Population Health Course in managerial epidemiological principles related to decision making processes involving the delivery and management of healthcare services. Focus on issues involved with population and community including outreach and campaigning, evidence based practice, prevention, and comparative effectiveness. Review governance issues in healthcare organizations and explore the role of epidemiology as a foundational tool for making management related decisions in both clinical and non-clinical environments within the health care industry. Prerequisite: ENGL 101, AH 105, HCM 310 with a minimum grade of C. Restricted to School major/minor. \$20 fee for lab license and/or annual updates. Credit Hours: 3

HCM343 - Neonatal/Pediatric Respiratory Care Respiratory care of the neonate and pediatric patient is presented with emphasis on: physiology; cardiopulmonary disorders and diseases; assessment, evaluation and monitoring; and respiratory therapy modalities of treatment. Prerequisite: HCM 243 with a grade of C or better. Restricted to Respiratory Therapy students only. Credit Hours: 2

HCM353 - Clinical Internship Integration of clinical practice and knowledge for the advanced student. Students receive clinical experience in neonatal and/or adult intensive care units with an emphasis in ventilatory management. Students should plan to attend a major medical institution off campus for 36 hours a week for 8 weeks in the summer. Required competency also includes managerial observation, participation, and an evaluation of professional development applicable to the respiratory therapy field. Pass or fail. No repeat if fail. Prerequisites: all required HCM courses with a grade of C or better. Restricted to Respiratory Therapy students only. Credit Hours: 2

HCM360 - U.S. Healthcare Systems This course is a study of the major components which comprise the US healthcare system. Focus is given to basic terminology, history, settings, personnel, access to care, types of care, utilization of services, vulnerable populations and future challenges for the delivery of health care services. Students will closely review clinical aspects and terminologies as they relate to medical conditions, medical equipment, and medical procedures for the purposes of interacting successfully with health care administrators, physicians/providers of care, and patients. Prerequisites: HCM 310 and HCM 340 with a minimum grade of C. Restricted to School of Health Sciences majors/minors. Credit Hours: 3

HCM363 - Cardiopulmonary Evaluation and Monitoring Overview of diagnostic testing and monitoring techniques which are used in the clinical evaluation of the cardiac and pulmonary system. Cardiopulmonary assessment is presented using pulmonary function testing, electrocardiography and non-invasive and invasive cardio-diagnostic tests and how they are used for patient diagnosis. Prerequisite: HCM 203 and HCM 243 with grades of C or better. Restricted to Respiratory Therapy students only. Credit Hours: 3

HCM364 - Organizational Behavior in Healthcare Organizations Evaluation of relationships in healthcare organizations. Studies the motivational factors of patient care vs. profits and modifying behaviors to achieve balance. Environmental factors of the healthcare field are evaluated for their impact on employee-management relations of healthcare professionals and patient care providers. Promotes effective planning and organizing within the complex and highly regulated healthcare industry assuring alignment of organizational goals and mission/visions/values related to quality of patient life and organizational success. Restricted to School of Health Sciences major/minor. Credit Hours: 3

HCM365 - Statistics and Research for Health Care Professions A course for students beginning a major in health care professions. Students examine and apply data to their professions with an emphasis placed upon the understanding of the basic principles, techniques and applications involved with analysis,

synthesis and utilization of data. Focus will be placed on using data for empirical research. Prerequisite: UCC MATH 101 or higher. Restricted to SAH major/minor. Credit Hours: 3

HCM366 - Health Information Management (University Core Curriculum) This course provides a multi-disciplinary analysis of the strategic application of information systems technology and the management of such in health care organizations and focuses on using leveraging information systems to analyze clinical data. Students will review reimbursement mechanisms used to track service utilization patterns which assist in the decision making processes within an overall organizational capacity and for the purposes of quality/performance improvement. Leadership aspects pertaining to evidence based management and governance will be explored as well as challenges facing the health care industry in terms of the management of information systems. Restricted to HCM major/minor. Approved UCC course in Social Sciences. Credit Hours: 3

HCM368 - Health Care Coding Procedures I This course is a study of the major components and processes involved with medical coding as required for the reimbursement of health care services and for capturing data for information and informatics used in managerial decision making within the health care industry. Medical documentation, ICD-9/10-CM coding, CPT coding, HCPCS, the claims processes will be covered through hands-on course exercises and case studies. Prerequisites: AH 105, HCM 360, HCM 366 with grades of C or better. Credit Hours: 3

HCM373 - Respiratory Therapy Seminar Course provides a review of didactic material covered in prior respiratory therapy courses and the students' clinical internship with respiratory therapy therapeutic, diagnostic and monitoring procedures. Students will demonstrate knowledge and proficiencies to be a practicing respiratory therapist and prepare to challenge the respiratory therapy national board examination. Concurrent enrollment required in HCM 353. Restricted to Respiratory Therapy students only. Credit Hours: 1

