Full-time
Master of Healthcare Administration
MHA Degree Program
Division of Health Policy & Management

2013-2014 Student Guidebook
Welcome to the University of Minnesota School of Public Health!

All students are responsible for knowing the rules and policies that govern their academic program. To this end, we are providing you with this guidebook which covers your specific academic program requirements. Please refer to it often.

Many Graduate School processes are in transition. Please stay in touch with your Program Coordinator as some paper processes will convert to electronic processes.

In addition, you are responsible for knowing University of Minnesota and School of Public Health policies and procedures that pertain to all students. Links to these policies and procedures can be found by clicking on the "Current Students" link at http://www.sph.umn.edu/current/resources/.

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The University of Minnesota is committed to the policy that all persons shall have equal access to its programs, facilities, and employment without regard to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status, or sexual orientation.

This publication can be made available in alternative formats for people with disabilities. Direct requests to the Student Services Center, School of Public Health, MMC 819 Mayo, 420 Delaware St SE, Minneapolis, MN 55455; 612.626-3500 or 800.774.8636
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University of Minnesota Calendar 2013-2014

The official University Calendar can be found at [http://onestop.umn.edu](http://onestop.umn.edu).

**Fall Semester 2013**

<table>
<thead>
<tr>
<th>Month</th>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>August</td>
<td>28</td>
<td>SPH New Student Orientation</td>
</tr>
<tr>
<td></td>
<td>29</td>
<td>New PhD Student Reception</td>
</tr>
<tr>
<td>September</td>
<td>2</td>
<td>Labor Day holiday – University closed</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>Classes begin</td>
</tr>
<tr>
<td>November</td>
<td>12</td>
<td>Registration for Spring Semester 2014 begins</td>
</tr>
<tr>
<td></td>
<td>28-29</td>
<td>Thanksgiving holiday – University closed</td>
</tr>
<tr>
<td>December</td>
<td>11</td>
<td>Last day of instruction</td>
</tr>
<tr>
<td></td>
<td>13-14, 16-19</td>
<td>Final examinations</td>
</tr>
<tr>
<td></td>
<td>19</td>
<td>End of Fall semester</td>
</tr>
<tr>
<td></td>
<td>23-25</td>
<td>University Closed</td>
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<tr>
<td></td>
<td>27</td>
<td>Grades due</td>
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**Spring Semester 2014**

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<th>Event</th>
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<tr>
<td>January</td>
<td>20</td>
<td>Martin Luther King holiday – University closed</td>
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<td></td>
<td>21</td>
<td>Classes begin</td>
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<tr>
<td>March</td>
<td>17-21</td>
<td>Spring break – no classes</td>
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<tr>
<td>May</td>
<td>9</td>
<td>Last day of instruction</td>
</tr>
<tr>
<td></td>
<td>12-17</td>
<td>Final examinations</td>
</tr>
<tr>
<td></td>
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<td>End of Spring semester</td>
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**May Intersession 2014**

Public Health Institute: May 27th to June 13th 2014
1. The School of Public Health

1.1 About the School

The mission of the School of Public Health is to preserve and enhance the health of the public through education, research, and service programs designed to discover and transmit new knowledge aimed at the prevention of disease and disability, the improvement of health, and the planning, analysis, management, evaluation, and improvement of systems for the delivery of health services.

Our school was founded in 1944, although public health courses have been offered at the University of Minnesota since its inception. We consistently rank among the top schools of public health in the country.

Through our education, research, and community outreach, we focus on improving the health of populations. We emphasize prevention of illness and injury, and we look at health through a multi-faceted prism that includes physiology, the environment, communities, economics, and public policy.

This interdisciplinary approach allows us to collaborate with many other schools throughout the University, including the College of Veterinary Medicine, the School of Dentistry, the College of Pharmacy, the Medical School, the H. Humphrey School of Public Affairs, the Carlson School of Management, School of Social Work, and Law School. By combining our expertise, we can explore innovative, far-reaching ways of maintaining and improving the health of the people in Minnesota and throughout the country and world.

Notable accomplishments:
- Invented K Rations.
- Improved the recovery of World War II survivors through the Minnesota Starvation Study (1944).
- Established the connection between diet and heart disease in the Seven Countries Study (1967).
- Established the first U.S. Ph.D. program in epidemiology (1958).
- Conducts one of the largest HIV/AIDS studies in the world, involving 120 countries.
- Trains the majority of the public health workforce in the Upper Midwest.
- Was the first school of public health in the country to require a course in ethics.

Academic Health Center (AHC)
The School of Public Health is one of the six schools and colleges that make up the Academic Health Center at the University of Minnesota. The others include the disciplines of medicine, dentistry, nursing, pharmacy, and veterinary medicine. Strong interdisciplinary centers and programs in bioethics, cancer, genomics, infectious disease, drug design, food safety, and spirituality and healing augment the broad range of professional health education and research efforts.

1.2 School of Public Health Office of Admissions and Student Resources

<table>
<thead>
<tr>
<th>Office Hours (Fall and Spring Terms)</th>
<th>Fax</th>
</tr>
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<tbody>
<tr>
<td>Monday – Friday, 7:45 AM – 4:30 PM</td>
<td>612.624.4498</td>
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<table>
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<tr>
<th>Office Hours (Summer)</th>
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<tbody>
<tr>
<td>Monday – Friday, 7:45 AM – 4:30 PM</td>
<td><a href="mailto:sph-oasr@umn.edu">sph-oasr@umn.edu</a></td>
</tr>
<tr>
<td>Closed every day from 12:00 PM – 1:00 PM</td>
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</table>

<table>
<thead>
<tr>
<th>Location</th>
<th>Mailing Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mayo Memorial Building, Room A395</td>
<td>Office of Admissions and Student Resources</td>
</tr>
<tr>
<td></td>
<td>School of Public Health</td>
</tr>
<tr>
<td></td>
<td>Mayo Mail Code 819</td>
</tr>
<tr>
<td></td>
<td>420 Delaware Street SE</td>
</tr>
<tr>
<td></td>
<td>Minneapolis, MN 55455-0381</td>
</tr>
</tbody>
</table>
Office of Admissions and Student Resources (OASR)

The Office of Admissions and Student Resources is a school-wide office that assists students with all phases of their academic journey. The OASR staff works closely with the program coordinators to create a set of school-wide and program-specific services that we hope meets your needs for high-tech and high-touch delivery. You will be interacting with us directly or indirectly throughout your education here.

Our Mission

The Office of Admissions and Student Resources (OASR) is dedicated to serving a diverse community of future and current SPH students by enhancing the student experience, supporting the achievement of educational and career goals, and empowering future public health leaders.

We coordinate many functions including:

- Applications
- Orientation
- CoursEval
- Class Scheduling
- Student Tracking
- SPH Scholarships
- Registration
- Graduation Clearance
- Commencement

Career Services

Career Services offers a variety of resources to assist you in your efforts to locate and apply for professional positions – from field experiences (internships) to fellowships to full-time career positions. Our mission is to provide professional, comprehensive, lifelong career services and resources to SPH students, post-docs, and alumni. Our goal is to facilitate the career development process to ensure confidence in conducting a competitive job search and helping to maximize each individual's career potential. As a student and later as an alumnus/alumna, you are able to take advantage of the following resources to help you achieve your career goals.

Career Services Website

The Career Services Website at www.sph.umn.edu/career has many links to help you start your new career, including:

- **Jobs / Internships**: Our online job posting system listing internships, graduate assistantships and fellowships, and full-time career opportunities (http://www.sph.umn.edu/careers/listings/).
- **Field Experiences**: This module, which is password-protected, is where students can start a new field experience learning agreement, complete a field experience scholarship application, search the database of past field experience sites, and access additional resources (http://www.sph.umn.edu/current/fe/).
- **Alumni Networking Database**: A searchable Alumni Networking Directory, to help you connect with SPH alumnae all over the world (http://www.sph.umn.edu/alumni/dir/).
- **Career Tips**: General career-related links and tip sheets on a variety of job-search related topics (http://www.sph.umn.edu/careers/tipsheets/).
- **Blog**: Our Career Services Blog hosts several career-related posts for students and alumni (http://www.sph.umn.edu/careers-blog/).

Our Staff

Barbara Laporte, Director of Career Services for the School of Public Health, has a Master’s degree in Human Development and has been with the SPH since 2003. Darren Kaltved, Assistant Director, has a Master of Education degree and joined the staff in 2011. Both Barbara and Darren have significant experience serving the career needs of diverse populations in academia, non-profits, government and the private sector. To learn more about our staff, please visit: About Barb (http://www.sph.umn.edu/careers-blog/about-barb/) and About Darren (http://www.sph.umn.edu/careers-blog/about-darren/).
Individual Appointments
You may schedule individual appointments with Barb or Darren to discuss any career-related issues, from creating a top-notch resume to ideas for field experiences to interviewing to negotiating job offers. To schedule an appointment, please email Barb at blaporte@umn.edu or Darren at dkaltved@umn.edu.

Other Resources
Throughout the year, you will have the opportunity to take advantage of other career-related events. In the fall, you may choose to attend the Etiquette Dinner, participate in the Mentor Program, and attend the Field Experience Fair. Other activities will be announced via the SPHere News, and may include employer visits, alumnae panel discussions, and campus-wide career fairs.
You are on your way to an exciting and fulfilling career! We look forward to helping you get started!

DIVERSITY INITIATIVES AND PROGRAMS
The OASR seeks to promote a diverse and inclusive graduate community and is a central point of contact for diversity related issues. Throughout the year, OASR holds focus groups with current students, works with the Student Senate Diversity Committee, and provides leadership for "Diversity Matters," a programming series that focuses on embracing inclusiveness and improving the climate for all members of the SPH community.
For more information contact, Sherlonda Clarke, Coordinator for Diversity Initiatives and Programs

STUDENT LEADERSHIP DEVELOPMENT
The OASR provides guidance and acts as resource for students and SPH student organizations, including the Student Senate and the Student Ambassadors. We are dedicated to providing students with opportunities to increase leadership skills, promote student learning, and foster personal growth. We see it as our responsibility to act as a connective hub and offer support to students and student groups who have a desire to be successful in planning and executing programming that enhances out-of-classroom experiences that promote personal development and leadership training.
For more information contact, Maggie Aftahi, Director of Admissions and Student Leadership Development

OASR Staff

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<thead>
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<tbody>
<tr>
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<td>612-626-5443</td>
<td><a href="mailto:blaporte@umn.edu">blaporte@umn.edu</a></td>
</tr>
<tr>
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<tr>
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<tr>
<td></td>
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<td></td>
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<td><a href="mailto:nerne002@umn.edu">nerne002@umn.edu</a></td>
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<tr>
<td></td>
<td>Katie Keyser</td>
<td>Executive Operations/Student Support Specialist</td>
<td>612-624-7660</td>
<td><a href="mailto:loas0001@umn.edu">loas0001@umn.edu</a></td>
</tr>
</tbody>
</table>
1.3 Mentor Program

Preparation for a career in public health extends well beyond the classroom. A vital part of that preparation can be learning from the experiences of others.

That is the idea behind our Public Health Mentor Program, which we co-sponsor with the Minnesota Public Health Association. Each year we match about 150 students with alumni and other professionals who share their interests. Students learn from the professional experiences of their mentors, and mentors play a role in training future public health leaders. These matches often prove to be enriching relationships for students and professionals alike.

For more information, go to www.sph.umn.edu/alumni/mentor/index.asp.

1.4 SPH Student SPHere

Make use of the SPH Student SPHere (Commons) to relax or study with your student colleagues. All students actively registered in an SPH degree program have access to the SPH Student SPHere (Mayo A150) via their U-Card. The Student Commons has the following amenities:

- Locker room – Free lockers are assigned in the Office of Admissions and Student Resources (Mayo A395). Students need to renew their locker each year and provide their own lock.
- Kitchen area with tables, chairs, microwaves, refrigerators, sink, and a telephone for free local calls.
- Lounge area with couches, chairs, and wireless internet.
- Study room with tables, chairs, computers (with internet connectivity, Microsoft Office, SAS and STATA software) and a printer.

Please work together to ensure that the SPHere is a comfortable and safe place.

- Keep all areas of the SPHere clean in consideration of others.
- Please protect the security of access. Do not allow anyone to enter behind you that you do not know to be an SPH student. Never prop the door open for any reason. The student commons is for SPH students only.
- If you are aware of a breach of security or if you see something in the commons that needs repair, please report it to the OASR (A395 Mayo) as soon as possible.
- Avoid being alone in the commons during the evening or early morning.
- If you believe you are in danger or see improper activity in progress, call 9-1-1.

Printing in the SPHere

The School of Public Health (SPH) provides $100 worth of printing (1,000 pages) for the Fall and Spring semesters on your U Card. This value can ONLY be used in the SPHere computer lab (Mayo A-151) and is not valid in any other campus computer lab, including libraries.

When you swipe your card at a print release station, UniPrint will show a balance on the screen. This balance is a combination of the print value given to you by SPH and your Gopher GOLD balance. In order to determine how much print value you have left, you need to subtract your Gopher GOLD balance from the balance shown on screen. Once the $100 SPH Print Value is exhausted, printing costs will be deducted from your Gopher GOLD account. To view your current balance and transaction history or to add value to your Gopher GOLD account online, please visit www.gophergold.umn.edu. If you experience any printing issues or need to request a refund, please contact the lab attendant or call the SPH Office of Admissions and Student Resources at (612) 626-3500.

1.5 Complaints and Grievances

The SPH seeks to be aware of and responsive to student issues and complaints. There are numerous ways for you to channel your academic and student life concerns:

- Provide comments on the annual student survey (in May).
- Meet with your advisor and/or program coordinator.
• Raise the issue with your program director or director of graduate studies, either individually or in a meeting set up for this kind of feedback.

The SPH takes all student concerns seriously and we welcome your input in any of these ways. If the matter is not handled satisfactorily by any of these methods, or if the issue is particularly widespread or serious, please make an appointment with Mary Story, Senior Associate Dean at story001@umn.edu.

The University provides resources as well. Report incidents of bias, discrimination, or harassment to the University Office of Equal Opportunity and Affirmative Action at www.eoaffact.umn.edu. For student issues that are not resolved through SPH channels or for which you seek external support, the Student Conflict Resolution Center will assist in resolving campus-based problems or concerns www.sos.umn.edu.

1.6 Field Experience Learning Agreement

All students pursuing a required field experience or summer residency must complete an online “learning agreement” prior to beginning the experience. The online form provides a streamlined process that is comprehensive for you, your preceptors, your faculty advisor and your program coordinator. Please refer to the current student website for this and other resources related to the field experience, www.sph.umn.edu/current/fe/index.asp. Students exploring international field experience opportunities need to begin the process six to eight weeks before departure, and need to be aware of requirements specific to international travel.

1.7 Minors and Interdisciplinary Concentration Areas

Minors

SPH students pursuing an MHA, MPH, MS, PhD are eligible to declare a minor in other areas. For a listing of graduate level minors click on http://www.catalogs.umn.edu/gradmajorsalpha.html.

Interdisciplinary Concentration Areas

SPH Master of Public Health students have the option to add an interdisciplinary concentration area to their program of study. The concentrations are Global Health (GHIC), Public Health Policy (PHPIC), and Health Disparities (HDIC). For more information and link to the required forms go to http://www.sph.umn.edu/programs/ic/.

1.8 Community Engagement Agreement

Many students in the School of Public Health volunteer in the community. Liability insurance is available through the University provided that the student registers for PUBH 0020 (a zero credit class), and has the approval of their academic faculty advisor. Registration for PubH 0020 will be officially documented on the student’s transcript; however, the zero credit course has no tuition, no fees, no credits, and no grades. It is important to understand that a zero credit registration for a community engagement activity is not a substitute for a required course or field experience.

Prior to registration, students are required to provide information about the experience by completing the Community Engagement Agreement available at http://www.ahc.umn.edu/sphcommunity. The agreement is complete once it has been approved by the student’s advisor and the Student Data Coordinator.

To complete the Student Engagement Agreement a student must provide the following information:

  Name of the organization
  Address
  Organization phone number
  Supervisor within the organization
  Description of the activity
  Description of how this activity relates to their development as a public health professional
  Semester and date of experience
  Electronic signature of academic advisor
When the agreement is approved, the student will be contacted by email and provided with a registration permission number.

1.9 Online Courses

Moodle is the course management software system used by the University of Minnesota that enables instructors to create and manage Web-based learning materials and activities. Students use Moodle to access these materials and participate in learning activities via the web.

Once you register for online classes, you will be sent a welcome email. Generally, you will not have access to course sites until the first day of class. A general Moodle tutorial is available [https://ay13.moodle.umn.edu/](https://ay13.moodle.umn.edu/). This tutorial is not mandatory but may prove helpful to those with little or no experience with online courses.

1.10 Course Evaluations and Annual Student Survey

Course Evaluations
Students provide very important input into the continued development of the School of Public Health’s teaching program. Students will be asked to complete evaluations for all SPH courses. Evaluations are done online at the end of each term.

SPH Annual Student Survey
Students also are strongly encouraged to evaluate and comment on the school and its programs through our annual end of year SPH Student Survey. The survey covers many aspects of student experiences including field placements, career services, financing, and overall School service.

Career Survey
Recent graduates are encouraged to complete the Career Survey. The survey captures important employment information, compensation norms and contact information.

1.11 The Roles of Your Advising team

The School of Public Health provides advising that promotes collaboration among students, staff and faculty to enhance students’ academic and professional development in the field of public health. The School’s goal is to provide educational and experiential excellence that prepares students for successful careers improving the health of populations.

**DEFINING ADVISING**

The School of Public Health is committed to creating and sustaining high quality advising in the following four areas:

1. **Administrative Advising**: advising on course planning and scheduling, policies, procedures and benchmarks of the degree program/major, SPH, and the University. Your program coordinator is your first point of contact for these questions.

2. **Academic Advising**: general guidance on topics related to program/major including, but not limited to, program focus (may include identifying appropriate course work options), project selection and career planning. Students find their faculty advisors, coordinators and career services staff helpful in answering these questions.

3. **Field Experience/Internship/Practicum Advising**: specific and targeted advising for field experience/internship/practicum development, placement and completion. Your faculty advisor can assist you as you select the type of field experience that would best match your goals. Career Services staff can help you to learn how to network with other students and alums to explore possible field experiences sites.

4. **Masters Project/Thesis/Plan A&B/Dissertation Advising**: specific and targeted direction on a master’s project or a PhD dissertation including, but not limited to development, completion and in some cases publication. Your faculty advisor will assist you in developing a direction for your project or dissertation.
ADVISING EXPECTATIONS FOR STUDENTS

SPH students are expected to:

Regularly read and respond to University email (ideally once per day); email is the official mode of communication at the University of Minnesota.

- Review program objectives and educational documents at least once per semester, (i.e. Student Guidebook, etc.), or when directed by program coordinator or program director/DGS; students are responsible for knowing the requirements of the degree program.
- Actively contribute to a welcoming and supportive SPH climate.
- Initiate meetings with advisor(s) at least once per semester; regularly communicate with faculty advisor(s) and/or program coordinator about program progress.
- Respond to inquiries from faculty or staff in a timely manner (ideally within 5 – 7 business days).
- Behave in a professional and courteous manner; fulfill educational and advising commitments, such as appointments, project deadlines, etc.

2. THE UNIVERSITY OF MINNESOTA

2.1 Mission

The University of Minnesota, founded in the belief that all people are enriched by understanding, is dedicated to the advancement of learning and the search for truth; to the sharing of this knowledge through education for a diverse community; and to the application of this knowledge to benefit the people of the state, the nation, and the world. The University’s mission, carried out on multiple campuses and throughout the state, is threefold:

1. Research and Discovery
   Generate and preserve knowledge, understanding, and creativity by conducting high-quality research, scholarship, and artistic activity that benefit students, scholars, and communities across the state, the nation, and the world.

2. Teaching and Learning
   Share that knowledge, understanding, and creativity by providing a broad range of educational programs in a strong and diverse community of learners and teachers, and prepare graduate, professional, and undergraduate students, as well as non-degree-seeking students interested in continuing education and lifelong learning, for active roles in a multiracial and multicultural world.

3. Outreach and Public Service
   Extend, apply, and exchange knowledge between the University and society by applying scholarly expertise to community problems, by helping organizations and individuals respond to their changing environments, and by making the knowledge and resources created and preserved at the University accessible to the citizens of the state, the nation, and the world.

In all of its activities, the University strives to sustain an open exchange of ideas in an environment that embodies the values of academic freedom, responsibility, integrity, and cooperation; that provides an atmosphere of mutual respect, free from racism, sexism, and other forms of prejudice and intolerance; that assists individuals, institutions, and communities in responding to a continuously changing world; that is conscious of and responsive to the needs of the many communities it is committed to serving; that creates and supports partnerships within the University, with other educational systems and institutions, and with communities to achieve common goals; and that inspires, sets high expectations for, and empowers individuals within its community.

2.2 Twin Cities Campus

The University of Minnesota is a world-class university, known globally as a leader in teaching, research, and public service. It is both a land-grant university, with a strong tradition of education and public service, and a major research institution, with scholars of national and international reputation. UMNTC consistently ranks among the top 20 public
universities in the United States. The classic Big 10 campus, located in the heart of the Minneapolis-St. Paul metropolitan area, provides an exceptional setting for lifelong learning.

The University community is a broad mix of ethnic backgrounds, interests, and cultures. Students come from all 50 states and from more than 100 foreign countries. Many small communities of students, faculty, and staff help to create a welcoming atmosphere on campus.

UMNTC is also a thriving center for culture and the arts, featuring outstanding galleries, museums, concerts, theatre productions, and public lectures. For sports fans, the Golden Gophers offer all the spirit and excitement of Division I college athletics.

The campus in Minneapolis is located just a few minutes east of downtown. Nestled along the bluffs of the Mississippi River, buildings in Minneapolis range from the ultramodern Weisman Art Museum to the classic and stately Northrop Memorial Auditorium. A few miles to the east in St. Paul, rolling hills and quiet lawns create a more rural setting. The Minneapolis and St. Paul parts of the campus are connected by a convenient campus shuttle system.

UMNTC also provides a life beyond the campus like few other Big 10 universities can. The dynamic communities of Minneapolis and St. Paul offer something for everyone - a nationally recognized art and theatre community, a thriving entertainment industry, a host of Fortune 500 companies, four glorious seasons of outdoor recreation, exciting professional sports, shopping, and restaurants for every taste—all located close to campus.

2.3 U of M Services

2.3.1 First Steps

One Stop
The first resource for students having a question about the University is onestop.umn.edu. Please bookmark this site. One Stop offers links to a variety of online services and information about the University including course information, grades, registration, finances, transcripts, and general services.

Email Accounts
Each student attending the University of Minnesota must set-up a student internet/email account by going to www.umn.edu/initiate or by calling the Technology Help Line at 612.301.4357 (1-HELP).

All SPH students are required to use their University of Minnesota email account. Course lists, immunizations, billing statements, financial aid updates, and other important information will be sent via the U of M student email address. It is strongly recommended that students use their U of M email account and do not transfer it to a personal email account.

The School of Public Health relies heavily on email notices to students, staff, and faculty. To keep current on upcoming events, job announcements, new course announcements, scholarships, internships, the SPH newsletter, or good opportunities, etc., students should check their email regularly.

Students can retrieve email messages in many locations including the SPH student commons, SPH Career Resource Center, and SPH division computer facilities. Other computer facilities are located in numerous locations on campus; see www.oit.umn.edu/computer-labs/ for a list.

Note: Students who choose to forward their University email account to another email account are still responsible for all the information, including all attachments, sent to their University email account.

The U has expanded technological capacity to allow free lifetime access to University email. This allows students to use the U of M email address for personal or professional purposes even after graduation. (Imagine never having to subscribe to an email service or memorize another address! In addition, imagine being able to stay in touch with your student colleagues wherever you and they may journey.)

To keep the account active, graduates must access it at least every 6 months. If left to go dormant, graduates can reactivate it through the alumni association for a fee.

Service includes full access to myU Portal – myu.umn.edu.
U Card

www.umn.edu/ucard

The U Card identifies you as a student on the Twin Cities campus. Your first U Card is free and can be obtained at the U Card Office. Bring your driver’s license, state ID, or passport and be prepared to have your picture taken.

U Card Main Office
G22 Coffman Memorial Union
300 Washington Avenue SE
Phone 612.626.9900
Weekdays: 8:30 to 4:00pm

The U Card is your key to all sorts of campus services and facilities. Your U Card can also be used as your ATM card through TCF Bank.

Since the U Card never expires, you should hold on to it even after you leave the University. If you ever return as a student, staff or faculty member, your card will still be valid.

Use your U Card for:
- Access to the SPHere and lockers
- Campus ID purposes
- All your checking needs
- Making Gopher GOLD purchases
- Charging textbook purchases at the U of M Bookstores to your student account
- Checking out library materials
- Entering the recreation center, golf course, computer labs, buildings, and residence hall dining rooms
- Art and athletic ticket discounts (available at place of purchase)
- Accessing art materials, student employment, business school services, and more

Report lost or stolen U Cards immediately. There is a $25.00 replacement fee for lost, stolen, or damaged U Cards. The fee can be paid by cash or check at all U Card Office locations. Debit, check or credit cards are not accepted.

LinkedIn

LinkedIn (http://www.linkedin.com), the world’s largest professional network on the Internet, helps you make better use of your professional network through the exchange of knowledge, ideas, and opportunities with a broader network of professionals. Your professional network of trusted contacts gives you an advantage in your career, and is one of your most valuable assets in any job search. According to the National Association of Colleges and Employers over 85% of recruiters use LinkedIn or Google to search candidates, and 46% use LinkedIn to research new hires. LinkedIn includes executives and employees from all Fortune 500 companies, all Fortune 100 companies (including 82 of the 100 who use it for hiring purposes), and over 200 million total companies.

