Health Policy Management and Leadership, M.P.H.

Degrees Offered
• Master of Public Health
• Dual Degree MPH/MBA

Nature of the Program
MASTER OF PUBLIC HEALTH
The MPH degree with a major in Health Policy Management and Leadership (HPML) is focused on examining social and political systems that influence the health status of populations and then learning how to influence and/or design, implement, and manage broad, system-level instruments to improve population health outcomes. These instruments might include programs in public health agencies, not-for-profit organizations, or healthcare provider settings, or policies at the local, state, national, or international governmental levels.

The MPH major in HPML has a dual emphasis on acquiring both theoretical knowledge and practical skills. Thus, this degree is ideal for recent graduates or early- and mid-career public health professionals seeking to develop or advance their careers in a variety of health care settings. Additionally, the professional practice component of the program has been designed to place students in public health settings and apply their newly acquired knowledge and skills to address real-world problems.

Upon completion of the MPH degree with a major in HPML, students will be prepared to continue developing their careers as leaders, managers, public health professionals, policy analysts, program evaluators, advocates, or health program managers in a variety of public health, government, health care, or other professional settings. In addition, our students will be prepared to continue their graduate education at the doctoral level.

DUAL DEGREE MPH/MBA
The Department of Health Policy, Management, and Leadership has an approved Dual Degree Program with the MBA program in the College of Business and Economics. Program details are available from either program upon request.

FACULTY
CHAIR
• Nicholas Castle - PhD (Pennsylvania State University)

PROFESSORS
• Nicholas Castle - PhD (Pennsylvania State University)
• Jeffrey Coben - MD (University of Pittsburgh)
• Garrett Moran - PhD (American University)

ASSOCIATE PROFESSORS
• Thomas Bias - PhD (West Virginia University)
• Erik Carlton - DrPH (University of Kentucky)
• Stephen Davis - PhD (West Virginia University)
• Robert Duval - PhD (Florida State University)

ASSISTANT PROFESSORS
• Lindsay Allen - PhD (Emory University)
• Lauri Andress - PhDJD (University of Texas/South Texas College of Law)
• Sarah Woodrum - DrPH (University of Illinois - Chicago)

ADJUNCT FACULTY
• Ann Chester - PhD
  Assistant Vice President for Education Partnerships
• Rahul Gupta - MD/MPH (University of Delhi; University of Alabama-Birmingham)
  State Health Officer and Commissioner, West Virginia Bureau of Public Health
• Chris Haddox - PhD/MBA (West Virginia University)
  Assistant Professor, Interior Design & Design Studies
• Patricia Moss - MSW (West Virginia University)
Admissions

If you are ready to apply to West Virginia University School of Public Health, the admissions team is here to assist you.

**MASTER OF PUBLIC HEALTH (MPH) IN HEALTH POLICY MANAGEMENT AND LEADERSHIP**

**ADMISSION GUIDELINES**

- Baccalaureate degree from an accredited college or university with a preferred overall GPA of 3.0
- GRE scores of 150 (verbal), 144 (quantitative), 4.0 (analytical writing)
- TOEFL scores (minimum 550 paper-based) (minimum 213 computer-based) (minimum of 80 internet-based), IELTS (minimum 6.5), or PTE score of 53-55.

**APPLICATION PROCESS**

Our CEPH accredited Master of Public Health program participates in the Schools of Public Health Application Service (SOPHAS), http://www.sophas.org/. The MPH Admissions process has two steps. (1) All MPH applications must be submitted through the national SOPHAS service and (2) applicants must also submit a WVU Graduate application, https://graduateadmissions.wvu.edu/.

In addition to the application, applicants must submit to SOPHAS a statement of purpose and objectives, official GRE test scores, three letters of reference, a current resume/curriculum vitae, and all university transcripts. SOPHAS requires original transcripts from ALL U.S. and International institutions attended (even Study Abroad).

There is a SOPHAS application fee. Applicants must indicate their first choice of MPH major and may also indicate a second choice. A maximum of two choices is allowed.

- E-submit your application as soon as the applicant entered information is complete. Do NOT wait for SOPHAS to receive transcripts, recommendations or test scores.
- Plan Ahead! Allow up to 4 weeks for SOPHAS to verify grades, process, and mail your application to your designated institutions after your documents have been received.
- SOPHAS grants fee waivers based upon financial need for Peace Corps Volunteers, McNair Scholars, Gates Millennium Scholars Program, AmeriCorps, U.S., and International applicants.

Once the department has reviewed the SOPHAS application, students will receive a communication from the WVU School of Public Health regarding their recommendation for acceptance and instructions to complete the WVU graduate application and pay the application fee.

