

# : MHA - MASTER OF HEALTH ADMINISTRATION

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## In Workflow

1. U Program Review (dforgacs@illinois.edu; eastuby@illinois.edu; aledward@illinois.edu)
2. 1581 Committee Chair (carlo1@illinois.edu; jjenkns@illinois.edu)
3. 1581 Head (kgraber@illinois.edu; jjenkns@illinois.edu)
4. KY Committee Chair (alston@illinois.edu; rking10@illinois.edu)
5. KY Dean (alston@illinois.edu; rking10@illinois.edu)
6. University Librarian (jpwilkin@illinois.edu)
7. Grad\_College (agrindly@illinois.edu; jch@illinois.edu; lowry@illinois.edu)
8. Provost (kmartens@illinois.edu)
9. Senate EPC (bjlehman@illinois.edu; moorhouz@illinois.edu; kmartens@illinois.edu)
10. Senate (jtempel@illinois.edu)
11. U Senate Conf (none)
12. Board of Trustees (none)
13. IBHE (none)
14. DMI (eastuby@illinois.edu; aledward@illinois.edu; dforgacs@illinois.edu)

## Approval Path

1. Tue, 23 Mar 2021 14:07:35 GMT  
Deb Forgacs (dforgacs): Approved for U Program Review
2. Tue, 23 Mar 2021 16:37:14 GMT  
Kristi Carlson (carlo1): Approved for 1581 Committee Chair
3. Tue, 23 Mar 2021 23:56:47 GMT  
Kim Graber (kgraber): Approved for 1581 Head
4. Wed, 24 Mar 2021 15:12:28 GMT  
Reggie Alston (alston): Approved for KY Committee Chair
5. Wed, 24 Mar 2021 15:13:32 GMT  
Reggie Alston (alston): Approved for KY Dean
6. Wed, 24 Mar 2021 15:15:34 GMT  
John Wilkin (jpwilkin): Approved for University Librarian
7. Thu, 01 Apr 2021 20:11:49 GMT  
Allison McKinney (agrindly): Approved for Grad\_College
8. Mon, 05 Apr 2021 14:10:04 GMT  
Kathy Martensen (kmartens): Approved for Provost

## New Proposal

Date Submitted: Mon, 22 Mar 2021 19:06:54 GMT

## Viewing:: MHA - Master of Health Administration

Changes proposed by: Kristi Carlson

## Proposal Type

Proposal Type:

Degree (ex. BS, MS)

Proposal Title:

**If this proposal is one piece of a multi-element change please include the other impacted programs here. *example: A BS revision with multiple concentration revisions***

Establish a new Degree the Masters in Health Administration.

This is a multi-element change related to the changes for the major in Health Administration (change the related degree from the MS to the MHA) key =766

**EP Control Number**

EP:21.116

**Official Program Name**

MHA - Master of Health Administration

**Effective Catalog Term**

Fall 2021

**Sponsor College**

Applied Health Sciences

**Sponsor Department**

Kinesiology and Community Health

**Sponsor Name**

Justine Kaplan

**Sponsor Email**

justinek@illinois.edu

**College Contact**

Reggie Alston

**College Contact Email**

alston@illinois.edu

## **Program Description and Justification**

**Provide *abrief* description and justification of the program, including highlights of the program objectives, and the careers, occupations, or further educational opportunities for which the program will prepare graduates, when appropriate.**

We propose to deliver a professional, nationally accredited Master of Health Administration (MHA) program. The objective is to educate students in the knowledge, skills, and abilities needed for leadership roles in healthcare. Graduates will work in settings including but not limited to clinics, hospitals, Federally Qualified Health Centers, government, long-term care, insurance, pharmaceuticals, and start-ups related to healthcare and health outcomes. This MHA proposal would be a revision and replacement of the current MS in Health Administration (MSHA) by the MHA. Upon approval, all

current students in the MSHA would be transferred to the MHA degree, and then after that transfer, the MS in Health Administration degree would be retired.

