

Department of Public Administration and Health Management (PAHM) Bachelor of Science of Public Administration (BSPA) Mission, Goals, & Learning Outcomes

I. Program's mission

The mission of the Department of Public Administration and Health Management (PAHM) is to deliver excellent undergraduate and graduate programs in public administration and health management as well as prepare students for successful career and responsible leadership in the public and nonprofit sectors. PAHM is also committed to fostering the pursuit of intellectual and cultural diversity while educating its students within a tradition of academic excellence, as well as preparing students to think creatively and critically about evolving social and global complexities in public management, health administration, and nonprofit disciplines.

II. Program goals and student learning outcomes

Goal 1. Communicate effectively and professionally

Outcome 1.1. Students will recognize and use industry (public administration and health management) terms correctly

- Components: Exam/Discussion Forum/Quiz

Outcome 1.2. Students will demonstrate the ability to speak effectively

- Components: Presentations

Outcome 1.3. Students will produce professionally written communication

- Components: Term paper assignments

Outcome 1.4. Students will demonstrate ability to use technology appropriately to support communication

- Components: Presentations

Goal 2. Demonstrate leadership skills

Outcome 2.1. Students will evaluate diverse perspectives, navigate the ambiguity, and complexity that comes with multiple perspectives

- Components: Discussion Forum, Presentations, Term paper assignments

Outcome 2.2. Students will select and use the most suitable decision-making tool for their needs

- Components: Problem Set Assignments, Statistical/Financial Exam, Term Paper assignments

Outcome 2.3. Students will establish critical thinking and reasoning skills

- Components: Problem Set Assignments, Statistical/Financial Exam, Term Paper assignments

Outcome 2.4. Students will develop leadership skills through group activities in class and experiential learning activities with leadership opportunities

- Components: Group Projects, Internship

Goal 3. Demonstrate problem-solving skills

Outcome 3.1. Students will identify challenges and ethical issues that arise in the public and healthcare organization.

- Components: Case Studies, Individual Assignments, Term Paper Assignments

Outcome 3.2. Students will develop conclusions and related outcomes that are logical and reflect the evaluation and evidence

- Components: Discussion Forum, Term Paper (Individual or Group) Assignments

Outcome 3.3. Students will evaluate information and its sources critically

- Components: Individual assignments, term paper assignments, case studies
- Outcome 3.4.** Students will implement a solution in a manner that addresses thoroughly and deeply multiple contextual factors of the problem
- Components: Individual assignments, term paper assignments, case studies
- Outcome 3.5.** Students will compare and contrast world systems with the American Systems
- Components: Individual assignments, term paper assignments, case studies

Assessment Plan
(BSPA Degree_2021-2025)

Academic Year 2020-2021	
Student Learning Outcomes	1.1, 1.2, 2.1, 2.2, 2.3, 2.4, 3.1
Measure Description	Exams, discussion, projects, presentations for all students in every BSPA-PAHM class both during the class and after the class
Benchmark/Target	Score 70% will be considered acceptable; score 85% will be considered mastery

Academic Year 2021-2022	
Student Learning Outcomes	1.3, 1.4, 2.1, 2.2, 2.3, 3.1, 3.2, 3.3, 3.4, 3.5
Measure Description	Exams, discussion, projects, presentations for all students in every BSPA-PAHM class both during the class and after the class
Benchmark/Target	Score 70% will be considered acceptable; score 85% will be considered mastery

Academic Year 2022-2023	
Student Learning Outcomes	1.1, 1.4, 2.3, 3.4, 3.5
Measure Description	Exams, discussion, projects, presentations for all students in every BSPA-PAHM class both during the class and after the class
Benchmark/Target	Score 70% will be considered acceptable; score 85% will be considered mastery

Academic Year 2023-2024	
Student Learning Outcomes	1.1, 1.2, 1.3, 2.4, 3.1, 3.2
Measure Description	Exams, discussion, projects, presentations for all students in every BSPA-PAHM class both during the class and after the class
Benchmark/Target	Score 70% will be considered acceptable; score 85% will be considered mastery

