



Master of Healthcare Administration Mentorship Program

Concordia University's mission is to empower students through the liberal arts and professional studies for lives of learning, service and leadership. The Master of Healthcare Administration (MHA) program at Concordia University Irvine is committed to equipping future healthcare leaders who demonstrate the competencies of the Healthcare Leadership Alliance (HLA), embrace and shape the dynamic healthcare environment, and serve their communities with Christian values. Our goal is to work alongside students to guide and support them toward their future careers. Emphasizing leadership and practical experience, our program empowers students with important critical thinking and problem solving skills necessary for success in today's healthcare organization.

The purpose of the MHA mentorship program is to provide professional, informational, and beneficial relationships between MHA students and leaders in the healthcare industry. The mentorship program is designed to create opportunities for MHA students to receive guidance by professional leaders with extensive experience in healthcare administration. Our mentors represent many industries and functions in healthcare administration, including hospitals, health systems, long-term care, information technology, nonprofit organizations, community health, mental health, insurance, marketing, finance, human resources, and public policy. We are privileged to partner with healthcare industry leaders who have a passion to give back to CUI students to help them become successful in their future careers.

By learning from the experiences of their mentors, students gain practical advice and valuable insight about leadership, professional success, critical thinking, communication and interpersonal skills. Students also benefit from guidance on career and networking opportunities, job seeking strategies, resume development, and interviewing skills. Mentors contribute to the personal growth and professional network that can make a difference in a student's success.

When you sign up to be a mentor, a faculty representative will pair you with a MHA student who is interested in learning more about your current position and specific experiences in the healthcare industry. The MHA faculty representative will then begin the initial conversation via email between the mentor and mentee.

As a mentor, you will play a vital role in training future healthcare administrators, and your connection with our MHA students will be invaluable.

Mentor responsibilities include:

- Meeting with your paired mentee once a month in person, or via phone or video call. The time commitment is approximately 1-3 hours per month for one year.
- Being accessible to the mentee using the communications tools that work best for you and your match (i.e. phone, email, etc.).
- Being supportive and encouraging toward your mentee in regard to his/her professional growth by offering input and guidance for career and networking opportunities, job seeking strategies, resume development, and interviewing skills.
- Serving as a resource for updating and refining the mentee's leadership, knowledge, and skills.
- Expanding the student's career-based knowledge and awareness of professional opportunities.
- Assisting the student in building his/her own professional networks.

There is no expectation that mentors will find their mentee a job or internship. Their assistance in this program will naturally increase the student's awareness of professional opportunities and the ability to cultivate his/her own successful career opportunities.

Mentee responsibilities include:

- Initiating meetings with paired mentor (in person, or via phone or video call).
- Being accessible and flexible in scheduling meetings with mentor.
- Being professional and prompt.
- Being open to advice, support, and guidance.

For more information about the MHA program at Concordia University Irvine, please see the attached fact sheet.

If you are interested in participating in the MHA Mentorship Program, please email Catherine Sinardi, MHA Program Director, at catherine.sinardi@cui.edu. Include your resume, contact information, and acknowledgement that you are able to fulfill the mentor responsibilities outlined above for a one-year period.

Thank you!

We train more
than administrators.
We train leaders.

Why pursue a career in healthcare?

Due to recent changes in the healthcare landscape, the need for qualified healthcare administrators has never been higher.

According to *Forbes*, a Master's in Healthcare Administration offers the best long-term opportunity. Concordia University Irvine's unique approach places special emphasis on leadership and practical experience empowering you with important critical thinking and problem solving skills needed to be successful in today's healthcare organization.

The program prepares its students for multiple career paths in the healthcare industry including health systems, hospitals, clinics and public health. The MHA degree is also appropriate for those seeking positions in strategic planning, financial management, policy analysis and community health.

Program Benefits

Some of the benefits of Concordia's MHA Program:

- Earn your degree in 24 months by taking one 7-week course at a time
- Classes are offered fully online
- Project-based capstone practicum
- Professional Development workshops offered twice a year
- Strong relations with local healthcare industries and practitioner

Mission Statement

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Values Statement

The following core values of the Master of Healthcare Administration (MHA) program at Concordia University Irvine are integrated throughout our curriculum and program activities.

- Service
- Innovation
- Commitment
- Excellence
- Collaboration
- Professionalism

Student Learning Outcomes

The MHA Curriculum is designed around the core competencies that define professional excellence in healthcare administration. In this program students will learn to refine their skills in the following areas:

- **Communication:** Communicate clearly and concisely, with evidence of ability to establish and maintain relationships, and facilitate constructive interactions within a healthcare context.
- **Leadership:** Inspire individual and organizational excellence, create a shared vision, successfully manage change, and practices that can attain the organization's strategic ends and successful performance.
- **Professionalism:** Align personal and organizational conduct with ethical and professional standards that include a responsibility to the patient and community, a service orientation, and a commitment to lifelong learning and improvement.
- **Knowledge of the Healthcare Environment:** Understand the healthcare system and the environment in which healthcare managers and providers function.
- **Business Practices:** Integrate business principles, including systems thinking, to the healthcare environment.

Vision Statement

Concordia University Irvine's Master of Healthcare Administration program seeks to be progressive, relevant, flexible, and recognized by the community as a leader in the delivery of healthcare administration. Through collaboration and innovation, our faculty, staff, students, alumni, and university partners will help influence the future healthcare environment across a variety of sectors in the healthcare industry.

