HEALTH POLICY AND ADMINISTRATION, B.S. (HEALTH AND HUMAN DEVELOPMENT)

Begin Campus: Any Penn State Campus
End Campus: University Park, World Campus

Program Description
This major helps prepare students for management and policy positions or graduate study in the field of health care. Students in the major develop the skills and knowledge needed to understand the complex societal problem of providing access to quality health care at reasonable cost. All Health Policy and Administration students complete an internship in a health-care-related setting, giving them valuable experience and contacts in the industry. HPA students study a multidisciplinary curriculum that prepares them to work as health services managers or health analysts. Health services managers, also called health care executives or health care administrators, plan, direct, and coordinate medical, health, and/or long-term care services. They might manage an entire facility or specialize in managing a specific clinical area or department, administer a program or manage a practice for a group of providers. Health analysts are employed throughout the health care industry gathering, compiling, modeling, validating, and analyzing data needed by different organizations of providers, payers, and policy makers. Analysts help these organizations understand the current trends in the health care system and to make well-informed decisions. Both health services managers and analysts must be able to adapt to changes in health care laws, regulations, and technology. HPA students have also used the degree to prepare for graduate study in business, law, medicine or allied health fields, health administration, health services research or policy, and public health.

You Might Like This Program If...
- You are interested in influencing health policy by working in government at the state or federal level
- You are interested in improving access to health care for underserved populations
- You are interested in reducing health care costs or improving health care quality through policy reform.

MORE INFORMATION ABOUT HEALTH POLICY AND ADMINISTRATION (http://hhd.psu.edu/hpa)

Entrance to Major
In order to be eligible for entrance to this major, a student must:
1. attain at least a C (2.00) cumulative grade-point average for all courses taken at the University; and
2. have third-semester classification (http://www.registrar.psu.edu/registration/semester_classification.cfm).

READ SENATE POLICY 37-30: ENTRANCE TO AND CHANGES IN MAJOR PROGRAMS OF STUDY (http://senate.psu.edu/policies-and-rules-for-undergraduate-students/37-00-entrance-to-a-college-or-major)

Degree Requirements
For the Bachelor of Science degree in Health Policy and Administration, a minimum of 120 credits is required:

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Education</td>
<td>45</td>
</tr>
<tr>
<td>Electives</td>
<td>4-6</td>
</tr>
<tr>
<td>Requirements for the Major</td>
<td>81-83</td>
</tr>
</tbody>
</table>

12 of the 45 credits for General Education are included in the Requirements for the Major. This includes: 6 credits of GQ courses; 6 credits of GS courses.

The requirements for the major are outlined below. Students may select courses in the Supporting Courses and Related Areas category to fulfill requirements for a minor, to develop a specialization, or to complete courses required for admission to medical, dental, law, or other graduate schools.

Per Senate Policy 83.80.5, the college dean or campus chancellor and program faculty may require up to 24 credits of course work in the major to be taken at the location or in the college or program where the degree is earned. HPA requires students to complete 24 credits for the major through courses taken at University Park. Courses taken at other Penn State campuses may not be counted toward this 24 credit minimum. For more information, check the Recommended Academic Plan for this major.

General Education
Connecting career and curiosity, the General Education curriculum provides the opportunity for students to acquire transferable skills necessary to be successful in the future and to thrive while living in interconnected contexts. General Education aids students in developing intellectual curiosity, a strengthened ability to think, and a deeper sense of aesthetic appreciation. These are requirements for all baccalaureate students and are often partially incorporated into the requirements.
of a program. For additional information, see the General Education Requirements (http://bulletins.psu.edu/undergraduate/general-education/baccalaureate-degree-general-education-program) section of the Bulletin and consult your academic adviser.

The keystone symbol appears next to the title of any course that is designated as a General Education course. Program requirements may also satisfy General Education requirements and vary for each program.

