Health Policy and Management
Executive Master of Healthcare Administration
(MHA)

Student Guide
2022—2023

GILLINGS SCHOOL OF
GLOBAL PUBLIC HEALTH
Health Policy and
Management

UNC
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Welcome to the Department of Health Policy and Management. This guide highlights many of the rules, regulations, policies, and procedures of the Master’s Program, as established by the department faculty and by the actions of the Administrative Board of the Graduate School. Each student should become familiar with the material pertaining to his or her degree program, and, together with a faculty advisor, make certain that the selected plan of study complies with the pertinent requirements and your own career interests.

This guide is intended to complement the information contained in the Graduate School Handbook. In instances of a discrepancy between these guidelines and the Graduate School Handbook, the latter takes precedence.

While reading through this document, if you find incorrect information, please contact Jeffrey Simms.
Mission, Vision, and Values

Mission
The Mission of the Master of Healthcare Administration (MHA) program at UNC is to improve the decision-making and leadership skills of professionals at all career stages who aspire to manage and lead equitable healthcare and public health organizations at the state, national, and global levels.

Vision
Educating healthcare leaders worldwide to develop, manage, and lead effective, equitable, and responsive healthcare and public health organizations.

Values
Ethical standards: We adhere to high standards of personal and professional integrity and support those standards in our faculty, staff, students, and alumni.

Free intellectual exchange: We value free intellectual exchange, innovation, and entrepreneurship in the pursuit of useful knowledge, advancement, teaching, and service. We believe that continuous improvement and success depend on lifetime learning and we support this among our faculty, staff, students, and alumni.

Accountability: We pride ourselves on maintaining a student-centered environment through accessible faculty and staff. We foster an environment in which faculty can excel in terms of their research, teaching, and service. We use self-assessment and actively solicit and incorporate stakeholder input such as student assessments and alumni and employee surveys throughout our continuous improvement efforts. We recognize that the health of the public and social justice are intertwined; as public health professionals, we are accountable to communities and adhere to principles of equity.

Inclusivity: We strive to ensure that a diverse faculty, staff, and student body feel fully welcome, as we value each other as human beings and want our department and society as a whole to benefit from everyone’s talents.

Balance and Growth: We recognize that personal and professional growth are important for well-rounded individuals and strive to help our faculty, staff, and students achieve both. We recognize that our faculty, staff, and students play multiple roles and strive to help them achieve a reasonable balance between their personal and professional lives.

Focus on Results: We are passionate about improving access to high-quality, affordable health services.
# Key Points of Contact

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Information and Advice Related To:</th>
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</table>
| Karen Volmar        | Director, Master’s Programs                                         | - Curriculum, course requirements, and options  
|                     |                                                                      | - Advisor and advisor changes  
|                     |                                                                      | - Degree changes, dual degree options, deferrals, leaves of absence  
|                     |                                                                      | - Feedback and concerns related to courses, communication, faculty, staff, advisors  
|                     |                                                                      | - Department and program policies  
|                     |                                                                      | - Reference letters  
|                     |                                                                      | - Participation in departmental committees  
|                     |                                                                      | - Academic, financial, and personal challenges  
|                     |                                                                      | - Course selection  
| Jeffrey Simms       | Director, Professional Development and Alumni Relations             | - Practicum  
|                     |                                                                      | - Reference letters  
|                     |                                                                      | - Academic, financial, and personal challenges  
|                     |                                                                      | - Practicum options  
|                     |                                                                      | - Employment post-graduation  
|                     |                                                                      | - Guidance on practicum and post-graduation employment  
|                     |                                                                      | - Practicum and job interview preparation  
|                     |                                                                      | - Resumes and cover letters  
| Jake Stallard       | Associate Director, Master’s Programs                              | - Canvas  
|                     |                                                                      | - Competency assessments  
| Kim Sieler          | Academic Coordinator                                               | - Applying to HPM  
|                     |                                                                      | - Curriculum, course requirements, and options  
|                     |                                                                      | - Graduation and degree requirements  
|                     |                                                                      | - Course registration  
|                     |                                                                      | - Degree changes, dual degree options, deferrals, leaves of absence  
|                     |                                                                      | - Course exemption requests  
|                     |                                                                      | - Department and program policies  
|                     |                                                                      | - Graduate School policies  
|                     |                                                                      | - Academic, financial, and personal challenges  
| Cathy Padgett       | Career Services Coordinator                                         | - Practicum options  
|                     |                                                                      | - Employment post-graduation  
|                     |                                                                      | - Practicum and job interview preparation  
|                     |                                                                      | - Resumes and cover letters  
|                     |                                                                      | - Academic, financial, and personal challenges  
| Faculty Advisor/Mentor | The faculty advisor’s role varies depending upon student needs and the specific expertise of the faculty member. The advisor can be helpful in many ways, including: | - Course selection  
|                     |                                                                      | - Practicum options  
|                     |                                                                      | - Resume and cover letter review  
|                     |                                                                      | - Reference letters  
|                     |                                                                      | - Practicum and job interview preparation  
|                     |                                                                      | - Concerns related to courses, faculty, students, policies  
|                     |                                                                      | - Academic, financial, and personal challenges  

