

INDIVIDUAL SYLLABUS COVER SHEET – TO BE COMPLETED FOR EACH COURSE

1. Course # & Course title: MHA 5640, Human Resources Management in Healthcare			
2. Taught in Self-Study Year By: Gary Covella, Ph.D.			
3. Normally offered: <input checked="" type="checkbox"/> Fall <input type="checkbox"/> Winter <input type="checkbox"/> Spring/Summer			
4. Requirement status: <input checked="" type="checkbox"/> Core <input type="checkbox"/> Required since (date): 2015 Elective? No			
5. Prerequisites: None			
6. Position in typical course sequence [e.g., 2nd semester]: 2nd Semester			
7. Enrollment for 3 most recent offerings (indicate number of students and year):			
<i>Year</i>	<i>#Program Students</i>	<i># Non-Program Students</i>	<i>Total</i>
2022 Fall	13	?	13
8. (CHECKLIST) SYLLABUS CONTAINS:			
<input checked="" type="checkbox"/>	Behavioral objectives	<input checked="" type="checkbox"/>	Course Requirements
<input checked="" type="checkbox"/>	Competencies	<input checked="" type="checkbox"/>	Performance Expectations
<input checked="" type="checkbox"/>	Session by Session Topics with Reading Assignments	<input checked="" type="checkbox"/>	Course Description

9. Learning objective links to competencies

<i>Course Objective</i>	<i>Program Competency</i>
Students will understand the implications of strategic HR on the organization	Human Resource Management
Be familiar with applicable labor laws and how they impact HR decisions	Human Resource Management
Be able to recognize the various competencies required of various healthcare fields	Functions of Healthcare Systems and Organizations
Understand how and why to implement a credentialing process	Functions of Healthcare Systems and Organizations
Articulate the relationship between job analysis, job design and strategic HR	Human Resource Management
Understand performance management and the effect on employees	Strategic Management
Comprehend compensation and employee benefits and when to apply them	Human Resource Management
Consider the implications of diversity in the organization and recruiting considerations	Organizational Culture
Understand and articulate the role of employee engagement in organizational effectiveness	Organizational Culture
Become familiar with the role of organized labor in healthcare	Human Resource Management
Recognize the staffing issues facing the nurse workforce and apply workload metrics	Human Resource Management
Understand the effect of increased team effectiveness on quality & safety in the organization	Human Resource Management

10. Teaching and Learning methods used (see Criterion III.B.1)

<i>Teaching / Learning Methods</i>	<i>% of Time</i>
Higher Level (e.g. In class presentations, Cases, Team Activities, Simulations, External Field Experiences, Strategic/Consulting Projects, Reflective Learning)	60
Lower Level (e.g. Readings, Lectures, Guest Speakers, Online/Class Discussions, Web Modules)	40

11. Assessment methods used (see Criterion III.C.1)

<i>Assessment Methods</i>	<i>% of Grade</i>
Higher Level (e.g. Observation checklists; Case/Project review and feedback; Team effectiveness assessment; Journals; Experiential report/Portfolios; Reflective Modeling; Class participation; Strategic/Consulting Projects)	60
Lower Level (e.g. Pre/Post Knowledge/Skills Testing; Exams; Papers/ Reports)	40