



Program Guidebook

Bachelor of Science Business Administration, Healthcare Management

Understanding the Competency-Based Approach

Practically speaking, how do competency-based programs like those offered at Western Governors University (WGU) work? Unlike traditional universities, WGU does not award degrees based on completion of a certain number of credit hours or a certain set of required courses. Instead, you will earn your degree by demonstrating your skills, knowledge, and understanding of important concepts.

Progress through a degree program is governed not by the amount of time you spend in class but by your ability to demonstrate mastery of competencies as you complete required courses. Of course, you will need to engage in learning experiences as you review competencies or develop knowledge and skills in areas in which you may be weak. To help you acquire the knowledge and skills you need to complete your courses and program, WGU provides a rich array of learning resources. Your program mentor will work closely with you to help you understand the competencies required for your program and to help you create a schedule for completing your courses. You will also work closely with course instructors as you engage in each of your courses. As subject matter experts, course instructors will guide you through the content you must master to pass the course assessments.

The benefit of this competency-based system is that it enables students who are knowledgeable about a particular subject to make accelerated progress toward completing a degree, even if they lack college experience. You may have gained skills and knowledge of a subject while on the job, accumulated wisdom through years of life experience, or already taken a course on a particular subject. WGU will award your degree based on the skills and knowledge that you possess and can demonstrate—not the number of credits hours on your transcript.

Accreditation

Western Governors University is the only university in the history of American higher education to have earned accreditation from four regional accrediting commissions. WGU's accreditation was awarded by (1) the Northwest Commission on Colleges and Universities, (2) the Higher Learning Commission of the North Central Association of Colleges and Schools, (3) the Accrediting Commission for Community and Junior Colleges of the Western Association of Schools and Colleges, and (4) the Accrediting Commission for Senior Colleges and Universities of the Western Association of Schools and Colleges. The university's accreditation status is now managed by the Northwest Commission on Colleges and Universities (NWCCU), which reaffirmed WGU's accreditation in February 2020. The WGU Teachers College is accredited at the initial-licensure level by the Council for the Accreditation of Educator Preparation (CAEP) and by the Association for Advancing Quality in Educator Preparation (AAQEP). The nursing programs are accredited by the Commission on Collegiate Nursing Education (CCNE). The Health Information Management program is accredited by the Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM). The College of Business programs are accredited by the Accreditation Council for Business Schools and Programs (ACBSP).

The Degree Plan

The focus of your program is your personalized Degree Plan. The Degree Plan is a detailed blueprint of the courses you will need to complete in order to earn your degree. The Degree Plan also lays out the accompanying learning resources and assessments that compose your program. The list of courses in the Degree Plan is often referred to as the standard path. The amount of time it takes to complete your program depends on both the amount of new information you need to learn and the amount of time you plan to devote each week to study. Your program mentor and course instructors will help you assess your strengths and development needs to establish a study plan.

Students vary widely in the specific skills and information they need to learn. For example, some students may be highly knowledgeable in a particular subject matter and would not need to engage in new learning opportunities. Other students may find that portions of the program require them to learn new information and that they need to take an online class or participate in a study module to acquire the knowledge and skills needed to fulfill program competencies in that area. Some individuals may be able to devote as little

as 15–20 hours per week to the program, while others may need to devote more time. For this reason, pre-assessments are there to help your program mentor form a profile of your prior knowledge and create a personalized Degree Plan.

How You Will Interact with Faculty

At WGU, faculty serve in specialized roles, and they will work with you individually to provide the guidance, instruction, and support you will need to succeed and graduate. As a student, it is important for you to take advantage of this support. It is key to your progress and ultimate success. Upon your enrollment, you will be assigned a program mentor—an expert in your field of study who will provide you with regular program-level guidance and support from the day you start until the day you graduate. Your Ysldstudysset ulETBTeyelephone appoint(pre-a(houly at first)y will wothe pchenrollment, yuate. Your)277.83]TJE

The WGU orientation course focuses on acquainting you with WGU's competency-based model, distance education, technology, and other resources and tools available for students. You will also utilize WGU program and course communities, participate in activities, and get to know other students at WGU. The orientation course must be completed before you can start your first term at WGU.