**Faculty Advisor/Mentor**

The faculty advisor’s role varies depending upon student needs and the specific expertise of the faculty member. The advisor can be helpful in many ways, including:

- Course selection
- Practicum options
- Resume and cover letter review
- Reference letters
- Practicum and job interview preparation
- Concerns related to courses, faculty, students, policies
- Academic, financial, and personal challenges
# Health Policy and Management Offices, Program Management, Faculty and Staff

<table>
<thead>
<tr>
<th>Chair's Office</th>
<th>Morris Weinberger, Chair</th>
<th><a href="mailto:mweinber@email.unc.edu">mweinber@email.unc.edu</a></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Kristin Reiter, Associate Chair</td>
<td><a href="mailto:reiter@email.unc.edu">reiter@email.unc.edu</a></td>
</tr>
<tr>
<td></td>
<td>Erin Kent, Associate Chair</td>
<td><a href="mailto:erin.kent@email.unc.edu">erin.kent@email.unc.edu</a></td>
</tr>
<tr>
<td></td>
<td>Stephanie Forman, Assistant to the Chair</td>
<td><a href="mailto:sforman1@email.unc.edu">sforman1@email.unc.edu</a></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Business Office</th>
<th>Terri Gault, Director, Finance and Administration</th>
<th><a href="mailto:terrigault@email.unc.edu">terrigault@email.unc.edu</a></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Stacie Jones, Lead Accounting Technician</td>
<td><a href="mailto:stacie_jones@email.unc.edu">stacie_jones@email.unc.edu</a></td>
</tr>
<tr>
<td></td>
<td>Ying Xu, Accounting Technician</td>
<td><a href="mailto:yingxu@email.unc.edu">yingxu@email.unc.edu</a></td>
</tr>
</tbody>
</table>

| Ph.D. Program | Justin Trogdon, Program Director | justintrogdon@email.unc.edu |

<table>
<thead>
<tr>
<th>Master's Programs</th>
<th>Karen Volmar, Program Director</th>
<th><a href="mailto:karen.volmar@email.unc.edu">karen.volmar@email.unc.edu</a></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Jake Stallard, Associate Director</td>
<td><a href="mailto:jake_stallard@email.unc.edu">jake_stallard@email.unc.edu</a></td>
</tr>
</tbody>
</table>

| Executive Doctoral Program in Health Leadership | John Wiesman, Program Director | john.wiesman@email.unc.edu |

| Undergraduate Program | Melanie Studer, Program Director | melanie_studer@email.unc.edu |

<table>
<thead>
<tr>
<th>Student Support</th>
<th>Jeffrey Simms, Director of Professional Development &amp; Alumni Relations</th>
<th><a href="mailto:jeffrey_simms@email.unc.edu">jeffrey_simms@email.unc.edu</a></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Valerie Hooker, Academic Program Support Coordinator</td>
<td><a href="mailto:vhooker@email.unc.edu">vhooker@email.unc.edu</a></td>
</tr>
<tr>
<td></td>
<td>Cathy Padgett, Career Services Coordinator</td>
<td><a href="mailto:cathy_padgett@email.unc.edu">cathy_padgett@email.unc.edu</a></td>
</tr>
<tr>
<td></td>
<td>Kim Sieler, Academic Coordinator</td>
<td><a href="mailto:krsieler@email.unc.edu">krsieler@email.unc.edu</a></td>
</tr>
<tr>
<td></td>
<td>TBD, Academic Coordinator</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Ta'Keyah Holder, Academic Program Support Coordinator</td>
<td><a href="mailto:tholder@email.unc.edu">tholder@email.unc.edu</a></td>
</tr>
</tbody>
</table>

| Systems Specialists | Paul Barrett, Systems Specialist | pbarrett@email.unc.edu |

## HPM Faculty & Staff Listings
HPM Student Support Office
120 Rosenau Hall
Office Hours 8:00 am – 5:00 pm

Staff

Kim Sieler
Academic Coordinator
(919) 966-7364
krsieler@email.unc.edu

Cathy Padgett
Career Services Coordinator
(919) 966-7390
Cathy_padgett@unc.edu

The Student Support Office is an excellent source of important information at all points in your academic career. This office provides information on admission, curriculum requirements, and graduation. If you need an answer fast and you cannot locate it on the department webpage or no one else seems to know the answer, your best bet is to look here. Hours are 8:00 am – 5:00 pm.

Student Support Services

Communication: The Student Support Office communicates important information to all students via email using the listserv. It is your responsibility to sign up for the Executive Master’s Program listserv. Contact the Student Support Office for listserv instructions.

Registration: All incoming students should register for classes online via ConnectCarolina. General registration instructions and an online directory of classes are available at the Office of the University Registrar. NOTE: If you register on or after the first day of class you will be charged a $20.00 late fee.

UNC OneCard: The UNC OneCard is the official ID card for students, faculty, and staff. Your One Card is a multipurpose identification and online account card that provides access to certain facilities, buildings, and events, and also serves as your UNC Library card.

