MHA Program Competencies

The MHA Competencies outline the competencies and skills that you are supposed to attain by the time you complete this masters' program. The MHA program competencies are adapted from American College of Health Executives designated competency areas (2020). Because this is an educational program, a taxonomy verb was added to each of the MHA Competencies so students are aware of the level they are supposed to attain in the program. These taxonomy verbs are from Bloom's Taxonomy which is the same taxonomy system that is used to develop course objectives. These levels range from 1-6 with one being the lowest level of performance desired and 6 being the highest level. The level to which you are to attain each one of these MHA competencies is indicated behind the MHA competency below.

1. Utilize effective interpersonal communication *(Bloom's Level 3 Apply)*
2. Creates effective, professional documents as evidenced through advanced writing skills. *(Bloom's Level 6 Synthesize)*
3. Demonstrate effective presentation skills (*Bloom's Level 3 Apply*)
4. Cultivate advanced competencies in management and leadership theory and practices. (CAHME III A.5) *(Bloom's Level 6 Synthesize)*
5. Manage change effectively. (*Bloom's Level 4 Analyze*)
6. Appraise personal strengths and weaknesses. (*Bloom's Level 5 Evaluate*)
7. Demonstrate systems thinking. (*Bloom's Level 3 Apply*)
8. Model critical thinking, analysis and problem-solving skills and competencies. (*Bloom's Level 6 Synthesize*)
9. Model competencies in personal and professional ethics, professionalism and transparency *(Bloom's Level 6 Synthesize)*
10. Contribute professionally and in the community. (*Bloom's Level 3 Apply--Affective*)
11. Illustrate effective collaboration and teamwork. (*Bloom's Level 3 Apply*)
12. Appraise health care issues and trends. (*Bloom's Level 5 Evaluate*)
13. Interpret health care law and policy. (*Bloom's Level 4 Analysis*)
14. Assess legal and practical aspects of managing healthcare finance. *(Bloom's Level 5 Evaluate)*
15. Formulate strategies for managing human resources in a healthcare setting. *(Bloom's Level 6 Synthesize)*
16. Evaluate organizational dynamics and governance. (*Bloom's Level 5 Evaluate*)
17. Create a complete strategic plan for a health organization. *(Bloom's Level 6 Synthesize)*
18. Assess health care information management and computer productivity programs and systems. (*Bloom's Level 5 Evaluate*)
19. Develop quality improvement and performance improvement strategies. *(Bloom's Level 6 Synthesize)*
20. Demonstrate quantitative skills. *(Bloom's Level 6 Synthesize)*

21. Design and manage projects. *(Bloom's Level 6 Synthesize)*
22. Analyze health economics principles. *(Bloom's Level 4 Analyze)*

You will be assessed at the culminating level (highest performance level after you have had significant practice on assessments that were written at lower taxonomy levels to prepare you for these culminating assessments at the highest levels you are expected to attain in the program. The culminating assessment for many of the MHA competencies are in the final Capstone course(s). However, some competencies may not necessarily apply to your Capstone project, so they are assessed throughout the curriculum.

Courses Where Program-Level MHA Competencies are Assessed

HA 727 Applied Capstone or HA 730 Capstone

Final Capstone Project MHA Competencies Assessed: 2, 4,7, 8, 10, 12, 21
Capstone Presentation MHA Competencies Assessed: 1, 3, 9 (oral synthesis level), 21
Unit 1 Self-Assessment Assignment MHA Competency Assessed: 6
HA 511 Leadership in Healthcare Administration
Final Project MHA Competency Assessed: 5

HA 515 Health Services Administration

Final Paper MHA Competency Assessed: 16

HA 512 Quality Management and Performance Improvement
Case Study and Quality Improvement Plan Written Assignment MHA Competency Assessed: 19

HA 525 Healthcare Financial Management
Final Project MHA Competency Assessed: 14, 22

HA 545 Research Methods
Final Project MHA Competency Assessed: 20

HA 571 Healthcare Informatics
Final Project MHA Competency Assessed: 11, 18

HA 575 Ethical and Legal Perspectives
Final Project MHA Competency Assessed: 9 (written), 13

HA 615 Strategic Human Resources Management
Final Project MHA Competency Assessed: 15
HA 700 Strategic Planning and Management
Final Project MHA Competency Assessed: 17

How You Will Be Assessed

MHA competency assessment has three purposes:
        -It is done to ensure the majority of the graduates can attain the designated program competency levels
        -It is done to identify opportunities for program and curriculum improvement

-It is used as part of the institutional effectiveness process for both the university and programmatic accreditation body CAHME

A mastery rubric will be used to assess each one of the MHA program competencies in the courses listed above. The rubric is different for each course. A mastery rubric is <u>different from a grading rubric</u>, however like a grading rubric it will indicate the performance required for each level of mastery. Mastery rubrics only consider performance; they do not include things that are used in the grading process such as use of APA style. The mastery rubric will only assess the level at which you met the program competency.

Each MHA competency is targeted for development at one of five performance levels:

- **Level 1:** *No Mastery*; Students can perform or accomplish this competency in limited situations with significant support or practice. (Bloom's Taxonomy Level 1 Knowledge)
- **Level 2:** *Some Mastery*; Students can recognize what is required to carry out this competency, and could perform or accomplish it consistently in familiar situations with minimal support or practice. (Bloom's Taxonomy Level 2 Comprehension)
- **Level 3:** *Novice*; Students can articulate the steps for implementing the competency and know how to get information for a better understanding of it; students can apply the competency consistently to address unfamiliar problems or in new situations. (Bloom's Taxonomy Level 3 Application)
- **Level 4:** *Intermediate*; Students are able to integrate knowledge and skills of this competency in a variety of situations and do so consistently and independently at the analysis level. (Bloom's Taxonomy Level 5 Analysis)
- **Level 5:** *Advanced*; Students are able to integrate knowledge and skills of this competency in complex situations and do so consistently and independently at the evaluation and/or synthesis level. Depending on the competency and your prior experience, mastery may not be achieved for many years. (Bloom's Taxonomy Level 5 Evaluation and 6 Synthesis)

At the masters' level, the goal of the program is for <u>most students</u> in the program to attain intermediate or advanced mastery in the MHA competencies. It is not expected that every student will reach the intermediate and advanced level in every MHA program competency. If students are rated at lower mastery this does not necessarily mean it is the fault of the students. In fact, it could mean that the concept needs to be addressed more in the associated course.

Because the purpose of mastery rubrics and grading rubrics are different, the assessments used to measure program competencies will also have a grading rubric that you can use for further guidance.