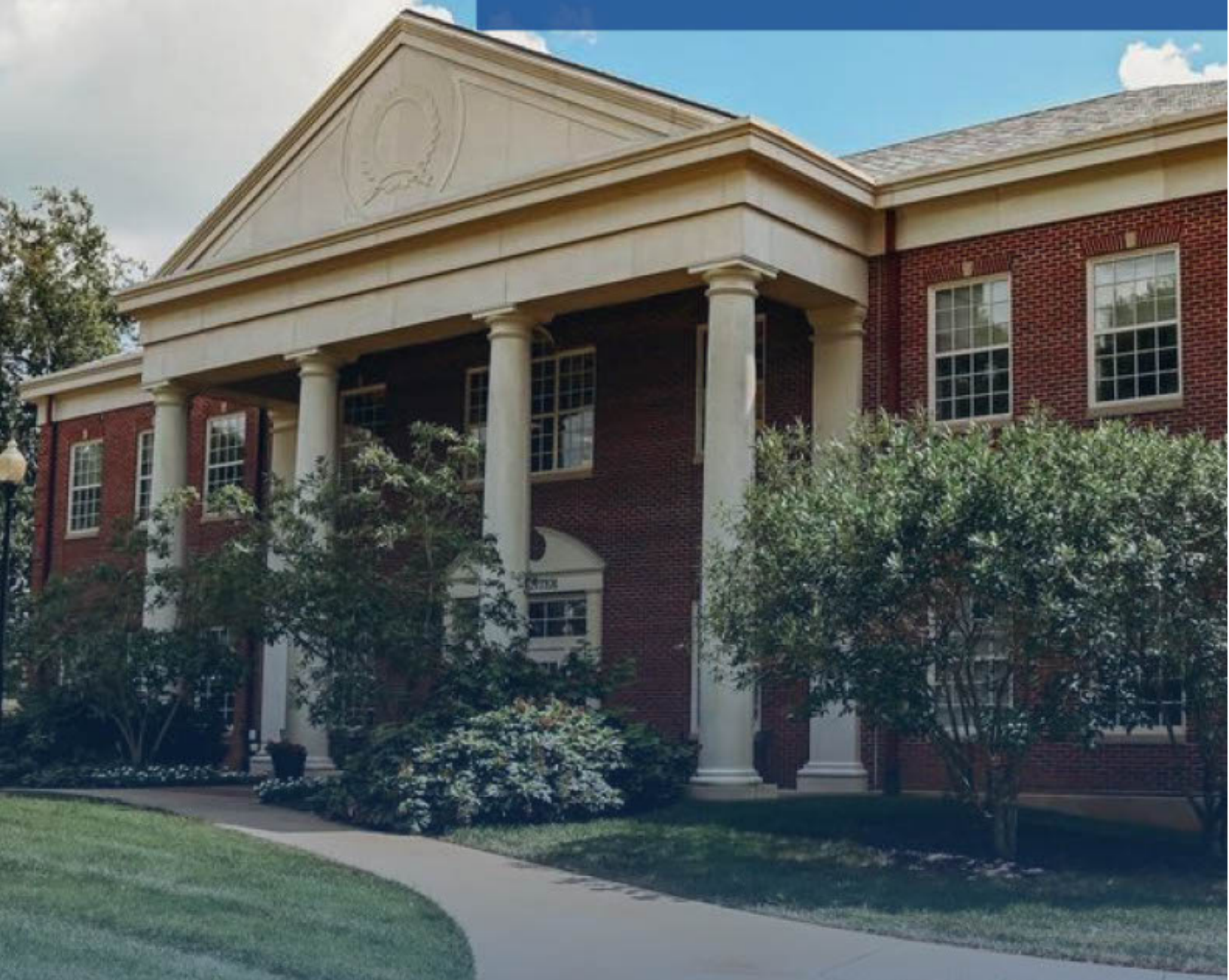


ACADEMIC CATALOG

2026-2027



MIDWAY
UNIVERSITY

Midway University

Course Catalog - Health Care Administration

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Master of Health Care Administration

The Master of Health Care Administration program at Midway University seeks to prepare leaders in the field of healthcare administration and equip them with the ability to synthesize new information and innovations in an ever-changing field.

