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School of Business

Marianne Raimondo, Interim Dean

Undergraduate Degree Programs

|  |  |  |
| --- | --- | --- |
| **Major** | **Degree** | **Concentration** |
| Accounting | B.S. |  |
| Economics | B.A. |  |
| Finance | B.S. |  |
| Health Care Administration | B.S. |  |
| Management | B.S. | General Management |
|  | B.S. | Human Resource Management |
|  | B.S. | Operations Management |
| Marketing | B.S. |  |

*Note: Minors are offered in all the degree programs listed above, as well as an International Business Minor. Honors programs are also offered in these degree programs, except for health care administration.*

– PLEASE NOTE –

All undergraduate full-degree programs require the completion of at least 120 credit hours, including (1) General Education requirements, (2) the College Writing Requirement, (3) the College Mathematics Competency, and (4) the course requirements listed under each program. For more details on graduation requirements, see Academic Policies and Requirements.

Graduate Degree Programs

|  |  |  |
| --- | --- | --- |
| **Major** | **Degree** | **Concentration** |
| Health Care Administration | M.S. | Health Care Administration – Data Analytics track |
| Operations Management | M.S. | PROGRAM SUSPENDED |
| Professional Accountancy | M.P.Ac. | Accounting |
|  | M.P.Ac. | Personal Financial Planning |

Health Care Administration B.S.

**Director:** Marianne Raimondo  
  
**Health Care Administration Program Faculty: Associate Professors** Connolly, Raimondo, Rampa

B.S. in Health Care Administration

The B.S. in Health Care Administration (HCA) provides baccalaureate-level education and training for students considering careers in the health care industry. The program is specifically targeted for those pursuing supervisory and entry-level management positions and/or preparation for graduate education. The Health Care Administration program focuses on the organization, financing and management of health care organizations and the delivery of health care services in the United States.  
  
Students **must** consult with their assigned advisor before they will be able to register for courses. A graded writing assignment is required in **every** course.  
  
Note: HCA 491: Independent Study I and HCA 492: Independent Study II are available for those seeking departmental honors, with consent of program director and dean.

Course Requirements

Courses

|  |  |  |  |
| --- | --- | --- | --- |
| ACCT 201 | Principles of Accounting I: Financial | 3 | F, Sp, Su |
| CIS 252 | Introduction to Information Systems | 4 | F, Sp, Su |
| ECON 214 | Principles of Microeconomics | 3 | F, Sp, Su |
|  |  |  |  |
| FIN 301 | Financial Management | 4 | F, Sp, Su |
|  | -Or- |  |  |
| HCA 330 | Health Care Finance | 3 | Annually |
|  |  |  |  |
| HCA 201W | Introduction to Health Care Systems | 3 | F, Sp, Su |
| HCA 302 | Health Care Organizations | 3 | F, Sp |
| HCA 303W | Health Policy and Contemporary Issues | 3 | F, Sp |
| HCA 355 | Quality Management/Improvement in Health Care | 3 | F, Sp |
| HCA 401W/HCA 501 | Ethical and Legal Issues in Health Care Management | 3 | F, Sp, Su |
| HCA 461W | Seminar in Strategic Health Care Management | 3 | As needed |
| HCA 467 | Internship in Health Care Administration | 4 | F, Sp, Su |
| MGT 201W | Foundations of Management | 4 | F, Sp, Su |
| MGT 320 | Human Resource Management | 4 | F, Sp, Su |
| MGT 322 | Organizational Behavior | 4 | F, Sp, Su |
| MKT 201W | Introduction to Marketing | 4 | F, Sp, Su |

Note: With permission of program director, HCA 490: Directed Study may be substituted for any 300/400 level HCA course.  
Note: Please note that HCA 201, HCA 302, HCA 303 and HCA 401 were previously offered as NURS 201, NURS 302, NURS 303 and NURS 401, and these courses are equivalent to the HCA courses.

