



Proposal to the Senate Educational Policy Committee

PROPOSAL TITLE:

Change the Master of Science in Public Health to the Master of Science in Health Administration.

SPONSOR:

Stephen Notaro, PhD
Associate Teaching Professor
Department of Kinesiology and Community Health
(217) 265-6232
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COLLEGE CONTACT:

Reginald Alston, PhD
Associate Dean
Department of Kinesiology and Community Health
(217) 333-2307
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BRIEF DESCRIPTION:

We propose to change the Master of Science in Public Health degree into a Master of Science in Health Administration (MSHA) degree. With this name change comes an updated curriculum proposed in Appendix A, and updated catalogue description to better fit a Master of Science in Health Administration.

JUSTIFICATION:

The proposed curricular change detailed in this document will not influence the two master degrees currently offered in Community Health within the Department of Kinesiology and Community Health. These degrees are a Master of Science in Community Health (MSCH) with specializations in either Health Policy and Administration, or Epidemiology, and a Master of Public Health (MPH). Both degrees will continue to be offered to students who are interested in health policy, epidemiology, and public health, respectively. We propose to change the

Master of Science in Public Health (MSPH) into a Master of Science in Health Administration (MSHA) to offer a degree more focused in health administration. Because of this, once the MSHA is established, the MSCH will remove the “Administration” from the specialization. Therefore, the MSCH will offer a specialization in either Health Policy or Epidemiology. Therefore, students will have the option of an MSCH with a specialization in Health Policy or an MSHA. The MSHA will focus in health administration, with coursework in management, strategic planning, and data analytics. The MSCH with a specialization in health policy will focus on the development and analysis of public policy. No students have been admitted into the Master of Science in Public Health (MSPH) program since the recent creation of the Master of Public Health program in 2009. Transitioning the MSPH into a Master of Science in Health Administration is an opportunity not only for prospective students, but also for the University. This degree proposal allows for distinct degree options for students interested in health policy, epidemiology, public health, and now healthcare administration. Currently, the largest group of students within the College of Applied Health Science are enrolled as majors in the Department of Kinesiology and Community Health. Among the approximate 1200 undergraduate students, more than 300 have concentrations in the area of Health Planning and Administration. Many of these students are eager to gain master's degrees in health administration, but are currently unable to pursue this degree at the University of Illinois.

Several examples that illustrate the need for a MSHA degree at Illinois. First, this can be demonstrated through the Fall 2017 enrollment class at Rush University. The Master of Science in Health Systems Management program at Rush University is ranked fifth in the nation. Among the 25 students enrolled in this program during the Fall 2017 semester are six 2017 graduates of the Illinois Community Health program. Second, in the Fall 2017 semester, MSHA programs from Michigan (ranked #1 in the field), Rush (ranked #5), Saint Louis University (ranked #7) and Iowa (ranked #10) visited Illinois to recruit Community Health undergraduate students in health planning and administration. Further, the Master of Science in Public Health has intentionally not accepted students since the College of Applied Health Science established the Master of Public Health degree. Transitioning a currently dormant program into a program that students are eager to pursue, will provide students with an opportunity to attain a specialization in a growing area of health sciences within the College of Applied Health Science.

According to the Bureau of Labor Statistics, management positions in the healthcare sector have a 20 percent change in employment growth, compared to only 7 percent change in growth for all other occupations from 2016 to 2026. The median pay in 2016 for individuals working in management positions in healthcare was \$96,540. The Bureau of Labor Statistics indicates 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.

Movements toward this new program have already occurred. There are six dedicated students in the Master of Science in Community Health program who are hoping to switch into the Master of Science in Health Administration degree. These students are enrolled in classes that work both for their current degree and for the new Master of Science in Health Administration degree. In addition, there are more students hoping to begin this track in 2018. Although no official program announcement has been made, interest has been very high.

