The Master of Arts in Healthcare Administration (MHA) is designed for current and future leaders in healthcare with the desire to strengthen their skills to lead in team-based, diverse, and innovative settings.

Due to the often complex and dynamic nature of the healthcare administration field, this program seeks to provide the skills necessary to lead positive change in organizations, maintain ethical governance, and increase effectiveness in the day-to-day managing of healthcare departments in a HIPAA compliant environment. Students who complete this degree will have learned to examine the foundational models and theories of leadership, initiate change through innovative solutions, develop individual leadership style, build dialogue and collaboration through successful relational skills, and understand how to solve complex healthcare administrative issues.

Students can expect to learn in constructivist, collaborative online courses, engage in peer-to-peer exchanges, actively participate in discussion forums in critical dialogue and debate with instructors to prepare them to create sustainable and positive change within the healthcare field.

Skills learned include how to recruit, hire, direct, supervise and evaluate work activities of healthcare personnel, develop and maintain computerized record management systems, develop and implement organizational healthcare policies and procedures, and conduct and administer fiscal operations for healthcare organizations.

Potential Growth for Healthcare Admin

$98,350 Median Annual Wage
20% Expected Employment Growth*


*12 month courses: Full-time status (2 courses per term) must be maintained to complete the master's degree in 12 months.
The M.A. in Healthcare Administration aligns with the mission of Claremont Lincoln University to produce healthcare professionals who respect differences and collaborate with those of diverse viewpoints to resolve problems.

Program Objectives:

- **Healthcare Leadership:** Analyze and evaluate leadership challenges and solutions within the field of healthcare and develop an understanding of the current healthcare environment in the U.S.
- **Laws & Finances:** Identify effective practice in healthcare operations by analyzing the complexity of the finance functions and reimbursement systems and the laws governing regulations.
- **Analysis:** Propose strategies for data analysis using epidemiologic principles for quality improvement.
- **Change Management:** Synthesize the major theories and principles of leadership and ethics, conduct personal and organizational analysis, and develop behavioral change strategies in healthcare organizations.
- **Collaboration:** Demonstrate effective collaborative practices and cultural competence in communication and develop professional relationships and constructive interactions.
- **Conflict Resolution:** Resolve conflicts through mindfulness, dialogue, and collaboration to bring about positive change.
- **Action Research:** Research, design, and implement a capstone project to affect a positive impact.
Required Degree Courses:

MAC 5300 Leadership in Action
Leadership in action is designed to support the exploration of leadership through self-reflection and assessment, including creating a personal mission statement and developing a leadership philosophy. Students will review a variety of leadership assessments, theories, and strategies on power dynamics, decision making, ethically addressing toxic leadership, conflict resolution, communication, and cultural awareness.

MHA 5302 Challenges in Health Services Delivery
The course will examine efforts made to respond to, organize, deliver, and finance high quality, cost-effective healthcare to improve the HIPAA compliant environment and delivery system. Having evaluated the socioeconomic, political, and environmental forces influencing the organization, financing, and delivery of personal and public health services, students will be able to apply their learning to effectively lead within a complex healthcare organization. Health services and policy concepts and terminology, including health determinants, access to care, system integration, and policy development are emphasized.

MHA 5303 Quality Management in Healthcare Organizations
This course provides frameworks and approaches to foster critical thinking by enhancing students’ ability to raise vital questions addressing problems and to formulate clear and precise answers. The students will learn to gather and assess relevant information, use abstract ideas to interpret effectively, develop well-reasoned conclusions and solutions, and test those conclusions against relevant criteria and standards.

MHA 5304 Healthcare Policy and Constituents
The course will provide a framework for understanding and analyzing a range of health policy issues. The course begins by introducing the U.S. policy-making at all three levels of government. It then considers essential issues in health policy including international health policy, health economics, individual rights in health care, and health policy research.

MHA 5305 Organizational Behavior and Human Performance
In this course, the student will apply pertinent laws, disciplinary processes, and performance appraisals in order to avoid the numerous obstacles and pitfalls that can occur in human resources-related issues within a healthcare organization.