**Important:** When sending GRE scores for consideration for admission to WVU, please use the WVU School of Public Health College GRE code: 0157. This code MUST be used, otherwise, your GRE score will not be reported to SOPHAS and your application will be incomplete. Incomplete applications cannot be reviewed for an admissions decision. [Each program at West Virginia University has a specific code.]

Major Code: 8406

**Master of Public Health**

**MPH MAJOR IN HEALTH POLICY, MANAGEMENT, AND LEADERSHIP DESCRIPTION**

The MPH degree with a major in Health Policy, Management, and Leadership (HPML) is focused on examining social and political systems that influence the health status of populations and then learning how to influence and/or design, implement, and manage broad, system-level instruments to improve population health outcomes. These instruments might include programs in public health agencies, not-for-profit organizations, or healthcare provider settings, or policies at the local, state, national, or international governmental levels.

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Upon completion of the MPH degree with a major in HMPL, students will be prepared to continue developing their careers as leaders, managers, public health professionals, policy analysts, program evaluators, advocates, or health program managers in a variety of public health, government, health care, or other professional settings. In addition, our students will be prepared to continue their graduate education at the doctoral level.

Health Policy, Management and Leadership Major Competencies

In addition to the standard MPH Foundational Competencies required of all MPH students, our major in Health Policy, Management and Leadership also prepares students to meet 5 competencies specific to the major. These include:

1. Develop a fundamental understanding of the process of the production and delivery of health policy and its outputs.
2. Acquire the skills to effectively work within the healthcare/health policy system to assist in the formulation and articulation of health care management structures and processes, and work for its efficient and equitable delivery.
3. Develop an understanding of the processes and applications of influence whereby an individual empowers a group to achieve common goals.
4. Learn a broad set of analytic, statistical, economic, presentation, and interpersonal skills and tools to facilitate the communication of health policy and its understanding.
5. Clarify the conditions of participation within the health sector and achieving results that exemplify what we believe to be good citizenship.

MAJOR REQUIREMENTS

A final GPA of 3.0 or higher is required for the successful completion of the program.

Students must earn a minimum grade of "C-" in all PUBH and HPML coursework.

MPH Foundational Courses:

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<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
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<tbody>
<tr>
<td>PUBH 610</td>
<td>Contemporary Foundations of Public Health Practice</td>
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<td>PUBH 611</td>
<td>Epidemiology for Public Health Practice</td>
<td>2</td>
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<td>PUBH 612</td>
<td>Research Translation and Evaluation in Public Health Practice</td>
<td>4</td>
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<td>PUBH 620</td>
<td>Building and Sustaining Public Health Capacity</td>
<td>2</td>
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<td>PUBH 621</td>
<td>Public Health Prevention and Intervention</td>
<td>3</td>
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<td>PUBH 630</td>
<td>MPH Field Practicum</td>
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<td>PUBH 640</td>
<td>Health Systems Leadership</td>
<td>3</td>
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<td>PUBH 641</td>
<td>Systems Thinking in Public Health Practice</td>
<td>2</td>
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<tr>
<td>PUBH 696</td>
<td>Graduate Seminar</td>
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HPML Major Courses:

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<tr>
<th>Course</th>
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<tbody>
<tr>
<td>HPML 601</td>
<td>Foundations of Health Policy</td>
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<td>HPML 610</td>
<td>Health Economics for Population Health</td>
<td>3</td>
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<td>HPML 620</td>
<td>Health Administration and Operations Management</td>
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<td>HPML 622</td>
<td>Analytic Methods for Health Policy, Management, and Leadership</td>
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<td>HPML 623</td>
<td>Healthcare Finance</td>
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<td>HPML 624</td>
<td>Advanced Issue Analysis for Health Policy</td>
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<tr>
<td>HPML 629</td>
<td>Tools for Health Policy and Management Communication</td>
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Electives:

Approved Elective Courses

Total Hours 44

1. All students in the WVU SPH MPH program are required to maintain a portfolio that demonstrates their ability to meet the competencies associated with the MPH Foundational Courses, the Department Major Courses, and to apply a selection of those competencies in an approved practice-based setting(s). This portfolio must be submitted for review at the end of each academic year, as well as reviewed and approved prior to the successful completion of the program.

2. The MPH degree will be awarded based on successful completion of all academic requirements and demonstrated achievement of competencies via the student portfolio system and class-based evaluations of competency attainment.

SUGGESTED PLAN OF STUDY

First Year

<table>
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<tr>
<th>Course</th>
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<tbody>
<tr>
<td>PUBH 610</td>
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<td>PUBH 611</td>
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<td>PUBH 612</td>
<td>4 HPML 610</td>
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<td>PUBH 630</td>
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<td>PUBH 640</td>
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<td>PUBH 641</td>
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Total Hours 3
Health Policy Management and Leadership, M.P.H.