Transferability of Prior College Coursework

Because WGU is a competency-based institution, it does not award degrees based on credits but rather on demonstration of competency. However, if you have completed college coursework at another accredited institution, or if you have completed industry certifications, you may have your transcripts and certifications evaluated to determine if you are eligible to receive some transfer credit. The guidelines for determining what credits will be granted varies based on the degree program. Students entering graduate programs must have their undergraduate degree verified before being admitted to WGU. To review more information in regards to transfer guidelines based on the different degree programs, you may visit the Student Handbook found at the link below and search for "Transfer Credit Evaluation."

[Click here for the Student Handbook](#)

WGU does not waive any requirements based on a student's professional experience and does not perform a "résumé review" or "portfolio review" that will automatically waive any degree requirements. Degree requirements and transferability rules are subject to change in order to keep the degree content relevant and current.

Remember, WGU's competency-based approach lets you take advantage of your knowledge and skills, regardless of how you obtained them. Even when you do not directly receive credit, the knowledge you possess may help you accelerate the time it takes to complete your degree program.

Continuous Enrollment, On Time Progress, and Satisfactory Academic Progress

WGU is a "continuous enrollment" institution, which means you will be automatically enrolled in each of your new terms while you are at WGU. Each term is six months long. Longer terms and continuous enrollment allow you to focus on your studies without the hassle of unnatural breaks between terms that you would experience at a more traditional university. At the end of every six-month term, you and your program mentor will review the progress you have made and revise your Degree Plan for your next six-month term.

WGU requires that students make measurable progress toward the completion of their degree programs every term. We call this "On-Time Progress," denoting that you are on track and making progress toward on-time graduation. As full-time students, graduate students must enroll in at least 8 competency units each term, and undergraduate students must enroll in at least 12 competency units each term.

Completing at least these minimum enrollments is essential to On-Time Progress and serves as a baseline from which you may accelerate your program. We measure your progress based on the courses you are able to pass, not on your accumulation of credit hours or course grades. Every time you pass a course, you are demonstrating that you have mastered skills and knowledge in your degree program. For comparison to traditional grading systems, passing a course means you have demonstrated competency equivalent to a "B" grade or better.

WGU assigns competency units to each course in order to track your progress through the program. A competency unit is equivalent to one semester credit of learning. Some courses may be assigned 3 competency units while others may be as large as 12 competency units.

Satisfactory Academic Progress (SAP) is particularly important to students on financial aid because you must achieve SAP in order to maintain eligibility for financial aid. We will measure your SAP quantitatively by reviewing the number of competency units you have completed each term. In order to remain in good

academic standing, you must complete at least 66.67% of the units you attempt over the length of your program—including any courses you add to your term to accelerate your progress. Additionally, during your first term at WGU you must pass at least 3 competency units in order to remain eligible for financial aid. We know that SAP is complex, so please contact a financial aid counselor should you have additional questions. *Please note: The Endorsement Preparation Program in Educational Leadership is not eligible for federal financial aid.

Courses

Standard Path for Bachelor of Science Business Administration, Healthcare Management

Course Description	CUs	Term
Organizational Behavior	3	1
Fundamentals for Success in Business	3	1
Healthcare Quality Improvement and Risk Management	3	1
Critical Thinking and Logic	3	1
Principles of Management	4	2
English Composition I	3	2
Healthcare Delivery Systems, Regulation, and Compliance	3	2
Business Environment Applications I: Business Structures and Legal Environment	2	2
Operations and Supply Chain Management	3	3
English Composition II	3	3
Healthcare Values and Ethics	3	3
Emotional and Cultural Intelligence	3	3
Introduction to Communication	3	4
Principles of Financial and Managerial Accounting	3	4
Technology Applications in Healthcare	3	4
Innovative and Strategic Thinking	3	4
Introduction to Spreadsheets	1	5
Survey of United States History	3	5
Finance Skills for Managers	3	5
Financial Resource Management in Healthcare	3	5
Values-Based Leadership	3	5
Business Communication	3	6
Applied Probability and Statistics	3	6
Principles of Economics	3	6
Healthcare Operations Management	3	6
Introduction to Humanities	3	7
Concepts in Marketing, Sales, and Customer Contact	3	7
Applied Algebra	3	7
Healthcare Research and Statistics	3	7
Managing in a Global Business Environment	3	8
Introduction to Sociology	3	8
Integrated Physical Sciences	3	8
Compensation and Benefits	3	8
Introduction to Human Resource Management	3	9

