

# BUSINESS ADMINISTRATION, MBA/HEALTHCARE ADMINISTRATION, MHA

Unlock your future with a Dual MHA-MBA degree in 2.5 years. Wisconsin's exclusive MHA-MBA dual degree offers a comprehensive, interdisciplinary approach to leadership in healthcare and business. Designed for professionals who aspire to drive meaningful change in the healthcare industry, this degree equips you with the expertise to manage and lead across both healthcare organizations and business settings.

## Admission Requirements

### Application Deadlines

Application deadlines vary by program, please review the application deadline chart (<http://uwm.edu/graduateschool/program-deadlines/>) for specific programs. Other important dates and deadlines can be found by using the One Stop calendars (<https://uwm.edu/onestop/dates-and-deadlines/>).

### Admission

Students are admitted to both graduate programs separately, and admission requirements are consistent with those specified by the UWM Graduate School, the MHA program of the College of Health Professions and Sciences, and the MBA program of the Lubar College of Business.

## Credits and Courses

Code	Title	Credits
<b>Required</b>		
HCA 801	Design of Health and Human Service Systems	3
HCA 813	Health Regulatory Policy and Politics	3
HCA 821	Healthcare Operations and Practice Management	3
HCA 822	Human Resources Management for Healthcare Executives	3
HCA 823	Strategic Planning in Health Care Organizations	3
HCA 866	Leading Change & Innovation in a System	3
HCA 867	Quality, Safety, and Outcomes Management	3
HCA 870	Healthcare Administration Internship Capstone	2
HCA 871	MHA Capstone	1
HCA 843	Quantitative Methods for Healthcare Administrators	3
or BUSMGMT 709	Predictive Analytics for Managers	
HCA 865	Financial Management for Health Care Organizations	3
or BUSMGMT 705	Corporate Finance	
BUSMGMT 727	Health Care Accounting, Law and Ethics	3
BUSMGMT 704	Accounting Analysis and Control	3
BUSMGMT 707	Information Technology Management in International Businesses	3

BUSMGMT 708	Marketing Strategy: Concepts and Practice	3
BUSMGMT 711	Global Supply Chain Strategies & Competitive Operations	3

Electives		
Choose one of the following:		
BUS ADM 731	Leadership in Diversity and Inclusion	3
BUS ADM 755	Health Care Administration and Delivery Systems	
BUS ADM 757	Managed Care and Integrated Health Networks	
HCA 800	Value Based Care Models	
HCA 869	Health Care Compliance	

**Total Credits** 48

## Additional Requirements

A student not completing the requirements for the coordinated degree program would need to complete all requirements of an individual program – MHA or MBA – in order to receive a degree.

### Time Limit

Students in the coordinated MHA/MBA degree program must complete all degree requirements within seven years of the first enrollment semester as a degree student.

## Business Administration MBA Learning Outcomes

Students graduating from UWM's Master of Business Administration program will:

- Create a report on some international aspect of the business environment.
- Demonstrate their understanding of the complexities of an innovative information technology.
- Apply appropriate analytical techniques to solve business problems.
- Develop novel and innovative solutions to unstructured problems.
- Synthesize a business issue and produce a well-written paper.
- Analyze a business ethics dilemma and make an appropriate recommendation.
- Identify socially responsible business practices.

## Healthcare Administration MHA Program Competencies

The MHA program utilizes the American College of Healthcare Executives (ACHE) Healthcare Leadership Alliance (HLA) domains and competencies. Through a thorough assessment and input process from key stakeholders, the program faculty have adopted twenty-five (25) core competencies covering 4 domains (Healthcare Environment; Leadership & Communication; Management; and, Diversity, Equity, Access, & Inclusion). These competencies are developed and addressed throughout the program. Various assessment methods are used to measure competencies, skills, knowledge, and abilities.

### Domain 1: Healthcare Environment

This domain encompasses the foundational knowledge and skills required for graduates to work in the healthcare sector.