The Graduate School: The HPM Student Support Office and the Graduate School work closely together to guide graduate students as they work towards the completion of their degrees. We encourage all students to refer to the Graduate School Handbook. Our office is governed by Graduate School policies. If you have questions about such matters as transferring credits, taking courses at another university, changing your degree, or graduation requirements, please refer to the Graduate School Handbook and feel free to contact our HPM Student Support staff.
About the Executive Master’s Program

History

To answer a special request of the North Carolina Division of Health Services, the Department of Health Policy and Management, with support from the Dean’s Office of the School of Public Health, started the off-campus portion of the Executive Master’s Program in 1969. At the completion of “Raleigh I” in 1972, the School, having completed its charge, discontinued the program. Recognizing the critical lack of part-time graduate programs for the many health professionals working across the state of North Carolina who were unable to leave their families, jobs, and communities to move to Chapel Hill, HPM reinstated the program in 1973 and expanded to offer the curriculum at remote sites in Eastern and Western North Carolina.

In 1980, the W.K. Kellogg Foundation provided funding for the Department of Health Policy and Management to develop a master’s degree program in health management that was designed to provide part-time graduate study to working health professionals in the southeastern United States. The first class for this regional program matriculated in May 1981. This program changed its name in 1992 to the National Executive Master’s Program to more accurately describe both the focus and the students enrolled in the program.

The Executive Master’s Program (EMP) has served public health and health services managers for 50 years. As the only school of public health in the state of North Carolina, UNC-SPH has tried to offer programs and services that address the needs of the public health community throughout the state. This program has enrolled 65 cohorts since 1969 and graduated over 900 students.

The MHA Degree

The Executive Master’s Program, in the Department of Health Policy and Management, offers the Master of Healthcare Administration (MHA). The EMP MHA and residential MHA programs are identical in purpose and basic requirements.

The curriculum for the MHA degree is designed to ensure that students:

- Understand the historical evolution, current status, and emerging trends in the organization, financing, and purpose of health programs.
- Develop a good comprehension of theories and methodologies of goal setting, decision-making, planning, programming, managing, and evaluation of health systems.
- Gain appropriate skills for functioning effectively in interpersonal, organizational, and inter-organizational contacts.
- Develop the self-confidence necessary for effective management through experience with a wide range of health organizations and services.

Proof of Enrollment

For instructions on how to obtain an enrollment certification please visit the Office of the University Registrar.

Bio/Demo Information

It is the student’s responsibility to keep the University informed of all address/phone number and email changes. Please make any changes in your Student Center under “Personal Information.”
In the case of a name change, please refer to the policy found at the Office of the University Registrar.
Registration and Tuition

Registration for the term admitted is required. Continued enrollment in the program beyond the first semester requires successful completion of the first semester of study. If a student withdraws during the first semester of study or fails to successfully complete the first semester of study, the student must apply again for admission consideration in order to return to the program.

In order to complete the program in a timely manner, students are expected to remain continuously enrolled according to the prescribed plan of study. We expect that before applying for admission, a student will have evaluated his or her ability to make the time commitment required and will have determined it possible to remain continuously enrolled in order to complete the program in the prescribed two years. However, we recognize that unexpected life events occasionally require a break from studies, in which case a student may request a temporary leave of absence from the program.

New students will be registered for their first semester courses. Continuing students are required to register themselves via CarolinaConnect by the deadlines advertised by the Academic Coordinator for Executive Programs regardless of when the EMP class begins. For each semester there is an “open” registration period (well before the semester opens), and this is the registration deadline the EMP adheres to. General registration instructions and an online directory of classes are available at the Office of the University Registrar.

When you register during the open registration period, which is the Program’s requirement, you may do so without first paying tuition. You will subsequently have access to view your tuition bill online and must pay by the indicated deadline or registration will be canceled. If you do not register during the early registration period, you will be required to pre-pay tuition.

Tuition Payment
You can access your tuition bill through ConnectCarolina. Important dates and deadlines regarding tuition, fees, and billing as well as payment options can be found at the University Cashier’s Office.
MHA Degree Requirements

Degree requirements incorporate School, Department, and MHA degree requirements.

All students must be registered as a full-time student in residence for at least two semesters.

A student receiving a grade of "F" in any course or receiving nine (9) hours of "L" (low pass) becomes ineligible to continue. An ineligible student must apply for, and receive, reinstatement before continuing. Dual degree students who receive a grade of “F” in either program, or nine (9) hours of “L” in either program or both programs combined (i.e., a portion of the nine (9) hours of “L” in one program and the rest in the other) are deemed academically ineligible in both programs, and must petition for reinstatement in both programs.

An Application for Graduation must be submitted no later than the deadline established by the Graduate School for that semester in which the student expects to graduate.

All requirements for the degree must be met within five years from the date of matriculation.

Additional information may be obtained from the Students Services Office and in the Graduate School Handbook.

Comprehensive Examination and Master’s Paper: The Graduate School requires that graduate students successfully complete a comprehensive examination and master’s paper, or approved alternative requirements. The Graduate School has approved the following substitutes for each of these requirements for the MHA degree.

Comprehensive Examination: Successful completion and oral presentation of a business plan, currently done under the auspices of HPM 735, “Advanced Concepts and Applications in Health Policy and Management.” (also referred to as Capstone).