Course Description	CUs	Term
Business Simulation	4	9
Quantitative Analysis For Business	3	9
Project Management	3	9
Healthcare Management and Strategy	3	10
Change Management	3	10
Healthcare Management Capstone	4	10

Changes to Curriculum

WGU publishes an Institutional Catalog, which describes the academic requirements of each degree program. Although students are required to complete the program version current at the time of their enrollment, WGU may modify requirements and course offerings within that version of the program to maintain the currency and relevance of WGU's competencies and programs. When program requirements are updated, students readmitting after withdrawal from the university will be expected to

Areas of Study for Bachelor of Science Business Administration, Healthcare Management

The following section includes the areas of study in the program, with their associated courses. Your specific learning resources and level of instructional support will vary based on the individual competencies you bring to the program and your confidence in developing the knowledge, skills, and abilities required in each area of the degree. The Degree Plan and learning resources are dynamic, so you need to review your Degree Plan and seek the advice of your mentor regarding the resources before you purchase them.

Business Management

Organizational Behavior

Organizational Behavior and Leadership explores how to lead and manage effectively in diverse business environments. Students are asked to demonstrate the ability to apply organizational leadership theories and management strategies in a series of scenario-based problems.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate can describe the effects of specified influences on individual behavior.

The graduate can recommend appropriate principles or techniques for guiding the development of a group.

The graduate can determine which type of team and team leadership should be used to accomplish a task or project.

The graduate analyzes the culture within an organization to determine how to work effectively within that organization.

The graduate can analyze leadership theories, methods, and tools in given situations and select the appropriate behavior of the leader.

The graduate can develop and recommend how to implement effective performance evaluation processes.

Operations and Supply Chain Management

Operations and Supply Chain Management provides a streamlined introduction to how organizations efficiently produce goods and services, determine supply chain management strategies, and measure performance. Emphasis is placed on integrative topics essential for managers in all disciplines, such as supply chain management, product development, and capacity planning. This course will guide students in analyzing processes, managing quality for both services and products,

and define their personal values through an assessment and reflection process. Students then evaluate business cases to practice mapping the influence of values on their own leadership. In this course, students also participate in scenario planning, where they can practice implementing their values in their daily routine (i.e., behaviors) and then in a leadership setting. The course illustrates how values-driven leadership is used in goal setting as well as problem-solving at an organizational level. There are no prerequisites for this course.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The learner identifies their personal values, including honesty, integrity, respect, emotional intelligence, and ethical responsibility, to develop self-awareness through self-assessment.

The learner describes how interpersonal skills are applied to effectively collaborate, communicate, and lead within a team and across an organization.

The learner demonstrates how their leadership abilities, including active listening, influence, and ethical responsibility, solve problems and deliver results within an organization.

The learner explains how the leadership of cultures fosters diversity, inclusion, ethics, and problem-solving.

Business Communication

Business Communication is a survey course of communication skills needed in the business environment. Course content includes writing messages, reports, and résumés and delivering oral presentations. The course emphasizes communication processes, writing skills, message types, and presentation of data. The development of these skills is integrated with the use of technology.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate applies effective communication techniques and principles to business environments.

The graduate applies the principles of business writing to communicate in a business environment.

The graduate creates messages using technology and/or social media to communicate in a business environment.

The graduate composes multiple types of business messages in response to scenarios.

The graduate applies business research and writing skills to present information in a business environment.

The graduate creates professional communication documents for employment and career advancement opportunities.

Quantitative Analysis For Business

Quantitative Analysis for Business explores various decision-making models, including expected value models, linear programming models, and inventory models. This course helps student learn to analyze data by using a variety of analytic tools and techniques to make better business decisions. In addition, it covers developing project schedules using the Critical Path Method. Other topics include calculating and evaluating formulas, measures of uncertainty, crash costs, and visual representation of decision-making models using electronic spreadsheets and graphs. This course has no prerequisites.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate describes common business analytical purposes for quantitative analysis methods.

