

Short description of Minors and Majors of the Management & Health policy sciences track (MHPS)

Module #	Module title	Coordinator	Contents	ECTS #	Teaching Week/year
212	Minor A of the Management and health policy sciences track: « Advanced policy analysis and the Financial Context in Health Services and Public Health »	Odessa Dariel	<p>Minor A Minor A MHPS « Advanced policy analysis and the Financial Context in Health Services and Public Health »</p> <p>A comparative approach to development of health and healthcare policies emphasizing present and future policy options and problems. This module examine the models for financing health care: methods for funding health systems (tax, social and private health insurance, user charges, medical savings accounts) and methods of defining benefits, allocating resources for health care, purchasing health services, paying health care providers; influencing doctors practice and patient behaviour are described. It provides students with knowledge for understanding current reforms in financing health care and their advantages and shortcomings with regards to the objectives of health care systems.</p> <p>Learning objectives: at the end of the module, the students should be able to:</p> <ol style="list-style-type: none"> 1. Identify the main sources for funding health care systems and health care organizations 2. Discuss the impacts of different funding mechanisms on health care outputs and outcomes 3. Clarify the main components of LT care funding in different countries and their effects 4. Define and categorize funding for health systems in low income countries 5. Analyse strengths and weaknesses of different sources of funding with regards to limited resource constraints <p>Prerequisite: None</p>	3	43, 2019
213	Minor B of the Management and health policy sciences track: « Management tools in health services and systems»	Teresa Durães	<p>Minor B "Skills & methods for enhancing health care organization performance"</p> <p>Managing health services and public health organizations is one of the most challenging tasks there is. This module concerns some of the basic issues involved in this management realm, introducing students to the following topics: mission, goals, objectives; organizational design and structure; organizational control; organizational environments; strategy and strategic planning; change and innovation; financial valuation. Students use the case method for pulling these topics together into an overall "organizational diagnosis" and approaches to improving organizational performance.</p> <p>Learning objectives: at the end of the module, the students should be able to:</p> <ol style="list-style-type: none"> 1. Develop an integral statement of organizational mission, goals, and objectives. 2. Analyze and interpret financial statements 3. Develop a Business plan 4. Understand Lean management method 5. Formulate what appropriate organizational control mechanisms are required given organizational designs and goals. 6. Understand and predict the multifarious impacts of organizational environments on organizational action. 7. Formulate appropriate organizational strategies given internal and external organizational assessments of capabilities. <p>Identify how organizational change is undertaken.</p>	3	45, 2019

			<p>Prerequisite: Basic knowledge of Excel® including the creating of databases (not just spreadsheets) creation of charts and graphs and simple statistical analysis (person's r, r-square, chi-square) and an understanding of the basic alternatives in trend analysis offered in Excel.</p>		
226	Major A of the Management and health policy sciences track: "Health Care Management »	Bruce Fried	<p>Major A "Health Care Management »</p> <p>The course is intended to develop practical management skills and to teach the student how to manage systematically. First, we will focus on the very important task of managing people working in groups with a focus on team design and communication. The course will touch on the need to measure individual as well as group productivity, efficiency and the outputs of the organization as well as its ability to maintain itself and its mission.</p> <p>The position of the organization in its environment will be the focus of the second half of the course where we will discuss the principles of organizational design in terms of its relationship to environmental stresses and opportunities and the importance of strategic alliances. Coping with the environment requires adaptation and change; the organization must be a learning unit. Part of that learning process is the development of meaningful indicators and measures that will help the manager to cope with the day to day needs of leadership, but also support the strategic planning that is necessary to ensure the future of the organization.</p> <p>Learning objectives: at the end of the module, the students should be able to:</p> <ol style="list-style-type: none"> 1. Gain and demonstrate familiarity with key organizational behavior theories and concepts related to organizations, leadership and management. 2. Improve their efficacy in leading public service and public health mission-driven organizations. 3. Develop an understanding of the challenges and opportunities presented in managing in a diverse organization. 4. Identify alternative strategies for effectively managing in difficult organizational settings, including situations involving poor management, toxic managers, dysfunctional organizations. 5. Develop one's own skills in managing the workforce, including motivation, communication, negotiation, performance feedback, and team leadership. 6. Appreciate the interplay between ethical organizations and ethical management. 7. Gain personal insight into one's strengths as a manager, and to clarify opportunities for continuous personal and professional growth. <p>Prerequisite Prior experience in management is an advantage and will help leveraging this class</p>	3	51, 2019
227	Major B of the Management and health policy sciences track: "Health policy & health system analysis in LMIC"	Bertrand Lefebvre	<p>Major B "Health policies & health system analysis in LMIC"</p> <p>Over the past 30 years, health systems in Low & Middle Income Countries have been faced with considerable challenges in providing affordable and quality care to all their populations. From international agencies and donors contradictory injunctions, to local financial and human resources constraints, and issues related to the management of the public and private health care services, LMIC countries have experimented with various models and programs to achieve the universalization of health care services. Through the MDGs and SDGs, new models have emerged to reduce the inequalities in the access to health care services and regarding health status of the populations (Universal Health Coverage). While there has been a clear move from the "one size fits all" approach among the main actors of international public health (WHO, WB), there is still a need to analyze these initiatives between them and compared to health policy theories and models. This module aims at offering a rich overview on how health policies and health reforms in LMIC are designed, implemented with, more often than not, unexpected results.</p> <p>Learning objectives: at the end of the module, the students will be able to:</p> <ol style="list-style-type: none"> 1. Identify tracks of action, in reference to the recognized strategies, programming interventions 	3	50, 2019

			<ol style="list-style-type: none"> 2. Implement and monitor an action plan. 3. Recognize the strengths and weaknesses of health systems in developing countries by using appropriate tools. 4. Discuss and propose the most efficient strategies in a contextualized intervention 		
228	<p>Major C of the Management and health policy sciences track: « Managing for quality»</p>	Sandra Green	<p>Major C Managing for quality</p> <p>How do we measure the health of a population? There are numerous ways to measure the inputs that a country invests in health, how health care services are used, and what the outcomes of those investments are with respect to quality of health. While health policy analysts are limited by the data that they have for these measures, this module will explore data that are available to measure access, utilization and quality, and what the measures mean. We will also explore new payment mechanisms that are used in French hospitals to reward quality. Communicating important health care information to media and other interested parties, and advocating for programs and services are skills that will be taught.</p> <p><i>Learning objectives: at the end of the module, the students should be able to</i></p> <ol style="list-style-type: none"> 1. Recognize the importance of childhood immunization rates, how to find this information for a country, and what it means. 2. Define measures of population health are tracked, and what do they mean 3. Assess the use of health care services. 4. Recognize ambulatory surgery sensitive conditions, and what do these rates tell us about the health care system. 5. Use expenditure measures when available and interpret. 6. Understand payment for quality in French hospitals. 7. Communicate effectively health information to other health care program leaders and to the media. 8. Advocate effectively for a health care program. <p>Prerequisite: Introduction to basic epidemiology principles of population health</p>	3	4, 2020