The Bureau of Labor Statistics predicts a 32% growth in this field from 2019-2029 compared to a four percent growth in all occupations (Bureau of Labor Statistics, 2021). Median salaries in this field are \$100,980 per year and \$48.55 per hour (Bureau of Labor Statistics, 2021). The same source states that "candidates with a master's degree in health administration or related field will likely have the best prospects for careers in healthcare management roles" (Bureau of Labor Statistics, 2021). With strong field growth and high average salaries, graduate studies in this field are growing quickly.

Health administration has been a strength of the Community Health undergraduate program for many years. UIUC is the largest producer of undergraduates with training in health administration in the state. Community Health's largest concentration, Health Planning and Administration, has 258 students enrolled this semester, which represents 48% of all Community Health majors (DMI 2021 Student Enrollment Data). In AY20-21, AHS will graduate 146 Community Health majors, 66% of which have a concentration in Health Planning and Administration. Of Community Health majors who matriculate into graduate programs in health administration, the vast majority leave our campus to attend MHA programs. While there is no formal data source tracking this, faculty and academic advisers attest to this and have informal evidence based on recommendation letter writing and LinkedIn profile connections with alumni. While the existing MSHA has earned national accreditation and is starting to attract more interest from current undergraduates on campus and prospects off campus, the unconventional name of MSHA versus the far more standard MHA name has made recruiting a challenge. Increasing the ability to retain some of the large cohort of current undergraduate students and appeal to more prospects outside of campus will help the program grow and excel.

Because of the longstanding successful undergraduate program in health administration within Community Health, the MHA will benefit from strong community partnerships. Executive leaders from Carle currently serve as adjunct instructors for courses in the program, and the MHA will continue to employ adjuncts from the healthcare industry for core courses. Summer internship and capstone placements have been secured at Carle and Health Alliance, with a continued plan for partnership from all parties involved. Additional local and regional partnerships with organizations such as Clark-Lindsey Village, Kirby Medical Center, and Promise Healthcare (Frances Nelson Health Center), are valuable assets to the MHA and provide an opportunity for students to participate in meaningful learning experiences during their graduate studies.

The plan of study for the MHA was developed based on reviewing standards in this field across the nation, conducting interviews with industry leaders, and aligning with national accreditation requirements. MHA students will graduate in 2 years (four semesters). (Note: The strategic plan for growing this program includes developing a BS-MHA joint degree in the near future. Modeled on the successful BS-MPH program in the department, the joint degree would allow students in the CHLH, IHLT, and KIN undergraduate programs on campus to complete an accelerated program to earn both their BS degree and MHA in 5.5 years.)

The existing MS in Health Administration, which this proposal requests to update and rename to the MHA, is already nationally accredited by CEPH, the Council for Education on Public Health. This accreditation also includes the MPH (in Public Health) and the MPH in Epidemiology. The addition of the MSHA was approved and accredited by CEPH in October 2019 based on the revised curriculum proposed here. Extensive reporting, assessment, evaluation, and tracking occurs as part of being a nationally accredited program. Very detailed curriculum competency alignment, tracking, and reporting happen throughout the year to ensure the program is meeting the 30+ individual competencies CEPH requires. In addition, an active External Advisory Committee and student governance advisory committee are both required, and are active entities supporting these programs. CEPH supports the move to rename the MSHA to become the MHA, and as noted above, already approved the curriculum changes proposed in the major revision proposal tied to this degree proposal.

**Is this program interdisciplinary?**

No

**Academic Level**

Graduate

**CIP Code**

510702 - Hospital and Health Care Facilities Administration/Management.

**Is This a Teacher Certification Program?**

No

**Will specialized accreditation be sought for this program?**

Yes

**Describe the plans for seeking specialized accreditation:**

The existing MS in Health Administration, which this proposal requests to update and rename to the MHA, is already nationally accredited by CEPH, the Council for Education on Public Health. This accreditation also includes the MPH (in Public Health) and the MPH in Epidemiology. The addition of the MSHA was approved and accredited by CEPH in October 2019 based on the revised curriculum proposed here. Extensive reporting, assessment, evaluation, and tracking occurs as part of being a nationally accredited program. Very detailed curriculum competency alignment, tracking, and reporting happen throughout the year to ensure the program is meeting the 30+ individual competencies CEPH requires. In addition, an active External Advisory Committee and student governance advisory committee are both required, and are active entities supporting these programs. CEPH supports the move to rename the MSHA to become the MHA, and as noted above, already approved the curriculum changes proposed in the major revision proposal tied to this degree proposal.