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<tr>
<th>Course</th>
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<td>PUBH 640</td>
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<td>PUBH 641</td>
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<td>HPML 629</td>
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<td>HPML 622</td>
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Total credit hours: 44

Note: With approval from the MPH Program Advisor and the Director of Practice-Based Learning, PUBH 630: MPH Field Practicum can be taken anytime during Year 2. Students must select at least nine credit hours for electives.

Major Learning Outcomes

HEALTH POLICY

1. Develop skills to influence the effective production and implementation of health policy (POLICY).
2. Assess structures and processes for effective health services management (MANAGEMENT).
3. Employ processes and applications that positively effect both individuals and group goals (LEADERSHIP).
4. Develop analytic, statistical, and economic skills for application to health service issues (SKILLS).
5. Appraise theory and skills in policy, management, and leadership to examine and influence real world health issues (APPLICATION).

COURSES

HPML 593. Special Topics. 1-6 Hours.
A study of contemporary topics selected from recent developments in the field.

HPML 601. Foundations of Health Policy. 3 Hours.
An in-depth look at the health policy process in the United States, special emphasis is taken to distinguish between public health policy, healthcare policy, and health in all policies. Additionally, students learn to differentiate between organizational policy and public policy. Attention focuses on the formation, implementation, and evaluation stages of policy.

HPML 610. Health Economics for Population Health. 3 Hours.
PR: HPML 601 and PUBH 612. Students acquire fundamental knowledge of health economics and economic approaches and methodologies to analyze critical issues in health care and health policy.

HPML 620. Health Administration and Operations Management. 3 Hours.
Introduction to elements of organizational planning, management, and structure which create a resilient, learning public health organization. Effective public health organizational leaders understand how to provide trade-offs between efficiency, security, and equity, in a manner to optimize organizational value. This course provides an overview of human resources management, strategic planning, and operations planning to develop responsive and yet robust organizations.

HPML 622. Analytic Methods for Health Policy, Management, and Leadership. 3 Hours.
PR: PUBH 612 and PR or CONC: HPML 601. Students acquire a foundation in essential evaluation approaches and methods needed as professionals in health policy, management, and leadership including policy analysis, health services research, program evaluation, and decision analysis.

HPML 623. Healthcare Finance. 3 Hours.
This course provides an overview of the financial management of healthcare organizations.

HPML 624. Advanced Issue Analysis for Health Policy. 3 Hours.
PR: HPML 601. Advanced study of the policy making process, breaking down essential components in the agenda-setting phase including problematization, claims making, policy framing theories, and media analysis. Students gain knowledge and experience in planning, executing and evaluating an agenda-setting campaign including media and policymaking components related to the social determinants of health.

HPML 626. Internship. 1-6 Hours.
(May be repeated for a maximum of 6 credit hours.) The internship provides students the opportunity to develop their practical skills and enhance professional competencies by applying the knowledge and techniques gained from their MPH coursework to public health practice.

HPML 629. Tools for Health Policy and Management Communication. 2 Hours.
PR: HPML 601. Students are provided with a set of tools utilized to analyze, predict, and communicate a variety of policy and management related tasks.
HPML 650. Professional Issues in Health Administration: Health Policy. 1 Hour.
This survey course examines foundational factors that influence and drive US public health policies. Further, this course will review the formation, implementation, and evaluation stages of policy from the past two decades.

HPML 652. Professional Issues in Health Administration: Law and Ethics. 1 Hour.
This survey course examines modern legal and ethical issues in public health. This course also examines the foundational public health practices as it relates to US law, ethics, healthcare systems, and patients.

HPML 653. Professional Issues in Health Administration: Talent and Culture. 1 Hour.
PR: Students must have completed all required core courses to fulfill the MHA degree requirements or consent. This course provides an overview of the current professional issues in management, strategic planning, and operations planning to develop responsive and robust organizations.

HPML 654. Professional Issues in Health Administration: Health Information and Management Systems. 1 Hour.
PR: Students must have completed all required core courses to fulfill the MHA degree requirements or consent. This course examines key contemporary issues and innovations in US health information and management systems to provide students with practical knowledge about the technological tools that healthcare leaders need to make informed decisions about the improvement the quality, cost, and health outcomes.

HPML 655. Health Services Project Management. 3 Hours.
Introduces the fundamentals of project management with an emphasis on the healthcare environment. Common project management tools and techniques that can be used throughout the project lifecycle to promote projects that are finished on time, within budget, and within scope are introduced. The critical importance of stakeholder management and tailoring leadership styles to project characteristics are discussed at length.