Connections with Carle Foundation Hospital are developing, including a letter of support received in support of the proposed MSHA program. In addition, all current Master of Science in Community Health students have secured 8-week internship positions for the summer of 2018 to

work in administration. Students in Fall 2017 have had informational seminar sessions from key departments within the hospital. Further, top Carle Foundation Hospital administrators have served as instructors in the Community Health: Health Administration undergraduate program for approximately the past 10 years.

Claro Healthcare, a premier healthcare consulting company located in Chicago, Illinois, has hired graduates and supported the undergraduate Community Health program for many years. In addition, Claro Healthcare has asked our current Master of Science in Community Health students who are interested in health administration to offer a series of presentations on topics related to current issues in the administration of health care to their staff of over 100 individuals. This will begin in January 2018. Additionally, a number of their consultants have expressed interest in enrolling for the MSHA.

The search for a new faculty member, an Assistant Professor Faculty Position in Health Administration, is underway. The job application is currently open with onsite interviews set for early 2018.

Preliminary discussions have occurred with the accrediting body, Commission of Accreditation of Healthcare Management Education (CAHME). All aspects of the Master of Science in Health Administration will be designed to ensure it meets CAHME's accreditation standards.

BUDGETARY AND STAFF IMPLICATIONS:

1) Resources

- a. How does the unit intend to financially support this proposal?
 - i. The MSHA will generate revenue through a traditional model of graduate tuition payment by students.
 - ii. Tuition will be at the University's graduate base rate: \$12,488 for residents and \$26,980 for non-residents.
- b. How will the unit create capacity or surplus to appropriately resource this program? If applicable, what functions or programs will the unit no longer support to create capacity?
 - i. The unit will create capacity to resource this program by using master-level classes currently offered within the Department of Kinesiology and Community Health and also through development of new coursework.
 - ii. Current resources such as the student lounge for BS-MPH students will be available to Master of Science in Health Administration students.
 - iii. No functions or programs will need to be altered to create capacity for the Master of Science in Health Administration.
 - iv. Additional capacity can be created by developing courses more specific to the MSHA with additional faculty and instructors.
- c. Will the unit need to seek campus or other external resources? If so, please provide a summary of the sources and an indication of the approved support.
 - i. As discussed earlier, connections with Carle Foundation Hospital are developing, including a letter of support received in support for the MSHA program. The opportunities from this arrangement will bring the insight and knowledge of high-level hospital administrators, practical experience through

internships, and exposure to many of the programs and services offered by a Level One trauma center.

- ii. Strong connections have been developed with Claro Healthcare. Claro Healthcare administrators appreciate the importance of hiring individuals who have strong backgrounds in health administration. Individuals with master's degrees in such an area would be ideal prospective employees for them.

- d. Please provide a letter of acknowledgment from the college that outlines the financial arrangements for the proposed program.

2) Resource Implications

- a. Please address the impact on faculty resources including the changes in numbers of faculty, class size, teaching loads, student-faculty ratios, etc.

- i. Faculty:

- 1. The number of faculty will increase. As stated above, there is a search committee underway to add an additional faculty to teach in this program bringing the total to two full-time faculty members in this area.

- ii. Class size:

- 1. Class size of currently offered classes will increase with the enrollment of new Master of Science in Health Administration students. Initial enrollment is projected to be five to ten students. This number will grow with additional faculty support.

- iii. Teaching loads:

- 1. Teaching loads will remain the same for tenure track and specialized teaching professors. The addition of a tenure track professor will provide three courses related to the MSHA program.
- 2. The new hire will help provide flexibility in faculty course load and assignments. Tenure track faculty will teach a two-one load.
- 3. The proposed revisions maintain the standard faculty-teaching load of three courses per year.
- 4. Adjunct professors from Carle Foundation Hospital will also be used to teach courses.
- 5. Proposed faculty to teach specific courses are described in Appendix A.

- iv. Student-faculty ratios:

- 1. As student enrollment increases, the student-faculty ratio will also increase. The current ratio for Fall 2018 is projected to be five students to one faculty, and not exceeding a ten to one ratio.