## **Institutional Context**

University of Illinois at Urbana-Champaign

Describe the historical and university context of the program's development. Include a short summary of any existing program(s) upon which this program will be built.

**Explain the nature and degree of overlap with existing programs and, if such overlap exists, document consultation with the impacted program's home department(s).**

The MSHA was established based on using an available but dormant MS degree within Community Health in order to accelerate the pace of launching the degree. The desire for quickly implementing the degree was due to student interest and the many students the department was sending to graduate programs outside of our campus each year. Within the first year of the program though, it was apparent to faculty and department leadership that more specialized curriculum was needed to prepare students for success in the health administration field and to be able to attain national accreditation for the program.

Curriculum changes are being proposed via the tied major (key 766). Those changes represent the curriculum that has allowed the MSHA to become nationally accredited, which includes more focused health administration courses such as health economics, health finance, and health care quality.

Lastly, changing the name of the degree program to MHA is sought after to help with recognition, marketing, and recruiting for the program. Program staff currently have to explain to prospects what an MSHA is, as it is not a standard term. Prospective students seeking to earn an MHA, including current undergraduates in the health administration program on campus, are current sometimes put-off by the MSHA, as they worry it will not be competitive on the job market.

University of Illinois

**Briefly describe how this program will support the University's mission, focus and/or current priorities. Demonstrate the program's consistency with and centrality to that mission.**

Healthcare administration and leadership is a vital field, as the world has seen with increased clarity during the COVID pandemic. The field of health administration is strongly aligned with the University's mission and priorities. This program will encourage and foster scholarship, discovery, and innovation by providing opportunities for students to find creative solutions to healthcare's pressing issues. In addition, the MHA degree specifically aligns with the University of Illinois' healthcare vision by developing aspiring healthcare leaders to value excellence, quality, service, accountability and inclusivity in all aspects of their profession.

State of Illinois

**Indicate which of the following goals of the Illinois Board of Higher Education's Strategic Initiative are supported by this program: (choose all that apply)**

High Quality Credentials to Meet Economic Demand - Increase the number of high-quality post-secondary credentials to meet the demands of the economy and an increasingly global society.

**Describe how the proposed program supports these goals.**

The Bureau of Labor Statistics predicts a 32% growth in this field from 2019-2029 compared to a four percent growth in all occupations (Bureau of Labor Statistics, 2021). Median salaries in this field are \$100,980 per year and \$48.55 per hour (Bureau of Labor Statistics, 2021). The same source states that "candidates with a master's degree in health administration or related field will likely have the best prospects for careers in healthcare management roles" (Bureau of Labor Statistics, 2021). With strong field growth and high average salaries, graduate studies in this field are growing quickly.

## **Enrollment**

**What is the typical time to completion of this program?**

2 years

**What are the minimum Total Credit Hours required for this program?**

52

## **Delivery Method**

**This program is available:**

On Campus

## **Budget**

**Will the program or revision require staffing (faculty, advisors, etc.) beyond what is currently available?**

No

**Additional Budget Information**

This proposal requests to reestablish the existing MS in Health Administration degree as the Master of Health Administration (MHA). The curriculum and programmatic activities discussed here are all already in place and being taught by current faculty, thus no additional resources are needed to operate this program.

## **Resource Implications**

Facilities

**Will the program require new or additional facilities or significant improvements to already existing facilities?**

No

Technology

**Will the program need additional technology beyond what is currently available for the unit?**

No

Non-Technical Resources

**Will the program require additional supplies, services or equipment (non-technical)?**

No

## Resources

**For each of these items, be sure to include in the response if the proposed new program or change will result in replacement of another program(s). If so, which program(s), what is the anticipated impact on faculty, students, and instructional resources? Please attach any letters of support/ acknowledgement from faculty, students, and/or other impacted units as appropriate.**

Library Resources

**Describe your proposal's impact on the University Library's resources, collections, and services. If necessary please consult with the appropriate disciplinary specialist within the University Library.**

This proposal requests to reestablish the existing MS in Health Administration degree as the Master of Health Administration (MHA). It is hoped that the change to the MHA degree name, which is the standard in the field, will help increase enrollment in the program. Even with the anticipated additional 5-10 students matriculating each year, a measurable change in the use of library resources is not expected.