The graduate analyzes data through numerical and graphical methods and techniques.

The graduate uses expected value methods as a decision-making tool.

The graduate analyzes projects using the critical path to schedule and control project costs.

The graduate uses linear programming, inventory economic ordering optimization models, and graphical representations to make informed decisions.

Project Management

Project Management prepares you to manage projects from start to finish within any organization structure. The course represents a view into different project-management methods and delves into topics such as project profiling and phases,

constraints, building the project team, scheduling, and risk. You will be able to grasp the full scope of projects you may work with on in the future, and apply proper management approaches to complete a project. The course features practice in each of the project phases as you learn how to strategically apply project-management tools and techniques to help organizations achieve their goals.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate explains how project management helps organizations achieve their goals.

The graduate describes the project life cycle, including how project constraints will impact a project.

The graduate explains the criteria and methods used for project selection.

The graduate explains how different types of project-management methods are used.

The graduate applies elements of project planning to prepare key documents of a project plan.

The graduate constructs a project scheduling network diagram including the identification of the critical path.

The graduate explains key activities for executing, monitoring and controlling, and closing projects.

Change Management

Change Management provides an understanding of change and an overview of successfully managing change using various methods and tools. Emphasizing change theories and various best practices, this course covers how to recognize and implement change using an array of other effective strategies, including those related to innovation and leadership. Other topics include approaches to change, diagnosing and planning for change, implementing change, and sustaining change.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate summarizes the theories related to change management.

The graduate explains how organizations diagnose the need for change and the approaches for implementing change.

The graduate describes different innovation strategies and the role leaders play in innovation.

The graduate explains the various approaches to implementing change and the roles that leaders and other stakeholders fulfill.

The graduate explains the strategies, principles, roles, and models for sustaining change.

The graduate explains how learning organizations develop and how learning organizations and traditional organizations approach change differently.

Business Core

Fundamentals for Success in Business

This introductory course provides students with an overview of the field of business and a basic understanding of how management, organizational structure, communication, and leadership styles affect the business environment. It also introduces them to some of the power skills that help make successful business professionals, including time management, problem solving, emotional intelligence and innovation; while also teaching them the importance of ethics. This course gives students an opportunity to begin to explore their own strengths and passions in relation to the field while also acclimating them to the online competency-based environment.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate identifies common ethical issues that individuals face within organizations.

The graduate recognizes common organizational functions and values in order to collaborate within them.

The graduate communicates ideas, opinions, and information suitable for a professional setting.

The graduate recognizes the emotional reactions of self and others in a variety of professional situations.

The graduate identifies leadership opportunities to enhance organizational performance.

Principles of Management

Principles of Management provides students with an introductory look at the discipline of management and its context within the business environment. Students of this course build on previously mastered competencies by taking a more in-depth look at management as a discipline and how it differs from leadership while further exploring the importance of communication within business. This course provides students with a business generalist overview in the areas of strategic decision-making and operational planning, managerial budgeting, change management, human capital management, staff development, and conflict management.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate can explain the strategic planning process.

The graduate can describe how to establish a total quality management program in a product operation and in a service operation.

The graduate can describe how to establish and promote an entrepreneurial emphasis within an organization.

The graduate can recommend effective techniques for managing conflict and change.

The graduate can correctly apply principles of human resource management in a given situation.

The graduate responds appropriately to diversity issues in the workplace.

The graduate can recommend an organizational structure to match a given organization's situation.

Business Environment Applications I: Business Structures and Legal Environment

Business Environment Applications 1 provides students with a generalist overview of the business environment and a deeper look at a number of topics that make up the non-discipline areas of business which are required for a business person to be successful within any business environment. The first part of the course focuses on knowledge about organizations and how people operate within organizations, including the areas of organizational theory, structure, and effectiveness. The course then looks at business from a legal perspective with an overview of the legal environment of business. The course will prepare the student to consider specific legal situations and to make legal and ethical decisions related to those situations.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate explains how the structure of an organization impacts its effectiveness in the context of critical circumstances.

The graduate describes common legal considerations for the creation and operation of a business operation.