- b. Please address the impact on course enrollment in other units and provide an explanation of discussions with representatives of those units.

- i. Letters of support from Gies College of Business and Economics Department are attached.

- ii. The College of Applied Health Science and Gies College of Business plan to have an MSHA – MBA option for students in the future.

- c. Please address the impact on the University Library

- i. The University Library currently subscribes to leading journals in health administration, including the *Journal of Healthcare Management and*

Healthcare Executive.

- ii. If other journals are needed, the library will be approached about necessary additions.
- d. Please address the impact on technology and space (e.g. computer use, laboratory use, equipment, etc.)
 - i. No additional burden will impact technology and space. Students will enroll in many classes currently offered. Any new classes that are developed will be scheduled with the current system for classroom utilization.
 - ii. The development of new classes will be managed within the Department of Kinesiology and Community Health.

For new degree programs only:

- 3) Briefly describe how this program will support the University's mission, focus, and/or current priorities. Include specific objectives and measurable outcomes that demonstrate the program's consistency with and centrality to that mission.
 - a. The University of Illinois System mission is to transform lives and serve society by educating, creating knowledge, and putting knowledge to work on a large scale and with excellence. The MSHA will support this mission by providing another avenue for undergraduate students and working professionals to further their knowledge in healthcare administration to apply to any and all healthcare organizations to help improve the United States healthcare system.
 - b. The University of Illinois System's vision is a future in which the University of Illinois System is the recognized leader in healthcare among public research university systems in healthcare. The three components to support the University's vision in becoming a recognized leader in healthcare must include three of the most prominent components in healthcare: medicine through an MD program, public health through an MPH program, and administration through an MSHA program. To date, the University of Illinois has successfully created two of the components by offering the first engineering medical school and offering an accredited MPH program. The next step is creating an MSHA program.
 - c. The proposed MSHA program will work toward Illinois's vision of becoming a recognized leader in healthcare administration by becoming a CAHME accredited ranked program after implementation.
 - d. The University of Illinois strategic plan for "The Next 150" outlines its plans and goals for health sciences. Illinois wants to create "new... professional programs... to create unique skill sets that prepare students for careers in health innovation". The proposed master degree will support this vision by preparing students to be administrators of these innovative processes.
 - e. The proposed MSHA projects to have an average enrollment class of 25 students, who will be preparing to become successful leaders in healthcare administration following graduation.
 - f. Our goal is to achieve and maintain a student to faculty ratio of no more than 10:1 of full-time, part-time, and adjunct faculty.
- 4) Please provide an analysis of the market demand for this degree program. What market indicators are driving this proposal? What type of employment outlook should these graduates expect? What resources will be provided to assist students with job placement?
 - a. As stated in the Justification section, students from KCH's undergraduate program

Community Health have been accepted into some of the top MSHA programs in the country. In addition, the employment growth for healthcare administration is increasing approximately three times faster than all other occupations, according to the Bureau of Labor Statistics.

- b. As KCH's alumni network increases in size and strength, the MSHA students will have a wide variety of opportunities for employment. Prominent alumni and other distinguished professionals within the field of healthcare administration have expressed strong support for this effort and are eager to hire Illinois MSHA graduates.
- 5) If this is a proposed graduate program, please discuss the programs intended use of waivers. If the program is dependent on waivers, how will the unit compensate for lost tuition revenue?
- a. Based on departmental needs, a limited number of students would receive waivers through teaching assistantships working with the undergraduate health administration courses and others.
 - b. Currently, KCH offers students assistantships over 25% time to meet instructional demands. Top MSHA students will be eligible to compete for these assistantships to fill these demands.
 - i. The availability of assistantships for these tops students will assist in the recruitment and enrollment of high performing students.
 - ii. Therefore, more students will be seeking assistantships but these will be allocated across all graduate degrees within community health.
 - iii. At this time, teaching demand in KCH exceeds available graduate students. Once that demand is met, all other students will pay full tuition. The department's graduate office will determine the number of assistantships available.