Instructional Resources

**Will there be any reduction in other course offerings, programs or concentrations by your department as a result of this new program/proposed change?**

No

**Does the program include other courses/subjects impacted by the creation/revision of this program?**

No

## Financial Resources

**How does the unit intend to financially support this proposal?**

Tuition Rate: The tuition rate for the MS in Health Administration is already established at graduate base tuition + \$3,000 for the year. The newly renamed degree of MHA would continue this tuition rate. This is a competitive price in line with similar R1 public school tuition in the state (ex: UIC), and significantly lower than private school tuition (ex: Northwestern or Rush).

Self-Supporting: The existing MS in Health Administration is a self-supporting program, which is planned to continue as the degree shifts to become the MHA. Most MHA degrees offered throughout the US are operated in this manner, which is consistent with most professional and practitioner degrees offered in the country.

**Will the unit need to seek campus or other external resources?**

No

## Program Regulation and Assessment

**Briefly describe the plan to assess and improve student learning, including the program's learning objectives; when, how, and where these learning objectives will be assessed; what metrics will be used to signify student's achievement of the stated learning objectives; and the process to ensure assessment results are used to improve student learning. (Describe how the program is aligned with or meets licensure, certification, and/or entitlement requirements, if applicable).**

There is no required licensure or certification in this field, however the existing MS in Health Administration (which this proposal requests to update and rename to the MHA) is already nationally accredited by CEPH, the Council for Education on Public Health. This accreditation also includes the MPH (in Public Health) and the MPH in Epidemiology. The addition of the MSHA was approved and accredited by CEPH in October 2019 based on the revised curriculum proposed here. Extensive reporting, assessment, evaluation, and tracking occurs as part of being a nationally accredited program. Very detailed curriculum competency alignment, tracking, and reporting happen throughout the year to ensure the program is meeting the 30+ individual competencies CEPH requires. In addition, an active External Advisory Committee and student governance advisory committee are both required, and are active entities supporting these programs. CEPH supports the move to rename the MSHA to become the MHA, and as noted above, already approved the curriculum changes proposed in the major revision proposal tied to this degree proposal.

**Is the career/profession for graduates of this program regulated by the State of Illinois?**

No

## EP Documentation

**Attach Rollback/Approval Notices**

RE\_ Question about Health Administration, MHA Proposal.pdf

## DMI Documentation

**Program Reviewer Comments**

**Kristi Carlson (carlso1) (Thu, 18 Feb 2021 21:59:25 GMT):**Rollback: Minor revisions

**Deb Forgacs (dforgacs) (Mon, 22 Feb 2021 15:13:14 GMT):**Rollback: requested

**Naiman Khan (nakhan2) (Fri, 12 Mar 2021 05:02:42 GMT):**This proposal requests to update and rename the MSHA program to MHA. The change is expected to enhance recruitment and make the program consistent with other universities of similar caliber. The proposal justification is extensive. I do not have any major concerns.

**Justin Aronoff (jaronoff) (Fri, 12 Mar 2021 06:09:45 GMT):**For clarity, I would recommend changing the title of this proposal to something such as "Renaming the MS in Health Administration"

**Liza Berdychevsky (lizabk) (Fri, 12 Mar 2021 06:36:19 GMT):**This is a clear and well-developed proposal. I think that the name change makes sense and is well-justified.

**Mary Flaherty (maryflah) (Fri, 12 Mar 2021 15:36:10 GMT):**The proposed name change appears justified and is supported by CEPH. I agree it would be beneficial to change the proposal title to indicate that it is requesting a name change (the goal of the proposal was unclear initially, so a revised title would be useful).

**Reggie Alston (alston) (Fri, 12 Mar 2021 16:48:46 GMT):**Should we require a letter of support from CEPH, since it is said repeatedly that CEPH approves of the change?

**Suiwen Zou (szou) (Fri, 12 Mar 2021 17:32:58 GMT):**The proposed change is well justified. I do not have any major concerns.