Emotional and Cultural Intelligence

Emotional and Cultural Intelligence focuses on key personal awareness skills that businesses request when hiring personnel. Key among those abilities is communication. Students will increase their skills in written, verbal, and nonverbal communication skills. The course then looks at three areas of personal awareness including emotional intelligence (EI), cultural awareness, and ethical self-awareness – building on previously acquired competencies and adding new ones. This course helps start students on a road of self-discovery, cultivating awareness to improve both as a business professional and personally.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate applies emotional intelligence (EI) to improve intrapersonal and interpersonal interactions.

The graduate demonstrates cultural intelligence (CI) within multicultural and contemporary business situations.

Principles of Financial and Managerial Accounting

Principles of Financial and Managerial Accounting provides students with an introduction to the discipline of accounting and

its context within the business environment. In this course, students will learn to differentiate between financial, cost, and managerial accounting and where these accounting types fit into the business environment. This course will help students gain a fundamental knowledge of the budgeting process, how to analyze basic financial statements, and how to use spreadsheets to analyze data. This course provides students with a business generalist overview of the field of accounting and acts as a preview course for the accounting major.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate identifies the role of accounting information and the purpose of the accounting cycle in decision-making.

The graduate explains how financial statements assist decision-making.

The graduate determines the elements and processes involved in managing a company's cash flows and operating cycle.

The graduate explains how controlling costs and profits affects an organization.

The graduate explains how managerial cost information assists internal decision-making.

The graduate explains how various costing methodologies assist internal decision-making.

Innovative and Strategic Thinking

between microeconomics and macroeconomics, and explaining the fundamental economic principles of each. It then looks at microeconomics and how it is used to make business and public policy decisions, including the principles of supply, demand, and elasticity, market efficiency, cost of production, and different market structures. The course finishes by looking at macroeconomics and how it is used to make business and public policy decisions, including measurement of macroeconomic variables, aggregate supply and demand, the concepts of an open economy, and how trade policies influence domestic and international markets.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate explains fundamental economic principles used in microeconomics and macroeconomics.

The graduate explains concepts in microeconomics used in business and public policy decisions.

The graduate explains concepts in macroeconomics used in business and public policy decisions.

Concepts in Marketing, Sales, and Customer Contact

Concepts in Marketing, Sales, and Customer Contact introduces students to the discipline of marketing and its role within the strategic and operational environments of a business. This course covers fundamental knowledge in the area of marketing planning, including the marketing mix, while also describing basic concepts of brand management, digital marketing, customer relationship management, and personal selling and negotiating. All of this helps students identify the role of marketing within an organization. This course provides students with a business generalist overview of the field of marketing and an exploration of the marketing major.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate describes basic elements used in marketing planning.

The graduate describes how strategic marketing influences the overall success of a business.

The graduate identifies personal selling and negotiating strategies within the sales management process.

Managing in a Global Business Environment

Managing in a Global Business Environment provides students with a generalist overview of business from a global perspective, while also developing basic skills and knowledge to help them make strategic decisions, communicate, and develop personal relationships in a global environment. Business today is by its very nature a global environment, and individuals working in business will experience the global nature of business as they progress through their careers. This course builds on previously acquired competencies by providing an overview of U.S. federal laws in relation to doing business in a global environment.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate defines globalization and its major driving forces.

The graduate describes the regulatory and ethical aspects of global business.

The graduate compares the effectiveness of business strategies in the global business environment.

The graduate describes how financial and operational practices influence global business.

The graduate describes technologies and trends in the global business environment.

Business Simulation

This course ties together all the skills and knowledge covered in the business courses and allows the student to prove their mastery of the competencies by applying them in a simulated business environment. This course will help take the student's knowledge and skills from the theoretical to applicable.

This course covers the following competencies:

The graduate applies the competencies from across the business core curriculum, demonstrating the ability to lead the implementation of the mission, strategy, and goals of an organization.

Healthcare Management

Healthcare Quality Improvement and Risk Management

This course emphasizes principles of quality management and risk management in order to ensure safety, maximize patient outcomes, and continuously improve organizational outcomes. This course also examines the broader impact of organizational culture and its influence on productivity, quality, and risk.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate examines approaches, indicators, and practices in a healthcare setting to meet quality standards.