HCM375 - Healthcare Informatics Explores predictive analytics in patient care environments and the impact on health care organizations. Overview EHR/EMR systems and how they support organizational functions related to patient care, registration and scheduling, clinical systems and health care professionals. Discusses current issues surrounding the use of big data, predictive analysis, and data conversion in clinical environments. Explores software platforms such as EPIC, Allscripts and Cerner, along with implementation/training for managerial/clinical decision making, business reporting/forecasting in healthcare environments. Prerequisite: HCM 366 with a grade of C or better. Restricted to School of Health Sciences major/minor. Credit Hours: 3

HCM382 - Accreditation and Compliance in Healthcare Examines the high demand healthcare environment which requires proactive approaches to regulatory compliance forced on both mitigating risk and appreciation for the accreditation/compliance processes as a form of safety and quality for consumers of healthcare services. A thorough analysis of the varying regulatory bodies associated with the field of healthcare are examined and how their requirements differ. Both organizational integrity and excellence will be explored by examining varying regulatory compliance site surveys, examining the Malcolm-Baldrige excellence framework, and understanding assessment methodologies used to support accreditation and compliance efforts. Restricted to SAH major/minor. Credit Hours: 3

HCM384 - Strategic Planning and Marketing in Health Care A course that analyzes the fundamentals of strategic planning and leadership in health care organizations. Emphasis is placed on governance, mission, vision, values, leadership styles, business plans, marketing principles and strategies, and SWOT analysis. Fundamental aspects of marketing will be introduced along with an exploration of the strategical planning processes involved with formulation, implementation, actions, execution, and control. Restricted to School of Health Sciences major/minor. Credit Hours: 3

HCM385 - Healthcare Finance and Economics An analysis of the economics and fiscal issues in healthcare organizations. Students will explore issues that impact access and delivery of healthcare and the impact on the population's health and the fiscal nature of healthcare organizations. Supply and demand for healthcare services from the perspective of consumers, producers, and insurers will be discussed. Financial analysis involving the unique financial structures of the healthcare industry will be explored and applied to reimbursement, working capital, financial statements, and accounting monetary control of the healthcare industry with a special focus on how private and governmental payers form the

foundation of health care finance. Prerequisites: ACCT 210 or 220, ECON 240. Restricted to SAH major/minor. Credit Hours: 3

HCM388 - Legal Aspects and Current Issues in Health Care Principles of law and the U.S. legal system are applied, in part, through case study and an exploration of current events, in the areas of health care management. Legal issues include malpractice, contracts, corporate liability, professional liability, patient rights, and the legal aspects of managed care. Restricted to SAH majors/minors. Credit Hours: 3

HCM390 - Human Resources in the Health Professions Examines factors impacting healthcare organizations and how effective human resources policies and procedures can improve organizational efficiencies within the context of emerging health care models/legislation. The recruitment, hiring, orientation, reviewing, and retention of healthcare professionals in the midst of labor shortages will be addressed with an emphasis of linking outcomes to patient care. Legal and ethical implications associated with the healthcare workforce, including credentialing, CEUs, and unionization will be discussed. Cultural competency will be explored with an emphasis on diversity and inclusiveness for both the health care professionals and as part of the patient experience. Prerequisite: ENGL 101 with a grade of C or better. Restricted to SAH major/minor. Credit Hours: 3

HCM395 - Health Care Ethics (University Core Curriculum) Exploration of the ethical issues surrounding the delivery of health care services. Students will apply ethical principles and decision making processes to a series of cases involving ethical dilemmas unique to the health care environment. Students will carefully explore governance and regulatory issues associated with health care organizations and how their actions as future health care managers will impact the patients and employees they serve and will be microscopically examined by varying entities. Controversial topics such as abortion, religion, and right to die will be discussed as they relate to patient perspectives, values, beliefs and the health care managers' obligation to respect individuals without bias. Credit Hours: 3

HCM410 - Operations Management and Quality Improvement in Health Care Examines the applications of operations management in the framework of health care organizations. Focus will be placed on supply chain and inventory management, forecasting, queuing models, and capacity planning. Determinants to achieve quality management in health care facilities will be explored. Utilizes analytical methods of systematic monitoring and evaluation and the application of quality improvement initiatives. Includes impact on quality of accreditations, credentialing, liability, and governmental regulations. Not for graduate credit. Restricted to SAH majors/minors. Credit Hours: 3

HCM413 - 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, state and federal laws, and financing. Examines post-acute care issues related to seamless transitions along the continuum of patient care. Not for Graduate Credit. Restricted to SAH major/minor. Credit Hours: 3

HCM421 - Professional Practice for Health Care Managers Prepares students for their health care management internship. Resumes, cover letters, internship site selection, and MOUs will be completed by end of this course. Professional development topics such as interview skills and networking will be covered. Not for graduate credit. Restricted to HCM majors. Special approval needed from the academic advisor. Credit Hours: 1-3