1-1. Public Health Principles: Understand the role of social determinants, environment, and individual behaviors on the health of populations

1-2. U.S. Healthcare System Structure and Financing: Examine past, current, and emerging issues related to the organization, financing, and management of health and public health delivery in the U.S.

1-3. Health Law and Policy: Discuss compliance with major health laws applicable to health administration stakeholders and the multiple dimensions of the policy-making process.

1-4. Community Collaboration: Align the organization's priorities with the needs and values of the community to move health forward in line with population-based wellness needs and national health agenda.

## Domain 2: Leadership & Communication

This domain encompasses those skills that are required to help groups make decisions that motivate others to advance organizational goals that help drive change. In short, this domain includes all the skills and politically savvy necessary to be effective in advancing organizational agendas openly and ethically.

2-1. Communication Skills: Demonstrate effective oral and written communication skills in multiple platforms to convey meaning and build shared understanding.

2-2. Team Building and Leadership: Work cooperatively and inclusively with other individuals and/or teams toward shared visions and goals.

2-3. Accountability: Hold oneself accountable to standards of performance.

2-4. Innovative Thinking: Approach one's work and the organization in new and breakthrough ways to develop creative solutions to complex problems or adapt previous solutions in new ways.

2-5. Professionalism: Exhibit conduct, aims and qualities that characterize a professional person such as competency, honesty and integrity, self-regulation, and the ability to establish, build, and sustain professional contacts for the purpose of building networks.

2-6. Systems Thinking: Assess the potential impacts and consequences of decisions across a variety of system stakeholders.

2-7. Ethics: Recognize ethical frameworks and the role of ethics in organizations and professional communities.

2-8. Change Leadership: Identify strategies and methods to influence and inspire action in others and respond with vision and agility during periods of growth, disruption or uncertainty to bring about the needed change.

2-9. Emotional Intelligence: Develop an accurate view of one's strengths and limitations, including the impact one has on others and adapt behaviors to environments.

2-10. Critical Thinking: Develop a deeper understanding of a situation, issue, or problem by breaking it down or tracing its implications.

## Domain 3: Management

3-1. Human Resource Management: Describe the internal and external factors that affect the healthcare workforce and appropriately employ human resource management processes related to recruitment and selection, job design, feedback and performance management, and managing employee stress and retention.

3-2. Performance Evaluation & Quality Improvement: Apply concepts of process and quality improvement, performance monitoring and reporting to the administration of health care organizations.

3-3. Project Management: Propose a plan to manage a project involving resources, scope and impact.

3-4. Strategic Management & Analysis: Consider the business, demographic, ethnocultural, political, and regulatory implications of decisions and develop strategies that continually improve the long-term success and viability of the organization.

3-5. Organizational Dynamics: Appreciate organization decision making structures and processes to achieve desired outcomes.

3-6. Data Analytics: Acquire, analyze and effectively communicate data.

3-7. Financial Management: Evaluate financial and accounting information, prepare and manage budgets, and make sound long-term investment decisions.

3-8. Economic Analysis & Application: Apply economic concepts to the analysis of how stakeholder incentives affect health behavior, decision making, and the functioning of health care markets.

## Domain 4: Diversity, Equity, Access, & Inclusion

This domain encompasses the skills required to lead diverse, equitable, accessible and inclusive organizations.

4-1. Identify inequities, understand their causes and strategies to address them. Health Equity Knowledge: Discuss the means by which structural bias, social inequities and racism undermine health and create challenges to achieving health equity at organizational, community and societal levels.

4-2. Health Equity Improvement: Propose strategies for health improvement and elimination of health inequities by organizing stakeholders, including researchers, practitioners, community leaders and other partners.

4-3. Leadership & Management of Equitable Organizations: The ability to accurately hear and understand the unspoken or partly expressed thoughts, feelings, and concerns of others, especially those who may represent diverse backgrounds and very different worldviews.