THREE COURSES from

(It is recommended that the three courses be taken from the same category, but courses may be selected from multiple categories)

Gerontology

|  |  |  |  |
| --- | --- | --- | --- |
| GRTL 314 | Health and Aging | 4 | F, Sp, Su |
|  | -Or- |  |  |
| NURS 314 | Health and Aging | 4 | F, Sp, Su |
|  |  |  |  |
| HCA 403 | Long-Term Care Administration | 3 | Annually |
| HCA 404 | Long-Term Care Laws and Regulations | 2 | Annually |
| SOC 217 | Sociology of Aging | 4 | F, Sp, Su |
| SOC 320 | Aging and the Law | 4 | Annually |

Note: SOC 217: Fulfills the Social and Behavioral Sciences category of General Education.

Human Resource Management

|  |  |  |  |
| --- | --- | --- | --- |
| MGT 423 | Compensation and Benefits Administration | 4 | F |
| MGT 425 | Recruitment and Selection | 4 | F |
| MGT 428 | Human Resource Development | 4 | Sp |
| MGT 430W | Strategic Human Resource Management | 4 | Sp |

Informatics

|  |  |  |  |
| --- | --- | --- | --- |
| CIS 440 | Issues in Computer Security | 4 | F, Sp |
| CIS 455W | Database Programming | 4 | F, Sp |
| HCA 402 | Health Care Informatics | 3 | As needed |

Management Foundations

|  |  |  |  |
| --- | --- | --- | --- |
| ACCT 202 | Principles of Accounting II: Managerial | 3 | F, Sp, Su |
| MGT 349 | Service Operations Management | 4 | F |
| MKT 334 | Consumer Behavior | 4 | F, Sp |
| POL 301W | Foundations of Public Administration | 4 | F |

Wellness

|  |  |  |  |
| --- | --- | --- | --- |
| ANTH 309 | Medical Anthropology | 4 | Alternate years |
| HPE 406 | Program Planning in Health Promotion | 3 | Sp or as needed |
| PSYC 424 | Health Psychology | 4 | Annually |
| SOC 314 | The Sociology of Health and Illness | 4 | Annually |

Cognates

|  |  |  |  |
| --- | --- | --- | --- |
| BIOL 103 | Human Biology | 3 | F, Sp, Su |
|  | -Or- |  |  |
| BIOL 108 | Basic Principles of Biology | 4 | F, Sp, Su |
|  |  |  |  |
| COMM 230 | Interpersonal Communication | 4 | F |
| ENGL 230W | Workplace Writing | 4 | F, Sp, Su |
| MATH 177 | Quantitative Business Analysis | 4 | F, Sp, Su |
| MATH 240 | Statistical Methods I | 4 | F, Sp, Su |
| PSYC 221W | Research Methods I: Foundations | 4 | F, Sp, Su |

Note: BIOL 108: Fulfills the Natural Science category of General Education.

Note: MATH 177, MATH 240: Fulfills the Mathematics category of General Education.

Note: Up to 8 credit hours may simultaneously fulfill General Education requirements.

Total Credit Hours: 82-88

Health Care Administration Minor

**Director:** Marianne Raimondo  
  
Students **must** consult with their assigned advisor before they will be able to register for courses. A graded writing assignment is required in **every** course.  
  
Note: HCA 491: Independent Study I and HCA 492: Independent Study II are available for those seeking departmental honors, with consent of program director and dean.

Course Requirements

The minor in health care administration consists of a minimum of 21 credit hours (seven courses), as follows:

|  |  |  |  |
| --- | --- | --- | --- |
| HCA 201W | Introduction to Health Care Systems | 3 | F, Sp, Su |
| HCA 302 | Health Care Organizations | 3 | F, Sp |
| HCA 401W/HCA 501 | Ethical and Legal Issues in Health Care Management | 3 | F, Sp, Su |
| MGT 201W | Foundations of Management | 4 | F, Sp, Su |
| MGT 320 | Human Resource Management | 4 | F, Sp, Su |
| MGT 322 | Organizational Behavior | 4 | F, Sp, Su |

AND ONE ADDITIONAL course from the electives in the health care administration major.