DESIRED EFFECTIVE DATE:

Fall 2018

STATEMENT FOR PROGRAMS OF STUDY CATALOG:

Current:

The program generally takes two years, depending upon prior education and experience. The program includes 26 hours of required courses that are intended to provide an overall knowledge of the public health field and the tools necessary for successful functioning as a community health education specialist; hours of fieldwork experience in the summer; and a thesis. Students entering the program are expected to have completed undergraduate coursework in data collection and processing, including issues of measurement and questionnaire design, computerization, descriptive health measures, and statistical analysis through regression. Courses must have been completed with grades of B or better. Deficiencies in these areas will require additional coursework, as necessary, for successful completion of the degree. A non-thesis option is available with permission from the department.

Updated:

The Master of Science in Health Administration program is designed to prepare graduate students to become successful healthcare managers and administrators. Students will gain the knowledge and skills necessary to manage the complex United States healthcare system efficiently and effectively.

Our mission is: Preparing future leaders in healthcare to improve health systems through effective management.

Our vision is: To be nationally recognized for producing top leaders in healthcare management.

Our values: **Professionalism Respect Inclusive Distinguished Excellence**

The Master of Science in Health Administration program seeks students with a 3.0 GPA or higher from their bachelor's degree and completion of GRE prior to application. Generally the degree is completed in two years, depending upon prior education and experience. No undergraduate courses will satisfy courses for both an undergraduate and master's degree (i.e. "double dipping"). Students entering the program are encouraged to have completed undergraduate coursework in health, health administration, and other business related courses with all majors accepted.

The Master of Science in Health Administration program requires completion of 48 hours of coursework including an internship. The courses are intended to provide overall knowledge of the United States healthcare system while promoting student's flexibility in selecting electives. The thesis option provides students the opportunity to study a section of the healthcare system more thoroughly through in-depth research.

A student may choose to write an acceptable thesis for 4 hours of credit (i.e., Community Health 599) or select a non-thesis option by substituting 4 hours of credit (i.e., approved credit that includes 4 hours of Community Health 593 (Independent Study)). The independent study is a practical application project in conjunction with the student's internship experience.

CLEARANCES:

Signatures:

Amelia M Woods

03/14/2018

Unit Representative: **Dr. Amelia Woods**

Date:

Reginald J. Alston

03/14/2018

College Representative: **Dr. Reginald Alston**

Date:

[Signature]

3/20/2018

Graduate College Representative:

Date:

Council on Teacher Education Representative:

Date:

Appendix A: (Proposed Curriculum Revisions)