The School of Public Health encourages ALL students to use LinkedIn as an invaluable career and networking resource. Not only will this benefit and enhance your experience now, but will serve as a life-long resource in advancing your career. To help you get started, check out our LinkedIn Guide (http://www.sph.umn.edu/careers/tipsheets/linkedin/). To learn more about connecting with the School of Public Health through LinkedIn and social media, please visit: http://www.sph.umn.edu/socialmedia.

Parking and Transportation

www.umn.edu/pts/

The University’s Parking and Transportation website has a wealth of information concerning getting to and around campus. Parking is extremely limited on campus and we encourage students to bus, bike, or walk if possible.

Campus Shuttle Buses

Campus shuttle buses run at no charge between the East and West Bank and St. Paul campuses with varying routes and times. Current schedule information is posted on the above listed website as well as various locations throughout the Twin Cities campus.
Metro Transit and the U Pass
Take advantage of the deeply discounted Metro Transit bus pass. U-Pass is the ultimate transit pass that provides unlimited rides 24 hours a day. It is valid on all regular bus and light-rail train routes, as well as express, local, limited-stop, or Downtown Zone routes. It may not, however, be used on some special event services. Information can be found at www1.umn.edu/pts/bus/buspassoptions.html.

Parking
Contract parking for students is sold through a lottery system each semester. Locations may vary but include spaces on the East Bank, West Bank, and St. Paul campuses. Hourly parking is available in several University public facilities. Parking rates vary depending on proximity to campus and the facility type. Visit the Parking and Transportation website, http://www1.umn.edu/pts/, or call 612.626.PARK (7275) for more information.

The Motorist Assistance Program offers free services (unlocking vehicles, jump-starts, changing flat tires, and referral to a service station) to all customers parked in U parking facilities. Hours are Monday through Thursday from 7 a.m. to midnight, Friday from 7 a.m. to 10 p.m. (Service is not available on weekends or official University holidays). Call 612.626.PARK for motorist assistance or any other questions.

Disability parking is available in many parking facilities and metered areas. Use of these designated spaces requires a state-issued permit or license plate. For additional information, call the State of Minnesota at 651.296.6911 or Disability Services at 612.624.4037.

Bookstore www.bookstore.umn.edu
The University of Minnesota Bookstore, located in Coffman Union, sells texts for all Public Health courses. Course materials can also be ordered online.

Housing www.housing.umn.edu
The University’s Office of Housing & Residential Life is the best resource for finding housing on or near campus.

Maps onestop.umn.edu/Maps/
Find the way to any University building.

Digital Signage
The School of Public Health had three different digital sign’s that provide information specific to the School of Public Health students. These can be found on the 3rd floor of the Mayo building – right near the Dean’s office Mayo A302, the student SPHere Mayo A150, and the 3rd floor (Lobby level) of the WBOB building.

2.3.2 Health and Well Being

Boynton Health Services www.bhs.umn.edu
Boynton Health Services offers comprehensive medical services for students, faculty, and staff.

Clinics
- Dental Clinic
- Eye Clinic
- Int’l Travel Clinic
- Mental Health Clinic
- Sports Medicine Clinic
- Women’s Clinic

Services
- Contraceptive Services
- Immunization Services
- Massage Therapy Services
- Nutrition Services
  - Pediatric Services
  - Immunizations
  - Nursing Mothers Room

Testing Services
- HIV Testing and Counseling
- Pregnancy Testing
- STI Testing

General Care
- Pharmacy
- Physical Exams
- Primary Care/Urgent Care
Boynton also offers a variety of programs and classes including:

- Alcohol & Other Drugs Presentations
- Birth Control Classes
- CPR/First Aid Classes
- Eating-Disorders Program
- HIV Testing and Counseling
- Smoking Cessation
- Stress Management

Mental Health Resources
Financial challenges, isolation, cultural changes, academic stress, and other pressures on graduate students can create health issues. Please seek assistance before you feel overwhelmed. Resources include:

- Boynton Health Service Mental Health Clinic, [www.bhs.umn.edu/services/mentalhealth.htm](http://www.bhs.umn.edu/services/mentalhealth.htm).
- International Student and Scholar Services Counseling. [http://www.isss.umn.edu/office/advising/personal.html](http://www.isss.umn.edu/office/advising/personal.html)
- Your advisor or program coordinator can also help lead you to appropriate resources.

The Aurora Center [www.umn.edu/aurora](http://www.umn.edu/aurora)
The Aurora Center for Advocacy and Education provides crisis intervention and advocacy services to victim/survivors of sexual and relationship violence, harassment and stalking. The staff and volunteers are also available to provide prevention training and education on a variety of issues.

Nursing Mothers’ Room [www.bhs.umn.edu/services/expression.htm](http://www.bhs.umn.edu/services/expression.htm)
Spaces are available on campus offering private and comfortable rooms that are designed specifically for nursing mothers to be able pump and store breast milk. This service, offered through Boynton Health Services, requires a brief orientation for users to familiarize themselves with the rooms. For addition information or questions please email Barry Standorf at bstandorf@bhs.umn.edu

Rec Center [www.recsports.umn.edu](http://www.recsports.umn.edu)
The University Recreation and Wellness Center opened its doors in 1993, and is commonly referred to by students as the Rec Center. An expansion to the original building is slated to open in 2013. Located on the University of Minnesota’s East Bank Campus, the facility serves between 3,000 and 5,000 patrons on an average weekday during the academic year. The Department of Recreational Sports also offers opportunities for the following:

- Aquatics
- Fitness
- Golf
- Intramurals
- Outdoor Recreation
- Sport Clubs
- Wellness
- Youth Programs

Dining [www.umn.edu/dining](http://www.umn.edu/dining)
University Dining Services offers a wide variety of dining experiences throughout the Twin Cities campus. The East Bank Campus offers several University Dining Service locations.

2.3.3 Diversity

Diversity and Inclusiveness
The University of Minnesota (University) is committed to the principles to achieve excellence through equity and diversity. It is believed that a diverse student body enhances the academic and social environment for all students and prepares students to thrive in an increasingly diverse workforce and society. Equal education access is critical to preparing students for the responsibilities of citizenship and civic leadership in a
heterogeneous society. The University will provide equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression. The University will also establish and nurture an environment for faculty, staff, students, and visitors that actively acknowledges and values equity and diversity and is free from racism, sexism, ageism, homophobia, and other forms of prejudice, intolerance, or harassment.

The global, population-based nature of public health demands that the School of Public Health (SPH) seek and train students of all racial, ethnic, economic and educational backgrounds. We believe such diversity enriches the learning experience and helps build excellence in public health leadership. The SPH is dedicated to providing our students with a supportive and welcoming academic experience in and out of the classroom. Our Diversity Matters series and Taste Diversity (http://www.advances.umn.edu/2012/04/taste-diversity/) programs are designed to highlight diverse issues that impact public health professionals.

We also strive to create a community that is actively engaging in the areas of diversity and inclusiveness of its students, faculty, staff and programs to create an excellent educational environment. The SPH defines inclusiveness as all-embracing of the fullness of humanity. Our goal is to celebrate the differences and to help foster unity within the SPH community. This sense of inclusiveness recognizes that diversity is not limited to a select number of categorical elements of a person but encompasses all attributes.

The U of MN SPH Coordinator for Diversity Initiatives and Programs, Sherlonda Clarke, works with students, staff, faculty, and community members to enhance diversity within the SPH. Her office is located in A395-3 Mayo Memorial Building or you can contact her at sdclarke@umn.edu or at 612-624-9970.

For more information please visit:

- University policy library - http://regents.umn.edu/sites/default/files/policies/Equity_Diversity_EO_AA.pdf
- Office for Equity and Diversity - https://diversity.umn.edu/eoaa/home
- SPH website on Diversity in Minnesota - http://www.sph.umn.edu/prospective/diversity/

In addition, the University has several offices across campus whose purpose is to support underrepresented students and promote diversity. The following is a list of some of those offices.

**Disability Services**
https://diversity.umn.edu/disability/
Location: 108 McNamara Alumni Center, 200 Oak Street SE (East Bank)
Phone: (612) 626-1333 (Voice/TTY)

Disability Services (DS) promotes access and equity for students with disabilities (e.g., physical, learning, psychiatric, sensory or systemic) and assists the University in achieving its mission to provide optimal educational opportunities for all students as well as obligations under federal and state statutes. Students are responsible for contacting Disability Services for more information or to arrange accommodations.

**Diversity in Graduate Education**
https://diversity.umn.edu/gradeducation/
Location: 333 Johnston Hall, 101 Pleasant Street SE (East Bank)
Phone: (612) 625-6858

The Office for Diversity in Graduate Education (ODGE) coordinates and leads the University’s initiatives in the recruitment, funding, retention and graduation of a diverse graduate and professional student body. Additionally, ODGE works closely with The Graduate School and other units connected to diversity and multiculturalism.

**GLBTA Programs Office**
https://diversity.umn.edu/glbta/
Location: 46 Appleby Hall, 128 Pleasant Street SE (East Bank)
Phone: (612) 625-0537

Through its various services, the Gay, Lesbian, Bisexual, Transgender, Ally (GLBTA) Programs Office is dedicated to improving campus climate for all University constituents by developing and supporting more inclusive understandings of gender and sexuality. GLBTA Programs Office seeks to build and bridge communities that welcome and affirm people to be their whole selves, honoring their multiple identities and life experiences.

**International Student and Scholar Services**
http://www.isss.umn.edu/
International Student and Scholar Services (ISSS) is the office dedicated to serving the University international community. Its primary mission is to assist international students and scholars in successfully accomplishing the goals that brought them to the University, by using all available resources. Services include:

- Counseling and advising
- Immigration and visa regulation advising
- Newsletters
- Career services
- Academic opportunities for university students
- Tax return information

**Multicultural Center for Academic Excellence**  
Location: 140 Appleby Hall, 128 Pleasant Street SE (East Bank)  
Phone: (612) 624-6386

The Multicultural Center for Academic Excellence (MCAE) is a campus-wide resource that promotes an inclusive atmosphere to foster and enrich multicultural understanding among all members of the University community. MCAE's commitment to creating such a climate is driven by a student-first culture in which students are the highest priority.

**Office of Equity and Diversity**  
Location: 432 Morrill Hall, 100 Church Street SE (East Bank)  
Phone: (612) 624-0594

The mission of the Office of Equity and Diversity (OED) is to leverage the transformative power of equity and diversity to advance excellence in teaching, research and community engagement at the University of Minnesota. OED envisions a University where equity and diversity are:

1. Integrated into the work and lives of every student, faculty and staff member.
2. Recognized as core institutional values, and will inform thinking, policies and practices throughout the University.
3. Inherently intertwined with academic excellence and the development of leaders for a globally inclusive society.

**Office of Equal Opportunity and Affirmative Action**  
Location: 274 McNamara Alumni Center, 200 Oak Street SE (East Bank)  
Phone: (612) 624-9547

The Office of Equal Opportunity and Affirmative Action (EOAA) was founded in 1972 to ensure that all University community members uphold federal and state civil rights laws and regulations, as well as University equal opportunity policies. The EOAA Office envisions a University community that is equitable-one that values the diversity of its workforce and student body and is free from discrimination and harassment.

**Student Conflict Resolution Center**  
Location: 254 Appleby Hall, 128 Pleasant St. SE (East Bank)  
Phone: (612) 624-7272

The Student Conflict Resolution Center (SCRC) offers informal and formal conflict resolution services to resolve students’ University-based problems and concerns. An ombudsman provides confidential, neutral and informal options. An advocate is available to assist students in formal grievance or disciplinary proceedings.

**Women’s Center**  
Location: 64 Appleby Hall, 128 Pleasant Street SE (East Bank)  
Phone: (612) 625-9837
The Women's Center advances equity for women students, staff, faculty and alumnae across identities. The Women's Center increases connections for women’s success, cultivates socially responsible leaders and advocates for organizational culture change toward excellence for all.

2.3.4 Academic

University Libraries
The Bio-Medical Library, located in Diehl Hall, contains materials in the areas of allied health, medicine, mortuary science, nursing, pharmacy, public health, and the basic life sciences. In addition the library provides numerous resources and services such as library instructional classes, research workshops, reference consultations, library mediated searches, and citation clarification. The Mathematics library (math.lib.umn.edu), located in Vincent Hall, contains materials in the area of mathematics and statistics.

Information on other University libraries and collections can be found at www.lib.umn.edu.

The Outreach Librarian for the School of Public Health is Anne Beschnett, her office hours are between Monday and Friday, 8-4:30. Please email her or call to set up an appointment: besch015@umn.edu or 612-625-9603.

Center for Teaching and Learning Services
The Center for Teaching and Learning Services works to enhance the culture of teaching and learning through campus-wide workshops, courses, and facilitated discussions about teaching and learning.

Center for Writing
The Center for Writing provides free writing instruction for all University of Minnesota students at all stages of the writing process. In collaborative consultations, we help students develop productive writing habits and revision strategies. This may be through appointments or online.

The Online Writing Center offers online tutoring to students taking Writing-Intensive courses at the University of Minnesota. Online tutoring is conducted via the Web, and consists of comments and feedback offered by our experienced writing tutors.

Tutors are trained in fields such as composition, speech communication, scientific and technical communication, and rhetoric, and many of them are instructors at the university. Tutors review the writing you submit by offering comments and suggestions for improvement; however, they will comment mainly on the areas students specify.

Computing Services
The University’s Academic and Distributed Computing Services (ADCS) website provides a wealth of information and services available to students including:

- Computer Lab Locations
- Computer Rental
- Internet Services and Email Accounts
- Computers and Software for Purchase
- Training
- Support and Help Services
- Resources and Useful Links
- Security

myU Portal
The myU web portal permits you to:

- Sign-in once to access all major applications.
- Receive personalized information.
- Create a custom news page from over 200 news channels.
- Set-up secure areas to discuss, share, and collaborate.

myU can be personalized based on your role as a student in the School of Public Health and Academic Health Center (AHC). The myU portal view currently serves students, faculty, and staff in AHC collegiate units. It provides information to students in AHC affiliated colleges that is personalized to the level of specific academic program and, in some cases, to their year in the program. The School of Public Health and AHC are using myU as a method of communicating with students.
University Counseling and Consulting Services
www.uccs.umn.edu/
Provides the following services to the University community:

Career Development Center
Consultation, Outreach, and Diversity Program
Counseling Program
Groups and Workshops
Learning and Academic Skills Center
Academic Support Group

2.3.5 Campus Safety

Police
www.umn.edu/umpolice/
The University of Minnesota has a full service police department in the event of an emergency dial 911.

Security Monitor Program
www1.umn.edu/police/escort.html
The Security Monitor Program offers a walking/biking escort service to and from campus locations and nearby adjacent neighborhoods. This service is available at no charge to students, staff, faculty, and visitors to the University of Minnesota – Twin Cities campus. To request an escort by a trained student security monitor, please call 612.624.WALK (9255) shortly before the desired departure time and walk safe.

TXT-U Emergency Notification
http://www1.umn.edu/prepared/txtu/
TXT-U is the University of Minnesota’s emergency notification text messaging system. Students, faculty, and staff can stay informed about critical campus safety information by registering to receive TXT-U messages.

TXT-U will be used infrequently and specifically for real emergency situations.

Campus Wide Emergency Alert System
The Campus Wide Emergency Alert System includes 21 outdoor loudspeakers mounted on poles and rooftops on the West Bank and East Bank and in St. Paul. The system will allow for an alert tone and vocal instructions in the event of a campus emergency.

2.3.6 Social

Student Unions and Activities Office
www.sua.umn.edu
The Student Unions and Activities Office is the University of Minnesota’s center for campus-wide programs and activities, leadership opportunities, skill development, and student organization training, advising and registration.

More than 400 student groups on campus are registered with the Student Unions and Activities Office, including academic societies, cultural centers, sports clubs, political action groups and fraternities and sororities. These organizations provide students with endless involvement opportunities and the chance to interact with others who share a similar interest.

Campus Events
Website for events ho by the University of Minnesota.

School of Public Health Events
Website for events specific to the School of Public Health.

Academic Health Center Events
Website for events specific to the Academic Health Center.

2.3.6 Additional Resources

Post Office
A full-service U.S. Post Office is located on the ground floor of Coffman Union.

Copies/Fax Machines
www.printing.umn.edu
A University Copy Center is located in Mayo D104 as well as other locations throughout the University.
3. **REGISTRATION**

### 3.1 Full-Time Status

All SPH students need to register for at least six (6) credits in fall and spring semester to be considered full-time. In summer students must be registered for 6 credits to be considered full-time and 3 credits to be considered halftime.

**Note:** The Office of Financial Aid or external agencies may require students to be registered for more than three or six credits to be considered full-time; check with these agencies to verify their requirements.

### 3.2 Registration Process

#### Step One

View the Class Schedule for each term on the web at [onestop.umn.edu](http://onestop.umn.edu). Select courses for the term with your advisor before registering (make an appointment at the earliest convenient time). Check for holds e.g. immunizations, transcript, etc.

**Note:** 5000 through 8000-level courses are considered graduate-level. 1000 and 3000-level courses are for undergraduates and will not receive approval for graduate credit. Under some circumstances – with approval of the student’s major field – 4000-level courses may also be applied toward a MPH degree as long as they are taught by a member of the graduate faculty.

#### Step Two

After selecting your courses, run through the checklist below before registering. Frustrating delays can be avoided by following these hints:

- If instructor consent is necessary for any of your selected course(s), get a permission number from the course instructor or his/her designee before registering. This number permits registration for the course through the second week of the semester; after the second week, it expires. Note that the number is specific to the student it is given to and the course requiring instructor consent. Once a number is used to register, it becomes invalid and cannot be used for another course or by another student.
- You will not be able to register if you have any holds on your University record. Notice of any hold, including the name of the department or office where it may be cleared, is available at [onestop.umn.edu](http://onestop.umn.edu).
- You can find your registration queue date and time on the web at [onestop.umn.edu](http://onestop.umn.edu).
- You will need your x.500 login and password to register. If you have forgotten your password, call 612.301.4357 to have your password reset. You can also call this number if you have problems logging in to register.

#### Step Three

Register via the web at [onestop.umn.edu](http://onestop.umn.edu) or go to the University’s One Stop Student Services Center in 200 Fraser Hall on the East Bank Campus to register in person. Students having difficulty with self-registration should contact the registration help-line at 612.624.1111 (M-F 8:00-4:00) or email [helpingu@umn.edu](mailto:helpingu@umn.edu). You may also contact your Program Coordinator or the School of Public Health Office of Admissions and Student Resources at 612.626.3500. Please note the following when registering:
Most courses give the option of either an A/F or S/N (pass/fail) grading option. Be sure to select the grade option desired for the course. Note that there may be a limit to the number of credits a student can take S/N (pass/fail); see the major section of this guidebook for more information. Stricter policies may be enforced by individual majors/programs.

Some courses have variable credits. Before selecting the number of credits, students should make sure they are in agreement with the instructor as to the number of credits appropriate for the work proposed.

3.3 Grade Option Changes, Course Additions, Withdrawal & Evaluations, etc.

Change of Grade Option
For full-semester courses, students may change their grade option, if applicable, through the second week of the semester. After that, grading options cannot be changed. Grade option change deadlines for other terms (i.e. summer and half-semester) can be found at onestop.umn.edu. For more information about grading policies, see section 5.4 University Senate Uniform Grading and Transcript Policy.

Adding a Course
No approval is required to add a course during the first week of classes. Instructor approval is required during week two. After the second week of classes, instructor and college scholastic committee approval is required. Deadlines for adding a course for other terms (i.e. summer and half-semester) can be found at onestop.umn.edu.

Registration Exception Form
Students are required to submit a Request a Registration Exception Form to change their registration (e.g., add, drop, change your grade basis) after a deadline or to register for more than 18 credits http://onestop.umn.edu/special_for/graduate_students.html. The form must be submitted to your program coordinator and advisor for review and approval.

Course Cancellation and Withdrawal
Students should refer to the Refund and Drop/Add Deadlines for the particular term at onestop.umn.edu for information and deadlines for withdrawing from a course. As a courtesy, students should notify their instructor and, if applicable, advisor of their intent to withdraw.

Students wishing to withdraw from a course after the noted final deadline for a particular term must contact the School of Public Health Office of Admissions and Student Resources at sph-oasr@umn.edu for further information.

Repeat and Bracket Course Policy
An officially admitted SPH student (MHA, MPH, MS, PhD, and Certificate Programs) may repeat a public health course only once.

SPH students have the option to bracket a particular course (with the same course number) one time. Bracketing is a practice where one grade is omitted from GPA calculations, while continuing to appear on the transcript.

Only courses with the same catalog number may be bracketed.

A University of Minnesota course may not be bracketed with a course taken at another institution.

How bracketing works: When an SPH student repeats an SPH course, both grades for the course will appear on the official transcript and will be counted towards the GPA calculation. The student is responsible for submitting a written request that a repeated course be "bracketed" (only once per course). If a student registers for a course a third or greater number of times (either in violation of this policy or by approved exception), all non-bracketed grades will be factored into GPA calculations. It is important to note that student school loans may not cover the tuition cost of repeating a course.

Exceptions: Exceptions to this policy must be submitted to the student’s academic advising team and discussed with the course instructor. Example: Requesting to repeat a course (more than two times) is at the discretion of the academic advising team and may be approved due to extraordinary circumstances such as documented illness or hospitalization, death in family, etc.
Higher standards of achievement and stricter repeat policies may be enforced by individual majors/programs. This may include restrictions on repeating core courses that are also core to a major, and/or requiring that students earn better than a B- in particular courses in order to meet major/program requirements. Documentation of such policies can be found in the student guidebooks.

Students can discuss with their advising team and/or consult the Educational Policy Manual at http://www.sph.umn.edu/facstaff/edpolicy/ for alternative core course options.

Other Transcript symbols

Transfer [T]
There shall be a symbol T, transfer, posted as a prefix to the original grade, to indicate credits transferred from another institution or from one college or campus to another within the University when reevaluation is required.

Continuation [X]
There shall be a symbol X, indicating a student may continue in a continuation course in which a grade cannot be determined until the full sequence of courses is completed. The instructor shall submit a grade for each X when the student has completed the sequence.

In Progress [K]
There shall be a symbol K, assigned by an instructor to indicate the course is still in progress and that a grade cannot be assigned at the present time.

Other Provisions

Course Credit Transfer Policy
A student may seek transfer of no more than 40% of their total graduate or professional program credits taken at the University of Minnesota or at another college or university prior to the SPH program matriculation. Course credits may be used to satisfy public health core or other program requirements as jointly approved by the Program Director and the Senior Associate Dean for Academic Affairs. No course credits older than 5 years from the date of the student’s matriculation will be accepted for transfer. A grade of “B-” or better is required for each course requested for transfer credit.

SPH students who have completed graduate-level coursework at the University of Minnesota or another college or university may petition to transfer those courses toward their SPH degree. To be considered for transfer, graduate level coursework must have been taken at an accredited graduate institution.

Higher standards of achievement and stricter policies may be enforced by individual majors/programs.

Students must:
1. Meet with their academic advisor to discuss the petitioning process. If the petition is acceptable to the advisor, the student will complete and sign the Academic Policy Petition form, and attach an official transcript on which the final grade has been posted.
2. Submit the Academic Policy Petition form to the Program Coordinator for processing. The Academic Policy Petition form can be found at http://www.sph.umn.edu/current/resources/. The Program Coordinator will forward the petition to the Program Director for approval and signature and then to the Office of Admissions and Student Resources for the Senior Associate Dean for Academic Affairs for final evaluation and/or approval.

The Academic Policy Petition forms may be used for other academic reasons. Students are encouraged to discuss petition issues with their academic advisor or Program Coordinator to determine the appropriate process and procedure.

Course Prerequisites
Any college or campus may set special scholastic or other standards for registration in a particular course, for scholastic probation, admission, honors, continued residence, degrees, and other purposes they deem appropriate.
Grade Submission
All grades for all courses each term shall be submitted to the Office of the Registrar no later than 72 hours after the last final examination for that term. Students can view their grades online at onestop.umn.edu 24 hours after they are posted by the course instructor.

Course Evaluations
Student feedback on course content and faculty teaching skills are an important means for improving our work. Please take the time to complete a course evaluation for each of the courses for which you are registered. The SPH collects student course evaluations electronically using a software system called CoursEval: http://www.sph.umn.edu/current/resources/grades/. The system will send email notifications to students when they can access and complete their course evaluations. Students who complete their course evaluations promptly will be able to access their final grade as soon as the faculty member renders the grade in SPHGrades: www.sph.umn.edu/grades. All students will have access to their final grades through OneStop two weeks after the last day of the semester regardless of whether they completed their course evaluation or not.

Note: Responses will remain anonymous and will not be released to the course instructor until after final grades have been submitted. This is School of Public Health procedure - not a University-wide policy - and therefore applies to Public Health courses only.

4. **TUITION, FEES, BILLING, AND FINANCES**

4.1 Tuition and Fees
Please go to http://onestop.umn.edu/ for complete tuition and fee information.

4.2 Billing
Students will receive a billing statement approximately 4 weeks after a semester begins (May/Summer Session billing statements are sent mid-June). Students may view their fee statement online at onestop.umn.edu.

Students will receive electronic bills and have the option of paying their bill online with an electronic check from their checking or savings account. Students can also allow access to authorized users, such as parents, to view and pay tuition bills on their behalf. For more information on electronic billing and payment, visit onestop.umn.edu. Questions on billing and fee statements can be referred to helpingu@umn.edu.

**Third Party Billing** http://onestop.umn.edu/finances/pay/third_party_billing/index.html

When an organization, not owned by you or a family member, makes a commitment to pay your educational expenses, they are considered a third party sponsor by the University of Minnesota. When payment is due on your student account, the sponsor is billed by the University. This payment process is termed “third party billing.”

Sponsor’s payments are subject to the same federal reporting requirements as other financial aid. Some sponsorships don’t require a billing invoice and are administered by the University through One Stop Student Services.

Whether you are a student or a sponsor, you will find answers in the frequently asked questions (FAQ) about how the third party billing processes these payments at the links on the left. In addition, you can view current tuition and fee information.