Total Credit Hours: 24

Courses taken to meet the requirements of other majors or minors cannot be used to simultaneously fulfill the requirements of the health care administration minor (termed double counting). In these instances, please consult the health care administration director to arrange for appropriate substitute course(s).

Health Care Administration M.S.

**Director:** Marianne Raimondo

**Faculty**: **Associate Professors** Raimondo, Connolly, Rampa

The M.S. in Health Care Administration (HCA) focuses on the organization, financing and management of health care organizations and the delivery of health care services in the United States. The program will prepare students for management careers in health care in the private and public sectors, including careers in public health, hospitals, long-term care, home/community-based care and health insurance. The program is also appropriate for those seeking positions in health policy. The curriculum focuses on leadership, performance improvement, organizational theory/behavior, health care finance and law.

**Admission Requirements**

1. Completed application form accompanied by a $50 nonrefundable application fee.

2. A Bachelor's degree in Health Care Administration (HCA) or related field from an accredited college or university.  Students with a bachelor’s degree in an unrelated field with relevant work experience may be considered for admission.  For more information, contact program director.

3. Official transcripts of all undergraduate and graduate records.

4. Completion of the Graduate Management Admissions Test (GMAT) or Graduate Record Examination (GRE). A B.S. degree in HCA, health or human sciences, nursing or business from Rhode Island College or the University of Rhode Island, with a 3.00 G.P.A. in the major, will exempt the applicant from the GMAT/GRE.

5. A letter of intent including a statement of goals.

6. Three professional or academic references.

7. Completion of courses in Elementary Statistics, Principles of Economics and Introductory Accounting.

Retention Requirements

All students must have a minimum GPA of 3.0 at the end of the first year and an evaluation of Satisfactory or better in the Internship class. Students who do not have a minimum 3.0 GPA may not continue in the program. No course in which the student earns a grade below a C will get credit in the M.S. HCA program.

Course Requirements

Courses

|  |  |  |  |
| --- | --- | --- | --- |
| HCA 501/HCA 401W | Health Law and Ethics | 3 | F, Sp, Su |
| HCA 502/NURS 502 | Health Care Systems | 3 | F, Sp |
| HCA 503/NURS 705 | Health Care Policy | 3 | F, Sp |
| HCA 514 | Economics of Health Care | 3 | F |
| HCA 520 | Health Care Human Resource Management | 3 | F |
| HCA 530 | Health Care Finance | 3 | F |
| HCA 537 | Performance Improvement in Health Care | 3 | F, Sp |
| HCA 540 | Research Methods and Statistical Analysis | 3 | F |
| HCA 545 | Managing Health Care Organizations | 3 | Sp |
| HCA 547 | Transformational Leadership in Health Care Organizations | 3 | Sp |
| HCA 560 | Contemporary Topics in Health Care | 2 | F, Sp |
| HCA 567 | Health Care Internship | 3 | F, Su |
| HCA 591 | Master’s Thesis in Health Care Administration | 3 | F, Sp, Su |
| HPE 507 | Epidemiology and Biostatistics | 3 | Sp |
| HCA 539 | Biostatistics | 3 | F, Sp |

TWO ADDITIONAL COURSES

|  |  |  |  |
| --- | --- | --- | --- |
|  | Two additional 400-500 level courses approved by the program director | 6-8 |  |

Subtotal: 50-52

Health Care administration – data analytics track M.S.

The M.S. in Health Care Administration (HCA) Data Analytics track focuses on developing analytical skills in healthcare professionals, enabling them to work with large and complex data sets, understand data governance, apply analytical methods, and communicate insights effectively. Through the health care data analytics track, students will be encouraged to develop highly sought-after career skills enabling them to apply knowledge of health care and database management to analyze clinical, claims, and utilization data and report on health relate trends.

Admission Requirements

1. Completed application form accompanied by a $50 nonrefundable application fee.

2. A Bachelor's degree in Health Care Administration (HCA) from Rhode Island College.

3. Applicants with international degrees must have their transcripts evaluated for degree and grade equivalency to that of a regionally accredited institution in the United States.

