MHA Program Statements

Mission: The Master of Health Administration (MHA) program is designed to prepare experienced healthcare professionals and clinicians to become innovative and ethical healthcare leaders who improve organizational performance and health outcomes. Through an immersive, competency-based curriculum, students develop leadership, operational, financial, and strategic management skills while preparing for leadership positions across diverse healthcare settings.

Vision: The vision of the MHA program is to develop innovative and impactful healthcare leaders who advance healthcare organizations and improve the health of the communities they serve through strategic leadership, operational excellence, and commitment to quality, safe, equitable, and efficient care.

MHA Program Values

1. Strategic Leadership - We cultivate visionary healthcare leaders who address complex healthcare challenges, drive sustainable growth, and improve organizational and community health through informed decision-making.

2. Integrity and Stewardship – The program upholds the highest standards of ethical leadership, accountability, transparency, and responsible stewardship of healthcare resources in service to patients, organizations, and communities.

3. Innovation and Transformation – The program fosters a mindset of innovation, strategic thinking, and continuous improvement to address emerging healthcare challenges and create lasting organizational value.

4. Collaborative Influence – The program values executive communication, interprofessional collaboration, and relationship-building that unite stakeholders, strengthen organizations, and advance healthcare outcomes.

5. Applied Executive Practice – The program integrates real-world practice, experiential learning, and immersion to prepare leaders to translate strategy into action and achieve measurable results in diverse healthcare settings.

6. Continuous Improvement – The program incorporates feedback from students, faculty, graduates, and advisory board to meet the evolving needs of future healthcare leaders.

Competency Model [To be added to Website]

The **Mississippi State University Master of Health Administration (MHA) program**, in collaboration with faculty and the School of Health Professions Advisory Board, has adopted a competency model based on the **Healthcare Leadership Alliance (HLA)** framework to prepare healthcare executives for leadership in the dynamic healthcare environment. The model includes **11 core competencies across five domains** and has been tailored to align with the program's mission, vision, values, and the evolving needs of healthcare organizations and leaders.

The program is organized around five competency domains and eleven core competencies that reflect the expectations of contemporary healthcare leadership. These domains and competencies are intentionally integrated throughout the curriculum and assessed through a variety of learning activities including applied projects, application-based activities, and executive-level deliverables. Collectively, they provide a framework for students who can improve organizational performance, advance health equity, manage change, and drive innovation across healthcare settings.

In alignment with the program's commitment to continuous improvement, the MHA program intends to regularly review and refine its domains, competencies, learning outcomes, and assessment strategies. Feedback will be systematically gathered from current students, graduates, faculty, healthcare executives, employers, and industry partners to ensure the curriculum remains relevant, responsive, and aligned with the evolving needs of healthcare organizations and the communities they serve.

Program Outcomes

- PLO1 Leadership: Evaluate organizational culture and lead high-reliability organizations environments, leveraging adaptive leadership strategies to align interprofessional teams during large-scale systemic pivots.
- PLO2 Communication: Demonstrate executive presence through high-stakes negotiation and interprofessional board reporting.
- PLO3 Professionalism: Align personal and organizational conduct with ethical standards and commitment to health equity.
- PLO4 Healthcare Environment: Formulate policies that integrate legal frameworks, federal technology standards, and health policy trends.
- PLO5 Business Skills: Synthesize financial theory, risk-adjusted quantitative data, and capital budgeting techniques to design sustainable service lines that optimize value-based purchasing metrics and organizational return on investment

MSU Meridian – MHA Program

Domains and Competencies

1.Leadership - The ability to evaluate organizational culture, lead high-reliability healthcare organizations, and guide interprofessional teams through change and transformation.

Competencies.

7¡7Organizational.Culture.and.High_Reliability.Leadership.

Analyze quality, safety, and performance data and apply continuous improvement principles to enhance accountability, improve organizational outcomes, and achieve high organizational performance.

7¡8.Adaptive.Leadership.and.Change.Management.

Examine organizational challenges, identify appropriate change management strategies, and evaluate their impact on team performance, organizational adaptability, and achievement of strategic goals.

7¡9¡.Interprofessional.Team.Leadership.

Analyze team dynamics and organizational goals and develop evidence-based strategies to align, motivate, and develop diverse healthcare teams to improve performance and achieve desired outcomes.

2. Communication and Relationship Management - The ability to communicate effectively, collaborate with others, and build relationships that support healthcare organizational goals.

Competencies

8¡7.Communication

Develop and deliver clear, professional, and audience-appropriate written, oral, and visual communication materials for leaders, governing boards, interprofessional teams, and other stakeholders.

8¡8.Negotiation.and.Collaboration.

Analyze stakeholder perspectives and interprofessional team dynamics and develop recommendations to build consensus, resolve conflicts, and achieve shared organizational goals.

3. Professionalism – The ability to demonstrate ethical leadership, professional accountability, and a commitment to health equity in personal, professional, and organizational decision-making.

Competencies

9¡7.Ethical.Leadership.and.Professional.Accountability.

Apply ethical principles, professional standards, and responsible stewardship to evaluate organizational decisions, practices, and resource use.

9¡8.Health.Outcomes.and.Social.Responsibility.

Assess organizational policies, practices, social determinants of health, and community needs and develop recommendations to improve inclusive care, address community health needs, and enhance population health outcomes.

4. Healthcare Environment – The ability to understand and apply healthcare policy, legal and regulatory requirements, and digital health governance principles to address the evolving challenges of the healthcare environment.

0¡7.Healthcare.Policy?Law?and.Regulation

Analyze healthcare policies, laws, regulations, and compliance requirements and develop recommendations to support organizational compliance, performance, and strategic decision-making.

0¡8.Digital.Health.and.Technology.Governance

Analyze health information technologies, interoperability standards, data governance practices, and emerging technologies to evaluate their impact on healthcare operations and organizational performance.

5. Business Skills and Knowledge – The ability to use financial, operational, and analytical skills to improve organizational performance, value, and sustainability.

❶¡7.Financial.and.Strategic.Resource.Management.

Interpret financial, operational, human resource, performance evaluation, and quantitative data to support strategic decision-making, improve workforce and organizational performance, optimize resource allocation, and promote long-term sustainability.

❶¡8.Performance.Improvement.and.Operational.Excellence¡

Analyze organizational performance, quality outcomes, and operational processes to identify improvement opportunities and evaluate strategies that enhance organizational value and effectiveness.