If you have more questions or need further information, please contact the third party billing office at tpbill@umn.edu or 612-625-8559.
4.3 Financial Aid and Scholarships

A variety of resources to assist students in financing their education as well as estimations of living expenses can be found at www.sph.umn.edu/prospective/financing/index.asp. Information specific to SPH Divisions and/or Majors may be found in the Division and/or degree program sections of this guidebook.

Information on financial aid can be found at onestop.umn.edu or by -mailing helpingu@umn.edu.

Students having questions about the status of their financial aid should refer to the appropriate contact below:

<table>
<thead>
<tr>
<th>Aid Type</th>
<th>Contact</th>
<th>Email address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Division/Major Specific Awards and Traineeships, the Dean’s Scholarship</td>
<td>Your Program Coordinator</td>
<td></td>
</tr>
<tr>
<td>Medica Scholarships, and scholarships that support specific US minority groups</td>
<td>SPH Student Services</td>
<td><a href="mailto:sph-oasr@umn.edu">sph-oasr@umn.edu</a></td>
</tr>
<tr>
<td>Federal Loans, Financial Aid Package</td>
<td>Kris Wright</td>
<td><a href="mailto:wrigh084@umn.edu">wrigh084@umn.edu</a></td>
</tr>
<tr>
<td></td>
<td>Julie Selander</td>
<td><a href="mailto:goode021@umn.edu">goode021@umn.edu</a></td>
</tr>
<tr>
<td></td>
<td>Elizabeth Holm</td>
<td><a href="mailto:holmx029@umn.edu">holmx029@umn.edu</a></td>
</tr>
</tbody>
</table>

Loan Deferment

A temporary postponement of loan payments available only under certain conditions; some loans do not accrue interest in deferment, such as subsidized loans http://policy.umn.edu/forms/fa/fa830.pdf.

Students requesting a loan deferment can get their form signed by One Stop Student Services http://onestop.umn.edu/contact_us/index.html.

Financial Aid Exit Counseling

Exit counseling sessions are required of all borrowers of federal and University-administered student loan programs. Exit counseling provides you information regarding the rights and responsibilities of a borrower and a lender/servicer. You learn about repayment, deferment, and cancellation of your loan. These sessions prepare you to be responsible and effective in repayment of your educational loans.

You are required to complete exit counseling when you:

- are about to graduate.
- leave the University (even if it is just temporary).
- drop your registration below half-time enrollment.
- transfer to another school.
- leave for a National Student Exchange (NSE) experience.

Once you have been selected for the exit process, you will receive an email with instructions to complete your exit counseling online. Make sure you respond by completing your exit counseling in a timely manner! A hold will remain on your student record until your exit counseling is complete, delaying your diploma, preventing registration, and preventing access to your transcripts.

For more information about student loan exit counseling, contact Student Account Assistance: http://onestop.umn.edu/contact_us/student_account_assistance.html

4.4 Graduate Assistantships

Many SPH students use graduate assistantships to help finance their education. These are campus working/learning positions that take the form of research, teaching, or administrative appointments. Degree-seeking students in the SPH registered for six or more credits, including international students, are eligible to
apply for any assistantship on campus. Because many assistantships are funded by grants, the vigorous research activity of SPH faculty makes available numerous opportunities in the school.

Graduate assistantships include an hourly wage, tuition benefits, subsidized insurance coverage, and may include resident tuition rates for student and dependents.

For graduate assistant policies and benefits, go to www1.umn.edu/ohr/gae.

The tuition benefits are particularly attractive to students. Graduate assistants who work at least 25% time from the beginning to the end of the official semester appointment dates are eligible to receive tuition benefits (tuition remission and resident rates) during that semester.

5. UNIVERSITY GUIDELINES AND POLICIES

5.1 Student Responsibility and Conduct

Students are ultimately responsible for the level of success that they achieve in their program of study and for the time it takes to complete that program. Students should:

- Attend fall orientation and understand the information distributed.
- Understand and follow University, School of Public Health, Division, and Program rules and procedures for completion of degree requirements.
- Read email messages frequently for announcements from the Program Coordinators, Program Directors, Office of Admissions and Student Resources, and Career Center. These announcements may involve changes in the University, School or Division rules and procedures for completion of degree requirements; students are responsible for reading and understanding these announcements.
- Check their student mailbox often for printed informational materials.
- Contact a Program Coordinator, Program Directors if they are not getting reasonable assistance from their academic and/or master's project/thesis advisor.
- Initiate and maintain contact each semester with their academic advisor to review progress toward the completion of their degree.
- Complete the degree in a timely fashion.

The School of Public Health emphasizes three principles of student conduct in all of its degree programs:

1. **Respect others**
   Students are expected to behave in a respectful and professional manner with other students, faculty, and staff in the classroom and on campus.

2. **Honor privacy**
   Every student’s course grades are private and are not to be shown to anyone else. This also applies to the grades of students in courses for which you are a Teaching Assistant.

3. **Present your work honestly**
   Plagiarism is defined as the presentation of another’s writing or ideas as your own. For a helpful discussion of preventing plagiarism, please consult University policies and procedures regarding academic integrity: http://writing.umn.edu/tww/preventing/definitions.html. Students should be careful to properly attribute and cite others' work in their writing. For guidelines for correctly citing sources, go to tutorial.lib.umn.edu.

The Senior Associate Dean for Academic and Student Affairs is responsible for managing all School of Public Health issues and investigations of academic misconduct.
The policies of the Board of Regents are umbrella policies that provide the framework under which the administration is responsible for implementation of and compliance with the intent of the board policy. Students are responsible for abiding by the Board of Regents policies. The Board of Regents policies can be found at www.umn.edu/regents/policies.html.

We encourage students to read the policies and ask that they particularly become aware of the following policies reprinted here in a slightly different format:

University of Minnesota Board of Regents Policy

Student Conduct Code

Adopted: July 10, 1970
Amended: December 13, 1974; March 11, 1994; June 13, 2003; December 8, 2006; October 11, 2012
Supersedes: (see end of policy)

SECTION I. GUIDING PRINCIPLES.

(a) The University seeks an environment that promotes academic achievement and integrity, that is protective of free inquiry, and that serves the educational mission of the University.

(b) The University seeks a community that is free from violence, threats, and intimidation; that is respectful of the rights, opportunities, and welfare of students, faculty, staff, and guests of the University; and that does not threaten the physical or mental health or safety of members of the University community.

(c) The University is dedicated to responsible stewardship of its resources and to protecting its property and resources from theft, damage, destruction, or misuse.

(d) The University supports and is guided by state and federal law while also setting its own standards of conduct for its academic community.

(e) The University is dedicated to the rational and orderly resolution of conflict.

SECTION II. SCOPE.

This policy applies to all students and student organizations at the University of Minnesota (University), whether or not the University is in session.

SECTION III. DEFINITIONS.

Subd. 1. Academic Environment. Academic environment shall mean any setting where a student is engaged in work toward academic credit, satisfaction of program-based requirements, or related activities including but not limited to on line courses, learning abroad, and field trips.

Subd. 2. Campus. Campus shall mean all University premises, including all land, buildings, facilities, and other property owned, possessed, leased, used, or controlled by the University, and adjacent streets and sidewalks.

Subd. 3. Plagiarism. Plagiarism shall mean representing the words, creative work, or ideas of another person as one’s own without providing proper documentation of source. Examples include, but are not limited to:

• Copying information word for word from a source without using quotation marks and giving proper acknowledgement by way of footnote, endnote, or in-text citation;

• Representing the words, ideas, or data of another person as one’s own without providing proper attribution to the author through quotation, reference, in-text citation, or footnote;

• Producing, without proper attribution, any form of work originated by another person such as a musical phrase, a proof, a speech, an image, experimental data, laboratory report, graphic design, or computer code;

• Paraphrasing, without sufficient acknowledgment, ideas taken from another person that the reader might reasonably mistake as the author’s; and
• Borrowing various words, ideas, phrases, or data from original sources and blending them with one’s own without acknowledging the sources.

It is the responsibility of all students to understand the standards and methods of proper attribution and to clarify with each instructor the standards, expectations, and reference techniques appropriate to the subject area and class requirements, including group work and internet use. Students are encouraged to seek out information about these methods from instructors and other resources and to apply this information in all submissions of academic work.

**Subd. 4. Student.** Student shall mean any person taking courses at the University or enrolled in a University program; any person participating as a student in University activities prior to the start of classes; any student who is not enrolled or registered for a particular term but has a continuing relationship with the University; any student who withdraws, transfers, or graduates after an alleged violation of the Student Conduct Code; and any already graduated student when the conduct at issue implicates the student’s University degree.

**Subd. 5. Student Organization.** Student organization shall mean any organization of students that is or has been registered as a University student organization under applicable University policies or procedures.

**Subd. 6. University-Sponsored Activities.** University-sponsored activities shall mean any program or event sponsored by the University, including but not limited to those sponsored by student organizations, or athletics.

**SECTION IV. JURISDICTION.**

**Subd. 1.** The Student Conduct Code shall apply to student conduct that occurs on campus or at University-sponsored activities.

**Subd. 2.** The Student Conduct Code shall apply to student conduct that directly relates to the University’s education, services, programs, or rules, including but not limited to scholastic dishonesty, hazing, violation of University rules, and falsification, whether the conduct occurs on campus or off campus.

**Subd. 3.** At the discretion of the president or delegate, the Student Conduct Code also shall apply to off-campus student conduct when the conduct, as alleged, adversely affects a substantial University interest and either:

(a) constitutes a criminal offense as defined by local, state, or federal law or ordinance, regardless of the existence or outcome of any criminal proceeding; or

(b) indicates that the student may present a danger or threat to the health or safety of the student or others.

**SECTION V. THE RESPONSIBILITIES OF DUAL MEMBERSHIP.**

Students are both members of the University community and of the state. Students are responsible to the community of which they are a part, and they are responsible to the academic community of the University. By enforcing its Code, the University neither substitutes for nor interferes with other civil or criminal legal processes. When a student is charged in both jurisdictions, the University will decide on the basis of its interests, the interests of affected students, and the interests of the community whether to proceed with its disciplinary process or to defer action. Determinations made or sanctions imposed under the Code will not be subject to change because criminal charges arising out of the same facts were dismissed, reduced, or resolved in favor of the criminal law defendant.

**SECTION VI. DISCIPLINARY OFFENSES.**

Any student or student organization found to have committed, attempted to commit, assisted or abetted another person or group to commit the following misconduct is subject to appropriate disciplinary action under this policy:

**Subd. 1. Scholastic Dishonesty.** Scholastic dishonesty means plagiarism; cheating on assignments or examinations; engaging in unauthorized collaboration on academic work; taking, acquiring, or using test materials without faculty permission; submitting false or incomplete records of academic achievement; acting alone or in cooperation with another to falsify records or to obtain dishonestly grades, honors, awards, or professional endorsement; altering, forging, misrepresenting, or misusing a University academic record; or fabricating or falsifying data, research procedures, or data analysis.

**Subd. 2. Disruption of the Academic Environment.** Disruption of the academic environment means engaging in behavior that substantially or repeatedly interrupts either the instructor’s ability to teach and/or a student’s ability to learn.
Subd. 3. Falsification. Falsification means willfully providing University offices or officials with false, misleading, or incomplete information; forging or altering without proper authorization official University records or documents or conspiring with or inducing others to forge or alter without proper authorization University records or documents; misusing, altering, forging, falsifying, or transferring to another person University-issued identification; or intentionally making a false report of a bomb, fire, natural disaster, or other emergency to a University official or an emergency service agency.

Subd. 4. Refusal to Identify and Comply. Refusal to identify and comply means willfully refusing to or falsely identifying one’s self or willfully failing to comply with a proper order or summons when requested by an authorized University official, by law enforcement personnel, or by emergency medical staff responding to an emergency.

Subd. 5. Attempt to Injure or Defraud. Attempt to injure or defraud means making, forging, printing, reproducing, copying, or altering any record, document, writing, or identification used or maintained by the University when done with intent to injure, defraud, or misinform.

Subd. 6. Harm to Person. Harm to person means engaging in conduct that endangers or threatens to endanger the physical and/or mental health, safety, or welfare of another person, including, but not limited to, threatening, stalking, harassing, intimidating, or assaulting behavior.

Subd. 7. Bullying. Bullying means aggressive behavior directed at another person, either in person or through electronic means, that causes stress or harm and that is repeated over time, including but not limited to assaulting, defaming, terrorizing, making obscene gestures, or invading privacy.

Subd. 8. Sexual Assault. Sexual assault means actual, attempted or threatened sexual contact with another person without that person’s consent. Sexual assault is a criminal act that can be prosecuted under Minnesota state law, as well as under the Student Conduct Code and employee discipline procedures.

Subd. 9. Disorderly Conduct. Disorderly conduct means engaging in conduct that incites or threatens to incite an assault or breach of the peace; breaching the peace; obstructing or disrupting teaching, research, administrative, or public service functions; or obstructing or disrupting disciplinary procedures or authorized University activities.

Subd. 10. Illegal or Unauthorized Possession or Use of Weapons. Illegal or unauthorized possession or use of weapons means possessing or using weapons or articles or substances usable as weapons, including, but not limited to, firearms, incendiary devices, explosives, and dangerous biological or chemical agents, except in those instances when authorized by law and, where applicable, by proper University authority.

Subd. 11. Illegal or Unauthorized Possession or Use of Drugs or Alcohol. Illegal or unauthorized possession or use of drugs or alcohol means possessing or using drugs or alcohol illegally or, where applicable, without proper University authorization.

Subd. 12. Providing Alcohol to Minors. Providing alcohol to minors means directly or indirectly providing alcohol to anyone under the legal drinking age.

Subd. 13. Unauthorized Use of University Facilities or Services. Unauthorized use of University facilities or services means wrongfully using University properties or facilities; misusing, altering, or damaging fire-fighting equipment, safety devices, or other emergency equipment or interfering with the performance of those specifically charged to carry out emergency services; or acting to obtain fraudulently—through deceit, unauthorized procedures, bad checks, or misrepresentation—goods, quarters, services, or funds from University departments or student organizations or individuals acting on their behalf.

Subd. 14. Theft, Property Damage, or Vandalism. Theft, property damage, or vandalism means theft or embezzlement of, damage to, destruction of, unauthorized possession of, or wrongful sale or gift of property.

Subd. 15. Unauthorized Access. Unauthorized access means accessing without authorization University property, facilities, services, or information systems, or obtaining or providing to another person the means of such unauthorized access, including, but not limited to, using or providing without authorization keys, access cards, or access codes.

Subd. 16. Disruptive Behavior. Disruptive behavior means willfully disrupting University events; participating in a campus demonstration that disrupts the normal operations of the University and infringes on the rights of other individuals; leading or inciting others to disrupt scheduled or normal activities of the University; engaging in intentional obstruction that interferes with freedom of movement, either pedestrian or vehicular, on campus; using
sound amplification equipment on campus without authorization; or making or causing noise, regardless of the means, that disturbs authorized University activities or functions.

Subd. 17. Hazing. Hazing means any act taken on University property or in connection with any University-related group or activity that endangers the physical and/or mental health or safety of an individual (including, without limitation, an act intended to cause personal degradation or humiliation), or that destroys or removes public or private property, for the purpose of initiation in, admission to, affiliation with, or as a condition for continued membership in a group or organization.

Subd. 18. Rioting. Rioting means engaging in, or inciting others to engage in, harmful or destructive behavior in the context of an assembly of persons disturbing the peace on campus, in areas proximate to campus, or in any location when the riot occurs in connection with, or in response to, a University-sponsored event. Rioting includes, but is not limited to, such conduct as using or threatening violence to others, damaging or destroying property, impeding or impairing fire or other emergency services, or refusing the direction of an authorized person.

Subd. 19. Violation of University Rules. Violation of University rules means engaging in conduct that violates University, collegiate, or departmental regulations that have been posted or publicized, including provisions contained in University contracts with students.

Subd. 20. Violation of Local, State, or Federal Laws or Ordinances. Violation of local, state, or federal laws or ordinances means engaging in conduct that violates a local, state, or federal law, or ordinance, including, but not limited to, laws governing alcoholic beverages, drugs, gambling, sex offenses, indecent conduct, or arson.

Subd. 21. Persistent Violations. Persistent violations means engaging in repeated conduct or action in violation of this Code.

SECTION VII. SANCTIONS.

Student and student organizations found responsible for disciplinary offenses under the Student Conduct Code are subject to sanctions. Factors to consider in determining appropriate sanctions include: the nature of the offense, the severity of the offense, the culpability of the student or student organization, the impact on other students or members of the University community, and the opportunity for student development. Separation from the University through suspension or expulsion is a serious sanction that may be appropriate for: repeated violations of the Code, for serious scholastic dishonesty, and for misconduct that constitutes a threat to community safety or well-being (including, but not limited to harm to person and sexual assault), or significantly disrupts the rights of others or the operations of the University. The following sanctions may be imposed upon students or student organizations found to have violated the Code:

Subd. 1. Academic Sanction. An academic sanction means a sanction affecting the course or academic work of the student for violation of Section VI, Disciplinary Offenses, Subdivision 1, Scholastic Dishonesty.

Subd. 2. Warning. A warning means the issuance of an oral or written warning or reprimand.

Subd. 3. Probation. Probation means special status with conditions imposed for a defined period of time and includes the probability of more severe disciplinary sanctions if the student is found to violate any institutional regulation during the probationary period.

Subd. 4. Required Compliance. Required compliance means satisfying University requirements, work assignments, community service, or other discretionary assignments.

Subd. 5. Confiscation. Confiscation means confiscation of goods used or possessed in violation of University regulations or confiscation of falsified identification or identification wrongly used.

Subd. 6. Restitution. Restitution means making compensation for loss, injury, or damage.

Subd. 7. Restriction of Privileges. Restriction of privileges means the denial or restriction of specified privileges, including, but not limited to, access to an official transcript for a defined period of time.

Subd. 8. University Housing Suspension. University housing suspension means separation of the student from University Housing for a defined period of time.

Subd. 9. University Housing Expulsion. University housing expulsion means permanent separation of the student from University Housing.
Subd. 10. Suspension. Suspension means separation of the student from the University for a defined period of time, after which the student is eligible to return to the University. Suspension may include conditions for readmission.

Subd. 11. Expulsion. Expulsion means the permanent separation of the student from the University.

Subd. 12. Withholding of Diploma or Degree. Withholding of diploma or degree means the withholding of diploma or degree otherwise earned for a defined period of time or until the completion of assigned sanctions.

Subd. 13. Revocation of Admission or Degree. Revocation of admission or degree means revoking a student’s admission to the University or revoking a degree already awarded by the University.

SECTION VIII. INTERIM SUSPENSION.

The president or delegate may impose an immediate suspension on a student or student organization pending a hearing before the appropriate disciplinary committee (1) to ensure the safety and well-being of members of the University community or to preserve University property, (2) to ensure the student’s own physical or emotional safety and well-being, or (3) if the student or student organization poses an ongoing threat of disrupting or interfering with the operations of the University. During the interim suspension, the student or student organization may be denied access to all University activities or privileges for which the student or student organization might otherwise be eligible, including access to University housing or property. The student or student organization has a right to a prompt hearing before the president or delegate on the questions of identification and whether the interim suspension should remain in effect until the full hearing is completed.

SECTION IX. HEARING AND APPEALS OF STUDENT DISCIPLINE.

Any student or student organization charged with violation of the Code shall have the opportunity to receive a fair hearing and access to a campus-wide appeal. To safeguard the rights of students and student organizations, the president or delegate shall ensure that each campus has an appeals procedure to govern alleged violations of this policy. The appeals procedure shall provide both substantive and procedural fairness for the student or student organization alleged to have violated the Code and shall provide for resolution of cases within a reasonable period of time.

The appeals procedure must describe:

(a) grounds for an appeal;
(b) procedures for filing an appeal; and
(c) the nature of an appellate review.

SECTION X. DELEGATION OF AUTHORITY.

The president or delegate shall implement this policy, including publishing and distributing the Code and the procedures governing the student disciplinary process at the University.

1 Portions used with permission from New York Institute of Technology and University of Texas, San Antonio.

Supersedes: Existing disciplinary appeals policies in contradiction and specifically repeals the appeals policies dated February 9, 1979.

University of Minnesota Board of Regents Policy
Sexual Harassment
Adopted: May 11, 2012
Supersedes: (see end of policy)

SECTION I. SCOPE.

This policy governs the commitment to the prevention and awareness of and response to sexual harassment at the University of Minnesota (University).

SECTION II. DEFINITIONS.
(a) Sexual Harassment. Sexual harassment shall mean unwelcome sexual advances, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature when:

(1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic advancement in any University activity or program;

(2) Submission to or rejection of such conduct by an individual is used as the basis of employment or academic decisions affecting this individual in any University activity or program; or

(3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive work or academic environment in any University activity or program.

(b) Retaliation. Retaliation shall mean any form of intimidation, reprisal or harassment against an individual because the individual has made a report of sexual harassment or has participated in an investigation of sexual harassment by or of a University community member including:

(1) Firing, refusing to hire, or refusing to promote the individual;

(2) Departing from any customary employment or academic practice regarding the individual;

3) Transferring or assigning the individual to a lesser position in terms of wages, hours, job classification, job security, employment or academic status;

4) Informing another student, staff or faculty member who does not have a need to know that the individual has made a complaint or participated in an investigation of a complaint of sexual harassment;

5) Impeding the individual's academic advancement in any University activity or program.

(c) Member of the University Community. Member of the University community shall mean any University faculty member, student, staff member, visitor or other individual engaged in any University activity or program.

SECTION III. GUIDING PRINCIPLES.

The following principles shall guide the commitment of the University for the prevention and awareness of and response to sexual harassment:

(a) Consistent with its academic mission and standards, the University is committed to achieving excellence by working to create an educational, employment and residential living environment that are free from sexual harassment.

(b) The University is committed to preventing and eliminating sexual harassment of faculty, staff and students through education and by encouraging all members of the University community to report any concerns or complaints about sexual harassment.

(c) As a community of faculty, staff and students engaged in research, scholarship, artistic activity, teaching and learning or activities that support them the University seeks to foster an environment that is equitable, humane and responsible and where all members are treated with dignity and respect.

SECTION IV. IMPLEMENTATION.

The University shall:

(a) Prohibit sexual harassment or retaliation.

(b) Ensure that department heads, deans, provosts, chancellors, vice presidents, and other supervisors and managers take timely and appropriate action when they know or should know of the existence of sexual harassment. Other persons who suspect sexual harassment should report it to an appropriate person in their unit or to the University equal opportunity officer.

(c) Adopt procedures on each campus for investigating and resolving complaints of sexual harassment in coordination with the director of equal opportunity and affirmative action.

(d) Address violations of this policy through disciplinary or other corrective action up to and including termination of employment or academic dismissal.

SECTION V. MONITORING.
The president or delegate shall address complaints of sexual harassment consistent with this policy and law and remedy any discriminatory or harassing practice that deviate from this policy.

SUPERSEDES: SEXUAL HARASSMENT DATED SEPTEMBER 11, 1998

5.3 Scholastic Dishonesty and Plagiarism

Students are responsible for maintaining scholastic honesty in their work at all times. Students engaged in scholastic dishonesty will be penalized, and offenses will be reported to the Office of Student Conduct and Academic Integrity (OSCAI, www1.umn.edu/oscai/).

The University’s Student Conduct Code defines scholastic dishonesty as “Plagiarism shall mean representing the words, creative work, or ideas of another person as one’s own without providing proper documentation of source. Examples include, but are not limited to:

• Copying information word for word from a source without using quotation marks and giving proper acknowledgement by way of footnote, endnote, or in-text citation;

• Representing the words, ideas, or data of another person as one’s own without providing proper attribution to the author through quotation, reference, in-text citation, or footnote;

• Producing, without proper attribution, any form of work originated by another person such as a musical phrase, a proof, a speech, an image, experimental data, laboratory report, graphic design, or computer code;

• Paraphrasing, without sufficient acknowledgment, ideas taken from another person that the reader might reasonably mistake as the author’s; and

• Borrowing various words, ideas, phrases, or data from original sources and blending them with one’s own without acknowledging the sources.

It is the responsibility of all students to understand the standards and methods of proper attribution and to clarify with each instructor the standards, expectations, and reference techniques appropriate to the subject area and class requirements, including group work and internet use. Students are encouraged to seek out information about these methods from instructors and other resources and to apply this information in all submissions of academic work.”

Serious, intentional plagiarism will result in a grade of "F" or "N" for the entire course. For more information on this policy and for a helpful discussion of preventing plagiarism, please consult University policies and procedures regarding academic integrity: http://www.oscai.umn.edu/.

Students are urged to be careful that they properly attribute and cite others’ work in their own writing. For guidelines for correctly citing sources, go to http://tutorial.lib.umn.edu/ and click on “Citing Sources.”

In addition, original work is expected in all coursework. It is unacceptable for students to hand in assignments for any course for which they received credit in another course unless by prior agreement with the instructor. Building on a line of work begun in another course or leading to a thesis, dissertation, or final project is acceptable.

All issues relating to academic misconduct are referred to the SPH Senior Associate Dean for Academic and Student Affairs.

5.4 University Senate Uniform Grading & Transcript Policy

A. Establishment and Use of University Grading Systems

1. There are two distinct grading systems on each campus of the University, A-B-C-D-F (with pluses and minuses as permitted by this policy) and S-N. The S-N system is a self-contained alternative to the A-F system and the two may not be combined for a particular student in a particular course. Students may receive grades or symbols only from the grading system under which they have registered for a course. This policy does not require any instructor to use pluses and minuses.