**Robyn Gobin (rgobin) (Fri, 12 Mar 2021 17:49:16 GMT):**The proposed name change makes sense and is well justified.

**Reggie Alston (alston) (Fri, 12 Mar 2021 18:21:39 GMT):**This is a name change rather than a new degree program.

**Reggie Alston (alston) (Fri, 12 Mar 2021 18:40:18 GMT):**It is recommended that you send both proposals as a single packet. If you choose not to submit as one proposal, send the name change through first without references to the other related proposal.

**Reggie Alston (alston) (Fri, 12 Mar 2021 18:43:21 GMT):**Rollback: Hi Kristi, See the comments below. There are minor suggestions, such as submitting the proposal as a name change rather than a new program. Also, the committee was curious about why the two MHA proposals are being submitted as a single packet. Please give me a call for a brief talk. We can get this approved quickly and move it forward to campus.

**Kristi Carlson (carlso1) (Mon, 22 Mar 2021 20:55:11 GMT):**Please see our responses/revisions as follows: Can we pursue a name change vs a new program? o Sadly, no. Justine met with Kathy Martensen in advance of beginning this work (in addition to Deb Forgacs and a contact from the Grad College). Kathy spelled out the process we are following: 766 is updating the Health Administration major to reflect the current coursework, whereas 1047 establishes the ability of the campus to grant MHA degrees. (Since there is no MHA degree, the ability to grant that degree has to be created through this process. In campus's mind, students earn an MHA degree (1047) in the Health Administration major (766). • Recommend changing the title of this proposal to something such as "Renaming the MS in Health Administration" o See above • This is a name change rather than a new degree program. o See above. • Why are two MSHA/MHA proposals moving through as a connected packet? o See answer above. Proposal 1047 establishes the ability of the campus to grant MHA degrees, and the related proposal in 766 updates the Health Administration major curriculum. • It is recommended that you send both proposals as a single packet. o These two proposals (Code 1047 and 766) cannot be a single packet but they are moving through as a linked packet. • If you choose not to submit as one proposal, send the name change through first without references to the other related proposal. o Kathy advised us to submit these concurrently. Since they are linked, we were advised that it was ok to/good to reference each other. • Committee was curious about why the two MHA proposals are being submitted as a single packet o These are 2 separate proposals that are linked. Per Kathy Martensen, we are required to do this via 2 proposals. • Need a letter of support from CEPH? o Since they have already accredited the curriculum, this seems to have occurred already.

Key: 1047

**From:** [Kaplan, Justine](#)  
**To:** [Amos, Jenny](#)  
**Cc:** [Lehman, Barbara J](#); [Martensen, Kathy](#); [Alston, Reginald J](#)  
**Subject:** RE: Question about Health Administration, MHA Proposal  
**Date:** Friday, April 9, 2021 10:25:50 AM

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Hi Jenny, thanks so much for your detailed review of the application. Answers are below in italics. Please let me know if you have any additional questions, want additional detail, or would like to discuss.

Thank you,  
- Justine

Justine Kaplan, MSPH ([she/her/hers](#))  
MPH Program Director & MSHA Program Interim Director  
Clinical Assistant Professor  
Department of Kinesiology & Community Health  
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**From:** Amos, Jenny <jamos@illinois.edu>  
**Sent:** Friday, April 9, 2021 8:41 AM  
**To:** Kaplan, Justine <justinek@illinois.edu>  
**Cc:** Lehman, Barbara J <bjlehman@illinois.edu>; Martensen, Kathy <kmartens@illinois.edu>; Alston, Reginald J <alston@illinois.edu>  
**Subject:** Re: Question about Health Administration, MHA Proposal

Justine

Thank you for having Kristin send the course proposals over to me.

I have a few more questions about the MSHA-> MHA proposal.