**Foundations (grade of C or better is required.)**
- Quantification (GQ): 6 credits
- Writing and Speaking (GWS): 9 credits

**Knowledge Domains**
- Arts (GA): 6 credits
- Health and Wellness (GHW): 3 credits
- Humanities (GH): 6 credits
- Social and Behavioral Sciences (GS): 6 credits
- Natural Sciences (GN): 9 credits

**Integrative Studies (may also complete a Knowledge Domain requirement)**
- Inter-Domain or Approved Linked Courses: 6 credits

**University Degree Requirements**

**First Year Engagement**
All students enrolled in a college or the Division of Undergraduate Studies at University Park, and the World Campus are required to take 1 to 3 credits of the First-Year Seminar, as specified by their college First-Year Engagement Plan.

Other Penn State colleges and campuses may require the First-Year Seminar; colleges and campuses that do not require a First-Year Seminar provide students with a first-year engagement experience.

First-year baccalaureate students entering Penn State should consult their academic adviser for these requirements.

**Cultures Requirement**
6 credits are required and may satisfy other requirements
- United States Cultures: 3 credits
- International Cultures: 3 credits

**Writing Across the Curriculum**
3 credits required from the college of graduation and likely prescribed as part of major requirements.

**Total Minimum Credits**
A minimum of 120 degree credits must be earned for a baccalaureate degree. The requirements for some programs may exceed 120 credits. Students should consult with their college or department adviser for information on specific credit requirements.

**Quality of Work**
Candidates must complete the degree requirements for their major and earn at least a 2.00 grade-point average for all courses completed within their degree program.

**Limitations on Source and Time for Credit Acquisition**
The college dean or campus chancellor and program faculty may require up to 24 credits of course work in the major to be taken at the location or in the college or program where the degree is earned. Credit used toward degree programs may need to be earned from a particular source or within time constraints (see Senate Policy 83-80 (http://senate.psu.edu/policies-and-rules-for-undergraduate-students/82-00-and-83-00-degree-requirements/#83-80)). For more information, check the Suggested Academic Plan for your intended program.

**Requirements for the Major**
To graduate, a student enrolled in the major must earn a grade of C or better in each course designated by the major as a C-required course, as specified by Senate Policy 82-44 (http://senate.psu.edu/policies-and-rules-for-undergraduate-students/82-00-and-83-00-degree-requirements/#82-44).

**Prescribed Courses**

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECON 102</td>
<td>Introductory Microeconomic Analysis and Policy</td>
<td>3</td>
</tr>
<tr>
<td>HPA 101</td>
<td>Introduction to Health Services Organization</td>
<td>3</td>
</tr>
<tr>
<td>HPA 210</td>
<td>Health Care Payment</td>
<td>3</td>
</tr>
<tr>
<td>HPA 211</td>
<td>Financial Decisions in Health Care Organizations</td>
<td>3</td>
</tr>
<tr>
<td>HPA 301</td>
<td>Health Services Policy Issues</td>
<td>3</td>
</tr>
<tr>
<td>HPA 310</td>
<td>Health Care and Medical Needs</td>
<td>3</td>
</tr>
<tr>
<td>HPA 311</td>
<td>Population Health and Healthcare</td>
<td>3</td>
</tr>
<tr>
<td>HPA 332</td>
<td>Health Systems Management</td>
<td>3</td>
</tr>
<tr>
<td>HPA 390</td>
<td>Professional Development in Health Policy &amp; Administration</td>
<td>3</td>
</tr>
<tr>
<td>HPA 395</td>
<td>Field Experience in Health Policy and Administration</td>
<td>3</td>
</tr>
<tr>
<td>HPA 455</td>
<td>Strategic Planning and Marketing for Health Services</td>
<td>3</td>
</tr>
<tr>
<td>PLSC 1</td>
<td>American Politics: Principles, Processes and Powers</td>
<td>3</td>
</tr>
</tbody>
</table>

**Additional Courses**

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>CMPSC 101</td>
<td>Introduction to Programming or CMPSC 203 Introduction to Spreadsheets and Databases</td>
<td>3-4</td>
</tr>
<tr>
<td>STAT 200</td>
<td>Elementary Statistics</td>
<td>3-4</td>
</tr>
<tr>
<td>STAT 250</td>
<td>Introduction to Biostatistics</td>
<td></td>
</tr>
</tbody>
</table>