Thesis Requirement Curriculum

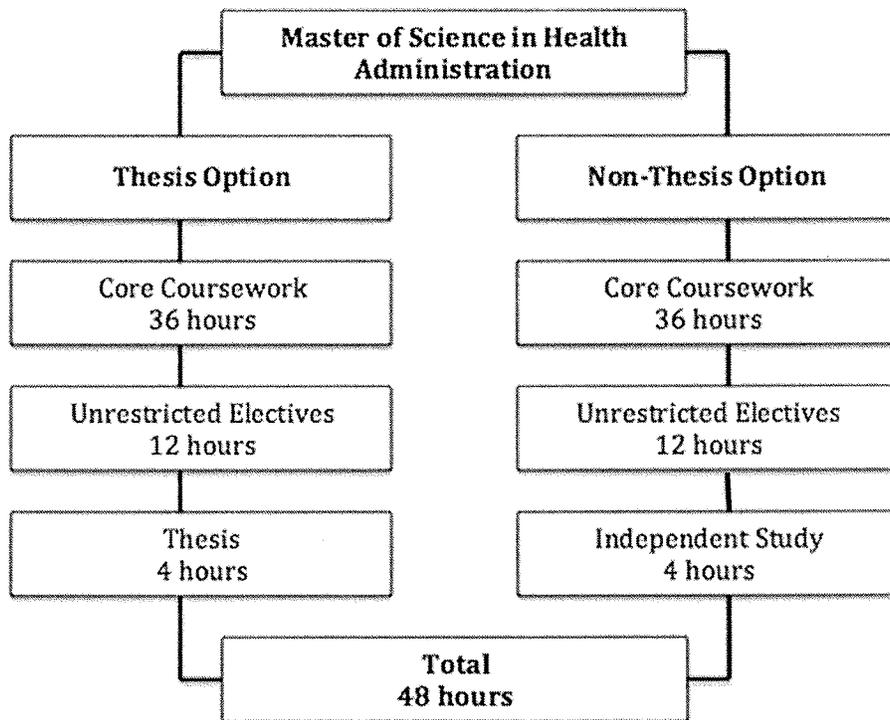
Current Requirements:	Current Hours	Revised Requirements:	Revised Hours	Instructor
<i>Major Core Requirement</i>		<i>Major Core Requirement</i>		
CHLH 429 – Research Techniques	4 Hours	CHLH 5## – Strategic Planning in Healthcare	4 Hours	Adjunct Professor
CHLH/ENVS/PAT H 474 - Principles of Epidemiology	4 Hours	CHLH 573 – Biostatistics in Public Health	4 Hours	Andrade
CHLH 510 - Public Health Development*	4 Hours	CHLH 577 - Health Program Evaluation	4 Hours	Mejia
CHLH/ENVS 469 - Environmental Health	4 Hours	CHLH 5## - Operations Management in Healthcare	4 Hours	Adjunct Professor
CHLH/KIN 540 - Health Behavior: Theory	4 Hours	CHLH 456 - Organization of Health Care	4 Hours	New Health Administration Faculty
CHLH 550 - Health Policy	4 Hours	CHLH 550 - Health Policy	4 Hours	Notaro
CHLH 585 - Community Health Internship	4 Hours	CHLH 585 - Community Health Internship	4 Hours	Notaro
CHLH 599 - Thesis Research	4 Hours	CHLH 599 - Thesis Research	4 Hours	-
<i>Additional class</i>		CHLH 5## - Finance in Healthcare	4 Hours	Notaro
<i>Additional requirements</i>		Elective Hours - Chosen in accordance with the student's advisor	12 Hours	-
Total Core Required Hours		36 Hours		
Total Elective Hours		12 Hours		
Total Required Hours		48 Hours		
Minimum GPA:		3.0		

Non-Thesis Requirement Curriculum

Current Requirements:	Current Hours	Revised Requirements:	Revised Hours	Instructor
<i>Major Requirement</i>		<i>Major Requirement</i>		
<i>Core Requirement</i>		<i>Core Requirement</i>		
CHLH 429 - Research Techniques	4 Hours	CHLH 5## - Strategic Planning in Healthcare	4 Hours	Adjunct Professor
CHLH/ENVS/PAT H 474 - Principles of Epidemiology	4 Hours	CHLH 573 - Biostatistics in Public Health	4 Hours	Andrade
CHLH 510 - Public Health Development*	4 Hours	CHLH 577 - Health Program Evaluation	4 Hours	Mejia
CHLH/ENVS 469 - Environmental Health	4 Hours	CHLH 5## - Operations Management in Healthcare	4 Hours	Adjunct Professor
CHLH/KIN 540 - Health Behavior: Theory	4 Hours	CHLH 456 - Organization of Health Care	4 Hours	New Health Administration Faculty
CHLH 550 - Health Policy	4 Hours	CHLH 550 - Health Policy	4 Hours	Notaro
CHLH 585 - Community Health Internship	4 Hours	CHLH 585 - Community Health Internship	4 Hours	Notaro
CHLH 599 - Thesis Research	4 Hours	CHLH 593 - Independent Study	4 Hours	-
<i>Additional class</i>		CHLH 5## - Finance in Healthcare	4 Hours	Notaro
<i>Additional requirements</i>		Elective Hours - Chosen in accordance with the student's advisor	12 Hours	-
Total Core Required Hours		36 Hours		
Total Elective Hours		12 Hours		
Total Required Hours		48 Hours		
Minimum GPA:		3.0		