Program Learning Outcomes

- Provide effective leadership in healthcare organizations by applying strategic management principles, fostering innovation, utilizing emerging technologies, and guiding teams to achieve organizational goals and improve overall healthcare delivery.
- Analyze, influence, and advocate for policies that promote equitable, accessible, and high-quality healthcare services while critically assessing healthcare policies and proposing evidence-based solutions.
- Demonstrate strong financial management skills, manage budgets, allocate resources efficiently, make data-driven financial decisions in healthcare settings and be able to assess the economic impact of healthcare policies and initiatives.
- Implement quality improvement methodologies, patient safety practices, and performance measurement techniques with the goal of enhancing healthcare and the overall patient experience.
- Apply ethical principles, compliance standards, and legal regulations relevant to the healthcare field and promote a culture of integrity and ethical conduct within healthcare organizations.
- Apply knowledge of emerging technologies and trends in health informatics to improve healthcare delivery.

The selection process for Midway's MHA students will emphasize strong academic ability, personal qualities and characteristics. Admission eligibility will be assessed via:

- Academic records
- Resumes may be requested to consider work experience

Admission Criteria

1. Earned a bachelor degree from a regionally accredited college or university.
2. If the applicant's degree is not in the area of business, the student must successfully complete BUSM 501 Foundations of Graduate Business within the first term of enrollment in the MHA program.
3. GPA of 2.5 on a 4.0 scale is recommended.
4. If English is not the first language, a TOEFL score of 550 (paper-based), 213 (computer-based), or 79-80 (internet-based).
5. Applicants not meeting the recommended requirements for admission may be offered conditional admission upon the recommendation of the Dean. To attain full standing from conditional admission, the student must complete the two modules of course work at Midway University with at least a "B" average (3.0 on a 4.0 scale).

Enrollment Status

Six credits per semester is considered full-time enrollment. A student enrolled in a minimum of three credits per semester is considered to be enrolled half-time.

Graduation Requirements

To graduate, a student must complete a minimum of 30 course credits with a cumulative GPA of at least 3.0. No more than six of these credit hours may be transferred from another institution.

Total Hours to Complete - 33-36

Requirements

Major Course Requirements

BUSM 501 - Fundamentals of Graduate Business - 3 hours

BUSM 520 - Leadership and Effective Decision-Making - 3 hours

BUSM 540 - Organizational Behavior - 3 hours

HCA 602 - Advanced Health Care Financial Management - 3 hours

HCA 612 - Health Care Politics and Policy - 3 hours

HCA 622 - Advanced Health Care Management - 3 hours

HCA 631 - Strategic Planning for Health Sciences - 3 hours

HCA 632 - Ethics and Management Dilemmas in Health Care - 3 hours

HCA 638 - Health Law and Patient Rights - 3 hours

HCA 640 - Technical Foundations of Health Informatics - 3 hours

HCA 642 - Capstone in Health Care - 3 hours

Select One HRM Course

HRM 612 - Talent Management - 3 hours

HRM 622 - Strategic Performance Management - 3 hours

HRM 632 - Strategic Reward Management - 3 hours

Courses

HCA 300 - Health Care Economics

Applying principles of micro and macroeconomics, the student will address issues of health insurance, hospital services, physician services, and other health care industry concerns. This course is a comprehensive study which examines multiple economic factors that are essential for the

successful health care professional to understand. The ability to anticipate economic conditions will allow health care professionals to use critical thinking and to be proactive in their economic approach in the health care arena. Prerequisites: ECO 217 and ECO 220.

Grade Basis: L

Credit hours: 3.0

Lecture hours: 3.0

Prerequisites:

- ECO 217 - Principles of Microeconomics
- ECO 220 - Principles of Macroeconomics

Restrictions:

- All Health Care Administration 300 level courses must be taken prior to 400 level courses.