Master’s Paper: Achieving a passing grade on three business cases, written under the auspices of HPM 734, “Approaches to Business Plan Development.”

Electives: Students can take elective courses relevant to their interests. Electives may be taken in any school or department on campus, or, if the student wishes, through Duke University or any campus of the University of North Carolina system approved by the Graduate School (NC State University, UNC-Greensboro, UNC-Charlotte, North Carolina Central). Note that electives must be graduate-level courses, beginning at 400 or higher.
<table>
<thead>
<tr>
<th>Course Number</th>
<th>Course Title</th>
<th>Credits</th>
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<tr>
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<td>HPM 753</td>
<td>Health Care in the United States: Structure and Policy</td>
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<td>HPM 671</td>
<td>Statistical Methods for HPM</td>
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<td>HPM 743</td>
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<td>HPM 605</td>
<td>Practice Application Journaling I</td>
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<tr>
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<td>HPM 746</td>
<td>Financial and Managerial Accounting</td>
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<td>HPM 779</td>
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<td>HPM 742</td>
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<td>Journaling VI</td>
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<td>HPM 710</td>
<td>Health Law</td>
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<td>HPM 735</td>
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<td><strong>TOTAL CREDIT HOURS FOR GRADUATION</strong></td>
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Practicum

The student will complete a planned, supervised, and evaluated reflective practice experience in the form of a program-long (two-year) continuing leadership practicum journal. The student will identify and reflect on the knowledge and skills learned and how these can be applied by the student in her/his professional setting. The practicum is designed to meet the practice experience requirement for CAHME and CEPH accreditation without asking employed, professional students to take a leave of absence to complete a separate field internship. The practicum is required of all EMP students, with no waiver or substitution.

Each journaling course comprises two requirements:

- **Book Review:** Reading and posting assignments related to the semester’s assigned leadership book, specifically reflecting on the content of the book as well as its applicability to the student’s professional work.
- **Course Applications:** Posting a reflection on the application of the insights and skills related to each of the other two courses that relate to the student’s work situation.
Health Policy and Management Master’s Degree Competency Model

The goal of our master’s programs is to produce the next generation of organizational and policy leaders who can assess, develop, manage and lead effective, equitable, and responsive health systems. To accomplish this goal, we have designed our curricula to ensure that students attain a set of core competencies that enable them to successfully perform in professional settings. Our objective is for all students to demonstrate proficiency in the core competencies at graduation, and eventual mastery after several years of experience.

A competency-based curriculum differs from a traditional curriculum. Rather than simply imparting knowledge and skills to students and assessing what students know, a competency-based curriculum focuses on assessing what students can accomplish with the knowledge, skills, and behaviors they acquire during the program. In simple terms, competencies reflect the extent to which students can apply knowledge, skills, and behaviors effectively in a variety of situations and environments.

The HPM Competency Model was originally developed in 2009 based on key stakeholder input and review of existing models from AUPHA, NCHL, and CEPH. In 2018, the competency models for each of HPM’s master’s degree programs were updated using a similar methodology. This document describes the current competency model and assessment methodologies for the UNC HPM Master of Health Administration (MHA) program.

The MHA Competency Model

The MHA competency model guides the program’s curriculum and priorities as well as the design of individual courses. MHA competencies are developed and reinforced at multiple points during the program through coursework and experiential-based learning opportunities. Attainment of each MHA competency will be formally assessed at the individual student level by either a course instructor, team of faculty, internship preceptor, or a combination of the former. Additionally, competency attainment will be assessed through student self-assessments at least once, and in some cases multiple times, during the program. It is the program’s goal that students and their faculty mentors will be able to track student progress toward competency attainment throughout the program and use this feedback to help inform the students’ professional and career development. The program will use aggregated student competency attainment data to identify areas for programmatic improvement, which may include identification of new courses, modification of existing courses, and/or evaluation and revision of teaching or assessment methods.

The HPM department has established a set of core MHA competencies that comprises four domains and 24 competencies identified as relevant for MHA graduates. The four competency domains include 1) Healthcare Environment 2) Leadership & Communications 3) Management and 4) Diversity, Equity, Access, and Inclusion. The competency domains, individual competencies, and definitions are described below.

Domain 1: Healthcare Environment. This domain encompasses the foundational knowledge and skills required for graduates to work in the healthcare sector. It includes the following competencies:

- **Public Health Principles**: Understand the role of social determinants, environment, and individual behaviors on the health of populations.
- **U.S. Healthcare System Structure and Financing**: Examine past, current, and emerging issues related to the organization, financing, and management of health and public health delivery in the U.S.
- **Health Policy**: Discuss multiple dimensions of the policy-making process.
- **Community Collaboration**: Align the organization's priorities with the needs and values of the community to move health forward in line with population-based wellness needs and the national health agenda.
Domain 2: Leadership & Communications. This domain encompasses those skills that are required to help groups make decisions that motivate others to advance organizational goals that help drive change. In short, this domain includes all the skills and political savvy necessary to be effective in advancing organizational agendas openly and ethically. These competencies include:

- **Communication Skills:** Demonstrate effective oral and written communication skills on multiple platforms to convey meaning and build shared understanding.
- **Team Building and Leadership:** Work cooperatively and inclusively with other individuals and/or teams toward shared visions and goals.
- **Accountability:** Hold oneself accountable to standards of performance.
- **Innovative Thinking:** Approach one’s work and the organization in new and breakthrough ways to develop creative solutions to complex problems or adapt previous solutions in new ways.
- **Professionalism:** Exhibit conduct, aims, and qualities that characterize a professional person such as competency, honesty, integrity, self-regulation, and the ability to establish, build, and sustain professional contacts for the purpose of building networks.
- **Systems Thinking:** Assess the potential impacts and consequences of decisions across a variety of system stakeholders.
- **Ethics:** Recognize ethical frameworks and the role of ethics in organizations and professional communities.
- **Change Leadership:** Identify strategies and methods to influence and inspire action in others and respond with vision and agility during periods of growth, disruption, or uncertainty to bring about the needed change.
- **Emotional Intelligence:** Develop an accurate view of one’s strengths and limitations, including the impact one has on others, and adapt behaviors to environments.
- **Critical Thinking:** Develop a deeper understanding of a situation, issue, or problem by breaking it down or tracing its implications.

Domain 3: Management. This domain encompasses operational skills required to effectively run healthcare organizations. These competencies include:

- **Human Resource Management:** Describe the internal and external factors that affect the healthcare workforce and appropriately employ human resource management processes related to recruitment and selection, job design, feedback and performance management, and managing employee stress and retention.
- **Performance Evaluation & Quality Improvement:** Apply concepts of process and quality improvement, performance monitoring, and reporting to the administration of health care organizations.
- **Project Management:** Propose a plan to manage a project involving resources, scope, and impact.
- **Strategic Management & Analysis:** Consider the business, demographic, ethnocultural, political, and regulatory implications of decisions and develop strategies that continually improve the long-term success and viability of the organization.
- **Organizational Dynamics:** Appreciate organization decision-making structures and processes to achieve desired outcomes.
- **Data Analytics:** Acquire, analyze, and effectively communicate data.
- **Financial Management:** Evaluate financial and accounting information, prepare and manage budgets, and make sound long-term investment decisions.
- **Economic Analysis & Application:** Apply economic concepts to the analysis of how stakeholder incentives affect health behavior, decision making, and the functioning of health care markets.
Domain 4: Diversity, Equity, Access, and Inclusion

This domain encompasses the skills required to lead diverse, equitable, accessible, and inclusive organizations. These competencies include:

- **Health Equity Knowledge**: Identify inequities and understand their causes and strategies to address them. Discuss how structural bias, social inequities, and racism undermine health and create challenges to achieving health equity at organizational, community, and societal levels.

- **Health Equity Improvement**: Propose strategies for health improvement and elimination of health inequities by organizing stakeholders, including researchers, practitioners, community leaders, and other partners.

- **Leadership & Management of Equitable Organizations**: The ability to accurately hear and understand the unspoken or partly expressed thoughts, feelings, and concerns of others, especially those who may represent diverse backgrounds and very different worldviews.

Levels of Competency Attainment

Competencies are assessed at one of three levels: Met, Partially Met, and Not Met. Definitions for each level are as follows:

<table>
<thead>
<tr>
<th>Competency Level</th>
<th>Example of Attainment Definition for a Given Competency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Met</td>
<td>Student clearly demonstrates they can do ALL elements of the competency. <em>Depending on the competency this may be achieved through several courses.</em></td>
</tr>
<tr>
<td>Partially Met</td>
<td>Student clearly demonstrates they can do MOST elements of the competency. <em>Depending on the competency this may be the highest attainment level that can be achieved within a specific course.</em></td>
</tr>
<tr>
<td>Not Met</td>
<td>Student clearly demonstrates they can do LESS THAN HALF of the elements of the competency. A student landing here would indicate there is a deficiency within the specific competency attainment level as would be expected within a given course, or for the competency upon graduation.</td>
</tr>
</tbody>
</table>

Although the highest competency attainment for some MHA courses is Partially Met (i.e., those which do not assess all elements of a competency, or for which achieving Met requires successfully completing a course sequence), a student is expected to have fully met each MHA competency upon graduation. For several competencies, this is achieved through progression in the program; the model accounts for competency attainment as a journey that requires practice, feedback, and development. Additionally, we expect the MHA competencies will continue to be developed over time as graduates become integrated into their professional roles.

Competency Assessment

Faculty, preceptors, and students will have the opportunity to assess students’ competency progress and level of attainment. Depending on the competency, assessment may occur through activities that can be quantitatively measured (e.g. assignments, examinations), qualitatively measured (e.g., instructor observations, classroom participation, self-assessments), or a combination of both.

Each competency is mapped to at least one (and often multiple) course or experiential learning opportunities in the MHA curriculum, deemed the “home” or primary course(s) for that competency. Multiple competencies may be developed in a course or experiential learning opportunity, and all assessment activities will be mapped to the competency and course learning objectives. However, only assessments of primary course competencies will be
included in the formal tracking of competency attainment by the program. Secondary course competencies may or may not be formally assessed in the course.