Select 9 credits of the following:

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>HPA 401</td>
<td>Comparative Health Systems</td>
</tr>
<tr>
<td>HPA 410</td>
<td>Principles of Public Health Administration</td>
</tr>
<tr>
<td>HPA 420</td>
<td>Principles of Managed Care</td>
</tr>
<tr>
<td>HPA 430</td>
<td>Health Care Leadership</td>
</tr>
<tr>
<td>HPA 433</td>
<td>Administration of Hospital and Health Service Systems</td>
</tr>
<tr>
<td>HPA 440</td>
<td>Principles of Epidemiology</td>
</tr>
<tr>
<td>HPA 442</td>
<td>Long-Term Care Management</td>
</tr>
<tr>
<td>HPA 445</td>
<td>Health Economics</td>
</tr>
<tr>
<td>HPA 447</td>
<td>Financing Health Care</td>
</tr>
<tr>
<td>HPA 450</td>
<td>Healthcare Policies and Politics</td>
</tr>
<tr>
<td>HPA 460</td>
<td>Human Resource Management in Health Care Organizations</td>
</tr>
<tr>
<td>HPA 470</td>
<td>Health Care Information Management</td>
</tr>
<tr>
<td>HPA 490</td>
<td>Physician Practice Management</td>
</tr>
<tr>
<td>HPA 497</td>
<td>Special Topics</td>
</tr>
</tbody>
</table>

**Supporting Courses and Related Areas**
Select 30 credits from University-wide offerings on department list in consultation with adviser.\(^1\)

\(^1\) Must include at least 9 credits at the 400 level.

HPA has two integrated programs that allow qualified undergraduate students to earn either a Master of Health Administration (MHA) or Master of Public Health (MPH) degree in five calendar years of full time academic study. The MHA degree is offered through HPA and the MPH degree is offered through the College of Medicine, Department of Public Health Sciences.

**Integrated B.S. in Health Policy and Administration/Master of Public Health (M.P.H.) Admission and Degree Requirements**

*Available at the following campuses: University Park*

Undergraduate students in HPA seeking to complete the integrated program apply to the M.P.H. from the Department of Public Health Sciences in the College of Medicine through their normal admission process (http://med.psu.edu/public-health-mph/apply?cta=cta-menu&program=master-public-health-mph&action=apply) during their third year in the HPA program. In addition to the application materials and requirements for the M.P.H. program, students applying for the integrated program must have a cumulative GPA of 3.25 or greater.

If admitted, students can begin their M.P.H. courses during the fall semester of their fourth year as they continue to take courses for their undergraduate degree. Twelve credits from the M.P.H. are submitted for undergraduate course requirements, making the integrated program total 150 credits. Students typically complete their graduate studies in their fifth year at the College of Medicine in Hershey. Students may be able to receive their undergraduate degree at the end of their fourth year or may receive both degrees simultaneously at the end of the fifth year.

**Integrated B.S. in Health Policy and Administration/Master of Health Administration (M.H.A.)**

*Available at the following campuses: University Park*

**Admission and Degree Requirements**

The integrated B.S. in Health Policy and Administration/Master of Health Administration (M.H.A.) program allows qualified undergraduate students to earn both degrees in five calendar years of full time academic study.

The following credentials will be considered for admission:

- A demonstrated ability to communicate effectively, an advanced level of maturity, and high motivation to pursue a career in the health care field
- Academic references
- Successful completion of 60 credits having maintained a cumulative GPA of 3.4 or better

Students admitted to the B.S. in Health Policy and Administration/M.H.A. integrated program are able to earn both the B.S. and M.H.A. in five calendar years of full time academic study.

