

DUAL DEGREE: MASTER OF HEALTHCARE ADMINISTRATION AND MASTER OF BUSINESS ADMINISTRATION

Web Site: <https://twu.edu/management-marketing/graduate-programs/dual-degree-mba-and-mha/>

Marketable Skills

Defined by the Texas Higher Education Coordinating Board's 60x30 Strategic Plan (<https://reportcenter.highered.texas.gov/agency-publication/miscellaneous/the60x30-strategic-plan/>) as, "Those skills valued by employers that can be applied in a variety of work settings, including interpersonal, cognitive, and applied skills areas. These skills can be either primary or complementary to a major and are acquired by students through education, including curricular, co-curricular, and extracurricular activities."

M.H.A. Marketable Skills

Our MHA Program uses the National Center for Healthcare Leadership (NCHL) competency model as the framework for curriculum planning and operation. Texas Woman's University was one of the universities and healthcare groups that worked together to develop the initial model. Our competency model (<https://twu.edu/health-care-administration/mha-competencies-curriculum/>) was reviewed and updated in June 2023 by the HCA faculty, alumni, and its practitioner-based Advisory Board. The foundation of the Program's curriculum is to facilitate the development of a depth and breadth of knowledge in the health sector as well as 17 professional competencies to support career success in healthcare management and leadership.

The competencies are organized in their support of four domains: Critical Thinking, Analysis, Problem Solving and Business Skills; Communication and Interpersonal Effectiveness; Professionalism and Ethics; Management and Leadership. Students completing the MHA program will be assessed on their ability to demonstrate the competencies at the basic (B), intermediate (I), and advanced (A)-levels.

All MHA students monitor their growth and development according to these competencies through a series of self- and faculty-assessments, and use this feedback to create professional development plans to guide them toward their career goals.

Critical Thinking, Analysis, Problem Solving, and Business Skill

- L3. Analytical Thinking (A)
- L8. Financial Skills (A)
- L17. Performance Measurement (I)
- L18. Process Management & Organizational Design (A)

Communication and Interpersonal Effectiveness

- L5. Collaboration (A)
- L22. Communication Skills (A)
- L21. Relationship Building (A)

Professionalism and Ethics

- L1. Accountability (A)
- L22. Self-Confidence (A)
- L23. Self-Development (A)
- L26. Team Leadership (A)

Management and Leadership

- L4. Change Leadership (I)
- L9. Human Resource Management (I)
- L12. Intuition Technology Management (A)
- L14. Innovative Thinking (A)
- L20. Project Management (I)
- L24. Strategic Orientation (I)

M.B.A. Marketable Skills

1. Critical Thinking: M.B.A. Specific Application - Solving problems by applying knowledge to cases and challenges in organizations. General Employment Application - Using feedback from employees, environment, benchmarking, and innovation to generate multiple solutions, creative ideas, and effective strategies and to understand the industry/general environment.
2. Diversity: M.B.A. Specific Application - Grasp knowledge of theory and legal statutes pertaining to workplace discrimination and diversity. General Employment Application - Implement fair selection practices and equal employee treatment while leveraging the benefits of workplace diversity.
3. Ethical Reasoning: M.B.A. Specific Application - Recognize and solve ethical dilemmas from assigned cases and grasp theory of ethics in the workplace. General Employment Application - Make ethical decisions and create or support an ethical organizational climate.
4. Teamwork: M.B.A. Specific Application - Work with teams on projects and/or grasp concepts related to group dynamics. General Employment Application - Ability to work with teams in a workplace setting and effectively manage workgroups. Vital components of successful teamwork include learning and applying methods for group creation, role formation, successful team communication, team management, and the ability to produce results.