The graduate examines the interrelationships of quality and risk regarding safety and security in healthcare organizations.

The graduate examines risks associated with human resources, finances, ethics, and communication.

The graduate examines risks associated with physicians, hospitals, long-term care, and infection control programs in clinical settings.

The graduate evaluates risk management plans to reduce risk and improve quality for healthcare organizations.

Healthcare Delivery Systems, Regulation, and Compliance

This course provides an overview of the U.S. healthcare system and focuses on developing an understanding of the various sectors and roles involved in this complex industry. Policy and compliance issues are also addressed to facilitate an appreciation for the highly regulated nature of healthcare delivery.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate explains the development of the U.S. healthcare system.

The graduate examines the care and healthcare delivery processes.

The graduate examines the interaction of the major stakeholders in the U.S. healthcare system.

The graduate analyzes integration of healthcare systems as a means to provide better access to higher quality care at lower costs.

The graduate recognizes the impact of evidence-based care, clinical advances, and global, economic, and workforce factors on the future environment of healthcare delivery.

Healthcare Values and Ethics

This course explores ethical standards and considerations common to the healthcare environment such as access to care, confidentiality, the allocation of limited resources, and billing practices. This course also focuses on the distinct value system associated with the healthcare industry, as well as the values of professionalism.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate describes ethical theories, and ethical and legal principles, standards, and laws as applied in a healthcare setting.

The graduate examines patient rights.

The graduate examines employee rights, responsibilities, and professional conduct.

The graduate evaluates ethical dilemmas in healthcare.

Technology Applications in Healthcare

This course explores how technology continues to change and influence the healthcare industry. Practical managerial applications are explored as well as the legal, ethical, and practical aspects of access to health and disease information. Ensuring the protection of private health information is also emphasized.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate assesses the use of information technology to gather information for decision-making in healthcare.

The graduate analyzes HMIS tools and applications

The graduate assesses the managerial use of health information.

The graduate analyzes the requirements and practices for maintaining the security and privacy of healthcare information.

Financial Resource Management in Healthcare

Financial Resource Management in Healthcare

This course examines the financial environment of the healthcare industry including principles involved in managed care. It also explores the revenue and expense structures for different sectors within the industry while emphasizing funding and reimbursement practices of healthcare.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate analyzes the role of finance, business financing, organizational structures, and capital investment in healthcare.

The graduate evaluates financial planning, budgeting, managing, and control in a healthcare organization.

The graduate analyzes revenue sources, the revenue cycle, financial accounting, and reporting methods in healthcare.

The graduate evaluates the financial condition of healthcare organizations.

Healthcare Operations Management

This course builds upon basic principles of management, organizational behavior, and leadership. Specific processes and business principles for managing operations in interdependent and multi-disciplinary healthcare organizations are explored. Marketing strategies, communication skills, and the ability to establish and maintain relationships while ensuring productivity that is efficient, safe, and meets the needs of all stakeholders is emphasized.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate examines effective leadership and management as applied in healthcare settings.

The graduate recognizes ways to engage in professional development and improvement in the healthcare environment.

The graduate examines clinical care performance and management in the healthcare environment.

The graduate examines the use of organizational resources in the healthcare environment.

The graduate explains the operations and strategies that would need to be used in a marketing plan for healthcare.

Healthcare Research and Statistics

This course builds upon an understanding of research methods and quantitative analysis. Concepts of population health, epidemiology, and evidence-based practices provide the foundation for understanding the importance of data for informing healthcare organizational decisions.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate examines applied research paradigms and methods in support of evidence-based practice (EBP).

The graduate examines descriptive and inferential statistics to inform administrative decisions in a healthcare setting.

The graduate examines evidence-based practices in epidemiology and community health.

The graduate evaluates research reports and data to guide administrative decisions based upon evidence-based research practices.

Healthcare Management and Strategy

This course builds upon basic principles of strategic management and explores healthcare organizational structures and processes. The importance of the collaborative nature and interrelationships among business functions is emphasized. Creating a healthcare vision and designing business plans within a healthcare environment is also examined.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate analyzes organizational strategy and strategic management in healthcare.