*No longer offered

**Appendix B:
(Proposed Sample Format)**



UNIVERSITY OF ILLINOIS
AT URBANA-CHAMPAIGN

CARLE ILLINOIS COLLEGE OF MEDICINE
320 Illini Union Bookstore, MC 325
807 S. Wright Street
Champaign, Illinois 61820



March 23, 2018

To Whom It May Concern:

I am writing this letter to show our support for the College of Applied Health Sciences to establish a Master of Science in Health Administration. This new program will be useful for some of our students and certainly many physicians and employees of our clinical partners. If there is any further information that I can provide please feel free to contact me.

Sincerely yours,



King C. Li, M.D., M.B.A.
Dean, Carle Illinois College of Medicine

UNIVERSITY OF ILLINOIS
AT URBANA-CHAMPAIGN

College of Applied Health Sciences
Dean's Office
1206 South Fourth Street
110 Huff Hall
Champaign, IL 61820



February 28, 2018

Kathryn A. Martensen
Assistant Provost for Educational Programs
Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304

Dear Ms. Martensen:

I strongly support the Department of Kinesiology and Community Health's (KCH) proposal to change the name of the Master of Science in Public Health (MSPH) to the Master of Science in Health Administration (MSHA). As explained in the proposal, the MSPH has not accepted students since we created a Master of Public Health (MPH) program in 2009. We placed the MSPH on moratorium primarily to eliminate duplication, avoid confusion from prospective applicants, and remove undesired competition between the two programs. We have no intention of reopening the MSPH. The MSHA degree addresses labor market needs within health care management in the country and closely complements our strategic goal of developing new professional degree programs with tremendous growth potential.

As a college, AHS has already invested in the idea of a MSHA degree by funding the search for an additional faculty member with expertise in the topical area. We are also committed to provide any necessary space, budget, and structural needs for the program. The Head of KCH (Dr. Amy Woods) has identified Dr. Steve Notaro to serve as the initial Director of the MSHA program. He has extensive research and teaching experiences in the area and currently serves as an Associate Teaching Professor in KCH.

We are optimistic about enrollment projections for the MSHA. As noted in the proposal by Dr. Notaro, interest in the new degree program is high among current students in our existing undergraduate program in community health. A market analysis that we commissioned also showed the likelihood of strong appeal nationally for the MSHA program and sustainable enrollments into the foreseeable future.

Again, I unequivocally support the conversion of the MSPH into a MSHA and will provide the appropriate resources to ensure its success. Please contact me if you have any questions.

Sincerely,

A handwritten signature in blue ink that reads "Cheryl Hanley-Maxwell".

Cheryl Hanley-Maxwell, Ph.D.
Dean

February 6, 2018

Letter of Support

The Master of Business Administration (MBA) within the Gies College of Business at the University of Illinois at Urbana-Champaign supports the College of Applied Health Sciences (AHS) development of a Master of Science in Health Administration (MSHA) program. The MSHA program will be uniquely positioned on campus to offer a degree specifically to meet the demands of the health care industry.

The Gies College of Business and AHS will work to develop an MBA-MSHA joint degree, as soon as possible. Both colleges agree that this will provide students a great opportunity in higher education. Combining the MBA's business focus with the MSHA's focus on the administration of healthcare services will make students competitive in the workforce that are highly qualified professionals for either field.

Based on the strength of both degrees and market demand for business skills in health care, we are confident that graduates of the joint degree will find ample demand for career placement in the state of Illinois and nationally. We have also seen this type of joint degree successfully implemented at other universities in the region and are confident that the Illinois degrees will also be successful in producing managers and leaders who will make an impact in health care management.