For example, HPM 779 (Operations Research for Healthcare Systems) includes the course competencies shown on the next page. Among the competencies noted, the primary competency integrated into the HPM 779 curriculum is **data analytics**. The expectation is that upon completion of HPM 779, students will have met all elements of the **data analytics** competency. This competency will be specifically assessed in HPM 779 (as well as HPM 671, *Statistical Methods for Health Policy and Management*) and included in the formal tracking of student competencies for the MHA program. The remaining secondary competencies (systems thinking, communication skills, health equity knowledge) will be developed but not formally reported during HPM 779.
The data analytics competency is assessed at the individual student level based on a combination of objectively scored assessments (e.g., exams); performance-based assessments (e.g., homework assignments, group projects), and instructor observations (e.g., meaningful contribution to classroom discussions, ability to relate or implement concepts to practical experiences). Each student’s collective performance across these assessment activities in HPM 779 will be used to help determine individual competency attainment in data analytics.
Level of Competency Attainment versus Grades

Depending on the competency, the level of attainment may be highly correlated with the overall course grade (e.g., data analytics). Cross-cutting competencies, such as team building and leadership, may not be correlated with a specific course grade.

Students are not required to have fully met all program competencies at the expected level to graduate. Graduation is determined based on successful completion of all program requirements following the rules governing academic standing as designated by the Graduate School. The reporting of student competency attainment is intended to be developmental for the student and support programmatic improvement for the MHA curriculum.

Competency Tracking and Feedback

Faculty members who teach required MHA courses will report each student’s level of competency attainment at the end of each semester. Competency attainment will be recorded, tracked, and guide discussions regarding student development.

In addition, the faculty will meet at the conclusion of each semester to review student progress toward MHA degree and competency attainment. The faculty meet to collectively consider each student’s academic performance and other relevant performance issues. Following the review, each student will receive a letter from the academic coordinator and/or program director that will include summarizing feedback of the review.
Frequently Asked Questions

Answers to many of these questions may be found in the Graduate School Handbook.

How many credits can I register for each semester?
Graduate students are permitted to register for no more than 16 hours in any semester. Overload requests are considered on an exceptional basis and must be approved by your advisor, the Residential Master’s Program Director, and the Academic Coordinator. Registration of a minimum of nine (9) hours is required to maintain status as a full-time student.

How soon do I have to decide which degree I want?
During the application process, students indicate the degree program best suited to their career goals. However, we recognize that interests occasionally shift. If you are considering a change, you should discuss this with your Advisor and Academic Coordinator. It is best to settle on a degree program within two weeks of the start of classes.

What certificate programs are available?
Several certificate programs are offered and can be pursued to complement degrees at the Gillings School of Global Public Health. These are interdisciplinary and therefore available to all students regardless of department. Courses taken for the certificates often fulfill elective course requirements. Check with your Academic Coordinator when selecting courses.

Can I take courses for credit at other universities?
Under certain conditions, students registered for at least three (3) credit hours on this campus may take a maximum of two (2) graduate-level courses during a fall or spring term, or a maximum of one graduate-level course during a summer term, at any of the following universities: UNC-Greensboro, Duke University, NC State University, UNC-Charlotte, and North Carolina Central University.

A student must complete a “Request for InterInstitutional Registration” form which is available from the University Registrar’s Office. Before enrolling in a course on another campus, it is important to discuss this with your Academic Coordinator and to receive his or her approval for the InterInstitutional Program.

Can credits/grades transfer from other institutions?
With the approval of the Program Director and the Graduate School, graduate students may transfer in up to 20 percent of the credits required for the degree. Such work must represent graduate-level course work relevant to the degree being sought, with course content and level of instruction resulting in student competencies at least equivalent to those of students enrolled in the current program. Grades earned on transferred work must be equivalent to B or better (B- is not equivalent to B). Transferred work will not be included in the residence credit calculation. Requests for coursework to be transferred for credit toward a graduate degree are reviewed by the Graduate School upon recommendation by the student’s department.
### What grades are assigned for graduate courses?
The University uses a non-traditional grading scheme of H, P, L, and F for all graduate programs/students. This scheme does not recognize “+” or “-” and differs significantly from grades awarded by UNC-CH professional programs (Law, Medicine, Dentistry). Consequently, an official University transcript will reflect only the following graduate grades for courses taken within your School of Public Health graduate program:

<table>
<thead>
<tr>
<th>Grade</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>H</td>
<td>High Pass</td>
</tr>
<tr>
<td>P</td>
<td>Pass</td>
</tr>
<tr>
<td>L</td>
<td>Low Pass</td>
</tr>
<tr>
<td>F</td>
<td>Fail</td>
</tr>
<tr>
<td>F*</td>
<td>Fail - administratively assigned</td>
</tr>
<tr>
<td>S</td>
<td>Satisfactory progress on research courses, field training, theses, and master’s paper; must be followed by a permanent grade before graduation.</td>
</tr>
<tr>
<td>IN</td>
<td>Work incomplete (automatically becomes an F* within 12 months)</td>
</tr>
<tr>
<td>AB</td>
<td>Absent from final examination (automatically becomes an F* within 12 months)</td>
</tr>
<tr>
<td>PS</td>
<td>Pass/Fail - all required graduate courses, including those taken on this campus or elsewhere (via inter-institutional registration, Study Abroad, etc.), may not be taken on a pass/fail basis. Students who wish to take a non-graduate level course pass/fail should contact The Graduate School.</td>
</tr>
</tbody>
</table>

### Grade Appeals
The department adheres to the Graduate School grade appeals process, which is detailed in The Graduate Grading portion of the Graduate School Student Handbook.

