

<b>Public Health Administration Competencies</b>
<b>1. POLICY</b>
A. Articulate historical context and development of health policy
B. Understand the context of health policymaking at the federal and state level
C. Understand the process of health policymaking at the federal and state level.
D. Recognize the interactions of health policy with other policy areas at local, state, and federal level
E. Articulate current health policy issues of access, especially to underserved populations
F. Recognize the role of risk and health status in setting health policy for underserved populations
G. Articulate current health policy issues related to cost of health services to patient and provider and financing these costs
H. Understand current health policy related to quality of care
I. Recognize how health policy affects workforce availability and training
J. Identify policy research tools and methods and analytical reasoning used to evaluate health policy
K. Recognize ethical implications of health policy implementation
<b>2. HUMAN RESOURCE MANAGEMENT</b>
A. Understand evolution and philosophy of human resource management, including important theories and principles
B. Understand personal biases and their role in managing others
C. Understand current best practices of human resource management and supervision within a health agency in a manner that is responsive to the motivational and growth needs of employees
D. responsive to the motivational and growth needs of employees
E. Understand how demographical characteristics of population groups affect best practices (i.e. generational, race/ethnicity, religion)
F. Understand legalities that affect human resource management
G. Identify the political, social, and economic issues that impact human resource management
<b>3. BUDGETING AND FINANCIAL MANAGEMENT</b>
A. Understand the history and philosophy of budgeting in the public and non-profit sectors/health care organizations
B. Understand the political, economic, and social context of budgeting in the public and non-profit sectors/health care organizations
C. Understand budget preparation in a public/non-profit/health care organization
D. Prepare a budget for a public/non-profit/health care organization
E. Understand mathematical/statistical tools used in budgeting
F. Understand implementation of a budget
G. Identify effective financial management processes and controls in public/non-profit/health care organizations
<b>4. PLANNING</b>

A. Understand history and philosophy of strategic planning
B. Understand the theory of strategic planning/management within public/ nonprofit/health care organizations
C. Understand how to organize and manage personnel for strategic planning
D. Articulate facilitation techniques used in planning process
E. Understand how to use data and presentation of data
F. Construct and critique and construct mission, vision, and value statements
G. Articulate the process of strategic planning and management within the public/non-profit/health care sectors
H. Understand SWOT analyses and environmental scanning
I. Identify strategic issues (internal and external) that influence the access, J. delivery, and quality of health services
K. Understand and be able to write an action (implementation) plan
L. Articulate the review/evaluation/feedback loop