HPML 656. Management Decisions and Strategic Planning. 3 Hours.
Introduction to the principles and tools of epidemiology as applied in the field of health care administration. Specific emphasis on strategic planning and management of health service organizations.

HPML 658. Professional Issues in Health Administration: Health Policy. 1 Hour.
PR: Students must have completed all required core courses to fulfill the MHA degree requirements or consent. This course provides the opportunity to demonstrate their command of the Master of Health Administration’s core competencies through a culminating project. Additionally, this course requires students to independently synthesize and apply methods, concepts, skills and knowledge gained in previous coursework to develop, prepare, and present a substantive SWOT analysis.

HPML 660. Methods for Health Services Research 1. 3 Hours.
PR: BIOS 601 and HPML 622. Students acquire proficiency in health services research methodologies used to assess how health care services are organized, financed, assessed and delivered, and how these arrangements affect health care quality and outcomes, and population health.

HPML 661. Health Services Research Informatics. 3 Hours.
This course provides students with the applied practical understanding of and skills needed to access and use health care information systems used in performing health services research analysis.

HPML 670. Policy Analysis for Population Health 1. 3 Hours.
PR: BIOS 601 and HPML 622. This course provides students an intermediate understanding of policy analysis approaches during the formation, implementation, and outcome stages of a policy’s lifespan. A wide variety of healthcare and public health policies will be analyzed.

HPML 671. Population Health Policy Analysis Informatics 1. 3 Hours.
PR: BIOS 601 and HPML 601 and HPML 622. This course provides students with the applied practical understanding of and skills needed to access and use public health and policy information systems used in performing health policy analysis.

HPML 672. Global Health Policy. 3 Hours.
Using a health equity and social justice perspective, students will examine the major health issues facing the global health community, including health disparities, and the international institutions and policies developed to address these global health challenges.

HPML 675. Healthcare and Insurance Policy: Medicaid, Medicare, and the Affordable Care Act. 3 Hours.
Students will attain a thorough understanding of Medicaid, Medicare, and other healthcare delivery systems in the United States, with special attention paid to issues of Federalism, financing, and the political nature of health insurance delivery systems. The massive Patient Protection and Affordable Care Act legislation and its effect on the healthcare system in the United States will also be examined.

HPML 680. Performance and Economic Evaluation for Public Health. 3 Hours.
This course presents methods to demonstrate the business merit and worth of public health programs or policies. These commonly used techniques include measuring business performance, developing business case arguments, and performing economic evaluations.

HPML 681. Applied Health Care Leadership. 3 Hours.
An exploration of topics related to the theory and practice of leadership and activities designed to develop effective leadership skills that can be applied in both the healthcare management profession and society in general.

HPML 682. Managing Quality Improvement in Healthcare. 3 Hours.
Introduces students to the latest healthcare quality and patient safety improvement thinking through didactic sessions, interactive exercises and case studies with direct relevance for public health practitioners, healthcare administrators or clinicians. Examines healthcare quality and patient safety from a strategic viewpoint to make healthcare administrators effective decision makers. Provides students necessary theoretical knowledge to obtain a Six Sigma green belt.
HPML 683. Ethical Leadership in Public Health. 3 Hours.
Students will explore contemporary theory on both leadership and ethics and apply these to Public Health service.

HPML 690. Teaching Practicum. 1-3 Hours.
PR: Consent. Supervised practice in college teaching of health policy, management, and leadership. Note: This course is intended to insure that graduate assistants are adequately prepared and supervised when they are given college teaching responsibility. It also provides a mechanism for students not on assistantships to gain teaching experience. (Grading will be S/U.).

HPML 691. Advanced Topics. 1-6 Hours.
PR: Consent. Investigation in advanced topics that are not covered in regularly scheduled courses.

HPML 693. Special Topics. 1-6 Hours.
A study of contemporary topics selected from recent developments in the field.

HPML 695. Independent Study. 1-9 Hours.
Faculty-supervised study of topics not available through regular course offerings.

HPML 696. Graduate Seminar. 1-3 Hours.
PR: Consent. Each graduate student will present at least one seminar to the assembled faculty and graduate student body of his or her program.

HPML 697. Research. 1-9 Hours.

HPML 790. Teaching Practicum. 1-3 Hours.
PR: Consent. Supervised practice in college teaching of health policy, management, and leadership. Note: This course is intended to insure that graduate assistants are adequately prepared and supervised when they are given college teaching responsibility. It also provides a mechanism for students not on assistantships to gain teaching experience. (Grading will be S/U.).

HPML 797. Research. 1-9 Hours.