2. There are, in addition, registration symbols identified and described in this policy that carry neither grade nor credit.
3. No campus, college, or program is required to offer a course on the S-N grading system.
4. Any unit may choose to limit grades in a particular course to the A-F or the S-N system.
5. When both grading systems are available to a student, he or she must declare a choice of system as part of the initial registration for the course. The choice may not be changed after the end of the second week of classes (the first week in summer sessions).
6. Except as provided in this policy in Sections A (7) and F (12), no college may use any grading systems other than the ones established by this policy.
7. The Law School and the Medical School are exempt from the provisions of this policy, but will report their grading systems, and any changes therein, to the Faculty Senate. Any other units that believe that the national norms of their profession require a different grading system may make application to the Senate Committee on Educational Policy for an exemption from this policy. The Faculty Senate must approve all such exemptions.
8. The No Grade (NG) grading basis is used for certain graduate-level registrations as determined by the Graduate School.

B. Permanent Grades for Academic Work for Credit

1. The list below identifies the possible permanent grades that can be given for any course for which credit is to be awarded. These grades will be entered on a student's official transcript and, for an A, B, C, or D with permitted pluses and minuses, carry the indicated grade points. (Except for the Law School, the University does not award A+ grades, nor are D- grades permitted). The S grade will not carry grade points but the credits will count toward the student's degree program if allowed by the college, campus, or program.

<table>
<thead>
<tr>
<th>Grade</th>
<th>Grade Points</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>4.000</td>
<td>Represents achievement that is outstanding relative to the level necessary to meet course requirements</td>
</tr>
<tr>
<td>A-</td>
<td>3.667</td>
<td></td>
</tr>
<tr>
<td>A+</td>
<td>3.333</td>
<td></td>
</tr>
<tr>
<td>B</td>
<td>3.000</td>
<td>Represents achievement that is significantly above the level necessary to meet course requirements</td>
</tr>
<tr>
<td>B-</td>
<td>2.667</td>
<td></td>
</tr>
<tr>
<td>B+</td>
<td>2.333</td>
<td></td>
</tr>
<tr>
<td>C</td>
<td>2.000</td>
<td>Represents achievement that meets the course requirements in every respect</td>
</tr>
<tr>
<td>C-</td>
<td>1.667</td>
<td></td>
</tr>
<tr>
<td>D+</td>
<td>1.333</td>
<td></td>
</tr>
<tr>
<td>D</td>
<td>1.000</td>
<td>Represents achievement that is worthy of credit even though it fails to meet fully the course requirements</td>
</tr>
<tr>
<td>S</td>
<td></td>
<td>Represents achievement that is satisfactory, which is equivalent to a C- or better.</td>
</tr>
</tbody>
</table>

2. These definitions apply to grades awarded to students who are not enrolled in graduate, post-baccalaureate, and professional programs, but the grade points are the same no matter the level or course of enrollment.
3. Instructors are permitted to hold graduate and undergraduate students who are in the same class to different standards of academic performance and accomplishment. The syllabus must make clear what the different standards will be for the different groups of students who may be enrolled in the class.
4. These are the general University standards. In connection with all symbols of achievement instructors will define for a class, at one of its earliest meetings and as explicitly as possible, the performance that will be necessary to earn each.
C. Permanent Grades for Academic Work for which No Credit is Given

1. There are two permanent grades given for a course for which no credit is to be awarded. These grades will be entered on a student’s official transcript.

<table>
<thead>
<tr>
<th>Grade</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>F</td>
<td>‘O” Represents failure and signifies that the work was either (1) completed but at a level of achievement that is not worthy of credit or (2) was not completed and there was no agreement between the instructor and the student that the student would be awarded an I (see Section D). The F carries 0 grade points and the credits for the course do not count toward any academic degree program. The credit hours for the course will count in the grade point average.</td>
</tr>
<tr>
<td>N</td>
<td>Represents no credit and signifies that the work was either (1) completed but at a level of achievement that is not worthy of credit or (2) was not completed and there was no agreement between the instructor and the student that the student would be awarded an I (see Section C). The N carries no grade points and the credits for the course do not count toward any academic degree program. The credit hours for the course do not count in the grade point average.</td>
</tr>
</tbody>
</table>

2. 
   a. **Scholastic dishonesty.** Scholastic dishonesty in any portion of the academic work for a course will be grounds for awarding a grade of F or N for the entire course, at the discretion of the instructor. This provision allows instructors to award an F or an N to a student when scholastic dishonesty is discovered; it does not require an instructor to do so. Students who enroll for a course on the A-F grading system will receive an F if such grade is warranted; students who enroll for a course on the S-N system will receive an N if such grade is warranted. (See Board of Regents Policy: Student Conduct Code for a definition of scholastic dishonesty.)
   b. If the instructor determines that a grade of F or N for the course should be awarded to a student because of scholastic dishonesty, the student cannot withdraw to avoid the F or N. If the student withdrew from the course before the scholastic dishonesty was discovered or before the instructor concluded that there was scholastic dishonesty, and the instructor (or the appropriate hearing body if the student requests a hearing) determines that the student should receive the F or the N, the student will be re-registered for the course and the F and N grade will be entered on the transcripts.

D. Incompletes

**School of Public Health Policy:**

A grade of incomplete “I” shall be assigned at the discretion of the instructor when, due to extraordinary circumstances, the Student was prevented from completing the work of the course on time. The assignment of an incomplete requires the student to initiate a written contract between the instructor and student specifying the time and manner in which the student will complete the course requirements. The contracts must be initiated and complete by the student by the last day of instruction (http://www.onestop.umn.edu/calendars) and signed by the student and the instructor.

In no event may any such written contract allow a period of longer than one year to complete the course requirements. The Incomplete is to remain on the transcript until changed by the instructor or department. In the event a student graduates without completing a course, the grade will remain an “Incomplete.” The transcript cannot be changed or updated once the degree has been posted. SPH grade management tools can be found online at http://secure.ahc.umn.edu/publichealth/sphgrades/

**OTHER TRANSCRIPT SYMBOLS**

1. **Auditing a course.**
a. There will be a symbol V, visitor, indicating registration as an auditor or visitor, which will carry no credit and no grade.
b. Students auditing a course are required to pay full tuition but do not take exams and are not required to do homework. An auditor is entered on the class roster (grade report), is counted as filling a seat in a controlled entry course, and is counted in an instructor's student contact hours.
c. Students may not sit in on a course without registering for it.
d. A student will be allowed to take a previously audited class for a grade.

2. **Withdrawing from a course.** School of Public Health students may withdraw from a course through the second week of the fall or spring semesters without permission. No “W” will appear on the transcript. After the second week, students are required to do the following:
   1. The student must contact and notify their advisor and course instructor informing them of the decision to withdraw from the course.
   2. The student must send an e-mail to the SPH Office of Admissions and Student Resources (OASR). The email must provide the student name, ID#, course number, section number, semester and year with instructions to withdraw the student from the course, and acknowledgement that the instructor and advisor have been contacted.
   3. The advisor and instructor must e-mail the OASR acknowledging the student is canceling the course. All parties must be notified of the student's intent.
   4. The OASR will complete the process by withdrawing the student from the course after receiving all e-mails (student, advisor, and instructor). A "W" will be placed and remain on the student's transcript for the course. After discussion with their advisor and notification to the instructor, students may withdraw up until the eighth week.

3. **Continuation course.** There will be a symbol X, indicating a student may continue in a continuation course in which a grade cannot be determined until the full sequence of courses is completed. The instructor will submit a grade for each X when the student has completed the sequence.

4. **Course in progress.** There will be a symbol K, assigned by an instructor to indicate the course is still in progress and that a grade cannot be assigned at the present time.

**F. Other Provisions**

1. **Zero-credit courses.** Courses that carry zero credits do not count in either term or cumulative grade point averages. Such courses carry normal tuition and fee charges.
2. All grades for academic work are based on the quality of the work submitted, not on hours of effort. Instructors have the responsibility and authority to determine how final grades are assigned, including, in classes where they use numeric scores, the method that will be used to translate numeric scores into letter grades. (Examples: the instructor may decide that 90% equals an A, 80% a B, and so on, or the instructor may decide that the top 10% of the scores will receive an A, the next 20% a B, and so on.)
3. **Counting credits toward a University degree.**
   a. A course that carries University credit toward a degree in one department or college must carry University credit in all other departments and colleges (except insofar as those credits exceed the limit on skills credits established in the policy Credit Requirements for an Undergraduate (baccalaureate) Degree.
   b. A department or college has discretion to decide whether a course completed in another unit will count towards the specific college or department/program/major requirements.
4. When a student graduates, no further changes to his or her transcript will be made (to that portion of the transcript related to the program from which the student graduated) except as expressly allowed under the provisions of this policy.
5. **Releasing transcripts.** The University's official transcript, the chronological record of the student's enrollment and academic performance, will be released by the University only at the request of the student or in accord with state or federal statutes.
6. **Grade point average.** Every student will have calculated, both at the end of each grading period (quarter or semester) and cumulatively, a grade point average, which will be the ratio of grade points earned divided by the number of credits attempted with grades of A-F (including pluses and minuses). Both the term and cumulative grade point average will appear on each student's record.

7. **Final grade due date.** Final grades will be submitted to the Registrar no later than three business days after the last day of the final examination period. This policy may be modified from time to time but existing transcripts will not be modified when there are changes in policy. Changes to the grading and transcript policy will be reflected on the legend on the back of the official transcript.

8. **Compiling and reporting grading data.**
   a. Data on the mean grade point average by designator and course level, on the percentage of A’s awarded by course level, and on overall collegiate grade point averages will be prepared for grades awarded each Fall Semester. Data should be reported for all undergraduate students. Cells in the tables with fewer than 10 grades should be suppressed, in order to protect the privacy of students, but the numbers should be included in the totals.
   b. The Office of Institutional Research will produce the required tables and provide them to the chair of the Senate Committee on Educational Policy and to the Office of the Senior Vice President for Academic Affairs and Provost.

### Alternative grading systems.

   c. Only the Senate Committee on Educational Policy will have the authority to grant to individual colleges or campuses permission to use alternative grading methods outside the provisions of this official University system, for a specified period (but no longer than five years), and only for the purpose of experimenting with a new grading system for possible system-wide adoption. Such permission may be granted if the proposal does not interfere significantly with the registration options of students from other colleges, campuses, and programs. Such alternative systems will be reported for information to the University Senate as soon as permitted and, after the specified period, will be re-evaluated, either to be discontinued, or with University Senate approval on recommendation from the Senate Committee on Educational policy, made part of the system-wide policy. Except for the provisions of this section 6, no college or program may use any grading system except for the one contained in this policy.
   d. Because alternative grading systems, once used, must be maintained by the University forever afterward (to preserve the integrity of the transcripts), the Senate Committee on Educational Policy will rarely grant permission for alternative grading systems. It will consider doing so only when (1) those who propose it can make a persuasive case that the alternative is a more accurate and effective way to measure and record student academic performance, and (2) there is strong reason to believe that the proposal will be useful to all colleges and campuses of the University (except the Law School and Medical School).

### 5.5 Health Insurance

The University requires all students to have health care coverage to ensure they have access to medical care and can maintain good health, which is essential for academic success.

The charge for the University-sponsored Student Health Benefit Plan will be added to your tuition bill. However, if you can demonstrate that you have health insurance coverage from another source as allowed under Minnesota law, you may apply for a waiver of coverage, [http://www.shb.umn.edu/waiver/index.htm](http://www.shb.umn.edu/waiver/index.htm).

**Benefits**
The Academic Health Center Student Health Benefit Plan (AHC-SHBP) offers the following benefits (all AHC students are eligible):
- Full access to the Blue Cross and Blue Shield pharmacies.
- No maximum on pharmaceuticals.
- Coverage for all immunizations.
- Early access to immunization services (July 1) for those registered for fall 2010 (incoming students).
- Ongoing health care coverage will be offered to students after graduating, through the University of Minnesota Conversion Plan.

**Long Term Care Disability Insurance Fee**

http://onestop.umn.edu/finances/costs_and_tuition/fees/general_fees/

Long Term Disability Insurance fee - Charged to all Academic Health Center (AHC) students. When paid in fall and spring, the insurance covers a full calendar year.

**Waiver**

All admitted AHC students will be required to participate in the plan if they are not covered by another source. For more information go to: [http://www.shb.umn.edu/waiver/index.htm](http://www.shb.umn.edu/waiver/index.htm). Please note that waiving health insurance through the web registration system DOES NOT WAIVE THE AHC HEALTH BENEFIT. You must still submit a separate waiver form.

If you want to waive the insurance, you must prove they have other coverage by producing a certificate of credible coverage obtained from your managed care organization, insurance company, or duly authorized agent verifying insurance coverage. You must submit the certificate of credible coverage to the Student Health Benefits Office at Boynton by the enrollment deadline published by the Office of the Registrar. This request must be submitted in person or by fax.

This waiver will be valid for two years. Should you lose coverage during the period you have been waived, you may enroll in the plan within 30 days by providing proof of involuntary loss of coverage from the insurance company.

Students enrolled in the Graduate Assistant Health Benefit Plan will be automatically waived from the AHC-SHBP.

### 5.6 Leave of Absence

**Leave of Absence**

Students who experience circumstances that prevent them from maintaining active status through continuous registration (excluding summer term), and who, through consultation with their Director of Graduate Studies (DGS), Program Director, advisor(s), and relevant offices determine that a leave of absence (LOA) is appropriate, must request a LOA from their college office using this form [http://policy.umn.edu/prod/groups/president/@pub/@forms/@otr/documents/form/otr007.pdf](http://policy.umn.edu/prod/groups/president/@pub/@forms/@otr/documents/form/otr007.pdf).

Forms must be submitted to the School of Public Health Office of Admissions and Student Resources, A395 Mayo Memorial Building, 420 Delaware Street SE, Minneapolis, MN 55455.

### 5.7 Privacy

The School of Public Health is committed to protecting the privacy of students, staff, and research participants. Students have privacy rights that assure confidentiality of their student records. Research Participants have many rights that guarantee their safety and their privacy.

Often School of Public Health students work as Teaching Assistants and Research Assistants [that may require exposure] to private information. Please be [aware] of privacy laws, complete required privacy trainings, and act with the highest honor towards all private information.

For further information, go to [privacy.ahc.umn.edu](http://privacy.ahc.umn.edu).

**FERPA (Family Educational Rights and Privacy Act): Student records**

FERPA grants four specific rights to a post-secondary student:
1. To see the information that the institution is keeping on the student.
2. To seek amendment to those records and in certain cases append a statement to the record.
3. To consent to disclosure of his/her records.
4. To file a complaint with the FERPA Office in Washington.

In addition:
- U of MN Faculty and Staff have a legal responsibility, under FERPA, to protect the confidentiality of your student educational records.
- Student educational records are considered confidential and may not be released without written consent of the student.
- Student information stored in electronic format must be secure and available only to those entitled to access that information.

**HIPAA (Health Insurance Portability and Accountability Act)**

HIPAA is a federal law related to the privacy of an individual’s health care information.

All students in the Academic Health Center (AHC), including School of Public Health students, must complete the University’s online HIPAA Privacy training.

Login to [www.ahc.umn.edu/privacy/training/home.html](http://www.ahc.umn.edu/privacy/training/home.html), click on [myU.umn.edu](http://myU.umn.edu) and select [my Worklife](http://myU.umn.edu) link to complete the training.

### 5.8 Immunizations

According to OSHA regulations, CDC guidelines, and University of Minnesota policy, Academic Health Center (AHC) students are required to have a health clearance as a condition of enrollment.

More details and the downloadable *Student Immunization Record* form are available from Boynton Health Service at [http://www.bhs.umn.edu/index.htm](http://www.bhs.umn.edu/index.htm) and click on immunizations.

### 5.9 Criminal Background Checks

Students should be aware that certain facilities are required by Minnesota law to submit paperwork for a criminal background check for all personnel with direct, unsupervised client contact. Students placed in such facilities may be asked by the institution to submit paperwork, or the institution may require that they have this check facilitated by the School of Public Health or Division. The School is prepared to assist students with this process. Facilities that are covered by this law are hospitals, boarding care homes, outpatient surgical centers, nursing homes, home care agencies, residential care homes, and board/lodging establishments providing health supervision services. Client contact must be direct and unsupervised (outside the hearing or vision of a supervisor at the facility). In the unlikely event that this situation arises, students should call the School of Public Health Office of Admissions and Student Resources at 612.626.3500 or go to A395 Mayo for assistance.

### 5.10 Use of Human Subjects in Research

Any research you conduct while a student at the University of Minnesota may be subject to review and approval by the University's Institutional Review Board (IRB) for the protection of human research subjects. This applies to projects conducted inside or outside the University. For research conducted outside of the University, students may still need IRB approval from the University even if approval has been obtained from an external agency.

The IRB is a committee of faculty, students, and community members that follows federal regulations and ethical principles in order to protect human research subjects. Learn more about the IRB here: [http://www.research.umn.edu/irb](http://www.research.umn.edu/irb).

The committee is most concerned with the researcher’s interface with subjects rather than the background rationale for the project. Specifically, this refers to the recruitment process, the interviewer’s experience and
expertise, how subjects are informed about the study and expectations for their participation, and how subjects are debriefed after their participation so that subjects can make an informed decision about participation.

If your proposed research project is subject to IRB review, you must submit an application to the IRB before you begin. **You cannot begin any regulated research until you have IRB approval.** This includes sending out recruitment flyers or emails, accessing private data, or doing any aspect of your research. You may not be permitted to use any data that was collected without prior IRB approval. The IRB does not have the authority to approve a study **after** it has begun.

The IRB approval process may take as little as one week, but **can take up to 2 months or longer.** "Last minute" approvals are not possible, so it is important to plan ahead. Applications for international research, research with children, research about illegal or stigmatizing behavior, research with vulnerable populations, or research that incorporates deception often require more review time.

**What research must be reviewed by the IRB?**

- If you and/or your faculty advisor are even a little uncertain about whether your project needs IRB approval, email or call the IRB. IRB staff members are trained to help you and your advisor determine if you must submit an IRB application. Contact your faculty advisor or the Executive Director of the IRB at 612-626-4851 if you do not receive a helpful response. Again, you may not be able to use any data collected if you conduct research that should have been reviewed by the IRB.

**IRB Contact Information**

(612) 626-5654  
irb@umn.edu  
http://www.research.umn.edu/irb/

Any research involving human subjects must be reviewed by the IRB. This means that if you are conducting research (which is a systematic investigation designed to contribute to generalizable knowledge) with human subjects (which are living individuals about whom you collect information) your research is subject to IRB approval. In short, if your research project involves living people, you should at least contact the IRB or submit an application.

Projects that are not subject to IRB review include studies that rely on existing publicly available data, such as US Census data. If you are only doing an analysis of publicly available data (i.e., data you can download from a public website) you do not need IRB approval to use it. Technically, such work is research but does not involve living individuals from whom you collect information. On the other hand, an oral history study may not require IRB approval because it is not a systematic investigation designed to contribute to generalizable knowledge. However, there are many grey areas, so students proposing such work are strongly encouraged to contact the IRB to determine whether their project requires approval.

**Additional guidelines for students involved in international fieldwork**

If you plan to use data collected as part of your international field experience for your master's project, you are strongly encouraged to contact the IRB before your field experience begins to ensure that your project is approved in a timely manner. **You will not be allowed to take data out of the host country without IRB approval.**

**How do I apply for IRB approval?**

If, after contacting the IRB or speaking with your faculty advisor, your project needs to be reviewed, the next step is to browse and study the IRB website.

Before submitting your application, **you must complete online training** in the protection of human research subjects. To do this, follow the TRAINING tab on the IRB website to the CITI training. For most public health students, the CITI social science module is suggested. There is no charge for the training but it takes up to four hours to complete. You will need your UMN X.500 username and password.

Your research may be exempt from IRB review. However, only the IRB can determine this, so you must submit an **Exempt Research Application** to the IRB to have your exemption approved. There are four categories of research that are exempt from IRB review. Exempt public health research typically involves exemption #2 (e.g., low risk anonymous surveys or observation of public behavior when no personal identifiers are recorded) or #4
(e.g., use of existing anonymous data from a professor's study). For more information on these categories and copies of the appropriate Exempt Research Applications, click the IRB REVIEW PROCESS tab on the IRB website and then click on EXEMPT CATEGORIES.

If your research is subject to IRB review and is not exempt, you must fill out a regular IRB application form, which can be found on the IRB website under the FORMS tab. Most public health studies should fill out the Social Science form. The Medical form is typically for experimental drug studies or similar types of research. Call or write the IRB if you are unsure of which form to fill out. Also, there are several appendices on the IRB website that you may be required to include with your application. One appendix is surely needed: Appendix J, which is for student research. Your advisor will help you fill this out.

The IRB forms may be submitted by email to the IRB (see Contact Information, above). Be sure to "cc" your advisor if she/he did not actually sign the documents: the IRB accepts the "cc" as a digital signature.

What does the IRB look for?

When reviewing your application, the IRB will look for the following things:

1. You have completed (CITI) training
2. Your advisor has completed Appendix J and is "cc'd" on the submission email or has signed the documents
3. Risks to subjects are minimized
4. Risks to subjects are reasonable in relation to anticipated benefits
5. Selection of subjects is equitable and fair
6. Informed consent is sought from each prospective participant
7. Adequate preparation is taken to protect the privacy and confidentiality of subjects
8. Adequate provisions are made for the ongoing monitoring of the subjects' welfare

Some tips

- **Call or email the IRB if you have any questions. They are paid to help you and have seen thousands of studies, many just like yours!**
- Students should work closely with their faculty advisors when completing IRB forms.
- If you are collecting primary data, you will need a copy of the questions you intend to ask subjects, a protocol for collecting data, a consent form with all the elements (see website), and a plan to encrypt identifiable data. If you will be using participant recruitment materials (letters, advertisements, etc.), you must also include them along with your application.
- The IRB looks very closely at research involving children, prisoners, incapacitated persons, the elderly, deception, and higher risk interventions.
- If you're hoping to work with children, plan on getting informed consent from parents.
- All research entails some risk to subjects, even if merely boredom. It is best to overestimate the risks your study poses to subjects and to underestimate its benefits.
- Write short, pithy answers to each question on the IRB form.
- The length of time it takes for the IRB to review and approve your application is highly correlated with the completeness and quality of your application. Incomplete or vague answers often result in "deferrals" which can greatly lengthen the time to approval.
5.11 International Student Requirements

Note: International student requirements may change over time. For up-to-date information go to www.isss.umn.edu.

Document Check and Orientation
All new international students must visit the University of Minnesota International Student & Scholar Services office (ISSS) shortly after arrival in Minnesota. See www.isss.umn.edu for directions, office hours, and services. ISSS will review immigration documents, register new students for the International Student Orientation Program, and provide information on how to release registration holds. These processes are mandated by the Department of Homeland Security (DHS); formerly known as Immigration and Naturalization Service (INS).

International students are allowed to enter the U.S. only within 30 days of their program start date. Regulations and SEVIS requirements provide strict guidelines regarding this date, to coincide with the term of admission.

Student and Exchange Visitor Information System (SEVIS)
SEVIS is an electronic reporting system that provides the Department of Homeland Security with information on international students and scholars in the United States who hold F, J, and M visas. This internet-based record-keeping system maintains electronic data on all international students. The system also tracks entries into and departures from the U.S. Every school, college, and university that admits students or scholars on F, J, or M visas is mandated to implement SEVIS.

In addition to the information routinely reported on I-20 and DS-2019 forms, other information is reported, including but not limited to: academic status, employment, and residential address.

For more information on SEVIS requirements, including those listed below, go to www.isss.umn.edu.

Academic Status
International students must maintain full-time status. MPH students must register for at least 6 credits each semester. Under special conditions, students may apply for an exemption from the full-time status rule at the ISSS office. Students must apply for the exemption before registering for less than a full course of study.

Address Change
International students MUST notify BOTH the DHS Bureau of Citizenship & Immigration Services (BCIS) and the University of Minnesota within 10 days of a change of address. For more information go to www.isss.umn.edu/INSGen/address.html See Section. 6. Groups, Associations, and Societies.

6. Groups, Associations and Societies

6.1 Student Groups

School of Public Health Student Senate www.sph.umn.edu/current/studentsenate/index.asp
The Student Senate is comprised of graduate students of the University of Minnesota, School of Public Health. The Senate serves two main functions:

- The Student Senate is an official organization of the University of Minnesota, School of Public Health, representing the SPH graduate students in several university committees.
- The Student Senate also acts as the public health student association of the University of Minnesota, organizing activities and events among the graduate students in the school. They participate in volunteer activities around the Twin Cities, organize social events, and address student needs and concerns to the School and the divisions.

The SPH Student Senate welcomes input from all students from the school and invite you to join the Senate and help us serve the needs of the SPH students. Contact us at sphss@umn.edu.
The student senate officers for the 2013-2014 academic year are:

<table>
<thead>
<tr>
<th>Office</th>
<th>Name</th>
<th>Email Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>President</td>
<td>Maeve McClellan</td>
<td><a href="mailto:mccle122@umn.edu">mccle122@umn.edu</a></td>
</tr>
<tr>
<td>VP of Communications</td>
<td>Parker Smith</td>
<td><a href="mailto:smit2215@umn.edu">smit2215@umn.edu</a></td>
</tr>
<tr>
<td>VP of Operations</td>
<td>Travis Myers</td>
<td><a href="mailto:myers589@umn.edu">myers589@umn.edu</a></td>
</tr>
<tr>
<td>VP of Student Advancement</td>
<td>Allan Tate</td>
<td><a href="mailto:tatex098@umn.edu">tatex098@umn.edu</a></td>
</tr>
<tr>
<td>VP of Finance</td>
<td>Bridget Perkins</td>
<td><a href="mailto:perki314@umn.edu">perki314@umn.edu</a></td>
</tr>
</tbody>
</table>

Graduate and Professional Student Assembly (GAPSA)  [www.gapsa.umn.edu](http://www.gapsa.umn.edu)

The Graduate and Professional Student Assembly serves many functions on this campus, chief among them ensuring that the University, in all of its offices, programs, schools and departments, works in the interests of excellence in the graduate and professional experience. GAPSA and its coordinate councils advocate on your behalf to make the University of Minnesota the premier institution for graduate and professional education in the nation, and try to make sure students have a smooth, supported, even fun time getting their degree.

