

EXECUTIVE MASTER IN HEALTH CARE LEADERSHIP

PROGRAM COURSES

EHCL 300 Managing Healthcare Organizations 3 cr

The course addresses the main components, resources and functions of health care systems. It is designed for an experienced audience to identify organizational and health system problems and apply systems thinking in resolving them. Furthermore, the course introduces the various management theories and management processes that pertain to the healthcare service sector. Topics covered include strategic management, human resources management, information management and material management. This course equips future leaders of healthcare organizations with the necessary managerial skills needed to reach and implement decisions about future activities.

EHCL 301 Communication and Behavior Change or Health 2 cr

The aim of this course is to discuss the communication concepts and frameworks that healthcare executives can employ to improve communication within their institution or with both the internal and external customer in order to enhance health and well-being. Major emphasis will be placed on the theoretical underpinnings in the field of communication including an understanding of influences on behavior and health, as well as the critical need for attention to ethics, justice, and equity to achieve goals of communication for health.

EHCL 302 Epidemiology in Health Care 1.5 cr

This course presents ways in which epidemiology can support the decision-making process in health services research, policies, management, and evaluation.

EHCL 303 Health Economics 2 cr

A course that covers the application of the principles of microeconomics to the health field, utilization of the techniques of microeconomics to the study of prices and markets in the health field, and the development of competence in cost analysis and cost projections.

Prerequisites: HMPD 251 or any undergraduate course in Economics.

EHCL 304 Statistical Tools and Analysis 2 cr

This course introduces basic statistical experimentation methods in addition to general concepts of estimation and inferences. Simple and multiple regression, single factor and multifactor analysis of variance, multiple comparisons, goodness of fit tests, nonparametric procedures, and power of tests are covered. Statistical software packages, such as SPSS are also introduced.

EHCL 305 Research Methods and Application 3 cr

The first component of this course presents an overview of the principles of quantitative and qualitative research methods. The second component aims at imparting to students some practical research skills. By becoming familiar with the research process, future healthcare leaders are equipped to critically appraise published research and communicate their research findings.

EHCL 306 Evidence Based Management 1.5 cr

This course acquaints participants with evidence-based approaches in health care organizations including how information and knowledge can cure organizational ills and dysfunctions and how to gain competitive advantage with evidence. It covers decision-making models and challenges of why leaders and managers do not use evidence in making decisions. The course provides guidance on how to become evidence-based organizations and evidence-based leaders/managers (intuitive versus rational decision making) and also how to overcome decision inertia.

EHCL 307 Leadership 3 cr

This course describes the concept of leadership in healthcare organizations, identifies traditions through which leadership has been analyzed, considers the role of organizational culture, explains the larger set of roles leaders may play in health care organizations while discussing the evidence from recent research literature on leadership in healthcare organizations.

EHCL 308 Marketing in Healthcare 1.5 cr

This course addresses the principles of marketing and their application to the healthcare sector. It also sheds the light on how these marketing principles need to respond to the changing environmental forces that are shaping the healthcare service sector. Through the employment of case studies, healthcare leaders learn how to identify and prioritize marketing challenges facing their organizations and develop creative strategies for solving these problems.

EHCL 309 Financial Accounting and Management 2 cr

This course covers the most important principles and applications of healthcare finance including both accounting and financial management. It discusses the basic foundations of financial management and demonstrates how future healthcare leaders can apply financial management theory and principles to make better decisions that promote the financial well-being of their organizations.

EHCL 310 Health Informatics and Information Technology 2.5 cr

This course explores the theoretical framework of Health Informatics and Information Technology and examines critical issues and challenges within the field as well as opportunities for improving the management of healthcare through information technology. Topics include electronic health records, telemedicine, human computer interfaces, and e-Health among others.

EHCL 311 Human Resources Management 2 cr

This course highlights how to effectively deal with personnel management by focusing on the importance and impact of human resources on healthcare organizations. Topics to be discussed include: strategic HR management, planning, attracting and selecting human resources, placing, developing and evaluating HR, retention, HRH migration, and brain drain.

EHCL 312 Performance Improvement and Innovation 1.5 cr

This course focuses on the principles and current practices of performance improvement in healthcare settings. It will incorporate human technology and service excellence in improving performance within health care settings and ensuring that innovative improvement is an integrated part of organizational and individual behavior. Future healthcare leaders also explore the use of various quality improvement tools including, but not limited to: FOCUS-PDCA, balanced scorecards, and reengineering, among others.

EHCL 313 Data and Decision Making (Use of It) 1.5 cr

In an unstable and politically charged healthcare environment, the availability and understanding of objective and reliable data is crucial for determining healthcare needs and customer expectations as well as institutional service strategies. This course examines the generation of valid and reliable data and its functional use in decision-making.

EHCL 314 Advanced Program Planning and Evaluation 2 cr

This course aims to prepare healthcare leaders to become more competent planners and evaluators by applying the concepts and tools of planning and evaluation to real situations facing healthcare agencies, hospitals, and ministries of health. The opportunities and challenges that healthcare leaders would face in planning and evaluating effective healthcare intervention programs are also covered.

EHCL 315 Strategic Planning and Management 2 cr

This course imparts to healthcare leaders the skills needed to develop strategic plans to position their organization for long-term success. Major attention is placed on the management framework for identifying, communicating, crafting, and managing strategic goals throughout a healthcare organization.

EHCL 316 Organizational Restructure and Reform 1.5 cr

This course is designed to help future healthcare leaders develop a deeper understanding of the differences in organizational structures and the mechanisms and processes of coordination among different structures. It helps develop the capacity to influence the behavior of others in present-day health organizations. Emphasis is placed on small group relationships, communication networks, and the human side of the organization.

EHCL 317 Ethics and Law 1.5 cr

This course examines the ethical and legal principles which health leaders in Lebanon and the region need to take into consideration when making systems decisions. The course draws a distinction between public health ethics and medical ethics and it provides tools for ethical decision-making in healthcare.

EHCL 318 Policy, Politics and Decision Making 2 cr

This course provides a comprehensive perspective of 'systems thinking' with regard to policy development and analysis processes. It introduces the participants to the field of health policy analysis and relevant concepts and methods in understanding the policy development cycle. Discussion includes the relationship between policy and politics, how politics can impede reform efforts, and how policy analysts can influence policy makers and politicians during the policy process. The course is based on case studies debating policy issues at the national, regional and international levels.

EHCL 319 Communicating with Policy Makers 3 cr

This course discusses the main tools to communicate with policy makers including evidence informed policy, priority setting, and policy dialogues. It provides skills on how to prepare policy briefs and effective tips on how to communicate evidence (both published and tacit) with policy makers. Participants work on key questions that can be used to guide those preparing and using policy briefs to support evidence-informed policymaking.

EHCL 320 Practicum and Capstone in Leadership 4 cr

This course offers the healthcare leader the chance to put into practice the theories and knowledge acquired in previous courses. Students need to identify and develop a healthcare project that puts their leadership skills and competencies into practice.