**Program Learning Objectives**

1. **Know Health Orgs:** HPA graduates will possess in depth understanding of health and health care, including the structures, policies, processes and institutions that make up the U.S. health care system.
2. **Organize and Direct Resources:** HPA graduates will possess the knowledge and skills necessary for organizing and directing resources towards the achievement of organizational objectives.
3. **Policy Analysis:** HPA graduates will possess the knowledge and skills necessary to analyze, synthesize, and evaluate public policy.
4. **Emotional Intelligence:** HPA graduates will possess an awareness of and the ability to manage one’s own emotions in a way that enables positive interpersonal interactions and the building of productive relationships.
5. **Diversity Adeptness:** HPA graduates will recognize the value of diversity and possess sensitivity to underrepresented and underserved groups in health care.
6. **Critical Thinking:** HPA graduates will be able to interpret, analyze, and evaluate information to identify, examine, and solve problems that occur in the health care system.
7. **Communication:** HPA graduates will be able to effectively receive, process, and relay information through speaking, writing, and listening.

**Academic Advising**

The objectives of the university’s academic advising program are to help advisees identify and achieve their academic goals, to promote their intellectual discovery, and to encourage students to take advantage of both in- and out-of-class educational opportunities in order that they become self-directed learners and decision makers.

Both advisers and advisees share responsibility for making the advising relationship succeed. By encouraging their advisees to become engaged in their education, to meet their educational goals, and to develop the habit of learning, advisers assume a significant educational role. The advisee’s unit of enrollment will provide each advisee with a primary academic adviser, the information needed to plan the chosen program of study, and referrals to other specialized resources.

READ SENATE POLICY 32-00: ADVISING POLICY (http://senate.psu.edu/policies-and-rules-for-undergraduate-students/32-00-advising-policy)

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Suggested Academic Plan
The suggested academic plan(s) listed on this page are the plan(s) that are in effect during the 2019-20 academic year. To access previous years’ suggested academic plans, please visit the archive (http://bulletins.psu.edu/undergraduate/archive) to view the appropriate Undergraduate Bulletin edition (Note: the archive only contain suggested academic plans beginning with the 2018-19 edition of the Undergraduate Bulletin).

University Park Campus and World Campus
The course series listed below provides only one of the many possible ways to move through this curriculum. The University may make changes in policies, procedures, educational offerings, and requirements at any time. This plan should be used in conjunction with your degree audit (accessible in LionPATH as either an Academic Requirements or What If report). Please consult with a Penn State academic adviser on a regular basis to develop and refine an academic plan that is appropriate for you.

First Year

<table>
<thead>
<tr>
<th>Fall</th>
<th>Credits</th>
<th>Spring</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BISC 4, BIOL 141, or BBH 101</td>
<td>3</td>
<td>CAS 100, 100A, 100B, or 100C</td>
<td>3</td>
</tr>
</tbody>
</table>

Second Year

<table>
<thead>
<tr>
<th>Fall</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HPA 211</td>
<td>3</td>
</tr>
<tr>
<td>CMPSC 101 or 203</td>
<td>3-4</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Spring</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HPA 301</td>
<td>3</td>
</tr>
<tr>
<td>STAT 200 or 250</td>
<td>3-4</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Credits</th>
<th>Spring</th>
</tr>
</thead>
<tbody>
<tr>
<td>HPA 332</td>
<td>3</td>
</tr>
</tbody>
</table>

| General Education Course (GH) | 3 |

| Supporting Course | 3 |

<table>
<thead>
<tr>
<th>Summer</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 HPA 395</td>
<td>3</td>
</tr>
</tbody>
</table>

| Supporting Course (GA) | 3 |

| Supporting Course | 3 |

| Elective | 3 |

<table>
<thead>
<tr>
<th>Fourth Year</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENGL 202A, 202B, 202C, or 202D (202A or 202D preferred)</td>
<td>3</td>
</tr>
</tbody>
</table>

| HPA 400 Level Course (see degree audit) | 3 |

| Elective | 3 |

| 3 HPA 405 | 3 |
Academic Requirements

Within the 30 credits of required General Education Domain courses, students must take 6 credits of Integrative Studies courses (Inter-domain or Linked courses). If you need additional clarification, consult with your academic adviser.