HCM422 - Health Care Management Internship As an intern in a University approved healthcare facility, students will engage in activities related to the healthcare management field. Each student will perform duties as assigned to complete a managerial/analytical project useful to the organization. Report logs and performance evaluation required. Hours and credit to be arranged individually with course instructor and site supervisor. 1 credit hour=75 contact hours. A minimum of 150 contact hours required. No waiver of internship is permitted except for students in clinical programs in the School of Health Sciences with prior approval from the HCM internship coordinator. No repeat of the course is allowed. Must have an internship site secured from HCM 421 prior to enrolling in HCM 422. End of program review and evaluation will be conducted. Prerequisite: completion of all HCM core courses with minimum grade of C. Restricted to HCM major with consent of Academic Advisor. Not for graduate credit. Credit Hours: 2-9

HCM425 - The World Before, During, and After COVID-19 A seminar course designed to inform students about the impact on COVID-19. Course will utilize guest speakers and case studies to outline

where the world was, where it is, and how we hope to recover from the world wide devastation caused by COVID-19. From its origins to lessons learned, an emphasis will be placed on how health care agencies, legislators, and providers of care will address COVID-19 moving forward with an in-depth discussion of infection control, disease prevention and treatment, and economic/population health recovery. Credit Hours: 3

HCM460 - Lean Six Sigma in HC An introductory course focusing on the Lean Six Sigma approach to improving quality in healthcare organizations. An exploration of error prevention, problem solving, problem detection, change management, and effective and efficient process improvement. Cases will be used to demonstrate how the approach can be applied specifically to the healthcare industry. Restricted to SHS majors or minors. Credit Hours: 3

HCM461 - Introduction to Physician Practice Operations An introductory course designed to examine the different aspects of operating a physician's practice. Focus is placed on licensing and professional regulation; selection of HMOs, PPOs, and other managed care programs; medical records and regulatory compliance; community outreach required for building a medical practice, and practical development of templates for practice activities such as streamlined appointment scheduling and encounter forms. Not for graduate credit. Credit Hours: 3

HCM468 - Health Care Coding Procedures II Advanced course in medical coding and claims auditing. This course examines coding audits associated with regulatory bodies such as OIG, DOJ, CMS, RAC. Students will learn to extract specific clinical data and utilize it for quality improvement initiatives, data analytics, patient marketing, reporting mechanisms, claims and services audits, and managerial decision making in clinical and non-clinical environments. Emphasis is placed on calculating and reporting healthcare outcomes and the legalities/ethical challenges of accurate medical coding for EHR/EMRs, physician practices, hospitals, hospice, and other organizations that provide health care services. Prerequisite: HCM 368 with a grade of C or better. Not for graduate credit. Credit Hours: 3

HCM471 - Rural Health Research An advanced health care management course utilizing research methods to examine the social, economic, political, cultural, and healthcare workforce influences that impact health outcomes for rural communities. A program of reading, analysis, and presentation will be developed as correlates with ways in which rural communities are affected by health disparities. Funding opportunities and agencies will be identified and students will participate in grant-writing exercises specific to rural health topics including value-based reimbursement models and the identification of interventions, services, and care models specific to rural settings. Prerequisite: ENGL 101 or higher with a grade of C or better. Restricted to the SHes major/minor. Not for Graduate Credit. Credit Hours: 3

HCM499 - Individual Study Provides advanced health care management/informatics or administration students with the opportunity to develop a special program of studies to fit a particular need not met by other offerings. Each student will work under the supervision of a sponsoring program faculty member approved by the HCM Program Director. Restricted to School of Health Sciences majors. Requires special permission from HCM Program Director. Credit Hours: 1-3

Health Care Management Faculty

Aydin, Serdar, Assistant Professor, Ph.D., University of South Carolina, 2018; 2020. Health Care Quality, Access, and Evaluation; Quality Improvement, Organizational Theory, Comparative Effectiveness, Health Policy and Management.

Cataldo, Jessica, Clinical Instructor, M.P.H., A.B.D., University of Illinois at Chicago, 2014; 2017. Epidemiology, social determinants of health, interprofessional education.

Collins, Sandra, Professor, Program Director, Distinguished Faculty, Ph.D., Southern Illinois University Carbondale, 2010; 2002. Management theory, health care law and ethics, HPV, opioid addiction, online education.

Lemons, Laura, Assistant Lecturer, M.H.A., Capella University, 2019; 2020. Respiratory Therapy.

Mansur, Rebecca, Assistant Lecturer, M.B.A., Western Governors University, 2020; 2020. Respiratory Therapy.

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Shaw, Thomas, Associate Professor, Distinguished Faculty, Ph.D., Southern Illinois University Carbondale, 2005; 1995. Health care policy, health care law, social determinants of health.

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