Scan to hear from an Alumni!

Contact Us

For more information on the MHA program, please contact Melissa Hinrichs at 949-214-3277 or melissa.hinrichs@cui.edu.



Curriculum for the Master of Healthcare Administration Program

The MHA curriculum is designed around the common competency domains developed by the Healthcare Leadership Alliance (HLA), a coalition comprised of the nation's leading professional organizations for healthcare administrators. The program consists of 40 required units (no elective units). With the exception of an on-campus orientation the first day of the program, all courses are online. Courses are 7 weeks in length, taken one course at a time, and offered over Spring, Summer, and Fall semesters.

COURSES

MHA 500: Professional Development Workshop

Focuses on professional development in within the healthcare industry, equipping students with tools to develop professionally, including: networking, interviewing, resume building, and project management. Pass/No Pass.

MHA 501: Healthcare Organizational Management

This course is designed to provide an understanding of operations management with an emphasis on evaluating the performance of operating units, understanding why they perform as they do, designing new or improved operating procedures and systems for competitive advantage, making short-term and long-term decisions that affect operations, and managing the workforce.

MHA 502: Healthcare Communication

This course examines communication theory and research in order to understand important communication processes reflected and addressed in healthcare organizations. This course prepares students with the necessary skills and behaviors required to effectively communicate with patients, co-workers, employees, society, and outside organizations in the healthcare field.

MHA 503: Healthcare Economics and Policy

Provides a framework for the economic analysis of healthcare issues, and an overview of health policy formulation, implementation, and evaluation in the United States. Examines current health policies and the key factors that impact them, including: political, social, economic, and institutional environments. Focuses on the application of economic principles to current problems in the healthcare industry.

MHA 506: Healthcare Law

This course offers a current and historical overview of the legal oversight and regulation of healthcare delivery in the U.S. It examines principles and practical applications of the laws that affect the operational decisions of health care providers, payers, and managers and the impact development of markets for health care products and services. Also considered are the social, moral, and ethical issues encountered in trying to balance the interests, needs, and rights of individuals against those of the larger society.

MHA 512: Healthcare Strategic Planning and Marketing

This course introduces students to strategic planning and marketing as they apply to health care organizations. During the course, students will develop practical skills in strategic management, such as internal and external environment assessment, competitor analysis, and method for evaluating strategic alternatives that can be used in different types of health care settings.

MHA 514: Healthcare Quality Assurance

This course examines methods and tools for managing quality in health facilities, physician practices, managed care, and public health; including developments in quality assurance and improvement, utilization review, risk management, and patient satisfaction.

MHA 515: Information Systems in Health Services

With a focus on the for-profit and not-for-profit healthcare organizations, this course provides students with tools to facilitate effective gathering and analysis for implementation through the support of health informatics and data analytics initiatives. Students will learn the potential benefits of various informatics initiatives (e.g., electronic health records, laboratory reporting, patient portals) and implementation challenges for different types of organizations (e.g., hospitals, physician practices, health departments) and the management and use of institutional specific and national derived data.

MHA 516: Human Resource Management

This course emphasizes concepts of human resources management through understanding and identifying the importance of human resources in health organizations, establishing the need for relating strategic planning or organizations to their human resource planning, examining role of organizational culture to understand behavior and productivity, and the legal environment pertaining to employment law.

MHA 525: Financial Management of Health Service Organizations

This course focuses on financial management and analysis of healthcare organizations. The course includes financial management concepts, capital acquisition, and cost of capital and capital structure, capital allocation, working capital management, forecasting, control systems, capital budgeting, and institutional financing.

MHA 571: Leadership I

This course focuses on personal leadership development. It explores the nature of the professions through the Scriptural doctrine of vocation and provides an overview of the necessary skills and behaviors required of leadership in a healthcare organization through the implementation of a series of self-assessments. Tools for improved self-understanding of personal leadership styles and their impact on organizational functionality will be introduced. Final selection topics for each offering is intended to reflect and address current health care management issues.

MHA 573: Vocations & Ethics in Healthcare Management

Examines ethical issues related to professional practice and leadership through the lens of relevant Christian doctrines (such as vocation and two kingdoms), classical moral philosophy, and contemporary ethical theory. Prepares students to analyze and respond to ethical questions faced by healthcare managers at the individual, organizational, and policy levels. Relevant professional codes of ethics will be consulted and analyzed.

MHA 588: Long-Term Care Administration

This course will review care provided to seniors within a variety of institutional settings (hospitals, nursing facilities, various senior living levels) as well as outpatient and home care services. Special attention will be paid to nursing homes and senior housing options and their past, present and future role within the overall health care system in the United States.

MHA 601: Capstone Practicum in Health Service Management

This course culminates previous program learning by focusing on leadership and management issues in health care organizations. The course provides students with a practice setting to examine and develop their own management skills. Designed as a team project, each team acts as consultants to a local healthcare organization, which has submitted a project proposal to the course. The teams define the issue and negotiate a contract with the client organization. By the end of the semester, teams present assessments and recommendations for actions to their clients. The capstone course is an "integration exercise" for MHA students prior to graduation. It is intended to simulate the integration of various disciplines—finance, human resources, ethics, policy, operations, and information technology—into a comprehensive and practical framework.