Commonwealth Campuses

This Suggested Academic Plan is for students on Commonwealth Campuses where the HPA major is not offered.

The course series listed below provides only one of the many possible ways to move through this curriculum. The university may make changes in policies, procedures, educational offerings, and requirements at any time. This plan should be used in conjunction with your degree audit (accessible in LionPATH as either an Academic Requirements or What If report). Please consult with a Penn State academic adviser on a regular basis to develop and refine an academic plan that is appropriate for you.

First Year

<table>
<thead>
<tr>
<th>Credits</th>
<th>Spring</th>
<th>Fall</th>
</tr>
</thead>
<tbody>
<tr>
<td>15</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Second Year

<table>
<thead>
<tr>
<th>Credits</th>
<th>Spring</th>
<th>Fall</th>
</tr>
</thead>
<tbody>
<tr>
<td>15-16</td>
<td>3</td>
<td>3-4</td>
</tr>
</tbody>
</table>

Third Year

<table>
<thead>
<tr>
<th>Credits</th>
<th>Spring</th>
<th>Fall</th>
</tr>
</thead>
<tbody>
<tr>
<td>15</td>
<td>15</td>
<td>3</td>
</tr>
</tbody>
</table>

Advising Notes

Minimum credits required for graduation is 120.

Limitations on Source and Time for Credit Acquisition: Per Senate policy 83-80.5, the college dean or campus chancellor and program faculty may require up to 24 credits of course work in the major to be taken at the location or in the college or program where the degree is earned. Most majors in Health and Human Development require students to complete up to 24 credits for the major through courses taken at University Park. Courses taken at other Penn State campuses may not be counted toward this 24 credit minimum.

Within the 30 credits of required General Education Domain courses, students must take 6 credits of Integrative Studies courses (Inter-domain or Linked courses). If you need additional clarification, consult with your academic adviser.

University Requirements and General Education Notes:

US and IL are abbreviations used to designate courses that satisfy University Requirements (United States and International Cultures).

W, M, X, and Y are the suffixes at the end of a course number used to designate courses that satisfy University Writing Across the Curriculum requirement.

GWS, GQ, GHW, GN, GA, GH, and GS are abbreviations used to identify General Education program courses. General Education includes Foundations (GWS and GQ) and Knowledge Domains (GHW, GN, GA, GH, GS, and Integrative Studies). Foundations courses (GWS and GQ) require a grade of ‘C’ or better.

Integrative Studies courses are required for the General Education program. N is the suffix at the end of a course number used to designate an Inter-Domain course and Z is the suffix at the end of a course number used to designate a Linked course.

All incoming Schreyer Honors College first-year students at University Park will take ENGL/CAS 137 in the fall semester and ENGL/CAS 138 in the spring semester. These courses carry the GWS designation and replace both ENGL 30 and CAS 100. Each course is 3 credits.

1 The Supporting Course List can be found here: http://hhd.psu.edu/hpa/undergraduate/supporting-courses
2 HPA 390 is a writing across the curriculum course.
3 Take one based on First Semester enrollment. See Academic Requirements in LionPATH for clarification.
Fourth Year

<table>
<thead>
<tr>
<th>Fall</th>
<th>Credits</th>
<th>Spring</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HPA 311*</td>
<td>3</td>
<td>HPA 455*</td>
<td>3</td>
</tr>
<tr>
<td>HPA 400 level Course (see degree audit)*</td>
<td>3</td>
<td>HPA 400 Level Course (see degree audit)*</td>
<td>3</td>
</tr>
<tr>
<td>HPA 400 level Course (see degree audit)*</td>
<td>3</td>
<td>Supporting Course (400 level)†</td>
<td>3</td>
</tr>
<tr>
<td>Supporting Course (400 level)†</td>
<td>3</td>
<td>Elective</td>
<td>3</td>
</tr>
<tr>
<td>Elective</td>
<td>3</td>
<td>Elective</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>15</td>
<td>12</td>
<td></td>
</tr>
</tbody>
</table>

Total Credits 120-122

* Course requires a grade of C or better for the major
† Course requires a grade of C or better for General Education
‡ Course is an Entrance to Major requirement
†‡ Course satisfies General Education and degree requirement

University Requirements and General Education Notes:

US and IL are abbreviations used to designate courses that satisfy University Requirements (United States and International Cultures).

