Dual Master of Public Health/Master of Science in Management and Organizational Behavior Curriculum and Course Descriptions

Master of Public Health Program Courses

MPH 602  Public Health System
This course provides an overview of the history, basic structures and operations of public health and health care delivery systems.

MPH 511  Biostatistics
Students will learn basic statistical concepts including frequency distributions, central tendency and variability via parametric and non-parametric methods, as well as related Excel applications.

MPH 601  Behavioral and Social Aspects of Public Health
Students will explore social and psychological determinants and theories of health behavior.

MPH 610  Health Policy
This course considers current health policies as they relate to larger political and social debates, the determinants of disease, and available resources and information-gathering systems necessary to formulate health policies.

MPH 603  Ethical and Political Issues in Public Health
This course focuses on the ethical and political dimensions of and impact on public health and health care organizations and professions.

MPH 604  Epidemiology
Students will learn to analyze chronic and communicable disease patterns in the U.S. and the world. The course covers the epidemiological triad and other models, preventive health and medicine, the impact and spread of disease throughout history and the study of epidemiological statistical methods.

MPH 605  Environmental Health
The health implications of human relationships to the biosphere are examined as well as the effect of environmental change on physical, biological and social patterns. Alternative solutions for environmental problems are explored.

MPH 606  Methods of Research in Public Health
Explores research design, collection and reporting of data, interpretation of findings, inferential procedures and current public health research.

MPH 611  Public Health Biology
Students will examine how diseases occur in order to plan effective interventions. Topics covered include how infectious diseases are transmitted; risk factors and biological processes for common diseases; and the impact of these diseases, disorders, conditions and control strategies on the health of the public.
MPH 607  **Community Health Analysis**
Students will learn to analyze the factors relating to health needs in communities, leading to proposals for solutions. Coursework involves research and field work.

MPH 609  **Cultural Context of Health**
Addresses cultural factors related to individual and population health and health disparities over the life course.

MPH 662  **Management of Health Services Organizations**
This course is an overview of the organizational structures, management styles and challenges in health care organizations. Students will learn key business functions as they apply to the effective management of health care organizations.

MPH 690  **Internship**
During the internship, students will demonstrate skills and competencies learned in the MPH program in a practical, supervised experience in a health-related agency. The purpose of the internship is to provide experiential learning and the opportunity to explore professional goals.

**Master of Science in Management and Organizational Behavior Courses**

MBA 500  **Financial Accounting**
Students will study the preparation, interpretation and analysis of the balance sheet, income statement and statement of cash flows. The course emphasizes the rationale for and implications of important accounting concepts, the selection of alternatively acceptable accounting methods and the varying affects of valuation and net income determination. Students will gain an understanding of complex accounting data that is required at upper management levels.

MGMT 521  **Career and Human Resource Planning**
The course covers current theory and research in career and manpower planning, including techniques, Affirmative Action and career planning, career change, age-30 crisis, mid-career crisis, dual-career couples and retirement.

MGMT 634  **Strategy, Structure, Decision Making**
Students will focus on the role of management in the development of organizational strategy, the decision-making process and the development of appropriate organizational structure and control systems. Case analyses will be used as a method for understanding and applying macro-behavioral and management science concepts to the resolution of managerial and organizational problems.

MGMT 522  **Ethics and Social Responsibility in Management**
The course examines major ethical theories and considers the need for social responsibility in business and other organizations. Students will study the ethical dilemmas faced by managers in such areas as marketing, product safety, the environment, job discrimination and dealing with people in an organization.
MGMT 540  **Data Processing & Management**
Surveys the uses of information systems for effective operations, decision-making and strategic advantage. A major emphasis is to analyze how information systems are used to support a business strategy. Design concepts are discussed to insure that any developed system will support organizational needs. Includes the study of technology and its application, with the use of several common software tools such as spreadsheets, word processors and databases.

MGMT 671  **Strategic Management**
In this course, students will master strategy formulation and implementation concepts using cases and readings.

MGMT 591  **Lecture Series**

**Electives – you will choose from the following**

MGMT 581  **Team Building**
Develops a working knowledge of team building, its theoretical basis, and its strengths and weaknesses as an organization development intervention.

*must be taken with MGMT 582*

MGMT 582  **Conflict Management**
Explores interpersonal and intragroup conflict and conflict management. Examines underlying causes, participant strategies and outcomes, and effective management strategies.

*must be taken with MGMT 581*

MGMT 583  **Organizational Assessment**
Considers the theory and practice of organizational change and organization development (O.D.). Discusses analysis, planning, implementation and evaluation of change programs. Covers the learning process, O.D. interventions, consultant skills, employee participation, monitoring success, reinforcement and ethical issues.

*must be taken with MGMT 584*

MGMT 553  **Organization Design**
Focuses on the design of organizations to perform optimally for various environments and purposes. Reviews ways to move organizations toward a desired structure.

*must be taken with MGMT 557*

MGMT 552  **Leadership**
This course examines alternative models of leadership and their effects on employee and organizational performance. Key topics include leadership skills and strategies for effective performance.

*must be taken with MGMT 555*

MGMT 584  **Strategies for Change**
Reviews the development and implementation of successful change. Focuses on the development of diagnostic skills and the selection of appropriate change methods. Includes exploration of the role of the change agent, employee involvement and political issues.

*must be taken with MGMT 583*
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<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Description</th>
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<tr>
<td>MGMT 555</td>
<td>Power Strategies*</td>
<td>Surveys contemporary perspectives and measures of power, influence, and control as they relate to motivation, interpersonal relations and organizational climate. *must be taken with MGMT 552</td>
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<td>MGMT 612</td>
<td>Methods of Organizational Research</td>
<td>Covers alternative methods of research design for organizational studies. Emphasizes academic and practitioner research issues and skill-building in the logic and practice of organizational research. Includes qualitative and quantitative research design, data collection, analysis and report writing.</td>
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<tr>
<td>MGMT 557</td>
<td>Organizational Culture</td>
<td>Covers alternative methods of research design for organizational studies. Emphasizes academic and practitioner research issues and skill-building in the logic and practice of organizational research. Includes qualitative and quantitative research design, data collection, analysis and report writing. *must be taken with MGMT 553</td>
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<td>MGMT 571</td>
<td>Labor Relations*</td>
<td>Covers the basic concepts relevant to laws governing labor relations. Focuses on contracts, including recognition of the union, negotiation and administration, patterns of contracts currently in existence and their negotiation process, and issues that arise during contract administration. *Must be taken with MGMT 579</td>
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<tr>
<td>MGMT 579</td>
<td>Training &amp; Development Overview</td>
<td>Covers the steps in the training/management development process from needs assessment to training design to training evaluation. Examines the role of training in strategic human resource planning and organizational career management. *must be taken with MGMT 571</td>
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