Best regards,

C. Tad Brinkerhoff
Director, MBA Programs
Gies College of Business
University of Illinois
Ctb36@illinois.edu
217-300-6207

THE CARLE FOUNDATION

611 W. Park Street | Urbana, IL 61801



January 11, 2018

Letter of Support

Carle Foundation Hospital is committed to the education of future leaders in healthcare administration and hereby writes a letter of support for the proposed Master of Science in Health Administration (MSHA) program at the University of Illinois at Urbana-Champaign, within the College of Applied Health Sciences.

The Carle Executive leaders support the MSHA as a way to provide extensive education to students who strive to enter the dynamic field of health administration. The MSHA at Illinois will play a crucial role in addressing the growing demand for qualified leaders of healthcare and Carle welcomes the opportunity to be a part of this effort.

Carle Foundation Hospital is well prepared to provide a learning laboratory for future MSHA students through teaching, practical experience opportunities, and career guidance. Combining high quality classes on campus with the knowledge provided by Carle positions the MSHA at Illinois to become a leader in the field of health administration. Carle Executive leaders have taught for over 10 years in the undergraduate Health Planning and Administration program and look forward to expanding that relationship with the MSHA program.

Carle Foundation Hospital looks forward to cooperatively working with the MSHA at Illinois to develop this program into one of the premier educational experiences in the United States.

Thank you.

A handwritten signature in black ink that reads "John M. Snyder". The signature is written in a cursive, flowing style.

John M. Snyder, FACHE

Executive Vice President and System Chief Operation Officer – Carle Health System

President and Chief Executive Officer – Health Alliance Medical Plans

611 West Park Street

Urbana, IL 61801

217-383-4604

Office of the Provost and Vice Chancellor for Academic
Affairs

Swanlund Administration Building
601 East John Street
Champaign, IL 61820



March 29, 2018

Gay Miller, Chair
Senate Committee on Educational Policy
Office of the Senate
228 English Building, MC-461

Dear Professor Miller:

Enclosed is a copy of a request from the College of Applied Health Sciences to rename and revise the Master of Science in Public Health.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kathryn A. Martensen'.

Kathryn A. Martensen
Assistant Provost

Enclosures

c: J. Hart
A. McKinney
R. Alston
S. Notaro
A. Edwards
E. Stuby



Graduate College

110 Coble Hall
801 South Wright Street
Champaign, IL 61820-6210

Executive Committee

2017-2018 Members

Wojtek Chodzko-Zajko
Dean & Chair
Graduate College

Members

Conrad Bakker
Art & Design

Zachary Berent
Graduate Student, Mechanical
Science & Engineering

Xialoing Chen
Accountancy

Kent Choquette
Electrical and Computer
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Eleanor Courtemanche
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Luisa-Elena Delgado
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George Gasyna
Slavic Languages & Literature

Julie Hengst
Speech & Hearing Science

Tania Ionin
Linguistics

Karla Moller
Curriculum & Instruction

Lori Raetzman
Molecular & Integrative
Physiology

Katie Ranard
Graduate Student, Nutritional
Sciences

Sandra Rodriguez-Zas
Animal Sciences

Sela Sar
Advertising

Mark Steinberg
History

Terri Weissman
Art & Design

March 20, 2018

Kathy Martensen
Office of the Provost

Dear Kathy,

Included is a proposal from the College of Applied Health Sciences to “**Rename the Master of Science in Public Health to the Master of Science in Health Administration and to revise the curriculum**”.

The proposal was received on March 5, 2018 and reviewed at the Graduate College Executive Committee meeting on March 16, 2018. The committee approved the proposal pending minor revisions and clarification to the curriculum table. Those revisions have been made.

We have found that this proposal meets the standards of Graduate Education at Illinois and we now forward for your review.

Sincerely,

A handwritten signature in black ink, appearing to read 'John C. Hart', written over a horizontal line.

John C. Hart
Executive Associate Dean
Graduate College

c: R. Alston
S. Notaro