Council of Graduate Students (COGS)  [www.cogs.umn.edu](http://www.cogs.umn.edu)

The Council of Graduate Students (COGS) is the official student governing board of the Graduate School, representing all Graduate Students at the U of M. The U administration looks to COGS for consultation and direction on all matters pertaining to the Graduate School experience, including Graduate Assistant issues.

Center for Health Interdisciplinary Programs (CHIP)  [www.chip.umn.edu](http://www.chip.umn.edu)

The Center for Health Interdisciplinary Programs or CHIP is a department of the Office of Education in the Academic Health Center Senior Vice President's Office. The CHIP Student Center serves AHC students in the schools of dentistry, dental hygiene, health care administration, medical technology, medicine, mortuary science, nursing, occupational therapy, pharmacy, physical therapy, public health, and veterinary medicine.

CHIP exists to foster interdisciplinary relationships and teamwork between Academic Health Center students. CHIP provides educational, leadership, and service opportunities for students.

Minnesota International Student Association (MISA)  [www.tc.umn.edu/~misa/](http://www.tc.umn.edu/~misa/)

The Minnesota International Student Association (MISA) is a non-profit organization that aims at working in the interest of international students at the University of Minnesota. MISA represents the international community of the University of Minnesota Campus. There are about 3000 international students on this campus, whose length of stay varies from 3 months to several years. MISA plays a vibrant role in students’ social lives, by being the forum for international students on the U of M campus and by organizing events throughout the year.

Other Groups  [www.sua.umn.edu/groups/](http://www.sua.umn.edu/groups/)

More than 400 student groups on campus are registered with the University’s Student Unions and Activities Office, including academic societies, cultural centers, sports clubs, political action groups and fraternities and sororities. These organizations provide students with endless involvement opportunities and the chance to interact with others who share a similar interest.

### 6.2 Public Health Related Associations and Agencies

**Minnesota Public Health Association**  [www.mpha.net/](http://www.mpha.net/)

Founded in 1907, the Minnesota Public Health Association (MPHA) is a statewide professional organization actively serving Minnesotans, our members, and the public health profession through its efforts and activities. MPHA is an affiliate of the American Public Health Association.

**American Public Health Association**  [www.apha.org](http://www.apha.org)

The American Public Health Association (APHA) is the oldest and largest organization of public health professionals in the world, representing more than 50,000 members from over 50 occupations of public health.
Association of Schools of Public Health  
www.asph.org
The Association of Schools of Public Health (ASPH) is the only national organization representing the deans, faculty, and students of the accredited member schools of public health and other programs seeking accreditation as schools of public health.

Centers for Disease Control and Prevention  
www.cdc.gov
The Centers for Disease Control and Prevention (CDC) is recognized as the lead federal agency for protecting the health and safety of people - at home and abroad, providing credible information to enhance health decisions, and promoting health through strong partnerships. CDC serves as the national focus for developing and applying disease prevention and control, environmental health, and health promotion and education activities designed to improve the health of the people of the United States.

National Institutes of Health  
www.nih.gov
Begun as a one-room Laboratory of Hygiene in 1887, the National Institutes of Health today is one of the world's foremost medical research centers, and the Federal focal point for medical research in the U.S.

American College of Healthcare Executives  
www.ache.org
The American College of Healthcare Executives is an international professional society of more than 30,000 healthcare executives who lead hospitals, healthcare systems and other healthcare organizations.

6.3 Alumni Societies

School of Public Health Alumni Society  
www.alumni.umn.edu  
www.sph.umn.edu/alumni/
Founded in 1982, the School of Public Health Alumni Society has more than 1,000 members. All graduates, students, and friends of the school are eligible for active membership in the society, which is granted with membership in the University of Minnesota Alumni Association. The Society is responsible for overseeing the mentor program, awards and scholarships, and keeping alumni and friends up-to-date on what's going on in the SPH.

With every new member, the School of Public Health Alumni Society is able to offer more programs and services in support of the school and its students.

MHA Alumni Association  
www.mhaalum.org/
The Alumni Association of the University of Minnesota MHA Program was established in 1948 to facilitate ongoing support of the Healthcare Administration program and to continue fellowship among alumni. There are over 1,600 members. The Association supports MHA students through scholarships and by providing learning opportunities.
7. Division of Health Policy and Management

7.1 Introduction

Welcome! Health Policy and Management (HPM) is one of four Divisions in the School of Public Health (SPH). The Division of HPM offers five degree programs:

The M.P.H. Degree in Public Health Administration and Policy (PHAP) provides management training in public health administration, focusing on the public health functions of management, analysis, and policy. The program emphasizes a population-based health improvement approach to public health. There are two paths to earn this M.P.H.: The PHAP Day Program is for students who are just beginning their careers in public health; the Executive PHAP (E-PHAP) program is for students who have been in the public health field for at least three years and are looking to move into leadership roles or enhance their leadership skills. The E-PHAP program is a distance program with 17 days of on-campus instruction and may be completed in 25 months.

The M.P.H. Degree in Public Health Informatics prepares professionals for leadership positions that bridge information technology and public health. Public health informatics concerns the organization and integration of information from multiple sources to make it available for monitoring and evaluating the health of populations and programs.

The M.S. degree in Health Services Research, Policy and Administration emphasizes a policy/population orientation, a research perspective, analytic methods, and broad exposure to the field. Graduates enter careers in policy analysis, clinical outcomes research, and health services research positions in public and private sector organizations such as state legislatures, public health agencies, managed care organizations, large multi-specialty medical group practices, and hospital/physician organizations.

The Ph.D. in Health Services Research, Policy and Administration trains students for positions as researchers and teachers in top research universities, in government agencies at the state and federal level, and in the research arms of private health insurance, provider, or consulting organizations. The program is known for its rigorous training in statistical methods and for its emphasis on economic, sociological and political theory as a basis for organizing thought.

The Master of Healthcare Administration degree is the traditional preparation for those who want to build their careers in the management, financing, and marketing of healthcare delivery. Students pursue coursework in the classic management disciplines and apply those concepts to the healthcare industries. M.H.A. graduates are employed in a variety of settings such as, clinics and hospitals, consulting firms, managed care and insurance companies, and medical device and pharmaceutical companies. There are two routes to the M.H.A: The Full Time M.H.A. is for students just beginning their careers and requires two years in residence on the Minneapolis campus, as well as a summer clerkship; the Executive M.H.A. is for students with at least three years' managerial or clinical leadership experience in healthcare. It requires 25 months to complete and includes both online course work and five on-campus sessions.

Policies and requirements vary by degree and program.

Students in the M.H.A and M.P.H. degree programs are School of Public Health students. Degree program requirements, along with tuition rates are under the authority of the SPH.

Students in the M.S. and Ph.D. degree programs currently have dual association with the SPH and the Graduate School. M.S. and Ph.D. students are required to adhere to certain Graduate School regulations and degree milestones and pay tuition based on the Graduate School rates.

IMPORTANT NOTE: The Graduate School is in the process of restructuring and will be transferring administrative control of the M.S. and Ph.D. degrees to the SPH over the next few years. Contact the M.S. and Ph.D. in HSRP&A program coordinator, Maureen Andrew, for information.
See the section in this guidebook for your specific degree program that outlines policies and procedures.

Student Mail

HSRP&A and M.H.A. day program students have a mailbox or folder for mail and should check it frequently for printed mail.

- MHA day program student mailboxes are located in the HPM Educational Programs Office in Mayo D262.
- HSRP&A MS and PhD students have an individual folder for their mail. A file cabinet with the mail folders is located in the HPM student lounge, Mayo D367. This room is locked at all times. Use your U Card to gain access to the room.
- PHAP, E-PHAP, and E-MHA students will receive all communications via email.

HPM Student Lounge and Study Areas

The HPM student lounge is in room D367 Mayo. A study area with computers is located in the Stauffer Room, D387 Mayo. These rooms are locked and require students to swipe their U Card to obtain access.

Seminar Series

The Division of Health Policy and Management sponsors two seminar series:

- Health Services Research Seminars (HSR) - Nationally and internationally known leaders in health services research speak on current topics. These seminars, offered two to four times each academic year, are free and open to the public. HPM will announce the speaker, topics and location prior to each seminar.
- Work in Progress Seminars (WIP) - Work in Progress Seminars feature Division faculty, visiting colleagues, and other University faculty, students and research staff. These seminars provide an opportunity to discuss current work and share ideas. Seminars take place on Wednesdays, between 12:00-1:15 PM. The location, exact time, and topic will be announced prior to each seminar. Dates of each seminar during the 2013-2014 academic year as follows:

For a complete seminar schedule see: http://www.sph.umn.edu/hpm/seminars/

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<th>2014</th>
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<td>September 4, 11, 18, 25</td>
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<td>February 5, 12, 19, 26</td>
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*Dates subject to change*

7.2 Joint/Dual Degree and Collaborative Programs

The Division of Health Policy and Management offers the following joint/dual degree and collaborative programs. These programs contain some coursework that is shared with the partner degree, thus permitting the student to complete two degrees in less time than if pursued separately. **Students must apply for admission and acceptance to each program separately. Admissions requirements, including entrance exams, may vary by program.**

Joint Degree In Law, Health and Life Sciences

Joint Degree in Law, Health, and the Life Sciences with a JD in Law and one of the following:

- MPH in Public Health Administration and Policy (PHAP)
- MHA in Healthcare Administration (MHA)
- MS in Health Services Research, Policy, and Administration (HSRP&A)
- PhD in Health Services Research, Policy, and Administration (HSRP&A)

Required Entrance Exams:
- The joint degree requires separate applications to the Law School (which includes completion of the LSAT entrance exam) and the School of Public Health.
- MS and PhD programs in HSRP&A (requires the GRE entrance exam)
- MPH in PHAP: Requires either the GRE, GMAT, LSAT, DAT, or MCAT
- MHA Requires either: GRE or GMAT

This joint degree trains experts in the legal, ethical, and policy problems that affect the delivery of health services in the 21st century. Students are educated to become leaders in managed care and health policy, intellectual property issues in biotechnology, and law. The program presents an on-going speaker’s series, colloquia, and other meetings to draw scholars to campus. For more information, see [www.jointdegree.umn.edu](http://www.jointdegree.umn.edu) or contact the following major coordinators.

- PHAP (on-campus program) major coordinator, Andy Le at lexx0122@umn.edu.
- E-PHAP (online program) major coordinator, Heather Peterson at peter909@umn.edu
- MHA major coordinator, Diane McClellan at mccle005@umn.edu
- EMHA students may contact coordinator, Drew Hatton at: Hatton@umn.edu.
- HSRP&A, MS and PhD major coordinator, Maureen Andrew at andre031@umn.edu.

**Medical Degree and PhD in Health Services Research, Policy and Administration**

Medical School requires the completion of the MCAT entrance exam. See the Medical School website for more information at [http://www.med.umn.edu/mdphd/](http://www.med.umn.edu/mdphd/).

To fulfill the requirements of this joint degree, students complete their first two years of Medical School prior to entrance into the PhD program in HSRP&A. Upon completion of the PhD in HSRP&A, the student returns to Medical School to complete their coursework and residency. Students may also contact the HSRP&A major coordinator, Maureen Andrew, andre031@umn.edu.

**Master of Healthcare Administration and Master of Business Administration**

The MHA/MBA Dual Degree Program meets both the MHA and MBA requirements. A strong curriculum integrates the skills and breadth of understanding needed for leadership both the delivery of healthcare and the medical industry.

To be considered for the MHA/MBA Dual Degree applicants must apply to both the Full-Time MHA and the Full-Time MBA Programs. Applications are available at:

- The Full-Time MHA Office, 612-624-9588, D262 Mayo
- The Full-Time MBA Office, 612-625-5555, 2-210 Carlson School of Management

For more information, students may also contact Lynnette Redd, Student Services Director, at: redds010@umn.edu

**Doctoral Program in Occupational Health Services, Research and Policy**

This option is a collaboration between the PhD program in HSRP&A and the doctoral program in the division of Environmental and Occupational Health Sciences. The program’s curriculum integrates statistics, research design, sampling, survey methodology, economics, occupational and environmental epidemiology, toxicology, exposure assessment, and policy.

Students in this collaborative program major in either doctoral program and minor in the other. For example, a student who majors in the doctoral program in HSRP&A would minor in Environmental and Occupational Health.
This minor is individually tailored to the particular needs and objectives of the student. For more information, PhD students may contact the HSRP&A major coordinator, Maureen Andrew, andre031@umn.edu.

Collaboration with Applied Economics and the HSRP&A Doctoral Program
The Division of Health Policy and Management is a co-sponsor of the Applied Economics Graduate Program, a unique partnership of applied economists in four units within the University of Minnesota. Students in this program major in applied economics and complete a concentration in health economics in the Division of HPM. Interested students should contact the department of Applied Economics for more information at: apecdgs@umn.edu and see their webpage at: http://www.apecgrad.umn.edu/

7.3 HPM Student Group

Mission:
The HPM Student Research Group is a student-led professional development forum designed to improve the quality of student scholarship and build connections between projects in order to support student learning and future research. The purpose of this group is to foster community and collaboration among HPM students, while providing opportunities for faculty involvement and feedback. The group provides opportunities for participants to practice giving conference presentations and job-talks in an accessible social environment geared toward students. The HPM Student Group will sponsor skill-building workshops and provide opportunities for students to practice presenting their research and receiving peer critiques. The group also provides a forum for peer review and for sharing publication and research funding opportunities. Additionally, the group helps coordinate student welcome activities, acts a sounding board for the student graduate-faculty representative and the Director of Graduate Studies, and plans regular social and service activities.

7.4 Division Travel Funds and Policy for HPM Division Students

Funding for Travel
HPM has some limited funding available for student travel that varies by program. Contact the major coordinator for your program if you have questions or want to apply for funding.

PHAP: Travel funds are available to attend a conference at which they will give an oral presentation or present a poster, or compete for a national fellowship. The amount of individual funding will depend on the number of students who request funds. Contact Andy Le for details at: lex0211@umn.edu.

MS in HSRP&A: Limited travel funds are available for MS students to attend a conference at which they will give a presentation or present a poster, or to attend certain training sessions. The amount of individual support will depend on the number of students who request funds. Contact Maureen Andrew for information at andre031@umn.edu.

MHA: Funding for a one trip while in the program. Contact Lynnette Redd for details at reddx010@umn.edu.

PhD in HSRP&A: Students with an NRSA/AHRQ traineeship have $2,000 to attend one conference during the academic year of the traineeship funding, and travel must be completed by June 30. NRSA/AHRQ expects students to use the travel funding to attend the annual NRSA/AHRQ Trainee Conference in June. Attendance at the NRSA/AHRQ trainee conference can be combined with the AcademyHealth Annual Research Meeting without additional permission. A written justification to attend any other conferences is required. Regardless of the conference, current trainees are not required to present a paper or poster.

The Division also has six slots of $2,000 each to provide travel funding assistance to PhD students who are not currently eligible for travel funds through an RA, traineeship, or dissertation grant. (Former NRSA/AHRQ
recipients are eligible). Slots are available on a first come, first serve basis. Students are required to give either an oral presentation or poster presentation at the conference. Receiving HPM travel funds is available only once in a student career, therefore students should be selective in the conference they choose.

Contact Maureen Andrew for more information: andre031@umn.edu.

Policy for Travel Funding, Pre-approval and Reimbursement

All students must obtain pre-approval from their academic program prior to making any travel arrangements. Students must obtain an Employee Expense Worksheet and complete it with estimated expenses for the travel. The Employee Expense Worksheet can be obtained from your program coordinator. (For MHA, contact Lynnette Redd, for PHAP contact Andy Le, for HSRP&A contact Maureen Andrew). Proposed expenses for travel are required to be reviewed approved by multiple people. It is best to get travel expenses pre-approved BEFORE booking any flights or hotel.

Steps for pre-approval for travel:

- Obtain an Employee Expense Worksheet from your program coordinator and fill it in with estimated expenses.
- Return completed form to your program coordinator for review.
- Once reviewed, bring form to the accounting staff person, (either Patty Homyak or Sarah Trachet), as instructed by your coordinator.

This pre-approval must include the signature of the Program Chair (or designee). Final approval of proposed travel expenditures must be signed by Assistant to the Division Head: Patty Homyak or assigned designee.

Upon return from travel, students are required to submit all original receipts and appropriate documentation for reimbursement to Patty Homyak or Sarah Trachet as instructed.

7.5 Plagiarism

The Division of Health Policy and Management Prohibition against Plagiarism

There is a general assumption that students engaged in graduate level work understand the concept of plagiarism and the prohibitions against it. In general, it is considered unacceptable behavior to use the intellectual work of others without giving the source proper credit for the ideas. It is even less acceptable to use another person’s direct words and appear to claim them as your own.

This sort of unacceptable behavior can take several forms:

1. Taking the work of others directly and claiming it as your own. This would involve directly quoting someone else’s work and providing neither references to acknowledge the source nor quotation marks. This and subsequent categories include using material from non-print sources such as the web.
2. Taking the work of others directly and failing to show that it is a direct quote through the use of quotation marks. In this case, you might provide a reference but use someone else’s words without using quotation marks.
3. Using someone else’s ideas (although not their specific words) and failing to reference the source. This might include paraphrasing someone else’s writing.
4. Having someone else write the work for you and claiming it as your own.

The University of Minnesota Student Conduct Code defines scholastic dishonesty as follows:
Scholastic Dishonesty: Scholastic dishonesty means plagiarizing; cheating on assignments or examinations; engaging in unauthorized collaboration on academic work; taking, acquiring, or using test materials without faculty permission; submitting false or incomplete records of academic achievement; acting alone or in cooperation with another to falsify records or to obtain dishonestly grades, honors, awards, or professional endorsement; altering forging, or misusing a University academic record; or fabricating or falsifying data, research procedures, or data analysis.

Part of the problem with plagiarism may stem from a failure to appreciate what level of work is expected of a graduate student. It is not sufficient to simply recite the work of others, even of your professors. You are expected to know that material and then to use it to synthesize new ideas, weaving ideas together to produce a rational and coherent argument. It is permissible and encouraged to use citations, but simply reciting the work of others is not sufficient. It is never acceptable to claim the work of others as your own.

Selective use of quotations may help to bolster an argument but excessive quoting suggests a failure to master the material. Your work should reflect an understanding of the topic.

If you have questions about what constitutes plagiarism or academic dishonesty, you should talk with your faculty advisor or you might want to look at the following web site How to Recognize Plagiarism:
https://www.indiana.edu/~istd/

For Additional Information:

University of Minnesota Center for Writing is an excellent resource for all types of writing support, including definitions and examples of plagiarism. See: http://writing.umn.edu/

Office for Student Conduct and Academic Integrity (OSCAI) provides resources that help students identify and understand inappropriate behaviors, and resolves complaints of student conduct brought forth by faculty, instructors, and departments. This includes plagiarism, cheating, and non-scholastic inappropriate behavior. The OSCAI will investigate complaints and serve as the judicial body that will reach a resolution. The OSCAI also works with the Campus Committee on Student Behavior that conducts a hearing for cases that the OSCAI is unable to resolve. For more information see: http://www.umn.edu/oscai/index.html

A copy of the University Student Conduct Code can be found in the SPH section of this Guidebook.

7.6 Division Policies on Graduate Assistantships

Tuition Benefits: The purpose of this policy is to clarify tuition reimbursement guidelines for Research Assistants, Teaching Assistants and Administrative Fellows appointed in the Division of Health Policy and Management.

In order to hold a graduate assistantship during fall or spring semester, students are required to be registered full time, for credit, (audit registration is not acceptable). A minimum of six credits of registration is required for all students except for Advanced Master's and Ph.D. candidate students who may be eligible for a special full time Status with one credit registration, course number PubH 8333 for MS students, and PubH 8444 for PhD students. To register for either PubH 8333 or PubH 8444, a permission form is required that can be found on the Graduate School website: www.grad.umn.edu. Registration during May Intersession and summer term are not required to hold an assistantship.

Typically graduate/professional students in the Division take classes during the fall and spring semesters, summer courses are not typically required by the degree programs.

Graduate students will be hired into job classifications during the fall and spring terms that include tuition benefits. Tuition reimbursement is not automatic for appointments during summer session. During the summer all graduate assistants will be hired in a non-tuition bearing job class unless they can document a specific extenuating need to take a course(s) in the summer that is required for graduation. The Principal Investigator must approve summer tuition benefits if hired on a sponsored account. If hired on an account using Division funds the program chair overseeing the student’s degree program must approve the need to take the course(s) during the summer.
**Compensation:** Students hired as a TA grader will be paid an hourly salary, but are not eligible for tuition or health insurance benefits. The hourly commitment for serving as a grader is usually less than 10 hours per week.

The purpose of this policy is to define compensation guidelines for Research Assistants, Teaching Assistants and Administrative Fellows appointed in the Division of Health Policy and Management.

The floor and top of the salary range for graduate assistant compensation in the Division will be established by the University of Minnesota. The mid-level salary will be established by HPM at the beginning of each fiscal year and will be within the University’s range. The following salary levels will be used for all graduate students employed as Research Assistants, Teaching Assistants and Administrative Fellows in HPM during the 2013-2014 academic year.

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<thead>
<tr>
<th>Degree Status of Student</th>
<th>Salary Level</th>
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<tbody>
<tr>
<td>Baccalaureate degree</td>
<td>Floor level of University range ($17.95/hr)</td>
</tr>
<tr>
<td>Master’s degree</td>
<td>Mid-level of HPM range ($22.38/hr)</td>
</tr>
<tr>
<td>PhD student without a Master’s degree who has completed all preliminary written exams</td>
<td>Mid-level of HPM range ($22.38/hr)</td>
</tr>
<tr>
<td>Doctoral/Professional degree (relevant field)</td>
<td>Up to top of University range - at Principal Investigator’s discretion</td>
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</table>

Should a student earn a Master’s degree or pass all of the preliminary written exams during an appointment period as a RA, TA or AF, the individual’s salary will increase at the start of the next appointment period after which they become eligible for such increase.

Students with a foreign medical degree who hold an RA or TA and who have the Educational Commission for Foreign Medical Graduates (ECFMG) certificate, will be paid at the Doctoral/Professional degree level, pending PI approval. Those who do not will be paid at the Master’s degree level.

All employees in these job classes will receive salary increases based on mandated changes of the University’s fixed salary range for these job classifications, regardless of length of employment.

### 7.7 HPM Division Faculty and Coordinator Staff

<table>
<thead>
<tr>
<th>Faculty</th>
<th>Title</th>
<th>Office Location</th>
<th>Phone</th>
<th>E-mail Address</th>
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</tr>
<tr>
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<tr>
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**Coordinator Staff**

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* All phone numbers are in area code 612
7.8 HPM Division Course Descriptions

The following courses are taught by Division faculty and are part of at least one of the four teaching program's required curriculum. Students should always refer to their program curriculum for required courses, but may want to consider any of the following for course planning.

**PubH 3801 Health Economics and Policy (3 cr)**
Economics of health care markets. Problems faced by consumers/health care services. Builds on principles of supply/demand for health, health care/insurance, and role of government. Theoretical/empirical models/applications. This is an undergraduate course that cannot be applied toward a graduate degree.

**PubH 6535 Health Services Accounting (3 cr)**
How markets work, how positive economic rents (profits) are made and how strategic behavior affects profits. Four major topical areas include market micro-structure, industrial structure, uncertainty, and incentives and firm governance.

**PubH 6541 Statistics for Health Management Decision Making (3 cr)**
Variation; frequency distribution; probability; significance tests; estimation; trends; data handling; simple operations research applications. Statistical approach to rational administrative decision making. Lectures and lab exercises.

**PubH 6542 Management of Healthcare Organizations (3 cr)**
Role of the hospital in health services delivery and relationships with other elements of the healthcare system. Problems of achieving results with emphasis on governance, medical staff, and role of administrator.

**PubH 6544 Principles of Problem Solving in Health Services Organizations (3 cr)**
Lectures, seminars, and demonstrations on problem-solving theory and technique. Management problem solving of cases. Solving a management problem within a health services organization and presenting a report.

**PubH 6547 Healthcare Human Resources Management (2 cr)**
Concepts in human resources management as applied to health services organizations. Relationship between human resources management and general management, nature of work and human resources, compensation and benefits, personnel planning, recruitment and selection, training and development, employee appraisal and discipline, union-management relations.

**PubH 6548 Health Care Management Ethics (1cr)**
Ethical issues faced by health care managers as leaders of an organization, members of a profession, and coordinators of clinical processes. Perspectives of managerial, organizational, professional, and clinical ethics.

**PubH 6549 Healthcare Marketing and Strategy (2 cr)**
Managing the marketing function; marketing planning, strategy, and management concepts. Identifying marketing problems and opportunities; constructing evaluating and managing a marketing plan.

**PubH 6550 Topics in Health Economics (2 cr)**
This course will introduce the student to the methods of health economics and demonstrate how these methods can be applied to managerial decision-making processes.

**PubH 6551 Health and Health Systems (2 cr)**
Sociopolitical, economic, and moral/ethical issues confronting the U.S. public health and medical care system. Trends in service provision, human resources, financing and health services organization, and implications for the public's health.

**PubH 6552 Health Finance I (3 cr)**
Basic principles of finance and selected insurance concepts integrated and applied to healthcare with public sector emphasis. NPV; public financing; capital and operating budgets; Medicare PPS and RBRVS; risk-adjusted capitation; healthcare reform.

**PubH 6553 Health Finance II (3 cr)**
Principles of financial management and insurance are integrated and applied to health field. Topics include: health care capital and operating budgets; health care payment methods, including Medicare's payment systems for hospitals and physicians, and risk-adjusted capitation payment systems; population-based health care finance and managed
care; and financing aspects of public health policy. Experience with computerized spreadsheets such as EXCEL is necessary.

PubH 6560  Operations Research & Quality in Health Care (2 cr)
Decision-making framework for both operating and control systems in the hospital environment. Basic modeling techniques and examples of actual hospital applications.

PubH 6561  Quantitative Methods Applied to Health Administration Problems (2 cr)
Applying quantitative methods to secondary data including analysis of cyclicities, data handling systems, linear regression, discriminant analysis and inventory control used in the solution of health problems at various administrative levels.