HCA 301 - Ethics in Health Care

Students in this course study moral and ethical issues that concern health care professionals, including health care values, obligations, rights, and needs. Ethics in Health Care is a comprehensive course which examines a variety of complex ethical issues common in today's health care environment. The study of ethical issues as related to health care discussed in this course will prepare the students to meet the ethical challenges they will face in the health care profession. This course is designed to challenge the student's critical thinking skills as introduced in a variety of complex ethical issues associated with the delivery of health care. This course is presented in a way to teach each student to examine his or her own values.

Grade Basis: L

Credit hours: 3.0

Lecture hours: 3.0

HCA 305 - Management Information Systems

This course contains topics which cover a range from HMIS history; chief executive officer/chief information officer roles and responsibilities; health IT and Internet use; HMIS enterprise software, virtual communities and networks; patient-centric management systems; HMIS interoperability; HMIS strategic planning; HMIS developments; HMIS project management; HMIS standards governance and international perspectives; to HMIS innovations. This course offers realistic and real-world scenarios which set the stage for topic discussions in the field of health care management information systems (HMIS) and health informatics (HI). Short cases illustrate concepts, and related mini-case questions promote critical thinking and case discussions.

Grade Basis: L

Credit hours: 3.0

Lecture hours: 3.0

HCA 307 - Health Insurance Claims Management

This course presents various categories of insurance, including universal health insurance, private insurance, Medicare, and Medicaid. It covers various disease classification systems needed to understand and process insurance claims. It also includes electronic billing procedures. Students in this course will investigate, explore, and analyze major health insurance programs and claims issues that concern health care professionals. This course will aid the student in refining his/her critical thinking skills in awareness of current events pertaining to ever-changing health insurance claims.

Grade Basis: L

Credit hours: 3.0

Lecture hours: 3.0

HCA 312 - Health and Medical Care Delivery Systems

The course provides a review of the wellness-illness spectrum and the societal response in terms of health care services. Topics to be covered include the nature and functions of health services agencies and professionals and the impact of social, political, economic, regulatory, and technological forces. The course includes a discussion of major health problems and related health care programs. Student evaluations include written assignments. The course is designed to provide a basic overview of health care delivery systems including foundations, resources, processes, outcomes, and outlooks.

Grade Basis: L

Credit hours: 3.0

Lecture hours: 3.0

HCA 391 - Health Careers and Practicum I

In this 8-week course, students will begin to explore a health care organization of interest and identify a research topic within the chosen organization while completing 60 practicum hours. The students will explore challenges, opportunities, and careers available in the health care profession.

Grade Basis: P

Credit hours: 3.0

Lecture hours: 3.0

HCA 392 - Health Careers and Practicum II

This 8-week course consists of 60 practicum hours. The 60 hours of practicum is a continuation of practicum from HCA 391. Students will shadow a health care administrator or manager of the organization. Students will be required to document their time in the facility and note areas needing improvement. Students begin to narrow their topic for the capstone project. Prerequisite: HCA 391.

Grade Basis: P

Credit hours: 3.0

Lecture hours: 3.0

Prerequisites:

- HCA 391 - Health Careers and Practicum I
-

HCA 400 - Legal Issues in Health Care

Students in this course will study, examine, and analyze legal issues that concern health care professionals including tort law, criminal aspects, contracts, civil procedures, and trial procedures. In addition, students will study regulations including legal constraints, liability, negligence, patient rights, confidentiality, and responsibility for ensuring legal compliance. The course also considers professional requirements for staff, regulatory requirements, and patient issues. In addition, the course examines legal issues related to businesses as well as special issues related to health care.

Grade Basis: L

Credit hours: 3.0

Lecture hours: 3.0

HCA 405 - Management and Planning in Health Care

Students in this course will study, examine, and analyze management planning that concerns health care professionals, including the underlying basis for health services utilization, public health services, hospitals, and health systems. This course is a study of basic systems and strategies for managing health care delivery organizations and planning for their effectiveness and efficiency. It covers the recruiting of staff and the supervising of job performance. The course also addresses techniques for strategic and operational planning and provides an overview of business practices in health care organizations.