Academic Year 2024-2025	
Student Learning Outcomes	1.1, 1.2, 1.4, 2.1, 3.2, 3.5.
Measure Description	Exams, discussion, projects, presentations for all students in every BSPA-PAHM class both during the class and after the class
Benchmark/Target	Score 70% will be considered acceptable; score 85% will be considered mastery

Curriculum Map
(BSPA Degree)

	Goal 1	Goal 2	Goal 3
PAHM V171 Introduction to Public Administration	1.1, 1.2, 1.3,1.4,	2.4	
PAHM V263 Public Management	1.1, 1.2, 1.3,1.4	2.4	
PAHM V372 Government Finance and Budgets		2.2, 2.3	3.2, 3.3

PAHM V373 Human Resources Management in the Public Sector	1.1, 1.2, 1.3,1.4	2.4	3.2, 3.3, 3.4.
PAHM V379 Performance Measurement and Program Evaluation			3.2, 3.3, 3.4
PAHM V378 Public Policy Process in the US			3.2, 3.3, 3.4
PAHM V443 Managing Workforce Diversity	1.1, 1.2, 1.3, 1.4	2.1	3.1, 3.2., 3.3, 3.4., 3.5
PAHM V366 Managing Behavior in Public Organizations	1.1, 1.2, 1.3, 1.4		
PAHM V412 Leadership and Ethics		2.1, 2.4	3.1, 3.4
PAHM V370 Research Methods and Statistical Modeling		2.2, 2.3	3.2, 3.3
PAHM V405 Public Law and the Legislative Process	1.3, 1.4		3.4
PAHM V444 Public Administrative Organization	1.1, 1.2, 1.3, 1.4		3.2., 3.3, 3.4, 3.5.
PAHM V380 Internship in Public Affairs/ PAHM H365 Health Administration Practicum		2.4	
PAHM V221 Nonprofit and Voluntary Sector	1.1, 1.2, 1.3, 1.4		
PAHM V362 Nonprofit Management and Leadership	1.1, 1.2, 1.3, 1.4	2.1, 2.4	
PAHM V474 Management, Leadership, and Policy		2.1, 2.4	
PAHM V368 Managing Government Operations			3.1, 3.2, 3.3, 3.4
PAHM H320 Health Systems Administration	1.1, 1.2, 1.3, 1.4	2.4	
PAHM H354 Health Economics		2.2, 2.3	3.2, 3.3
AHLT-M 366 Leadership for Health Professional	1.1, 1.2, 1.3, 1.4	2.1, 2.4	
AHLT-B 320 Global Systems of Health Care Delivery	1.1, 1.2, 1.3, 1.4		3.5
PAHM-H352 Healthcare Finance		2.2, 2.3	3.2, 3.3

PAHM H474 Health Administration Ethics Seminar		2.1, 2.4	3.1, 3.4
AHKT B352 Performance Improvement in HealthCare			3.2, 3.3, 3.4
HPER-315 Consumer Health	1.1, 1.2, 1.3, 1.4		3.3, 3.4

Department of Public Administration and Health Management (PAHM) Master of Public Management (MPM) Mission, Goals, & Learning Outcomes

I. Program's mission

The mission of the Master of Public Management (MPM) program is to prepare students to become leaders in public service careers as executives, managers, analysts, and policy specialists in government, health institutions, and nonprofit organizations.

II. Program goals and student learning outcomes

Goal 1. To lead and manage in public/healthcare sector

Outcome 1.1. Students will demonstrate an ability to lead, motivate, and manage a diverse workplace-within and across organization

Outcome 1.2. Students will demonstrate an understanding the impact of changing market and political conditions on organizational practice and resource streams

Goal 2. To participate in and contribute to the policy process

Outcome 2.1. Students will demonstrate an ability to analyze policy alternatives and use policy instruments and management tools to address social problems

Outcome 2.2. Students will demonstrate an ability to participate in the policy process, communicate policy alternatives, and work effectively with government and healthcare institutions, and community stakeholders.

Goal 3. To analyze, synthesize, think critically, solve problems, and make decisions

Outcome 3.1. Students will demonstrate an ability to define, frame, think critically about and analyze important problems

Outcome 3.2. Students will demonstrate an ability to utilize analytical tools to analyze, present, and interpret data, including appropriate design, statistical, and evaluative techniques for both organizational decision making and policy decisions

Outcome 3.3. Students will demonstrate an ability to apply management theories and tools for organizational decision-making including but not limited to strategic planning, performance measurement, group decision making, forecasting, program evaluation, and cost-benefit analysis.