1. Can you explain a bit more about this statement: "The MSHA was established based on using an available but dormant MS degree within Community Health in order to accelerate the pace of launching the degree."?
  - *The MSHA was created based on a dormant MS in Public Health. This was changed to an MS in Health Administration (abbreviated to MSHA for ease in communicating), with some changes of the curriculum.*
    - a. When was the MSHA approved by Ed Pol?
    - *This did go through EdPol review. It was approved at the 4/30/18 Senate mtg. Please see the screenshot below for details. Notes at <https://www.senate.illinois.edu/20180430m.pdf>.*
      - b. What changes were made during the offering of the MSHA and were those approved through Ed Pol as well? Or were those managed through curriculum modifications for degrees?
  - *Changes have been made to the MSHA degree to align with standards for graduate health administration programs. These are moving forward in proposal #766, which updates the Health Administration major curriculum. (See Q2 below for more info.) (#766 is the curriculum revisions to the major, whereas proposal #1047 is creating the MHA degree.)*

- 04/30/18-05 [EP.18.52](#)\* Proposal to establish a combined Bachelor of Science/Master of Science in Aerospace Engineering from the College of Engineering
- 04/30/18-06 [EP.18.57](#)\* Establish a New Joint Degree Program for the MA in Russian, East European, and Eurasian Studies, College of Liberal Arts and Sciences, and MS in Library and Information Science, School of Information Sciences
- 04/30/18-07 [EP.18.58](#)\* Proposal from the College of Applied Health Sciences to rename and revise the MS in Public Health

2. Can you also tell me a bit more about the accreditation mentioned in the proposal: "This proposal represents the curriculum that has allowed the MSHA to become nationally accredited (in Fall 2019)"?
- *There are two tied proposals moving through EdPol right now. Proposal #766 is to update the Health Administration major curriculum. When the original MSHA was created it was lacking some of the breadth and depth of health administration specific courses usually seen in programs across the country. The curriculum in Proposal #766 reflects the updated curriculum that meets the rigor of national accreditation and aligns with norms seen throughout similar programs in the country.*

Best,

**JENNY AMOS, PHD**

Teaching Associate Professor

Bioengineering | The Grainger College of Engineering  
Carle Illinois College of Medicine  
Educational Psychology | College of Education

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**From:** Kaplan, Justine <[justinek@illinois.edu](mailto:justinek@illinois.edu)>

**Date:** Tuesday, April 6, 2021 at 12:23 PM

**To:** Amos, Jenny <[jamos@illinois.edu](mailto:jamos@illinois.edu)>

**Cc:** Lehman, Barbara J <[bjlehman@illinois.edu](mailto:bjlehman@illinois.edu)>, Martensen, Kathy <[kmartens@illinois.edu](mailto:kmartens@illinois.edu)>, Alston, Reginald J <[alston@illinois.edu](mailto:alston@illinois.edu)>

**Subject:** RE: Question about Health Administration, MHA Proposal

Hi Jenny, thanks so much for your email and help in this process. A colleague of mine works with the course proposals for our department. She just let me know she can get PDF versions of these my way later today, and then I'll send them to you.

Thanks again,

- Justine

Justine Kaplan, MSPH ([she/her/hers](#))  
MPH Program Director & MSHA Program Interim Director  
Clinical Assistant Professor  
Department of Kinesiology & Community Health  
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**From:** Amos, Jenny <[jamos@illinois.edu](mailto:jamos@illinois.edu)>

**Sent:** Monday, April 5, 2021 12:29 PM

**To:** Kaplan, Justine <[justinek@illinois.edu](mailto:justinek@illinois.edu)>

**Cc:** Lehman, Barbara J <[bjlehman@illinois.edu](mailto:bjlehman@illinois.edu)>; Martensen, Kathy <[kmartens@illinois.edu](mailto:kmartens@illinois.edu)>; Alston, Reginald J <[alston@illinois.edu](mailto:alston@illinois.edu)>

**Subject:** Question about Health Administration, MHA Proposal

Justine

I am serving as the sub-committee chair for your proposal for the Health Administration, MHA.

I have a question about proposal that will help me move it forward in our process. While we do support concurrent course and proposal submissions, it is helpful if my committee reviewing the program proposal can also see the course proposals. Can you provide PDFs of those course proposals and a status update on where they are in the approval queue?

Thank you for this additional information.

Best,

**JENNY AMOS, PHD**

*Teaching Associate Professor*

Bioengineering | The Grainger College of Engineering  
Carle Illinois College of Medicine  
Educational Psychology | College of Education

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