The graduate analyzes business plans, strategic plans and communications strategies that align to mission and vision of a healthcare organization.

The graduate analyzes strategic leadership and proposes strategies to manage organizational change in a healthcare setting.

The graduate examines the interrelationships among external environments organizational strategy.

General Education

Critical Thinking and Logic

Reasoning and Problem Solving helps candidates internalize a systematic process for exploring issues that takes them beyond an unexamined point of view and encourages them to become more self-aware thinkers by applying principles of problem identification and clarification, planning and information gathering, identifying assumptions and values, analyzing and interpreting information and data, reaching well-founded conclusions, and identifying the role of critical thinking in disciplines and professions.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate analyzes open-ended problems by learning about the problem and evaluating the accuracy and relevance of different perspectives on the problem.

The graduate evaluates different sources representing a range of perspectives on a problem in order to weigh the implications and consequences of different solutions to the problem.

The graduate identifies internal and external biases and assumptions related to a problem, and evaluates the influence and validity of these biases and assumptions.

The graduate synthesizes information to understand a problem's complexities and potential solutions, and then evaluates the reasoning and evidence in support of these different solutions.

The graduate logically brings together information to arrive at a viable solution to a problem, and then clearly and accurately communicates the results.

The graduate recognizes the value of critical thinking in identifying and understanding the underlying structures of the disciplines and professions.

English Composition I

English Composition I introduces candidates to the types of writing and thinking that are valued in college and beyond. Candidates will practice writing in several genres with emphasis placed on writing and revising academic arguments. Instruction and exercises in grammar, mechanics, research documentation, and style are paired with each module so that writers can practice these skills as necessary. Composition I is a foundational course designed to help candidates prepare for success at the college level. There are no prerequisites for English Composition I.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate applies appropriate grammatical rules, sentence structure, and writing conventions.

The graduate selects appropriate rhetorical strategies that improve writing and argumentation.

The graduate appropriately uses a given writing style.

The graduate uses appropriate writing and revision strategies.

The graduate integrates credible and relevant sources into written arguments.

The graduate composes an appropriate narrative for a given context.

The graduate composes an appropriate argumentative essay for a given context.

English Composition II

English Composition II introduces candidates to the types of research and writing that are valued in college and beyond. Candidates will practice writing, with emphasis placed on research, writing, and revising an academic argument. Instruction and exercises in grammar, mechanics, research documentation, and style are paired with each module so that writers can practice these skills as necessary. Composition II is a foundational course designed to help candidates prepare for success at the college level. Composition I is the prerequisite for Composition II.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate evaluates the quality, credibility, and relevance of evidence in order to integrate evidence into a final research paper.

The graduate applies steps of the writing process appropriately to improve quality of writing.

The graduate composes an argumentative research paper.

Introduction to Communication

This introductory communication course allows candidates to become familiar with the fundamental communication theories and practices necessary to engage in healthy professional and personal relationships. Candidates will survey human communication on multiple levels and critically apply the theoretical grounding of the course to interpersonal, intercultural, small group, and public presentational contexts. The course also encourages candidates to consider the influence of language, perception, culture, and media on their daily communicative interactions. In addition to theory, candidates will engage in the application of effective communication skills through systematically preparing and delivering an oral presentation. By practicing these fundamental skills in human communication, candidates become more competent communicators as they develop more flexible, useful, and discriminatory communicative practices in a variety of contexts. Note: There are references within this video to Taskstream. If Taskstream is not part of your student experience, please disregard, and locate your task(s) within your course.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate applies foundational elements of effective communication.

The graduate applies appropriate communication strategies in interpersonal and group contexts.

The graduate utilizes appropriate presentational communication strategies in personal and professional settings.

Survey of United States History

This course presents a broad and thematic survey of U.S. history from European colonization to the mid-twentieth century. Students will explore how historical events and major themes in American history have affected a diverse population.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate analyzes the colonial experience and the foundations of the American Revolution.

The graduate analyzes the challenges of partisan politics and sectionalism in the Early Republic and Civil War eras.

The graduate examines the major changes that defined the United States in the late-nineteenth and early-twentieth centuries.