Goal 4. To articulate and apply a public values perspective

Outcome 4.1. Demonstrating an ability to identify ethical dilemmas and to then systematically apply ethical principles to identify appropriate courses of action

Goal 5. To communicate and interact productively with a diverse and changing workforce and citizenry

Outcome 5.1. Students will demonstrate an ability to communicate effectively and professionally to diverse audiences

Outcome 5.2. Students will demonstrate an understanding of how to work effectively in diverse groups

Outcome 5.3. Students will develop practical skills through experiential learning activities or internship opportunities.

Assessment Plan
(MPM Degree_2021-2025)

Academic Year 2020-2021	
Student Learning Outcomes	1.1, 2.1, 3.1, 4.1, 5.1
Measure Description	Exams, discussion, projects, presentations for all students in every MPM-PAHM class both during the class and after the class
Benchmark/Target	Score 85% will be acceptable

Academic Year 2021-2022	
Student Learning Outcomes	1.2, 2.2, 3.2, 4.1. 5.2
Measure Description	Exams, discussion, projects, presentations for all students in every BSPA-PAHM class both during the class and after the class
Benchmark/Target	Score 85% will be acceptable

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Academic Year 2022-2023	
Student Learning Outcomes	1.1,1.2, 2.1, 2.2, 3.3, 4.1, 5.3
Measure Description	Exams, discussion, projects, presentations for all students in every BSPA-PAHM class both during the class and after the class
Benchmark/Target	Score 85% will be acceptable

Academic Year 2023-2024	
Student Learning Outcomes	1.2, 2.1, 3.2, 3.3, 5.1, 5.2
Measure Description	Exams, discussion, projects, presentations for all students in every BSPA-PAHM class both during the class and after the class
Benchmark/Target	Score 85% will be acceptable

Academic Year 2024-2025	
Student Learning Outcomes	1.1,1.2, 2.1, 2.2, 3.1,3.2, 3.3, 4.1, 5.1.5.2, 5.3
Measure Description	Exams, discussion, projects, presentations for all students in every BSPA-PAHM class both during the class and after the class
Benchmark/Target	Score 85% will be acceptable

Curriculum Map (MPM Degree)

	Goal 1	Goal 2	Goal 3	Goal 4	Goal 5
PAHM V502 Public Management	1.1, 1.2		3.1, 3.3		5.1, 5.2
PAHM V504 Public Organizations	1.1, 1.2		3.1, 3.3		5.1, 5.2
PAHM V506 Statistical Analysis for Effective Decision Making			3.2, 3.3.		5.1, 5.2.
PAHM V509 Administrative Ethics in the Public Sector				4.1	
PAHM V512 Public Policy Process		2.1, 2.2.			
PAHM V560 Public Finance Budgeting/ PAHM H509 Financial Management Principles of Healthcare			3.1, 3.2		
PAHM V561 Public Human Resources Management	1.1, 1.2		3.1, 3.3		5.1, 5.2
PAHM V566 Executive Leadership	1.1, 1.2		3.1, 3.3		5.1, 5.2
PAHM V517 Public Management Economics/PAHM H514 Health Economics			3.1, 3.3		
PAHM V525 Management of Nonprofit Organizations	1.1, 1.2		3.1, 3.3		5.1, 5.2
PAHM V540 Law and Public Affairs				4.1	
PAHM V550 Topics in Public Affairs-Strategic Management			3.1		5.1
PAHM V562 Public Program Evaluations		2.1, 2.2	3.1, 3.2, 3.3		5.1, 5.2
PAHM V585 Practicum in Public Administration					5.1, 5.2, 5.3
PAHM V515 Seminar in Health Policy: Special Topics	1.1, 1.2		3.1, 3.3		5.1, 5.2
PAHM V543 Health Services Management	1.1, 1.2		3.1, 3.3		5.1, 5.2
PAHM H628 Health Care Information Systems	1.1, 1.2		3.1, 3.3		5.1, 5.2
PAHM V631 Health Planning	1.1, 1.2		3.1, 3.3		5.1, 5.2