PubH 6562  Information Technology in Healthcare (2 cr)
How to analyze organization information needs, incorporate these needs into information technology (IT) policy and planning, and implement IT policies.

PubH 6563  Integrated Delivery Systems (2 cr)
This course examines the integrated models of health care delivery with an emphasis on: organizational design, governance, operations, strategy, resource development, and the role of “embedded medical practice.” A practical and applied “case-based” approach will be applied.

PubH 6564  Private Purchasers of Health Care: Roles of Employers and Health Plan in U.S. Health Care System (2 cr)
Development and organization of HMOs: risk-sharing, provider contracts, utilization management, quality improvement. HMO and PPO marketing and new product development; employer relations; Medicare and Medicaid contracting; budget processing; financial performance; pricing; government regulation.

PubH 6565  Health Care Delivery Design and Innovation (2 cr)
Designing/creating health care delivery services/experiences. Innovation process, methodologies/tools of innovation design, strategies/processes to ensure execution.

PubH 6566  Interprofessional Teamwork in Health Care (2 cr)
Leading/participating in interdisciplinary teams. Team communication, problem solving, conflict management, organizational support.

PubH 6567  (section 2) Negotiation Strategies (2 cr)
Negotiation is the art and science of securing agreements between two or more parties who are interdependent and who are seeking to maximize their own outcomes. The central issues of this course deal with understanding the behavior of individuals, groups and organizations on the context of competitive situations.

PubH 6568  (section 3) Managing Health Care Organizations: International Perspectives (2 cr)
This course is to provide graduate students in health system management (and public health administration) the opportunity to consider the application of modern leadership and management principles and practices in health sectors across the globe, as well as stimulate consideration for “Careers of Impact on the Global Stage”.

PubH 6569  Leading Performance Improvement (2 cr)
Leading Performance Improvement in Health Care, is an elective course for students who intend to lead, design, or staff performance improvement programs in healthcare institutions.

PubH 6570  The Nature of Clinical Care (2 cr)
Provides an understanding of clinical care for future health care professionals who are not health care professionals. The primary aim for this course is to enable administrators in health care delivery or public health to feel comfortable in discussing clinical matters with their clinical colleagues and to participate as peers in managing health care performance in hospitals, medical groups, and other settings. The course is also suitable for future health services researchers who do not have clinical backgrounds. Medical terminology, basic human anatomy, common diseases, the scope of practice for medial and surgical specialties, common medical and surgical procedures, and the culture of health care clinical professionals are covered.

PubH 6571  Managing Medical Practices as Components of Integrated Health Systems (2 cr)
This course focuses on the management of medical practices that are owned and operated by integrated health systems; to design, strategy and operation of medical practices integrated with hospitals and other components of comprehensive systems of health care; the “embedded: medical practices.
PubH 6589  Medical Technology Evaluation and Market Research (2 cr)
Provides knowledge of the skills, data and methodology required to critically evaluate new medical technologies in order to meet financial investment as well as regulatory compliance objectives, such as FDA approval. This course is designed to provide the analytic tool kit for a manager of a new medical technology to formulate the evaluation necessary for this enterprise as well as effectively disseminate results in order to get a new product to market.

PubH 6596  Legal Considerations in Health Services Organizations (3 cr)
Laws affecting administration of hospitals and other healthcare organizations; administrative law, corporate and business law, labor law, civil liability, tax-related issues. Legal issues relevant to administration, decision-making, and planning process.

PubH 6700  Foundations of Public Health (3 cr)
Organization of public health, predominately in the United States. Role of public health administration. Problem-solving skills necessary for effective administration.

PubH 6702  Integrative Leadership Seminar (3 cr)
Offers training in leadership theory and civic engagement, stimulating students to apply their knowledge by developing ideas to resolve real-world case studies. Meets with OLPD 6402 section 001, PA 5150, and MGMT 6402 section 060

PubH 6711  Public Health Law (2 cr)
Basic concepts of law, legislative process, and legal bases for existence/administration of public health programs. Legal aspects of current public health issues/controversies, regulatory role of government in health services system.

PubH 6717  Decision Analysis for Health Care (2 cr)
Introduction to methods/range of applications of decision analysis and cost-effectiveness analysis in health care technology assessment, medical decision making, and health resource allocation.

PubH 6724  The Healthcare System and Public Health (3 cr)

PubH 6727  Health Leadership and Effecting Change (2 cr)
Applications of a broad theoretical base in planned change to solve managerial/organizational problems in health professions.

PubH 6741  Ethics in Public Health: Professional Practice and Policy (1 cr)
Introduction to ethical issues in public health practice/policy. Ethical analysis, recognizing/analyzing moral issues.

PubH 6742  Ethics in Public Health: Research and Policy (1 cr)
Introduction to ethical issues in public health research/policy. Ethical analysis. Recognizing/analyzing moral issues.

PubH 6751  Principles of Management in Health Services Organizations (2 cr)
Role of health-care services administrators, principles of management, administrative process. Lectures, case studies.

PubH 6755  Planning and Budgeting for Public Health (2 cr)
The basic principles of budgeting, planning, forecasting and analyzing with a focus on nonprofit and government organizations are applied to health care administration and public health in a single course.

PubH 6758  Managing Public Health Systems (2 cr)
Three essential skills are developed within the context of managing and organizing public health core functions and essential services: Problem Solving, Process Management and Quality Improvement, and Collaboration and Partnership Management.

PubH 6762  Health Finance Applications (2 cr)

PubH 6765  Continuous Quality Improvement: Methods and Techniques (3 cr)
Understanding and applying statistical process control techniques to health care management and clinical problems. Provides a comprehensive overview of the history, methods, and issues in quality within the health care system.

PubH 6772  Health Disparities Capstone Seminar (1 cr)
This is the capstone course for second year MPH students completing the SPH Health Disparities Interdisciplinary Concentration (HDIC).
PubH 6780  Topics: Public Health Administration and Policy (1-4 cr)
New courses or topics of interest in public health administration/policy.

PubH 6800  Topics: Health Services Research, Policy and Administration (1-4 cr)
New courses or topics of interest in Health Services Research, Policy and Administration.

PubH 6800  Public Health Systems Analysis and Development (3 cr)
This course is designed to give you the opportunity to learn the basic knowledge and skills to design, develop, and implement public health information systems. The course will cover the systems development lifecycle, including problem definition, feasibility analysis, logical model, system architecture and implementation.

PubH 6800  Project Management for Health Professionals (2cr)
Many public health interventions and information systems are implemented using projects and project teams. This course introduces you to the core concepts and skills for managing these projects effectively – making sure they are completed on time, within budget, and meeting performance objectives.

PubH 6800  Using Medicare Data in Research (2 cr)
Students will learn about the Medicare Program and the routinely collected administrative data, as well as ancillary data and surveys, that can be used to understand and improve the Program, conduct health services and public health research, and improve the health of Medicare beneficiaries.

PubH 6801  Health and Human Rights (2 cr)
Explores the relationship of health and human rights in the context of public health. It examines philosophical frameworks and groundings of human rights, development of the nexus between health and human rights, and a variety of historical and contemporary topics at the crossroads of health and human rights.

PubH 6802  Managing Electronic Health Information (3 cr)

PubH 6803  Conducting a Systematic Literature Review (2 cr)
How to conduct systematic literature review. Draws on skills/experience of staff at Minnesota Evidence-based Practice Center, an AHRQ-funded program.

PubH 6804  Community Mental Health (3 cr)
Provides an overview of social and social-psychological processes that shape the experience of mental health and illness and the consequences of disorders for individuals, families, and communities, and examines these issues in the context of public health rather than attributes of individuals.

PubH 6806  Principles of Public Health Research (2 cr)
Evaluation of public health research literature and planning for independent research projects. Formulation of research question, research design, sampling techniques, use of research concepts, and data analysis. Data collection techniques, including questionnaires, interviews, and data analysis.

PubH 6809  Advanced Methods in Health Decision Science (3 cr)
Methods applicable to issues of medical decision making. Analyses of environmental/safety decisions. How to apply methods at cutting-edge of clinical decision science.

PubH 6810  Survey Research Methods (3 cr)
Theory/application of survey research in data collection. Sampling, item development, instrument design/administration to conduct survey or be aware of issues related to design/implementation. Identification of sources of error in survey research.

PubH 6811  Health Disparities Research: Measures, Methods and Data (2 cr)
Explore research methods using publicly available data sources. Course covers conceptualization of disparities, measurement and analytic choices, and debates strengths and weaknesses within topic areas to produce sound decisions in disparities research.

PubH 6832  Economics of the Health Care System (3 cr)
Development of traditional issues in health economics. Production of health, demand for health capital and health care, insurance theory and markets, managed care, pricing, physician's services, production and costs in health care institutions, role of government, cost effectiveness analysis, reform.
PubH 6835  Health Services Policy (2 cr)
Social, political, and economic context within which U.S. health-care system developed. Influence of these contextual elements on public policies guiding/regulating organization/delivery of health services.

PubH 6845  Using Demographic Data for Policy Analysis (3 cr)
How to pose researchable policy questions, locate existing data, turn data into a usable format, understand data documentation, analyze data, communicate findings according to standards of the professional policy community. Quantitative issues.

PubH 6852  Program Evaluation in Health and Mental Health Settings (3 cr)
Provides an overview of evaluation, models of evaluation, objectives of an evaluative study, sampling of subjects, methods of data collection, methodological designs, interpretation of data, preparation of final report, ethical/political considerations.

PubH 6855  Medical Sociology (3 cr)
Introduction to common theoretical/empirical approaches used by sociologists to study health/illness. How content reflects social inequalities in health/illness. Social processes that shape experience of health/illness.

PubH 6862  Cost-Effectiveness Analysis in Health Care (3 cr)

PubH 6863  Understanding Health Care Quality (2 cr)
Introduction to assessing/assuring quality of care. Emphasizes both process and outcomes approaches, paralleling interest in appropriateness/effectiveness of care. Issues around creating needed behavioral changes.

PubH 6864  Conducting Health Outcomes Research (3 cr)
Major concepts/principles in conducting health outcomes research that evaluates medical care. Developing study designs matched to research questions. Frequently used study designs. Evaluating health outcomes. Analytical approaches.

PubH 7596  MHA Clerkship (2 cr)
Survey and solution of management problems within a local health services organization, preparation of a formal report.

PubH 7784  Master’s Project Seminar: PHAP and HSRP&A (1 cr)
Students participate in exercises to improve written/verbal communication, enhance skills related to giving constructive feedback. Ways that public health administration/policy is practiced. How to integrate knowledge into individually designed master’s project.

PubH 7794  Plan B Master’s Project: Public Health Administration and Policy (2 cr)
Students work with their adviser to complete one of three types of master’s projects: research project, critical literature review, or applied field project.

PubH 7796  Field Experience: Public Health Administration and Policy (2 cr)
Supervised public health administration and policy field study in health or public health setting under academic/professional supervision. Emphasizes application of acquired knowledge/skills to relevant issues/problems.

PubH 8801  Health Services Policy Analysis: Theory (3 cr)

PubH 8802  Health Services Policy Analysis: Applications (2 cr)
Emphasizes relationships between health services research and policy, and uses case studies to examine how research influences policy and vice versa.

PubH 8803  Long-Term Care: Principles, Programs, and Policies (2 cr)
Long-term care policy for functionally impaired persons, particularly the elderly. Team taught from healthcare and social services perspective: grounded in research literature on evidence of program effects. Innovative programs addressing current fragmentation of services.

PubH 8804  Advanced Quantitative Methods Seminar (3 cr)
This course teaches students to understand and competently use advanced quantitative methods in applied social science, policy, and demographic research.
PubH 8805  Sociology of Health and Illness (3 cr)
Affect of social structure on health outcomes/behaviors. Current/historical events/issues from perspective of sociological/social psychological theories. Students apply theories to a topic they identify.

PubH 8810  Research Studies in Health Care (3 cr)
Introduction to philosophy of science, conceptual modeling, experimental design, survey/sample design, issues relevant to health services research.

PubH 8811  Research Methods in Health Care (3 cr)
Research methods commonly used in analysis of health services research and health policy problems.

PubH 8813  Measurement of Health-Related Social Factors (3 cr)
How social factors such as innovativeness, compliance, religiosity, and stress are measured and tested for reliability and validity. Relationships between theory, concepts, variables, data.

PubH 8820  Health Economics I (3 cr)
Application of microeconomic theory to healthcare decisions of consumers and producers under different assumptions about market structure and behavior.

PubH 8821  Health Economics II (3 cr)
Examines application of microeconomic theory to health services research through selected reading from published and unpublished health economics literature.

PubH 8830  Writing for Research (2 cr)
This is the first course in a two-course sequence for doctoral students to develop the requisite skills for writing research grants and articles.

PubH 8831  Writing for Research (2 cr)
This is the second course in a two-course sequence for doctoral students to develop the requisite skills for writing research grants and articles.
8.1 Mission, Vision and Strategies

Mission
The University of Minnesota MHA Program exists to enhance health and strengthen societies by developing professionals who lead innovative, high performance healthcare organizations, improve their communities and advance the field of healthcare administration, and create and disseminate new knowledge for the field of healthcare administration.

Vision
The MHA Program is the most highly respected healthcare administration program nationally and internationally. It is recognized as providing the premiere student-centered educational experience: learning that is theory-based and practice-enabled. To prepare administrators who will create and lead 21st century healthcare systems, the MHA faculty collaborates with alumni in leadership positions throughout the healthcare field to mentor students in leadership and offer a rigorous curriculum founded in the practice of healthcare administration.

The MHA Program will play a pivotal role in implementing new forms of interprofessional education that fundamentally change how health professionals are trained and advance the standing of the University of Minnesota Academic Health Center. These new modes of learning will bring students together across disciplines, preparing them to work together as high-functioning teams and to lead healthcare delivery organizations in administrative and clinical roles.

MHA faculty are recognized as leaders in producing actionable research and knowledge and in serving the profession of healthcare administration and their communities.

8.2 Program Requirements, Full-time MHA

First Year
First year course work concentrates on developing analytical and problem-solving skills. Each course applies the material to complex healthcare organizations. Instructors emphasize hands-on learning, using community settings to sharpen skills and apply the principles to a healthcare environment.

Summer Residency
Students receive significant program support in arranging a paid summer residency. Students are matched with healthcare leaders across the nation to put their preparation into practice. Students work on a variety of projects, attend management meetings, and write a comprehensive report on their experience under the mentorship of their preceptors.

Second Year
Second year coursework hones students' knowledge and skills. Students select electives to build sub-specialties and round out their education. Coursework again emphasizes the specific challenges of material to the healthcare industry, and applying learning through hands-on practice.

Students select electives to round out their education in particular areas, or to build a specialty in areas such as managed care, financial management, long term care, operations, and information systems. Information on sub-specialties can be found in section 8.4.

Students must complete a minimum of 60 credits in the second year to graduate from the MHA Program.
Capstone Experience
MHA students must complete one of the following Capstone options to graduate:

1. **Advanced Problem Solving** – PubH 6570 (4 cr) Three to four MHA students serve as a consulting team in a local healthcare organization. Work on the management project begins in November.

2. **New Product Development**, Entr 6041 (8 cr) A yearlong cross-disciplinary project involving MHA, MBA and engineering students. Companies provide students with the opportunity to design, plan and launch a “new product.”

3. **Carlson Consulting Enterprise**

Final Comprehensive Examination for the MPH and the MHA Degrees
Before clearing for graduation MPH and MHA students will be evaluated by one or both of the following options. Students should consult with their academic advisor or major coordinator on their particular degree program.

**Option 1:** An oral comprehensive examination may be conducted for an individual student or a group of students. The course-accountable faculty person renders the final grade.

**MPH or MHA Oral Committee Composition**
A committee composed of at least three examiners of which two are faculty members from within the major will conduct the oral comprehensive examination. Individuals holding the title of instructor, assistant professor, associate professor, full professor or member of the graduate faculty are considered faculty members. The major program will determine the qualifications of the third examiner.

**Option 2:** A written comprehensive final examination may be conducted for a group of students or an individual student by the major faculty.

**Fellowship/Employment**
In spring of the second year, students are individually guided in the search for a fellowship or employment. Minnesota's large national and international alumni network is instrumental in generating opportunities in the sector, organization, and location best suited to a student's strengths.
8.3  **Full-Time Program Study Plan - 60 Credit Minimum**

Study plan is subject to change due to scheduling limitations

### YEAR I: AN INTRODUCTION TO HEALTHCARE ADMINISTRATION

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<tr>
<th>FALL SEMESTER 2013</th>
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<tr>
<td>PubH 6542 (3 cr) Management of Healthcare Organizations</td>
<td>PubH 6547 (2 cr.) Human Resource Management</td>
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<td>PubH 6560 (2 cr.) Operations Research &amp; Quality in Health Care</td>
<td>PubH 6557 (3 cr.) Health Finance I</td>
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<td>PubH 6556 (3 cr) Health and Health Systems</td>
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<td>PubH 6544 (3 cr.) Principles of Problem Solving in Health Services Organizations</td>
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<tr>
<td>PubH 6562 (2 cr) IT in Healthcare</td>
<td>Electives (4 cr.)</td>
</tr>
<tr>
<td>PubH 6535 (3 cr) Healthcare Services Accounting</td>
<td>Total Credits =16</td>
</tr>
</tbody>
</table>

**Total Credits =16**

**SUMMER SESSION I & II:**  PubH 7596 (2 credits): *Residency and Clerkship Report*

### YEAR II: ADVANCED COURSES & SPECIALIZATION IN HEALTHCARE ADMINISTRATION

<table>
<thead>
<tr>
<th>FALL SEMESTER 2014</th>
<th>SPRING SEMESTER 2015</th>
</tr>
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<tbody>
<tr>
<td>PubH 6555 (2 cr) Health Economics, or PubH 6832 (3 cr) Health Economics</td>
<td>PubH 6553 (1 cr.) Healthcare Management Ethics</td>
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<tr>
<td>PubH 6564 (2 cr.)Private Purchaser of Healthcare: Roles of Employers and Health Plans in U.S. Health Care System</td>
<td>PubH 6554 (2 cr.) Healthcare Marketing and Strategy</td>
</tr>
<tr>
<td>PubH 6558 (3 cr) Health Finance II</td>
<td>PubH 6527 (2 cr.) Healthcare Leadership and Effecting Change</td>
</tr>
<tr>
<td>PubH 6565 (2 cr.) Healthcare Delivery Design and Innovation</td>
<td>PubH 6596 (2 cr) Legal Considerations in Health Services Organizations</td>
</tr>
<tr>
<td>PubH 6568 (2 cr.) Interprofessional Teamwork in Healthcare</td>
<td>Electives (4 cr.)</td>
</tr>
<tr>
<td>Electives (2 cr.)</td>
<td>Total Credits = varies</td>
</tr>
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</table>

Choose one of the following:

- **New Product Development**
  - ENTR 6041 (4 cr)

**Total Credits = varies**
8.4 Full-time MHA Sub-Specialties

Below are suggestions for sub-specialties within the MHA Program. These are only suggestions. Your faculty advisor or the Director for Student Services can help you consider other options. A specialization consists of at least four courses in an area.

**Financial Management**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCT 6100</td>
<td>Financial Statement Analysis</td>
<td>4</td>
</tr>
<tr>
<td>FINA 6121</td>
<td>Debt Markets, Interest Rates, and Hedging</td>
<td>2</td>
</tr>
<tr>
<td>FINA 6241</td>
<td>Corporate Finance Analysis Decisions</td>
<td>4</td>
</tr>
<tr>
<td>FINA 6321</td>
<td>Portfolio Analysis and Management</td>
<td>2</td>
</tr>
<tr>
<td>FINA 6322</td>
<td>Financial Modeling</td>
<td>2</td>
</tr>
<tr>
<td>MGMT 6031</td>
<td>Industry Analysis &amp; Competitive Strategy</td>
<td>4</td>
</tr>
<tr>
<td>PubH 6557</td>
<td>Health Finance I</td>
<td>3</td>
</tr>
<tr>
<td>PubH 6558</td>
<td>Health Finance II</td>
<td>3</td>
</tr>
<tr>
<td>PubH 6862</td>
<td>Cost-Effectiveness Analysis in Health Care</td>
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**Long Term Care Administration**

<table>
<thead>
<tr>
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<th>Title</th>
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<tbody>
<tr>
<td>PubH 7581</td>
<td>Gerontology and Services for Long Term Care Residents</td>
<td>2</td>
</tr>
<tr>
<td>PubH 7582</td>
<td>Practicum in Long Term Care Administration</td>
<td>4</td>
</tr>
<tr>
<td>PubH 7584</td>
<td>Health Care and Medical Needs</td>
<td>2</td>
</tr>
</tbody>
</table>

**Health Policy**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
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</thead>
<tbody>
<tr>
<td>PA 5012</td>
<td>The Politics of Public Affairs</td>
<td>3</td>
</tr>
<tr>
<td>PA 5021</td>
<td>Economics for Policy Analysis and Planning</td>
<td>3</td>
</tr>
<tr>
<td>PubH 6049</td>
<td>Legislative Advocacy Skills for Public Health</td>
<td>3</td>
</tr>
<tr>
<td>PubH 6078</td>
<td>Public Health Policy as a Prevention Strategy</td>
<td>2</td>
</tr>
<tr>
<td>PubH 6555</td>
<td>Topics in Health Economics</td>
<td>2</td>
</tr>
<tr>
<td>PubH 6741</td>
<td>Ethics in Public Health: Professional Practice &amp; Policy</td>
<td>1</td>
</tr>
<tr>
<td>PubH 6553</td>
<td>Healthcare Management Ethics</td>
<td>1</td>
</tr>
<tr>
<td>PubH 6835</td>
<td>Principles of Health Policy</td>
<td>2</td>
</tr>
<tr>
<td>PubH 6845</td>
<td>Using Demographic Data for Policy Analysis</td>
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**Information and Decision Science**

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<thead>
<tr>
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<th>Title</th>
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<tr>
<td>IDSC 6423</td>
<td>Enterprise Systems</td>
<td>2</td>
</tr>
<tr>
<td>IDSC 6471</td>
<td>Knowledge Management</td>
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</tr>
<tr>
<td>IDSC 6481</td>
<td>Managerial Decision Making</td>
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<tr>
<td>IDSC 6490</td>
<td>Advanced Topics in MIS</td>
<td>2</td>
</tr>
<tr>
<td>PubH 6562</td>
<td>Information Technology in Healthcare</td>
<td>2</td>
</tr>
<tr>
<td>PubH 6802</td>
<td>Seminar: Technology of Data Operations in Health Care Settings</td>
<td>2</td>
</tr>
<tr>
<td>PubH 6845</td>
<td>Using Demographic Data for Policy Analysis</td>
<td>3</td>
</tr>
<tr>
<td>PubH 6717</td>
<td>Decision Analysis for Healthcare</td>
<td>2</td>
</tr>
<tr>
<td>PubH 6809</td>
<td>Advanced Methods in Health Decision Sciences</td>
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### Integrated Delivery Systems

<table>
<thead>
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<th>Course</th>
<th>Title</th>
<th>Credits</th>
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<tbody>
<tr>
<td>PubH 6563</td>
<td>Integrated Delivery Systems</td>
<td>2</td>
</tr>
<tr>
<td>PubH 6564</td>
<td>Private Purchasers of Healthcare</td>
<td>2</td>
</tr>
<tr>
<td>PubH 6717</td>
<td>Decision Analysis for Healthcare</td>
<td>2</td>
</tr>
<tr>
<td>PubH 6809</td>
<td>Advanced Methods in Health Decision Sciences</td>
<td>3</td>
</tr>
<tr>
<td>PubH 6845</td>
<td>Using Demographic Data for Policy Analysis</td>
<td>3</td>
</tr>
<tr>
<td>PubH 6802</td>
<td>Managing Electronic Healthcare Information</td>
<td>3</td>
</tr>
</tbody>
</table>

### Marketing Management

<table>
<thead>
<tr>
<th>Course</th>
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<tbody>
<tr>
<td>MBA 6210</td>
<td>Marketing Management</td>
<td>3</td>
</tr>
<tr>
<td>MKTG 6051</td>
<td>Marketing Research</td>
<td>4</td>
</tr>
<tr>
<td>MKTG 6055</td>
<td>Buyer Behavior</td>
<td>4</td>
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<tr>
<td>MKTG 6082</td>
<td>Brand Management</td>
<td>4</td>
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<tr>
<td>MKTG 6088</td>
<td>Strategic Marketing</td>
<td>2</td>
</tr>
<tr>
<td>PubH 6554</td>
<td>Healthcare Marketing and Strategy</td>
<td>2</td>
</tr>
<tr>
<td>PubH 6845</td>
<td>Using Demographic Data for Policy Analysis</td>
<td>3</td>
</tr>
<tr>
<td>PubH 6802</td>
<td>Managing Electronic Healthcare Information</td>
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### Maternal and Child Health

<table>
<thead>
<tr>
<th>Course</th>
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<tbody>
<tr>
<td>PubH 6281</td>
<td>Immigrant Health Issues</td>
<td>3</td>
</tr>
<tr>
<td>PubH 6675</td>
<td>Women's Health</td>
<td>2</td>
</tr>
<tr>
<td>PubH 6700</td>
<td>Foundations of Public Health</td>
<td>3</td>
</tr>
<tr>
<td>PubH 6801</td>
<td>Health and Human Rights</td>
<td>2</td>
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### Operations Management

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MGMT 6050</td>
<td>Management of Innovation and Change</td>
<td>2</td>
</tr>
<tr>
<td>MBA 6220</td>
<td>Operations Management</td>
<td>3</td>
</tr>
<tr>
<td>SCO 6041</td>
<td>Project Management</td>
<td>2</td>
</tr>
<tr>
<td>SCO 6051</td>
<td>Service Management</td>
<td>2</td>
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<tr>
<td>SCO 6059</td>
<td>Quality Management &amp; Six Sigma</td>
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<tr>
<td>SCO 6081</td>
<td>Operations Strategy</td>
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<tr>
<td>ENTR 6041</td>
<td>New Product Design &amp; Business Development</td>
<td>6</td>
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<tr>
<td>PubH 6560</td>
<td>Operations Research &amp; Quality in Healthcare</td>
<td>2</td>
</tr>
<tr>
<td>PubH 6765</td>
<td>Continuous Quality Improvement</td>
<td>3</td>
</tr>
<tr>
<td>PubH 6802</td>
<td>Managing Electronic Healthcare Information</td>
<td>3</td>
</tr>
<tr>
<td>PubH 6565</td>
<td>Healthcare Delivery Design and Innovation</td>
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</tbody>
</table>
### Strategic Management

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
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<tr>
<td>MGMT 6004</td>
<td>Negotiations Management</td>
<td>2</td>
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<tr>
<td>MGMT 6031</td>
<td>Industry and Competitive Strategy</td>
<td>4</td>
</tr>
<tr>
<td>MGMT 6033</td>
<td>Managing the Strategy Process</td>
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</tr>
<tr>
<td>MGMT 6050</td>
<td>Management Innovation &amp; Change</td>
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</tr>
<tr>
<td>MGMT 6084</td>
<td>Management of Groups</td>
<td>2</td>
</tr>
<tr>
<td>PubH 6527</td>
<td>Healthcare Leadership and Effecting Change</td>
<td>2</td>
</tr>
<tr>
<td>PubH 6570</td>
<td>Negotiations</td>
<td>2</td>
</tr>
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</table>

### Health Products

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mgmt 6050</td>
<td>Management of Innovation and Change</td>
<td>2</td>
</tr>
<tr>
<td>PubH 6589</td>
<td>Medical Technology Evaluation &amp; Market Research</td>
<td>2</td>
</tr>
<tr>
<td>PubH 6565</td>
<td>Healthcare Delivery Design and Innovation</td>
<td>2</td>
</tr>
<tr>
<td>PubH 6780</td>
<td>Topics: Public Health Administration and Policy</td>
<td>2</td>
</tr>
<tr>
<td>PubH 6802</td>
<td>Managing Electronic Healthcare Information</td>
<td>3</td>
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<tr>
<td>MILI 6726</td>
<td>Medical Device Industry: Business and Public Policy</td>
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<tr>
<td>MILI 6995</td>
<td>Medical Industry Enterprise</td>
<td>2</td>
</tr>
</tbody>
</table>

### 8.5 MHA/MBA Dual Degree

#### Overview

The MHA/MBA Dual Degree program was developed for students already accepted into the University of Minnesota’s full-time Master of Healthcare Administration Program. This program serves students who wish to earn an MBA degree as well as their MHA degree. Candidates may apply for both programs at the same time or current MHA students may apply to the Full-Time MBA Program during fall of their first year of study in the MHA program. Under this study plan students begin the Full-Time MBA in Fall Semester of year two.