Grade Basis: L

Credit hours: 3.0

Lecture hours: 3.0

HCA 412 - Health Care Policy

This course introduces students to the U.S. health care system, covering the philosophical, economic, and political dimensions of health care debates. Topics include health insurance coverage, the role of drug companies, physician arrangements, training of health care professionals, legislative practices at the national and state levels, cost containment, and access to care. The course explores the historical significance of public policy that is the basis for today's complicated health care policy. The students will study the distinctive way in which health care policy is shaped by political culture, class relationships, and economic resources.

Grade Basis: L

Credit hours: 3.0

Lecture hours: 3.0

HCA 418 - Financial Management of Health Care Organizations

This course is intended to be the primary introductory course in health care financial management at both the undergraduate and graduate levels. The purpose of the course is to introduce nonfinancial

students and managers to the fundamental concepts and skills necessary to succeed as managers in an increasingly competitive employment environment. This course includes an overview of financial management, the organization of financial management including updated information on job opportunities and salaries, and the tax status of health care organizations, including the most recent court cases differentiating for-profit and not-for-profit health care organizations.

Grade Basis: L

Credit hours: 3.0

Lecture hours: 3.0

HCA 492 - HCA Capstone

This 16-week senior level course focuses on the structure of Health Care Administration. This course consists of 90 practicum hours. Students will use the research completed during HCA 391 and HCA 392 as well as the theories and substantive knowledge gained throughout the program as the basis for their capstone project. Students will complete a paper with a clear question or problem and a proposed method of answering the question or solving the problem. Students will present the capstone project either in a poster board submission or an oral presentation at the Midway Research Symposium. This course may not be taken until all other courses within the program have been completed.

Grade Basis: L

Credit hours: 3.0

Lecture hours: 3.0

Prerequisites:

- HCA 391 - Health Careers and Practicum I
 - HCA 392 - Health Careers and Practicum II
-

HCA 602 - Advanced Health Care Financial Management

This course provides the theory and concepts behind financial decision making and will scrutinize financial management issues important for today's healthcare administrators functioning within a rapidly changing healthcare delivery system. The financial impact of administrative decisions across complex systems of health care will be analyzed to optimize care and strengthen outcomes. Cross-listed with NSG 602.

Upon completion, students will be able to:

- Analyze the impact of internal and external factors on healthcare cost and reimbursement in the different types of health care settings both public and private (ACEN 4.2k, 7.2g).
- Appraise financial principles that are cost effective to the work of healthcare administrators, such as break-even, workload, full-time equivalent, overhead, variance analysis, variance reports, assets, and liabilities (ACEN 7.1f).
- Design system improvement strategies based on performance data and metrics (ACEN 7.3f).
- Apply innovative and evidenced-based business strategies, economic principles and practices including budgeting, risk assessment, and marketing (ACEN 7.3e).

Grade Basis: L
Credit hours: 3.0
Lecture hours: 3.0
Restrictions:

- Cross-listed with NSG 602
-

HCA 612 - Health Care Politics and Policy

Leaders in the 21st century must practice within a legally sound framework in which they utilize evidence-based policy to influence today's complex healthcare environment. In this course, students will assess system level policies to develop strategies of contemporary health policymaking at the local, state, federal, and global levels.

Upon completion, students will be able to:

- Analyze the relationship related to financial policies and health equality outcomes indicators (ACEN 5.1 7.21, 9.1h).
- Critique factors that affect the patient's access to health and medical services equality (ACEN 3.4f).
- Assess the health insurance system in detail, including aspects of coverage and health insurance markets (ACEN 7.1g).
- Evaluate the Medicare and Medicaid systems (ACEN 2.9j, 3.3c).
- Synthesize issues related to the practice of medicine, such as physician and RN shortages or surpluses, changes in group practice structure, and the malpractice system, from an economic perspective (ACEN 7.2g).
- Compare how healthcare providers' business structures and strategies impact their current and future delivery of medical services (ACEN 1.3e, 3.4g).

Grade Basis: L
Credit hours: 3.0
Lecture hours: 3.0

HCA 622 - Advanced Health Care Management

Students will study operating and administrative issues in health systems with emphasis given to hospital operation, organization, and administration. The future role of health care is examined in the context of integrated delivery models and systems.

