

# DOMAINS AND COMPETENCIES

Master in Health Administration | Executive and Residential Programs

MUSC's MHA Program prepares students to develop and enhance their knowledge, skills, and abilities in the following domains and competencies:

## I. Communication and Relationship Management

1. Interpersonal Communication (Build collaborative relationships)
2. Writing Skills (Prepare business communications, write effectively)
3. Presentation Skills (Demonstrate effective oral communication and presentation skills)
4. Working in Teams (Create, participate in, and lead teams)

## II. Leadership

1. Leading and Managing Others (Hold self and others accountable for organizational goal attainment)
2. Planning and Implementing Change (Promote and manage change)
3. Ability for Honest Self-assessment (Conduct self assessments)
4. Systems Thinking (Understand broad systems connections – potential impacts and consequences of decisions in a wide variety of situations)

## III. Professionalism

1. Personal and Professional Ethics (Adhere to ethical business principles; exhibit ethical behaviors)
2. Professional and Community Contribution (Participate in community service; balance professional and personal pursuits)
3. Continuing Education and Lifelong Learning (Participate and attend professional association meetings; engage in career planning; engage in independent learning; seek expert consultation when needed; search literature to identify innovations.)

## IV. Knowledge of the Healthcare Environment

1. Knowledge of Healthcare Issues and Trends
2. Healthcare Personnel (Understanding clinical and nonclinical roles and practice)
3. Standards and Regulations
4. Population Health and Status Assessment

## V. Business Knowledge and Skills

1. Problem-solving and Decision-making
2. Time Management
3. Financial Management
4. Human Resources
5. Organizational Dynamics and Governance
6. Strategic Planning
7. Marketing
8. Information Management / Understanding and Using Technology Skills
9. Risk Management
10. Quality Improvement / Performance Improvement
11. Quantitative Skills
12. Planning and Managing Projects
13. Health Policy Formulation, Implementation and Evaluation
14. Legal Principles Development, Application and Assessment
15. Economic Analysis and Application to Business Decisions

Adapted from the ACHE Healthcare Executive Competencies Assessment Tool 2008, which was derived from the Healthcare Leadership Alliance (HLA) Competency Directory. Validated through surveys administered to program preceptors, recent graduates (three years post graduation), and faculty of the Medical University of South Carolina, Trinity University, Virginia Commonwealth University, and the University of Alabama – Birmingham. Fall 2007. Approved by DHAP Faculty, April 11, 2008.