Both degrees can be completed in three years. To complete in this time frame students will carry a very demanding course load. After acceptance into the dual degree program, students meet with both their MHA and MBA advisors to be sure that their study plan satisfy both degree requirements. While the dual degree MHA/MBA enables students to complete in a shorter time frame, it does not diminish the cost or number of credits required for each program.

#### Application

To be considered for the MHA/MBA Dual Degree applicants must apply to both the Full-Time MHA and the Full-Time MBA Programs. Applications are available at:

**The MHA Website**  
www.sph.umn.edu/programs/mha  
612-624-8818

**The Full-Time MBA Program**  
www.csom.umn.edu/mba  
612-625-5555

The application deadline for the MHA Program is April 15 with MHA studies to begin in the following fall.

Deadline for application to the MBA Program is February 1 for those who wish to secure an admission decision to both programs prior to beginning their studies at the University.

Deadline for application to the MBA Program for currently enrolled MHA students is February 1 of year one in the MHA Program.

#### Planning and Implementing your MHA/MBA Dual Degree Program

Once you have been formally accepted into both programs, you should use the attached plan of study to plot your individual program. You may use 12 credits of transfer work toward each program. For the 12 credits transferred from
the MHA program to the MBA Program you must use: Health and Health Systems (2cr), Healthcare Finance I (3cr), Healthcare Finance II (3cr), Managed Care (2cr), and, Healthcare Delivery Design and Innovation (2cr). For the 12 transfer credits of MBA coursework toward the MHA degree you must use: MBA 6210 Marketing (3crs), MBA 6220 Operations (3cr), MBA 6230 Finance (3cr), and MBA 6300 Strategic Management (3cr).

In planning your program of study, please note that:

1. You must register and pay for three semesters and one summer session as an MHA student
2. You must register and pay for three semesters as a Full-Time MBA student
3. You must have a minimum of 51 credits of MBA or CSOM designated coursework and 48 credits of MHA designated coursework.

**MHA Degree/MBA Degree**

- 48 credits of MHA courses
- 52 credits of MBA courses
- 12 credits of MBA courses
- 12 credits of MHA courses
- 60 credits total toward MHA degree
- 64 credits total toward MBA degree

4. You must submit two separate Application for Degree forms, one for each degree to be awarded
<table>
<thead>
<tr>
<th>MHA-MBA DUAL DEGREE STUDY PLAN</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FALL YEAR ONE – REGISTER AS MHA</strong></td>
</tr>
<tr>
<td>PubH 6535 Health Services Accounting (3)</td>
</tr>
<tr>
<td>PubH 6541 Stats for HC Decision Making (3)</td>
</tr>
<tr>
<td>PubH 6542 Mgmt of HC Orgs (3)</td>
</tr>
<tr>
<td>PubH 6556 Health and Health Systems (3)*</td>
</tr>
<tr>
<td>PubH 6560 Operations Research (2)</td>
</tr>
<tr>
<td>PubH 6562 IT in Healthcare (2)</td>
</tr>
<tr>
<td>16 credits</td>
</tr>
<tr>
<td><strong>SPRING YEAR ONE – REGISTER AS MHA</strong></td>
</tr>
<tr>
<td>PubH 6544 Principles of Prob Solving (3)</td>
</tr>
<tr>
<td>PubH 6547 Human Resources Mmgt (2)</td>
</tr>
<tr>
<td>PubH 6557 Health Finance I (3)*</td>
</tr>
<tr>
<td>PubH 6561 Quant Methods (2) day or eve</td>
</tr>
<tr>
<td>MHA electives (6)</td>
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<tr>
<td>16 credits</td>
</tr>
<tr>
<td><strong>SUMMER YEAR ONE - REGISTER AS MHA</strong></td>
</tr>
<tr>
<td>PubH 7596 – Summer Residency (2)</td>
</tr>
<tr>
<td>At this point, you should have completed a minimum of 35 credits</td>
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<tr>
<td><strong>FALL YEAR TWO – REGISTER AS MBA</strong></td>
</tr>
<tr>
<td>Managerial Communications (1)</td>
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<tr>
<td>MBA 6020 Financial Acct (3)</td>
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<tr>
<td>MBA 6120 Data Analysis and Statistics (3)</td>
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<tr>
<td>MBA 6210 Marketing (3)*</td>
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<tr>
<td>MBA 6220 Operations Management (3)*</td>
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<tr>
<td>MBA 6230 Finance (3)*</td>
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<td>MBA 6300 Strategic Management (3)*</td>
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<td><strong>SPRING YEAR TWO – REGISTER AS MBA</strong></td>
</tr>
<tr>
<td>Managerial Economics (2) A-term</td>
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<td>Organizational Behavior (2) A-term</td>
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<tr>
<td>Information Technology (2) A-term</td>
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<td>MBA 6235 Managerial Accounting (2) A-term</td>
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<td>Enterprise (2) B-term</td>
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<td>MBA electives (8)</td>
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<td>18 credits</td>
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<td><strong>SUMMER YEAR TWO</strong></td>
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<tr>
<td>MBA Internship</td>
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<td>At this point, you should have completed a minimum of 72 credits</td>
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<td><strong>FALL YEAR THREE – REGISTER AS MHA</strong></td>
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<tr>
<td>PubH 6555 Health Econ (2)</td>
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<tr>
<td>PubH 6558 Health Finance II (3)*</td>
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<td>PubH 6564 Managed Care (2)*</td>
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<td>PubH 6568 Interprofessional Teamwork (2)</td>
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<td>PubH 6565 HC Delivery Design &amp; Innovation (2)</td>
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<td>MBA Enterprise (4)</td>
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<td>15 credits</td>
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<tr>
<td><strong>JANUARY YEAR THREE (REGISTERED AS MBA)</strong></td>
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<tr>
<td>MBA INTERNATIONAL EXPERIENCE (3)</td>
</tr>
<tr>
<td><strong>SPRING YEAR THREE – REGISTER AS MBA</strong></td>
</tr>
<tr>
<td>PubH 6596 Legal Considerations (2) eve</td>
</tr>
<tr>
<td>PubH 6527 Healthcare Leadership and Affecting Change (2)*</td>
</tr>
<tr>
<td>Ethics (2)</td>
</tr>
<tr>
<td>MBA Electives (2)</td>
</tr>
<tr>
<td>Enterprise (4)</td>
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<tr>
<td>12 credits (+ 3 J-term)</td>
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<tr>
<td>*double counted courses</td>
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<td><strong>SUMMER YEAR THREE – REGISTER AS MBA</strong></td>
</tr>
<tr>
<td>Must have completed a minimum of 47 credits PUBH designator</td>
</tr>
<tr>
<td>Must have completed a minimum of 52 credits w/ MBA or CSOM designator</td>
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</table>
8.6  JD/MHA Joint Degree

Overview
A student interested in pursuing the JD/MHA joint degree must be admitted separately to the Law School and to the full-time MHA Program within the School of Public Health (SPH). A student may apply to both units simultaneously or in staggered fashion.

Students are strongly encouraged to begin with enrollment in the Law School, completing the Law School’s required first-year curriculum so that they may then concentrate on their MHA studies while taking upper-level Law courses as they fit into the student's program.

The Law School and SPH will defer the deadlines for registration for JD/MHA joint degree students for one year and any guarantee of financial aid for the same period. Deferral at either the Law School or SPH is conditional on the student enrolling in the other unit without deferral. Students accepted into the JD/MHA degree combination will be considered for no more than a one year deferral of matriculation and registration. A student may decide while in the first year in either SPH or the Law School or their second year of Law School to apply to the other degree program with the assurance that the cross-crediting/double-counting of courses described further below will be available.

The Law School must be informed of student responses to offers of admission and any desire to defer admission by April 15; SPH must be informed by April 15. Those dates are subject to change. Joint Degree Program students will ideally accept both offers of admission by April 15.

Application Deadlines
The Law School application deadline is April 1. Rolling application review begins October 1. Early application is advantageous.

The MHA Program application deadline is April 15.

Applications can be found at each Program’s website.

Full-Time MHA Program
D262 Mayo, School of Public Health
Phone: 612-624-9588
Fax: 612-626-8328
www.sph.umn.edu/programs/mha

Law School Joint Degree Program
N140 Mondale Hall
Phone: 612-625-3356
Fax: 612-624-9143
www.jointdegree.umn.edu/
### Sample JD/MHA Study Plan

Note: * Indicates credits that are expected to be cross-counted by the units, e.g., Law School credits expected to cross-count for Public Health credit.

<table>
<thead>
<tr>
<th>FALL YEAR ONE – REGISTER AS LAW STUDENT</th>
<th>SPRING YEAR ONE – REGISTER AS LAW STUDENT</th>
<th>SUMMER YEAR ONE - REGISTER AS LAW STUDENT (MAY BE COMPLETED IN YEARS THREE AND FOUR.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>LAW 6001 Contracts (4)</td>
<td>LAW 6003 Legal Writing (2)</td>
<td>Recommended: LAW SCHOOL COURSES (9 CREDITS MAX) USUALLY OFFERED INCLUDE:</td>
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<tr>
<td>LAW 6003 Legal Writing (1)</td>
<td>LAW 6004 Property (4)</td>
<td>LAW 6600 Professional Responsibility (3)</td>
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<tr>
<td>LAW 6005 Torts (4)</td>
<td>LAW 6006 Civil Procedure II (3)</td>
<td>LAW 6219 Evidence (4)</td>
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<tr>
<td>LAW 6007 Constitutional Law I (3)</td>
<td>LAW 6009 Criminal Law (3)</td>
<td>LAW 6051 Business Associations/Corporations (4)*</td>
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<td>LAW 6875 Joint Degree Prgm Proseminar (1)*</td>
<td>Elective Course (3)</td>
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<td>16 credits</td>
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<table>
<thead>
<tr>
<th>FALL YEAR TWO – REGISTER AS MHA</th>
<th>SPRING YEAR TWO – REGISTER AS MHA</th>
<th>SUMMER YEAR TWO</th>
</tr>
</thead>
<tbody>
<tr>
<td>MHA core courses (30 credits) may be</td>
<td>PubH 6547 Healthcare Human Resources</td>
<td>PubH 7596 Clerkship in Health Care Administration (2) (included in Spring Year Two tuition payment)</td>
</tr>
<tr>
<td>completed in years three and four.</td>
<td>Management (2)</td>
<td></td>
</tr>
<tr>
<td>PubH 6541 Statistics for Health</td>
<td>PubH 6557 Health Finance I (3)*</td>
<td></td>
</tr>
<tr>
<td>Management Decision-Making (3)*</td>
<td>PubH 6561 Quantitative Methods Applied</td>
<td></td>
</tr>
<tr>
<td>PubH 6542 Mgmt of Healthcare</td>
<td>to Health Administration Problems (2)</td>
<td></td>
</tr>
<tr>
<td>Organizations (3)*</td>
<td>PubH 6544 Principles of Problem Solving</td>
<td></td>
</tr>
<tr>
<td>PubH 6535 Healthcare Services</td>
<td>in Health Services Organizations (3)*</td>
<td></td>
</tr>
<tr>
<td>Accounting (3)</td>
<td>(Register for PubH 7596 in spring)</td>
<td></td>
</tr>
<tr>
<td>PubH 6556 Health and Health Systems (3)*</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PubH 6560 Operations Research and</td>
<td></td>
<td></td>
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<tr>
<td>Quality in Healthcare (2)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PubH 6562 Info. Tech. in Healthcare</td>
<td></td>
<td></td>
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<tr>
<td>(2)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LAW 6875 Joint Degree Prgm Proseminar</td>
<td></td>
<td></td>
</tr>
<tr>
<td>16 credits</td>
<td>10 CREDITS</td>
<td>2 credits</td>
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<tr>
<th>FALL YEAR THREE – REGISTER AS MHA</th>
<th>SPRING YEAR THREE – REGISTER AS LAW</th>
<th>SUMMER YEAR THREE</th>
</tr>
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<tbody>
<tr>
<td>PubH 6558 Health Finance II (3)</td>
<td>PubH 6553 Health Care Management Ethics (1)*</td>
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<tr>
<td>PubH 6568 Interprofessional Teamwork</td>
<td>PubH 6554 Health Care Marketing and</td>
<td></td>
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<tr>
<td>in Healthcare (2)*</td>
<td>Strategy (2)</td>
<td></td>
</tr>
<tr>
<td>PubH 6555 Topics in Health Economics (2)</td>
<td>PubH 6527 Healthcare Leadership and</td>
<td></td>
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<tr>
<td>OR</td>
<td>Effecting Change (2)</td>
<td></td>
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<tr>
<td>PubH 6832 Economics of the Health Care System (3)</td>
<td>PubH 6596 Legal Considerations in Health Services Organizations (3)*</td>
<td></td>
</tr>
<tr>
<td>PubH 6564 Private Purchasers (2)</td>
<td>LAW 6600 Professional Responsibility (3 credits – if not taken previously)</td>
<td></td>
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<tr>
<td>PubH 6565 Healthcare Delivery Design</td>
<td>Second-year Law School elective courses (3-5 credits – some eligible for cross-counting)</td>
<td></td>
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<tr>
<td>and Innovation (2)</td>
<td>Second-year Law writing requirement (moot court – 2 Law credits OR law review – 3-6 Law credits)</td>
<td></td>
</tr>
<tr>
<td>LAW 6007 Constitutional Law II (3)</td>
<td>18-19 credits</td>
<td></td>
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<tr>
<td>LAW 6875 Joint Degree Prgm Proseminar</td>
<td>14-16 credits</td>
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<tr>
<td>18-19 credits</td>
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<tr>
<th>FALL YEAR FOUR – REGISTER AS LAW STUDENT</th>
<th>SPRING YEAR FOUR – REGISTER AS LAW STUDENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Third-year Law School elective courses (10-14 credits – some eligible for cross-counting)</td>
<td>Complete Law School courses (need 57 Law credits after year 1 minus those cross-counting in years 2 &amp; 3 – some eligible for cross-counting)</td>
</tr>
<tr>
<td>MHA capstone project (topic dependent) may be completed in Spring semester, satisfying the third-year writing requirement in the Law School</td>
<td>MHA capstone project (topic dependent) may be completed in Spring semester, satisfying the third-year writing requirement in the Law School* (PubH 6570 – Advanced Problem Solving)</td>
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<td>ENTR 6041 New Product Development (3) (this one will also be continued into spring semester for a total of 6 credits)</td>
<td>Third-year Law writing requirement</td>
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</table>
8.7 Academic Policies and Procedures

MHA Program policies are guided by general University and School of Public Health policies. These policies, however, defer to separate unit faculties for more restrictive or more specific policies and rules.

Grading Requirements
Faculty grading of individual courses is a "conditional right" of each course instructor with the following constraints:

- The basis for grading, A/F and S/N, must be clearly explained and available to students.
- The Educational Policy Committee must approve the grading of any course that is offered only A/F or S/N.
- The grading for individual courses can be constrained by vote of faculty in any academic unit if it does not violate School or University policies.

Grade Options
Students must take all required courses A/F unless the only grading basis for a course is S/N.

Incompletes

- Any course incompletes must be removed by the fifth week of the next semester of enrollment, including summer registration.
- Alternatives to removing an incomplete, such as retaking the course, taking a different course (where possible), etc. must be requested and justified in writing by the student, and presented to the advisor who in turn will bring it to the faculty for discussion and decision. The request must be signed by both the advisor and the course instructor.
- A grade of F will be submitted if the incomplete has not been removed in the five-week period and/or the terms of the request are not met.
- If courses are taken in other departments or colleges where incomplete rules are more restrictive than above, their rules will prevail.
- No incompletes in any courses used to fulfill MHA degree requirements or any other graduation requirement may be carried into the Fellowship.

GPA Requirements

- To complete the MHA degree, a student must maintain a minimum cumulative GPA of 3.0 for all courses used to fulfill degree requirements.
- To be placed in the summer administrative residency, students must hold a cumulative GPA of 3.0 in required courses.

CEPH (Council on Education in Public Health) Core Requirements
In order to clear for graduation, MHA students must complete the following courses with a B- or better.

PubH 6542 Management of Healthcare Organizations
PubH 6547 Healthcare Human Resources Management
PubH 6561 Quantitative Methods Applied to Health Administration Problems
  or
PubH 6560 Operations Research & Quality in Health Care
  or
PubH 6765 Continuous Quality Improvement
PubH 6556 Health and Health Systems
PubH 6541 Statistics for Health Management Decision Making
PubH 6553 Healthcare Management Ethics
Probation and Dismissal
A student will be placed on probation if in any semester the GPA (including cumulative) falls below 3.0 in courses to be used to fulfill MHA degree requirements.

If the student fails to raise the GPA to 3.0 after one semester on probation, they will be reviewed for dismissal.

Procedures
- When a student's GPA falls below the standards set for probation, the Associate Program Director will notify the student.
- Upon receipt to the Associate Program Director's notification, the student must immediately meet with his/her advisor to discuss plans for remediation and consequences of continued problem.
- Following the student-advisor meeting, the advisor will bring these jointly determined recommendations and plans to the faculty for discussion.
- The faculty will dismiss the student based on the criteria set for dismissal after weighing any special considerations related to acceptable performance for good standing.

Course Requirements
The Program Director will determine the required courses, course sequence, and the number of electives required for graduation. All students must complete the required courses in the established sequence unless the student is granted permission to waive, substitute, or withdraw from a course by the faculty.

Course Waiver, Substitution, or Withdrawal
Definitions
- Granting a course waiver is approval for the student to be exempt from taking the required course. Although approval to waive a course may be granted, the student must still complete the required number of credits for graduation. The student does not earn credit when granted a waiver.
- Course substitution is permission for the student to complete a similar or more advanced course in the same discipline rather than the required course. The faculty, when considering course substitution, will approve the suggested course substitute as a replacement for the required course.
- Course withdrawal is approval for the student to withdraw from a required course. The faculty will consider both the request to withdraw and the plan submitted by the student for completion of the course at the same time and grant approval for both.

Procedure
- For course waiver, substitution, or withdrawal, the student must first discuss the request with his/her faculty advisor. The student must then submit a petition form that must be approved by: 1) The course instructor, 2) academic advisor, and 3) full-time Program faculty. The written request should contain: prior relevant coursework including course title, content, text, year taken and university; justification for the request; and any other relevant information. A sample petition form is included in the appendices.
- If approved by the academic advisor, the request must then be submitted to the course instructor for review.
- If approved by the academic advisor and course instructor, the advisor will submit the request to the faculty who will review the request and notify the student of approval or denial within one (1) week.
- A copy of the request and faculty decision will be maintained in the student's file
Role of Academic Advisor
Every full-time MHA student shall be assigned an academic advisor prior to entering the program. The academic advisor’s responsibilities are to monitor the student's academic progress, advise on his/her personal and professional development, and assist in locating resources within the University community.

Part-time students who wish to have an advisor will be assigned a person with compatible interests.

Advisor Responsibilities
- Prior to the start of the academic year, the academic advisor shall review his/her advisee’s admission file to become familiar with the student's background.
- Following compilation of the cumulative GPA's by the program office staff, the advisor shall counsel the student placed on probation and ensure proper documentation is sent to the student and filed.
- The advisor is responsible for assisting the student in selecting electives; for advising the student in the development of a concentration/ discipline/ area of emphasis; for providing feedback to the student on their general academic progress. The academic advisor is responsible for reviewing and approving course waiver requests.

See section 1.10 for policies on graduate student advising.

Confidentiality Policy
Grades
- Student grades are not posted, unless the posting method enables anonymity of students. Grades will not be given out over the phone or in person by staff.
- All faculty have access to student grades in the program. This enables faculty to evaluate students’ performance and intervene when necessary. However, most discussion and review of students is done by cumulative GPA. Grades for students on academic probation are reviewed by individual course.
- It is useful to know the distribution of grades and the cut-off points for each grade. Students may request this information from instructors, when appropriate.

8.8 Summer Residency

The summer residency provides full-time MHA students with a consolidated period of time to relate and apply what they have learned in the classroom to a healthcare organization. The 12-week residency includes a formal academic assignment called PubH 7596, Residency and Clerkship, 2 credits. The residency begins May 19, 2014 and ends August 8, 2014.

The MHA Alumni Association office staff coordinates the search for sites and preceptor selection of students in the residency. An MHA faculty member oversees the coordination, assessment, and evaluation of the Clerkship Project, PubH 7596.

The MHA Program does not guarantee that all summer residency position will provide a stipend. Each participating organization will determine their availability to provide funding.

The Process
In October, the MHA Alumni Association office writes to organizations that have expressed an interest in sponsoring a resident in hopes of solidifying their interest and to answer any questions. The organization sends
back a form expressing interest and specifying any particular skills that they are seeking in a resident. These forms are usually returned to the Program in late November.

Because there is often a great deal of interest in Twin Cities sites, the Student Services Office begins working with students who wish to explore other geographic areas first. This enables us to clear the way for those students and alleviate some of the pressure on the Twin Cities market. These students can then use winter and spring break to find housing for the summer. Students should not count on getting a Twin Cities based summer residency.

Twin Cities organizations have asked that students refrain from contacting them about a residency. Over the years, the Program has established a good rapport with local healthcare organizations and their preference is that the Program makes the initial organizational contacts. Otherwise, they are overwhelmed with student inquiries. To investigate Twin Cities organizations, first-year students should contact the current administrative fellows in the organization.

In a few instances, organizations will ask for a recommendation of finalist candidates from those students who have applied to their organization for a residency. This happens more frequently with Twin Cities sites that determine they do not have the time/resources to interview each of the interested students. In these situations, a review panel consisting of selected faculty and Program staff will be asked by the Executive Director of the MHA Alumni Association to make suggestions about the best-suited finalist candidates from the applicants who applied to an organization.

Your Part in the Process

Resume
To secure a summer residency, you must have a well-organized, visually pleasing resume. Please submit an electronic copy of your resume, by November 1 to Career Services in the School of Public Health Career Center.

The following resources are available to help you create a professional resume:

- The staff in the School of Public Health Career Center is your best resource.
- Your mentor can be a good resource to review your resume.
- In room D-262, the MHA Program Office, you will find books on resume writing. Feel free to check out one of these resources.

Interview Skills
It is important to develop your interviewing skills. The following resources are available:

- Ask Diane McClellan in the MHA Student Services Office to share the MHA application interviewers notes with you;
- Ask your mentor to coach you on the interviewing process. They may be able to arrange a mock interview with a human resources person within their organization.
- Students who attend the Interviewing Skills Workshop may sign up for a mock interview with a career development professional.

Summer Residency Goals
Submit a written statement of your summer residency goals to Career Services in the School of Public Health Career Center by November 1. The purpose of this assignment is two-fold. First, it will help you to begin to formalize your goals by committing them to writing. Second, it will be a worthwhile document to share with your preceptor at your residency site during your interview process and once you have been selected by an organization.

Appointments with Career Services in the School of Public Health and Mark Reitan
During October and November, students should plan to meet with Career Services in the School of Public Health Career Center to discuss their residency goals and to review resumes and cover letters. Additionally, if students have questions about a residency site, they can schedule a meeting with Mark Reitan, MHA Alumni Association Executive Director, to discuss specifics about the organization or the preceptor. Additional information will be available on the organization’s web site or in the material that will be shared with students via e-mail for each residency setting.
The Interview Process
The MHA Alumni Association office will send periodic e-mails to students in the class listing all of the organizations wishing to host a student for a summer residency. Students will be responsible for applying directly to the organizations that are of interest to them. Deadline dates for the application along with contact information for submitting a cover letter and resume will be clearly indicated for each residency opportunity.