MHA 5306 Finance and Managerial Accounting in Healthcare
This course introduces graduate health administration students to the basic principles and applications of healthcare finance that managers use daily. In addition, the course provides students with a detailed overview of the healthcare reimbursement system and a comprehensive outlook on the insurance payer mix that impacts healthcare financing.

MHA 5307 Healthcare Informatics & Innovation
This course will demonstrate the innovative and best practice technology within healthcare applications to support human health by individuals, professionals, care delivery organizations, and communities. Informatics are essential components in selecting the techniques and systems used for transforming clinical data into information, knowledge and improved decision-making. These systems, standards, and policies connect people and technologies securely across healthcare ecosystems.

MHA 5308 Managerial Epidemiology
Epidemiology is a core discipline pertinent to all branches of healthcare and there is a growing need for leaders to acquire a broader understanding to apply concepts and methods related to population health to best manage and promote health, disease prevention, and planning of health services. Epidemiological principles, followed by examples, concepts and case studies in this course will allow students to use for effective healthcare management and policy formulation.

MHA 5309 Research Methods
This course introduces students to the formal study of healthcare research methods, including literature search, hypothesis generation and testing, sampling theory, research design, data analysis, ethics in research and report writing. Application of these methods will be made to research on health related and health administration topics. The student will have an opportunity to practice applying those skills to a current issue in the healthcare field.

MHA 5310 Healthcare Administration Capstone
The educational experience at Claremont Lincoln University culminates in the Capstone Action Project. This project draws on the entire educational experience including research, analysis, and determining appropriate methods and contemporary strategies for designing and implementing initiatives that generate positive social impact.
Dr. White is currently researching bullying and harassment in healthcare and has worked in several hospitals in Virginia over the past 13 years in various roles, including management, home health liaison, account executive, and technician. Dr. White earned his Bachelor’s of Science in Criminal Justice (2010) from Liberty University and his Master of Business Administration with a concentration in Health Care Management (2013) from Saint Leo University. He earned his Doctorate of Health Science with a concentration in Education (2017) from A. T. Still University, where his research focused on attendance barriers to ophthalmology appointments.

Ms. Fox has two masters degrees (Master of Medical Science and Master of Health Administration) and a Bachelor of Arts in Interdisciplinary Studies focused on medical sciences. She has 9 years experience in a variety of healthcare administration roles and has accepted a new role at Stanford University as Director of Fracture Liaison Consult Service for the orthopaedic trauma department. In addition, Ms. Fox has demonstrated extensive volunteer international service health care work in West Africa.

Urmala Roopnarinesingh lives in South Florida. She has over 10 years experience in both higher education, as well as healthcare. Her career includes several leadership positions in pharmaceuticals, medical practices and higher education administration. She has a Masters degree in Health Services Administration and she is currently completing a PhD in Leadership and Higher Education Administration. Urmala is originally from the island of Trinidad, West Indies. She enjoys going to the beach, reading and traveling.

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Dr. Carl Wills is an organizational strategist and Senior Vice President for Accelerithrm. He has over 30 years of experience in healthcare and enjoys developing strategies to foster healthcare improvements in both patient care and administration. When he isn’t instructing or glued to the computer screen, he spends time supporting causes such as the American Cancer Society and Surf Rider Foundation, he enjoys surfing, traveling, and working around the garden. He is currently working on a new research project that deals with motivation.

Dr. Wright has a Bachelor’s Degree in Physical Therapy, a Master’s Degree and PhD in Special Education, all from the University of Missouri. She has worked as full time faculty in the Physical Therapy Department at the University of Missouri as well as the Graduate School for over 20 years. Dr. Wright is a Faculty Leader for the University of Missouri Service Learning program where she leads students in service learning in Chiang Mai, Thailand and Ho Chi Minh City, Vietnam. In addition, Dr. Wright serves as a reviewer for several professional organizations and journals and is a volunteer Guardian Ad Litem for the state of Florida and teaches ballet as a volunteer to young children with disabilities.