### Can I calculate a grade point average?
Due to the non-traditional graduate grading scheme, which does not assign numerical values to H, P, and L grades, no official grade point average is calculated for graduate students. However, the department does assign point values to grades solely for the purpose of determining an "internal" grade point average and class ranking for nominations to Delta Omega, the Public Health Honorary Society. These grade point averages and class rankings are for internal use only and are *not* released to other organizations.

### What grade do I need to maintain academic eligibility?
In order to pass a course, a student must, at minimum, receive a low pass (L) grade; no grade falling below the standard represented by the grade of “L” is counted for graduate credit. A student, who receives a grade of “F” or nine (9) or more semester hours of “L” is ineligible to continue graduate study. Dual degree students who receive a grade of “F” in *either program*, or nine (9) hours of “L” in either program or in both programs combined (i.e., some of the nine (9) hours of “L” in one program and the rest in the other) are deemed academically ineligible in *both programs* and must petition for reinstatement in *both programs*.

After each semester, the instructor furnishes the Program Director and the Academic Coordinator with a list of students who have received one or more L’s or F’s in the program.

Students made ineligible under the conditions stated above may apply for reinstatement upon petition to the department and the Graduate School. Application for Reinstatement forms should be submitted to the program’s Academic Coordinator. The HPM Reinstatement Committee Chair will consider the petition, and forward it to the Graduate School, together with a statement endorsing or declining to endorse the student’s request. After reinstatement, any additional grade below “P” will result in the student becoming ineligible once again.

### HPM Procedure for Graduate Student Reinstatement
When a Health Policy and Management graduate student is made academically ineligible, the student may petition the department and the Graduate School for reinstatement by submitting the completed Request for Reinstatement to Graduate School Form to the Academic Coordinator. The Academic Coordinator will forward
the petition to the department chair, who will then convene the department’s Student Appeals Committee to review the student’s request.

The Student Appeals Committee is chaired by a full professor and includes one of the department’s associate chairs and one additional faculty member. In situations where any of these individuals would have a conflict of interest, the committee chair will consult with the department chair to assign another faculty member(s) to the committee.

The committee gathers all relevant information from the instructor(s) who assigned the grade(s) that made the student ineligible, the student, and others. The committee then makes a recommendation to the department chair to endorse or decline the student’s request for reinstatement. Following consideration of this recommendation, the department chair then forwards their decision to the Graduate School. Final approval rests with the Graduate School.

**Do withdrawals show up on my transcript?**
To withdraw from a class (i.e., drop a class) and NOT have the withdrawal indicated on your transcript, you must drop the class prior to the "last day for drops" as established by the Office of University Registrar. The date is generally before the last two weeks of a semester. Withdrawals prior to the deadline do not appear on the transcript. If you withdraw from a class after the drop date, a W will be displayed on your transcript.

NOTE: Single course withdrawal (drop) is not to be confused with withdrawing from the University, which is required when ALL classes are to be dropped.

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Financial Aid

Financial aid is available through the University, the department, and various organizations nationwide. University support includes awards from the Graduate School based on nominations by the department. There is NO application process for these awards, which are available only to entering students. For information about federal and other loan programs, contact the Office of Scholarships and Student Aid, 300 Vance Hall, (919) 962-8396.

Graduate Assistantships

The department’s primary mechanism for providing financial aid to master’s students is the graduate research or teaching assistantship. These assistantships are limited-service awards made for the performance of specific research or teaching tasks.

Limited teaching assistant (TA) positions are available to returning master’s students through HPM. Decisions about TA assignments are based on faculty preferences, students’ interests, suitability for a particular course, and HPM budgetary considerations. Most appointments are announced after the department budget is finalized and approved, which can range in time from mid-summer to the opening of the fall semester. Additional awards may continue to be made during the year, depending on department needs and the availability of funds.

Master’s students may also be eligible to serve as research assistants (RAs) for HPM faculty. Decisions about RA positions are made by individual faculty, as these positions are typically funded through external research grants, not the department. Students are also strongly encouraged to explore TA and RA positions in other departments within Gillings and the broader University.

Assistantships may include tuition and health insurance, as well as a stipend.
Valuing, Recognizing, and Encouraging Diversity

Promoting and valuing diversity in the classroom enriches learning and broadens everyone’s perspectives. Inclusion and tolerance can lead to respect for others and their opinions and is critical to maximizing the learning that we expect in this program. This may challenge our own closely held ideas and personal comfort zones. The results, however, create a sense of community and promote excellence in the learning environment. Diversity includes consideration of (1) the variety of life experiences others have had, and (2) factors related to “diversity of presence,” including, among others, age, economic circumstances, ethnic identification, disability, gender identity, geographic origin, race, religion, sexual orientation, and/or social position. HPM follows the principles of inclusion, respect, tolerance, and acceptance that support the values of diversity.