W, M, X, and Y are the suffixes at the end of a course number used to designate courses that satisfy University Writing Across the Curriculum requirement.

GWS, GQ, GHW, GN, GA, GH, and GS are abbreviations used to identify General Education program courses. General Education includes Foundations (GWS and GQ) and Knowledge Domains (GHW, GN, GA, GH, GS, and Integrative Studies). Foundations courses (GWS and GQ) require a grade of ‘C’ or better.

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3 Take one based on First Semester enrollment. See Academic Requirements in LionPATH for clarification.

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LIMITATIONS ON SOURCE AND TIME FOR CREDIT ACQUISITION: Per Senate policy 83-80.5, the college dean or campus chancellor and program faculty may require up to 24 credits of course work in the major to be taken at the location or in the college or program where the degree is earned. Most majors in Health and Human Development require students to complete up to 24 credits for the major through courses taken at University Park. Courses taken at other Penn State campuses may not be counted toward this 24 credit minimum.

Within the 30 credits of required General Education Domain courses, students must take 6 credits of Integrative Studies courses (Inter-domain or Linked courses). If you need additional clarification, consult with your academic adviser.

Career Paths

The mission of the Bachelor of Science Program (B.S.) in HPA is to develop graduates with the knowledge, skills, and values appropriate to work in entry-level management or policy-related positions or for the pursuit of graduate education in health administration, health policy, health law, health services research, public health, and other health related needs. HPA students develop the skills and knowledge needed to understand the complex societal problem of providing access to quality health care at reasonable cost.

Careers

The HPA curriculum prepares students to work as health services managers/administrators or health analysts. Health services managers/administrators plan, direct, and coordinate medical, behavioral, and/or long-term care services. These individuals might oversee matters of personnel, budgeting, billing, equipment outlays, information systems, planning and more. Health analysts are responsible for analyzing, compiling, and validating information needed by different organizations of providers, payers, and policy makers. Analysts help these organizations understand the current trends in the health care system and to make well-informed decisions. Employment in the health care sector is projected to grow 17 percent from 2014 to 2024, much faster than all other occupations.

MORE INFORMATION ABOUT POTENTIAL CAREER OPTIONS FOR GRADUATES OF THE HEALTH POLICY AND ADMINISTRATION PROGRAM (http://hhd.psu.edu/hpa/undergraduate/careers)

Opportunities for Graduate Studies

HPA’s blend of courses in liberal arts, business administration, and the health sciences, is designed to prepare students for careers or further study in health care. HPA students have used the degree to prepare for graduate study in business, law, medicine or allied health fields, health administration, health services research or policy, and public health.

MORE INFORMATION ABOUT OPPORTUNITIES FOR GRADUATE STUDIES (http://hhd.psu.edu/hpa/integrated-bachelor-science-and-masters-degree-program)

Professional Resources

• Association of University Programs in Health Administration (http://www.aupha.org/resourcecenter/futurestudents)
• American College of Health Care Administrators (https://achca.memberclicks.net/student-societies)
• American College of Health Care Executives (http://www.ache.org)

Accreditation

HPA is a fully certified member of the Association of University Programs in Health Administration (AUPHA). As such it has been recognized for having withstood the rigors of peer review wherein curricula, faculty, and educational outcomes have been critically examined by external peer review. In a process comparable to other specialty program accreditations, programs seeking AUPHA certification must submit an extensive self-study detailing the program's structure, educational processes, and assessment mechanisms in response to national criteria established by AUPHA.
MORE INFORMATION ABOUT ACCREDITATION BY THE ASSOCIATION OF UNIVERSITY PROGRAMS IN HEALTH ADMINISTRATION (http://www.aupha.org/membership/certification)

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