4. Official transcripts of all undergraduate and graduate records.

5. Completion of a course in statistics (MATH 240 or its equivalent), with a minimum grade of C.

6. A minimum cumulative grade point average of 3.00 on a 4.00 scale in undergraduate course work. Provisional acceptance occasionally granted.

7. An official report of scores on the Test of English as a Foreign Language (TOEFL) from international applicants who are from countries where English is not the first language.

8. A professional résumé.

9. Proof of residency is required for in-state tuition.

10. An interview may be required.

Retention Requirements

All students must have a minimum grade point average (GPA) of 3.0 at the end of the first year and an evaluation of Satisfactory or better in the Internship class. Students who do not have a minimum 3.00 GPA may not continue in the program. No course in which the student earns a grade below a C will get credit in the M.S. HCA Data Analytics Track program.

Course Requirements

Courses

|  |  |  |  |
| --- | --- | --- | --- |
| HCA 502/NURS 502 | Health Care Systems | 3 | F, Sp |
| HCA 514 | Economics of Health Care | 3 | F |
| HCA 530 | Health Care Finance | 3 | F, Sp |
| HCA 537 | Performance Improvement in Health Care | 3 | F, Sp |
| HCA 539 | Biostatistics | 3 | F |
| HCA 550/ HPE 507 | Epidemiology in Health Care Administration | 2 | F, Sp |
| HCA 567 | Health Care Internship | 3 | F, Su |
| HCA 592 | Capstone Project | 3 | F, Sp |

Data Analytics track

|  |  |  |  |
| --- | --- | --- | --- |
| HCA 552 | Introduction to Health Care Information Systems | 3 | F |
| HCA 572 | Health Care Data Visualization | 3 | Sp |
| HCA 580 | Health Care Data Analytics | 3 | F |
| HCA 572 | Data Mining & Predictive Analytics | 3 | Sp |

TWO ADDITIONAL COURSES

|  |  |  |  |
| --- | --- | --- | --- |
|  | Two additional 400-500 level courses approved by the program director | 6-8 |  |

Subtotal: 42-44

Accelerated Health Care Management M.S.

Admission Requirements

1. Completed application form accompanied by a $50 nonrefundable application fee.

2. A Bachelor's degree in Health Care Administration (HCA) from Rhode Island College.

3. A 3.0 GPA in the B.S. HCA program and a grade of B or better in each of the foundation courses.

4. A letter of intent including a statement of goals.

5. Three academic references from faculty members at RIC.

Retention Requirements

All students must have a minimum grade point average (GPA) of 3.0 at the end of the first year and an evaluation of Satisfactory or better in the Internship class. Students who do not have a minimum 3.00 GPA may not continue in the program. No course in which the student earns a grade below a C will get credit in the M.S. HCA program.

Course Requirements

Courses

|  |  |  |  |
| --- | --- | --- | --- |
| HCA 514 | Economics of Health Care | 3 | F |
| HCA 530 | Health Care Finance | 3 | F |
| HCA 537 | Performance Improvement in Health Care | 3 | F, Sp |
| HCA 540 | Research Methods and Statistical Analysis | 3 | F |
| HCA 545 | Managing Health Care Organizations | 3 | Sp |
| HCA 547 | Transformational Leadership in Health Care Organizations | 3 | Sp |
| HCA 560 | Contemporary Topics in Health Care | 2 | F, Sp |
| HCA 567 | Health Care Internship | 3 | F, Su |
| HCA 591 | Master’s Thesis in Health Care Administration | 3 | F, Sp, Su |
| HPE 507 | Epidemiology and Biostatistics | 3 | Sp |
| HCA 539 | Biostatistics | 3 | F, Sp |

TWO ADDITIONAL COURSES

|  |  |  |  |
| --- | --- | --- | --- |
|  | Two additional 400-500 level courses approved by the program director | 6-8 |  |

Subtotal: 38-40

Subtotal: 50