Grade Basis: L
Credit hours: 3.0
Lecture hours: 3.0

HCA 631 - Strategic Planning for Health Sciences

This course explores the basic philosophy of marketing and management in healthcare organizations. Topics include evaluation and consideration of the needs of key stakeholders, market targeting, staff

relations and engagement, predicting health service demand, population behavior, public relations and advertising, development of strategic planning, and evaluation of teamwork and competitor tactics.

Grade Basis: L

Credit hours: 3.0

Lecture hours: 3.0

HCA 632 - Ethics and Management Dilemmas in Health Care

This course examines the role of organizational ethics in health care, leaders as change agents, and ethical aspects of healthcare administration. Educators and leaders in the 21st century must practice within an ethically and legally sound framework. Analysis focuses on the integration of clinical, professional, and organizational ethics in health care to foster culturally competent patient-centered care. The course examines relevant standards in the field such as the Joint Commission's accreditation standards for hospitals, theoretical issues, relevant principles, and practical topics.

Upon completion, students will be able to:

- Evaluate ethical analyses and clinical reasoning to assess specific healthcare policies (ACEN 1.2f).
- Compare core scientific and ethical principles that ensure safe, quality care (ACEN 5.2g).
- Assess ethical issues in clinical interactions and the impact of the external environment (ACEN 1.2h).
- Evaluate the concepts and interrelationships between healthcare professionalism, ethics and stewardship (ACEN 9.1h).

Grade Basis: L

Credit hours: 3.0

Lecture hours: 3.0

HCA 638 - Health Law and Patient Rights

This course provides an overview of the complexity of patient rights and legal issues relevant to health care administration. The course primarily explores the legal and ethical issues that determine the makeup and process of health care development, including health care delivery concerns in the United States. Ethical perspectives are interwoven throughout all learning outcomes with the goal of preparing students for the process of sound policy making and the integration and understanding of patient rights and legal issues in the health care environment.

Grade Basis: L

Credit hours: 3.0

Lecture hours: 3.0

HCA 640 - Technical Foundations of Health Informatics

This course provides an overview of concepts and current application of health informatics in healthcare. The course specifically provides information related to software, computers and the

networking systems used in the healthcare industry, and a focus on the use of interoperable systems. Applications include digital imaging electronic health records, and computerized physician order entry.

Grade Basis: L

Credit hours: 3.0

Lecture hours: 3.0

HCA 642 - Capstone in Health Care

The course is an independent study with guidance from the course instructor. The nature of the course varies with each student's choice of a research topic. Students need to demonstrate their ability to integrate concepts, conduct research, write clearly and appropriately, and develop a business topic to a level of detail commensurate with the completion of a Master of Business Administration. Purpose of the Course: This course is the Capstone course of the Master of Business Administration Program and it enables the student to demonstrate the four management concepts: Planning, Organizing, Leading/directing, Controlling.

Grade Basis: L

Credit hours: 3.0

Lecture hours: 3.0

HCA 662 - Healthcare Administration Project

This course is an independent study with guidance from faculty and a preceptor (executive administrator). Students will demonstrate their ability to integrate concepts, conduct research, produce scholarly work, and evaluate a business topic. The scholarly project addresses an in-depth investigation of a question or problem related to a healthcare delivery system issue. Students work individually to lead a change process demonstrating transformational leadership skills. The project will be written in a scholarly format that includes statistical analysis of outcomes data. Cross-listed with NSG 662.

Upon completion, students will be able to:

- Perform rigorous critique of research derived from databases to design evidence-based practices (ACEN 1.2f 4.1f).
- Design and demonstrate implementation of systems change strategies that improves outcomes (ACEN 4.2d).
- Develop policy changes to improve outcomes through knowledge generation and dissemination, as well as evaluation of implementation (ACEN 4.2i).
- Assume a leadership role implementing safety and quality improvement initiatives using effective communication (scholarly writing, speaking, and group interaction) skills (ACEN 10.3j, 5.1j).

Grade Basis: L

Credit hours: 3.0

Lecture hours: 3.0

Restrictions:

- Cross-listed with NSG 662

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