The graduate explains significant international and domestic challenges that the United States confronted since World War I.

Applied Probability and Statistics

Applied Probability and Statistics is designed to help students develop competence in the fundamental concepts of basic statistics including: introductory algebra and graphing; descriptive statistics; regression and correlation; and probability. Statistical data and probability are often used in everyday life, science, business, information technology, and educational settings to make informed decisions about the validity of studies and the effect of data on decisions. This course discusses what constitutes sound research design and how to appropriately model phenomena using statistical data. Additionally, the content covers simple probability calculations, based on events that occur in the business and IT industries. No prerequisites are required for this course.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate applies the operations, processes, and procedures of fractions, decimals, and percentages to evaluate quantitative expressions.

The graduate applies the operations, processes, and procedures of basic algebra to evaluate quantitative expressions, and to solve equations and inequalities.

The graduate evaluates categorical and quantitative data pertaining to a single variable using appropriate graphical displays and numerical measures.

The graduate evaluates the relationship between two variables through interpretation of visual displays and numerical measures.

The graduate evaluates the relationship between two quantitative variables through correlation and regression.

The graduate applies principles and methods of probability-based mathematics to explain and solve problems.

Introduction to Humanities

This introductory humanities course allows candidates to practice essential writing, communication, and critical thinking

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The learner interprets the real-world meaning of various functions based on notation, graphical representations, and data representations.

The learner applies linear functions and their properties to real-world problems.

The learner applies polynomial functions and their properties to real-world problems.

The learner applies exponential functions and their properties to real-world problems.

The learner applies logistic functions and their properties to real-world problems.

The learner analyzes graphical depictions of real-world situations using functional properties.

The learner verifies the validity of a given model.

Introduction to Sociology

This course teaches students to think like sociologists, or, in other words, to see and understand the hidden rules, or norms, by which people live, and how they free or restrain behavior. Students will learn about socializing institutions, such as schools and families, as well as workplace organizations and governments. Participants will also learn how people deviate from the rules by challenging norms and how such behavior may result in social change, either on a large scale or within small groups.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate explains how societies are stratified across various social statuses.

The graduate explains reciprocal relationships between social institutions and individuals.

The graduate explains major perspectives and key contributors to the development of sociology.

The graduate identifies components of culture and socialization as they relate to individuals in society.

The graduate explains the constructs of conformity to and deviance from social norms.

Integrated Physical Sciences

This course provides students with an overview of the basic principles and unifying ideas of the physical sciences: physics, chemistry, and earth sciences. Course materials focus on scientific reasoning and practical, everyday applications of

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate creates formatted spreadsheets, using appropriate functions to organize and present data effectively.

The graduate applies appropriate formulas and functions to aggregate and summarize spreadsheet data.

The graduate creates tables to summarize and analyze data to make decisions.

The graduate creates data visualizations using charts and graphs for use in a professional setting.

Human Resources

Compensation and Benefits

Compensation and Benefits develops competence in the design and implementation of compensation and benefits systems in an organization. The total rewards perspective integrates tangible rewards (e.g., salary, bonuses) with employee benefits (e.g., health insurance, retirement plan) and intangible rewards (e.g., location, work environment). This perspective allows students to use all forms of rewards fairly and effectively to enable job satisfaction and organizational performance. There are no prerequisites.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate explains a total rewards strategy that utilizes various forms of rewards while fitting with the organizational

Healthcare Management Capstone

This course is the culminating experience and assessment of healthcare business administration. This course requires the student to integrate and synthesize managerial skills with healthcare knowledge, resulting in a high quality final project that

Accessibility and Accommodations

Western Governors University is committed to providing equal access to its academic programs to all qualified students. WGU's Accessibility Services team supports this mission by providing support, resources, advocacy, collaboration, and academic accommodations for students with disabilities and other qualifying conditions under the Americans with Disabilities Act (ADA). WGU encourages student to complete the Accommodation Request Form as soon as they become aware of the need for an accommodation. Current and prospective students can reach the Accessibility Services team Monday through Friday 8:00 a.m. to 5:00 p.m. MST at 1-877-HELP-WGU (877-435-7948) x5922 or at ADASupport@wgu.edu.