Disability Accommodation

UNC-CH supports all reasonable accommodations including resources and services for students with disabilities, chronic medical conditions, a temporary disability, or a pregnancy complication resulting in difficulties with accessing learning opportunities. All accommodations are coordinated through the UNC Office of Accessibility Resources & Services (ARS) via phone (919) 962-8300 or by email. Students must document/register their need for accommodations with ARS before any accommodations can be implemented.

Harassment and Discrimination Policy

Honor Code

Guidelines for HPM Student Concerns and Complaints

The Department of Health Policy and Management (HPM) is governed by the policies and procedures established by the University.

In addition to compliance with University policies, HPM follows guidelines from the Gillings School of Global Public Health (GSGPH) when addressing student concerns. Students in HPM should follow these steps when seeking to address a specific concern or filing a formal complaint.

Process

1. Contact and discuss with the course instructor or the individual with whom you have a concern. If the issue is unresolved, proceed to Step 2.
2. Discuss your concern with the director of the program in which you are enrolled. If the issue continues to be unresolved, proceed to Step 3.
3. Discuss your concern with the Department Chair. Depending upon the nature of the issue, at this point, the Chair may convene a committee of faculty members to review the concern, interview the involved parties, and determine an appropriate course of action.
4. At any point in the process, it may be determined that a University policy takes precedence and will be followed.
5. As stated in the GSGPH guidelines, if you are not comfortable interacting with the Instructor, Program Director, or Department Chair, at any time in the process, the Assistant Dean for Student Affairs, Charletta Sims Evans will meet with you. She can be reached via email or phone at (919) 966-2499.
6. If all preceding steps do not result in a satisfactory resolution, then continue to follow the GSGPH guidelines.
Appeal to the UNC Graduate School is also an option.

**Timeliness**
The timeliness in addressing any concern will initially be determined by the student who brings forth the concern. Factors influencing timeliness will be the nature of the issue, the degree of seriousness of the issue, and/or the urgency of the issue once brought to the attention of the course instructor, Program Director, Department Chair, or Assistant Dean for Student Affairs. If a concern has programmatic implications, the issue will also be reviewed by the appropriate committee. In any case, all efforts will be made to engage the student and to resolve quickly, equitably, and satisfactorily the issue or concern.

**Confidentiality**
Concerns or issues are handled in a confidential manner in compliance with University FERPA and/or HIPAA regulations.

Student Grievance Policy and Procedures

**Leave of Absence**
Within the five-year limit, a graduate student in good academic standing may request a leave of absence from graduate study for a definite, stated period of time during which the student does not plan to make academic progress. In advance of the leave period, the graduate student shall present to the director of the Executive Master’s Program, and ultimately to the dean of the Graduate School (if approved by the program director), a written request that explains why he or she wishes to take a leave. This request must be accompanied by written approval from the student’s department chair or director of graduate studies. If the Graduate School approves the leave of absence, the time of that leave shall not count against the total time allowed for the degree. Readmission to the Graduate School after an approved leave of absence requires completion of an “Application for Readmission” form and is generally granted without a problem. Ordinarily, a leave of absence may not be renewed. Leave of absence forms are available at http://gradschool.unc.edu/forms/

**Readmission**
Any deviation from the prescribed plan of study that results in a break in enrollment will result in the student having to apply for readmission to the Graduate School before enrollment can resume. To resume studies, an application for readmission, along with an application for North Carolina residency status (if applicable), MUST be submitted to the department for consideration no less than one week in advance of the Graduate School deadlines indicated below. If readmission is approved, the department will forward it to the Graduate School for consideration by the deadlines indicated below.

<table>
<thead>
<tr>
<th>TERM</th>
<th>EMP DEADLINE</th>
<th>GRADUATE SCHOOL DEADLINE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall</td>
<td>June 23</td>
<td>July 1</td>
</tr>
<tr>
<td>Spring</td>
<td>November 23</td>
<td>December 1</td>
</tr>
<tr>
<td>Summer Session I</td>
<td>March 23</td>
<td>April 1</td>
</tr>
<tr>
<td>Summer Session II</td>
<td>April 23</td>
<td>June 1</td>
</tr>
</tbody>
</table>
Applying for Graduation

All students must apply for graduation through their ConnectCarolina account. From the drop-down list in your Student Center, select “Apply for Graduation” on the Academics tab and follow the directions to confirm all program and personal information.

If you do not see the “Apply for Graduation” link, you are not currently eligible to apply. If you believe this is in error, contact your graduate program.

Applying for graduation instructions, as well as application deadlines, can be found at the Office of the University Registrar.

Applications for graduation serve one semester only; a new application is required if degree requirements are completed in a later semester.

The Executive Master’s Program class schedule does not always conform to the traditional University Academic Calendar. However, regardless of the actual begin/end dates of EMP classes, we are required to adhere to the University calendar regarding registration, grade submission, application for graduation, etc.

You will use the worksheet on page 12 to monitor your progress towards completing your degree requirements. Return this completed form to your Academic Coordinator in August, during your final semester in your program.