Securing a Residency
Although the MHA Alumni Association plays an active role in the residency search and interview process, you play a key role as preceptors make their final decisions. Treat all interactions with a high level of professionalism. Be sure to follow up with thank you notes.

Evaluation of your Performance
At the end of your residency, you should schedule a time to meet with your preceptor to conduct an exit interview. This is a golden opportunity to get feedback—good feedback and constructive feedback. Although the good feedback is nice, treasure the constructive feedback. You can work on those areas over the next year and find yourself much more competitive in the fellowship/job search.

8.9 Summer Residency Guidelines

I. The Full-time MHA Program

An objective of the Program in Healthcare Management is to prepare graduates capable of becoming health care leaders in all types of healthcare organizations.

The program of study is twenty-one months in length, beginning in the fall semester and has three phases:

A. Two Semesters of full-time academic work on the University Campus;
B. A summer residency in a health care setting;
C. An additional two semesters of full-time academic work.

Upon successful completion of the academic work, an MHA degree is awarded. The Program, through a strong preceptor network, has opportunities for additional executive development through fellowships and entry-level positions after graduation.

II. Objectives of the Summer Residency

The residency is a vital part of the academic program and provides the students with a consolidated period of time to relate and apply what they have learned in the classroom to a healthcare organization. The purpose of the residency is to provide an introduction to the daily activities of an organization from the perspective of top management.

Whenever possible, the residency is tailored to the interests and professional needs of the students, taking into account previous experience and areas of interest. Obviously, the level of competency achieved will be less for the resident than for the longer administrative fellowships. The student is expected to develop written objectives for the residency, discuss these with his/her faculty advisor and then with the preceptor. When students have special personal or professional needs that should be considered during the residency, the student should share these needs directly with their residency preceptor.

The objectives of the residency are:

1. To observe and study the role, function and style of top management individuals, including the CEO;
2. To understand the goals and planning process of the organization and how they are determined, and to understand the priorities of the organization and how and why they were selected;
3. To analyze the decision-making process at different levels of the organization;
4. To understand the dynamics of relationships between various stakeholders;
5. To obtain an understanding of the operational effectiveness of the organization;
6. To enhance the student's understanding of the health care industry, the organization's strategy and distinctive competencies;
7. To provide an environment to enhance their understanding of, and the controlled application and testing of skills, theories, and concepts presented during the academic year;
8. To strengthen the student's judgment, decisiveness and related administrative skills in a healthcare environment;
9. To provide a basis for developing a code of ethics, philosophy, and a dedication to high ideals and standards of healthcare management; and
10. To provide an opportunity to evaluate the student in relation to his/her needs for professional development and potential for a career in healthcare management.

III. Student Preparation for the Residency

During the first year of graduate studies, all students will have completed a series of courses designed to give them a basic understanding of, and exposure to basic management challenges in health care organizations, including

A. Experience in organizations in the community
   All students have worked at least one day per week throughout the nine month academic year on assigned management projects in health care organizations in the Twin Cities. These assignments have included:

   1. Site visits and seminars at healthcare organizations in the community;
   2. Analysis of middle management functions and problems;
   3. Problem solving and decision making, under the guidance of a preceptor

   The students have also been required to write numerous reports and make oral presentations which have been reviewed by administrators and the faculty. The combination of management projects and applied management courses should provide a solid foundation for the residency.

B. Formal courses
   All students have completed academic work in the following areas:

   1. Management and organizational behavior
   2. Accounting and financing health services
   3. Quantitative management techniques
   4. Problem solving and decision making, and
   5. Public health and medical organization

   In addition, each student has prepared a statement of goals and objectives for the residency and how these fit into overall career goals. This information should be shared with the preceptor early on in the residency.

C. Requirements for International Students
   All international students engaged in summer residency/ internships must complete required documentation through the International Student & Scholar Services (ISSS). Students must attend the authorized curricula practical training in order to ensure that they are completing the application form correctly to receive an I-20, which is an immigration document that the employer must receive in order to hire the student. In addition, students must provide ISSS with the following items listed below:

   1. Name of employer
   2. Address of employer
   3. Statement of work relating to the field of study
   4. Authorization from the advisor also is required
If you have specific questions, please contact ISSS for assistance. Students do not have to schedule an appointment to complete the training, office hours are from 1:30 – 4:00 PM. The address for ISSS is 190 Hubert H. Humphrey Center, 301 19th Avenue, South, Minneapolis, MN 55455. Students can direct all of their questions regarding eligibility to work directly to ISSS. The telephone number is (612) 626-7100 or their website address is www.isss.edu.

All international students will be responsible for completing their visa requirements and other necessary documents to enable them to be employed for the summer at a residency site well in advance of the start date of the residency.

IV. Structure of the Residency

A. Orientation

A comprehensive orientation to the mission, philosophy, operational framework and external relationships of the firm is an essential starting place for the orientation of summer resident. Typically, a student will spend about two weeks in orientation before moving on to projects and other residency experiences. During this time, the student is expected to compile information on the residency site, which is maintained in the Program's residency files for reference use.

B. Projects

A major component of the residency should be assigned projects. During the summer, a student should engage in detailed staff assignments designed to give practical experience at various administrative levels. To ensure that the student gains a well-rounded health administration experience, it is important that projects be viewed in the aggregate when planning the residency. Several of the projects should carry the student broadly across the firm or should include several different operational areas of the institution. These activities may include assisting in the preparation of the annual budget of the capital budget, the collection of data to analyze problems of high organizational priority, or participation in strategic planning efforts.

A formal requirement of the Program during the residency is the completion of a written Management Report to meet the requirements of PubH 7596 (2 credits). The responsible faculty for the report are members of the MHA faculty. Written guidelines for PubH 7596 will be distributed to you in May. It is not expected that the student will use free time in the completion of this formal course requirement.

C. Access to meetings

The resident can benefit by attendance at a variety of internal and external meetings. Arrangements should be made to facilitate attendance at meetings of the management staff, medical staff, governing board, or clients. The students have been instructed that the subjects of these meetings may be very sensitive and are confidential. The student and the preceptor should discuss how sensitive information concerning the organization is to be handled internally and externally. Since there are many meetings within firms, it is suggested that the resident prepare a plan for meeting attendance early in this summer. So that the objectives of the organization are protected, it is imperative that student's minutes receive preceptor critique and evaluation.

V. Relationship between the preceptor and the resident

The relationship between the preceptor and the resident is key to the summer experience. For this reason, we suggest that the student have a preceptor as a point of contact in the general management of the organization. Fulfillment of the student's learning potential will depend upon the acceptance of opportunities by the student and motivation by the preceptor to provide an environment conducive to a creative and constructive learning experience. It is hoped, for example, that the projects will require the student to undertake a search for information, formulate a plan for action and make recommendations, including alternatives. In this process, it is critical that the student have the opportunity to discuss and receive feedback on the total project.
It is necessary that the preceptor discuss with the resident his/her progress and challenges facing the firm on a regularly planned schedule (about once each week). Also, observations about problem solving processing employed by the organization, as well as the skills and knowledge necessary to these processes should be included.

It is expected that members of the management staff will participate, in varying degrees, in the training of the resident. To accelerate the development of these relationships, it is recommended that the resident have an opportunity to attend as many meetings of the management staff as time permits.

VI. Relationship between the preceptor and the University

At the conclusion of the residency, the preceptor will be requested to submit a written evaluation of the resident's experience and performance on forms provided by the Program office. The preceptor should discuss his/her evaluation of the student in order to maximize personal and professional growth and development.

The Program will also request that the student evaluate the residency site in order to have information about various sites available to future students and faculty. The resident is expected to discuss his/her evaluation of the residency with the preceptor.

The Program will make information about the student available during residency placement. It is the responsibility of the student to schedule an interview and to provide a current resume to the residency organization. The residency site may be a possible source for material for a thesis, which is completed during the second year.

VII. Financial Arrangements for the Resident

The residency is expected to continue for 12 weeks from May 19 through August 8, 2014. Arrangements for the entire summer schedule should be developed between the preceptor and the resident.

The resident will be paid a stipend. The MHA leaves it to the discretion of the individual institution to provide a stipend commensurate with the amount provided to other students working in a similar capacity. For those organizations which do not have any other administrative residents or would like guidelines, the faculty recommends a stipend of $3,200 per month.

It would be helpful to provide as much information as possible about the organization to the student resident prior to the beginning of the residency. This may be done during the initial interview or immediately prior to the start of the residency. Housing information is also helpful to students who will be relocating for the summer.

Health insurance may either be provided by the organization or obtained by the student from Boynton Health Services at the University of Minnesota. It is the responsibility of the student to make arrangements for health insurance.

Each student is expected to confirm with his/her preceptor the starting date, salary, and insurance arrangements. Other prerequisites are at the discretion of the preceptor.

VIII. Summer Residency/Clerkship Contract

All students pursuing a required summer residency must complete a contract prior to beginning the experience. The online contract form provided streamlined process that is comprehensive for you, your preceptors, and your faculty advisor.
8.10 Administrative Fellowship Guidelines

I. General Description

The Minnesota Program in Healthcare Administration believes a fellowship should provide an educationally-oriented, entry-level position in which the graduate accelerates his/her professional and personal development as a health services executive. The fellowship should be guided by a preceptor who is recognized as an outstanding leader in the field of health services management.

II. Rationale for the Administrative Fellowship

The fellowship complements the Minnesota Program's rigorous, two-year academic program, which provides fundamental knowledge and skills in the areas of finance, strategic management, operations management, and teamwork. Although the students learn in field work projects and residencies while completing the curriculum, many can benefit from the fellowship opportunity to apply what's been learned while they perform beginning level responsibilities as a health services manager in leading health services organizations. A copy of the Minnesota MHA curriculum is attached.

The fellowship provides a golden opportunity for graduates to work with a preceptor who wants to contribute as a role model and mentor to developing the next generation of health administration leadership. Organizations benefit in turn from the regular infusion of talent at the entry level from which they can selectively hire at the end of the one or two-year fellowship commitment.

Although the Program has extensive resources to help students find a fellowship opportunity, the fellowship route is not for everyone. A job can be an equally rewarding experience and provide a graduate with an experience more tailored to his or her interests and skills. The Program would like you, the student, to decide which option is best for your career.

III. Goals and Objectives

Fellowship experiences will vary widely depending on the needs of the fellow, the organization, and the environment in which the organization operates. The Minnesota Program believes it is fundamental that an excellent fellowship be guided by a mutually beneficial set of goals and objectives. They should be developed jointly by the fellow to reflect specific needs and by the organization to reflect its forecasted needs for assistance during the fellowship period. They will identify what the fellow's needs for professional development are and build a resume attractive for career advancement while contributing to the organization's objectives. Their regular use for evaluation maintains the focus of both fellow and organization on desired results. It provides the basis for mutual agreement on their modification as indicated by performance evaluation and changing organizational needs.

IV. Structure of the Administrative Fellowship

A. Role of Fellow

The administrative fellow joins the role of a post-graduate student with that of a junior executive. Extensive staff authority is often part of the role. Typically, it has a high informal status because of the fellow's access to the preceptor and other senior executives and as a result of the fellow's personality and management style. In some situations, it may be appropriate for the organization, over time, to grant line authority to the fellow, in order to meet the fellow's career objectives.

B. Relationship with Preceptor

The Program believes the essence of an excellent fellowship is a strong mentoring relationship between the fellow and a preceptor who is a member of the senior administrative staff. The preceptor often will be the CEO or the COO. Open and regular communication between the fellow and the preceptor is essential to a good mentor relationship. The quantity of time together will vary but should regularly occur at least bi-weekly.
The quality of the time is more important than the quantity, needing prior thought by both fellow and preceptor on how to make the best use of the limited time available. The commitment of the preceptor to the fellow sets the tone and quality of the fellowship.

The preceptor should accept accountability for planning and evaluating the fellowship. The Program requests a year-end Preceptor's Evaluation of Fellow (attached) to assist in its quality improvement efforts to Program development.

C. Relationship with Staff
In a good fellowship, senior staff, middle management, department heads, clinical professionals and others in the organization all serve as resources for enhancement of the fellowship experience. One or more senior executives may serve as operational preceptors. Their willingness and ability to make the Fellowship a meaningful learning experience can make or break the quality of the fellowship.

D. Fellowship Arrangements
Fellowship arrangements are between the fellow and the preceptor. The Program's Fellowship Coordinator facilitates the interview process, if desired, by the preceptor and the student.

The fellowship typically begins on or about July 1 of each year following the student's graduation with a MHA degree. Specific starting and ending dates of the fellowship should be mutually agreed upon by the fellow and the preceptor during the selection process; as should the fellowship first-year salary. Based upon the experience of the most recent group of Program Fellows, they will receive annual salaries in 2012 which average $55,729. As of July 20, 2012, salaries reported range from $48,755 to $78,000. The amount typically depends upon the area's cost of living and other factors such as medical residents' salary ranges and salaries for previous employment. Typically, the fellows are included in the organization's group health insurance program, and receive benefits of vacation, holiday and paid attendance at professional meetings, as provided to the organization's newly employed junior executives.

E. Hiring Process
The application and hiring process typically begins in September for fellowships beginning the following summer. Students are asked to prepare updated resumes and career objectives with the advice of their residency mentors. Interviews usually begin in October and continue through May. Students begin accepting fellowships, traineeships, or job offers as early as November, with most occurring in January and February.

Students learn about potential fellowships through files maintained by the Program, information provided by fellowship organizations, and by reports from previous fellows. The fellowship coordinator and faculty advisors help students evaluate their options in relation to the students' goals and fellowship opportunities.

Some fellowship recruiters ask to receive resumes, cover letters, and other specified information directly from all applicants. Others wish to receive them from the Program’s fellowship coordinator. Preceptors determine the number they wish to interview in their organization or on campus. Most often, recruiters will pay the travel expenses of students invited to interview within their organization. If a recruiter wishes to interview candidates on campus, this process will be facilitated by the fellowship coordinator and students will be notified of their appointment time.

Students receiving fellowship offers typically ask for a few days to consider it. If they are in the process of interviewing elsewhere they may ask for more time. Again, the time allowed reflects a mutual agreement between the student and the recruiter.

In the end, we're pleased with how the hiring process results in satisfied customers, both recruiters and students.

8.11 Activities
Debriefings
Full-time course debriefings of first- and second-year classes occur each semester. Debriefings are open meetings attended by faculty and students. The purpose of the meetings is to gather constructive feedback on the
curriculum and courses taught the previous semester. Debriefings provide an open opportunity to suggest changes in course content, scheduling, etc. and encourage discussion amongst students and faculty.

The first debriefing for the 2012-13 academic year is scheduled for September 4, 2012, at 3:30 pm. At this meeting, students in the class of 2011 will provide feedback on their summer residency and clerkship projects. Students in both classes are expected to attend.

**Graduation**

The full-time MHA Graduation Banquet is a formal event typically held at a University venue on the East Bank campus. Students, their guests, the faculty, staff and spouses are invited. This event includes a program with speakers, awards, and recognition of individuals. A sample program can be found in the appendices.

Costs for this event are shared by the students and the Program. The Program covers the meal cost for faculty/staff and spouses and 3-4 first year students. The first year students are members of their social committee. By attending this event, they get a sense for what is expected of them. They usually help by greeting guests and helping with logistics.

Graduating students cover their meal costs and the cost of their guest(s) meal. Class dues are often used to cover some of these expenses. If the event occurs on campus, the Program covers room reservation costs.

In past events, a cash bar has been available. All expenses for alcoholic beverages must be covered by the student or their guests.

As part of the program, the Program Director makes comments and presents the following awards:

- The James A. Hamilton Award for the graduating student who has demonstrated the greatest promise of achievement, as voted on by those in the graduating class.
- The Steward C. Thomson M.D. Memorial Award in recognition of Enthusiasm, Fraternalism and Selflessness, as voted on by those in the graduating class.

Students are encouraged to individualize the event as much as they like. Previous classes have had guest speakers, slide shows, music, etc. All classes have presented the award for outstanding faculty at the graduation dinner.

**Mentoring**

Mentoring students in the full-time MHA Program occurs at many different levels. First, all newly admitted students are welcomed to the Program by an alum in their region. Second, there is a formal mentoring program coordinated by the Alumni Association and Foundation and the School of Public Health. This program matches first-year students with an alum who has volunteered to serve as a mentor. Third, and more importantly, students are encouraged to call on alums from all over the country to help them in their coursework and to secure summer residencies and employment.

**Full-time MHA Peer Leadership Program**

The vision of the peer leadership program is to be a dynamic support system for students by students. The model used for this program is based on one-to-one contact between the students by pairing a new incoming student with a continuing student.

The purpose for having a mentoring relationship is to assist new incoming students with the challenges often associated with the first year experience. The peer mentors serve as role models by providing advice and strategies on how to avoid the academic, social, and personal pitfalls that new students often are challenged with. Our mission is to build relationships among students so they may learn from each other and find the support needed to truly be successful.

In addition to providing support, our mentors serve as bridge-builders and eliminate barriers by connecting new students with available resources and services offered at the University. The goal of the MHA Peer Leadership Program is to promote academic excellence and help fellow students succeed.
**Benefits for Having a Mentor:**
Leadership development
Collaborative association with peers
Learn about university and community resources
Establish a stronger sense of self esteem and confidence
Overcome and confront academic, social, and professional challenges
Develop stronger communication, organizational and problem solving skills

**Mentors Can Provide:**
Personalized guidance during the first year of university life
Experience and knowledge about how to be a successful student
Information about academic resources, curricular activities, and the social life at UofM
Introductions to local community resources

**How to Sign Up for a Peer Mentor:**
New incoming MHA Students are encouraged to become a part of the MHA Peer Leadership program by signing up for a peer mentor. New students who sign up for a mentor will be paired with a mentor based on similar interests. To sign up, please contact Megan Gonyo, MHA Student Services Coordinator, in D262 Mayo.

**The Minnesota Leadership Edge**
Among the many distinguishing marks of the full-time Minnesota MHA Program is the Leadership Edge. The Minnesota MHA devotes considerable effort and resources to the professional development of our students, an emphasis that is especially helpful to students with limited work experience. The MHA Program, in collaboration with LeaderSource, has developed the Leadership Edge, a program to accelerate the professional development and sharpen the leadership skills of MHA students.

Started in 2000, the Leadership Edge is a comprehensive program taking the participant from assessment to individual coaching. This investment in helping students transition from the classroom to the boardroom enhances the success of Minnesota graduates in competing for positions with the greatest leadership potential.

**Leadership Edge Components**
- **Student Assessment**—each student completes a series of assessment tools administered to gauge the student’s leadership qualities.
- **Assessment Feedback**—executive coaches interpret the results of the survey tools in a two-hour debriefing process. The student is given suggestions for furthering their leadership development and directing their career interests.
- **Personal Coaching**—each student is assigned a personal coach who provides five hours of one-on-one coaching on the assessment results, career counseling, and networking opportunities.
- This comprehensive professional development program, composed of assessment, feedback and coaching, provides Minnesota MHA graduates with a customized leadership edge that is unmatched in Healthcare Administration Programs.

**Class Governance**
Students in the 1st and 2nd year classes elect class officers each year. Typically, the following positions are available:
- President
- Vice President
- Treasurer – to manage class savings account for social events and graduation
- Secretary – keep minutes, send thank you notes, advertise events. Announce the results of the class election. Convene class reunions, communicate class news.
- ACHE student chapter representative – serve a liaison to ACHE and assist with annual Congress in March in Chicago
- MGMA student network representative – serve as liaison to the Medical Group Management Association and assist/represent the Program at their organizational events
- Social coordinator – 1 or 2 individuals who plan and oversee class social events and intramural sports participation and attend the graduation dinner
- Community service representative – 1 or 2 individuals who organize the class’s participation in 1-2 service activities each semester
- Graduation Committee – a 2nd year committee responsible planning the graduation roast and dinner.
- Student representative to the MN Alumni Association – a second-year student elected in May of Year One.
- Student representative to CHIP, the Center to Health Interdisciplinary Programs within the Academic Health Center.
- Student representative to the School of Public Health Student Senate.

**Hosting a Prospective Student**
Each full-time student is encouraged to host a prospective student at least once each year.

Hosting activities include any of the following:

- picking up or dropping off a prospective student at the airport
- giving a tour of the School of Public Health facilities or the Twin Cities
- taking a prospective student and a few classmates out to lunch or dinner
- introducing visitors to faculty and staff
- hosting a prospective student in your home or apartment (optional)

Be assured that the Program will cover any expenses that you incur while hosting. Please submit receipts to the MHA Financial Representative.

**Conference Attendance/Travel Policy and Procedures**
The MHA Program may provide one $750 professional conference reimbursement to full-time students over the course of their two-year program, based on funding availability.

All students must obtain approval from their academic program prior to making any travel arrangements. Students must obtain an employee expense worksheet. Employee expense worksheets can be picked up in Mayo D262. All employee expense worksheets must be filled out with proposed expenses prior to obtaining department approval and travel. This approval must include the signature of the Program Chair (or designee). In addition, final approval of proposed travel expenditures must be signed by Assistant to the Division Head-Patty Homyak or assigned designee.

All students are required to meet with Patty Homyak to review the travel reimbursement policy and obtain her a signature prior to travel. Patty’s office is located in Mayo D382 Mayo. Her email is homya001@umn.edu.

Upon return from travel, students are required to submit all original receipts and appropriate documentation for reimbursement to Patty Homyak.

**8.12 Scholarships**

**Full-time MHA Scholarships Policies and Procedures**
The purpose of this policy is to set forth the guidelines for awarding and disbursing scholarships to MHA students. Scholarships are intended to defray the cost and encourage students to complete the MHA program at the University of Minnesota. Some of the scholarships awarded have specified criteria for eligibility, and are based on academic performance, financial need, and demonstrated leadership potential. The scholarship package may include employment (research assistantship), students selected to work as RAs assist with faculty research, program projects, or recruitment. It is important to understand that some scholarship awards can change the amount of a financial aid award package; however, scholarships awarded do not require reimbursement. The award amount of a scholarship may vary at the discretion of the MHA program. Some scholarship awards are disbursed in one-half amounts and applied towards tuition and fees during each registration period. Each scholarship is subject to eligibility requirements and fund availability.
Requirements:
A student must maintain a full time course load (minimum of 12 credit hours) each semester. Scholarship award is subject to program criteria evaluation at the end of each semester for which it has been awarded (Note: eligibility will be determined at the end of each semester).

Scholarship recipients must maintain the required cumulative grade point average. Grades are subject to review on a term-by-term basis. Any scholarship recipient who earns a semester grade point average of less than 3.0 will automatically forfeit the scholarship. Students receiving scholarship awards who withdrawal from the MHA Program and/ or the University must notify the Associate Program Director.

Scholarship funds can be applied to not only tuition, fees, textbooks costs, but also toward on-campus and off-campus housing, and meal costs or as otherwise stated in each scholarship description.

The maximum length of the scholarship is four (4) consecutive semesters beginning with the recipient’s initial acceptance of that award, not unless the student is pursuing a dual degree.

Criteria for Eligibility:
Overall grade point average of 3.0 or higher
A Legal U.S resident or an eligible non-citizen (International students)
Be admitted to the MHA program and a degree seeking student
Student must maintain satisfactory academic progress.
Maintain a cumulative grade point average of 3.0 for each semester awarded

How Scholarships are Awarded:
Scholarships for newly admitted students are awarded based on GPA, test scores, interview ratings, and the recommendation of the Admission Committee.

Awards for second year students follow a different process. Second year scholarships are based on a combination of academic performance and demonstrated leadership potential. Leadership potential is demonstrated through school, Program, class, and professional involvement and initiative. To measure leadership potential,
1. faculty and students are asked to vote for individuals who have demonstrated leadership potential;
2. each student may submit a short statement of their leadership accomplishments;
3. transcripts are checked for performance and progress toward degree.

A scholarship binder is kept in the MHA Student Services Office. It contains information about scholarships from professional organizations, etc.

Scholarships awarded are based on based on GPA, test scores (GRE and/ GMAT) Interview ratings, and the recommendation of the Admission Committee. Upon accepting the admissions offer, the MHA Program will notify the student of any scholarship(s) and Research Assistantship position that have been awarded.

A scholarship binder is kept in the MHA Student Services Office (Mayo D262), which contains information about the various scholarships.

8.13 Appendices

Student Petition Form
MHA/MBA Dual Degree Application Supplement
Graduation Banquet Agenda
Student Petition Form

Student Name ________________________________ Date ____________

Course to be waived: _______________________________________________________

Semester: ____________________________

Prior relevant coursework, institution(s) and grade(s) received*:

__________________________________________________________________________

__________________________________________________________________________

__________________________________________________________________________

__________________________________________________________________________

__________________________________________________________________________

__________________________________________________________________________

Justification for request:

__________________________________________________________________________

__________________________________________________________________________

__________________________________________________________________________

__________________________________________________________________________

Signatures:

__________________________________________________________________________

Course Instructor ________________________________ Date ____________

__________________________________________________________________________

Academic Advisor ________________________________ Date ____________

__________________________________________________________________________

MHA Program Faculty ________________________________ Date ____________

*Attach a course syllabus, which should include a list of the required readings for the course
Application Supplement
MHA/MBA or MBA/MHA Dual Degree Program

Students who wish to be considered for the MHA/MBA or MBA/MHA Dual Degree must make separate applications to the Full-Time MBA Program and the Full-Time MHA Program. Full-Time MBA applications are available in room 2-210 of the Carlson School of Management, or can be accessed online at http://www.carlsonschool.umn.edu/MBA/full-time/admissions/apply.html. MHA applications are available online at http://www.sph.umn.edu/prospective/admissions/. You must also complete and sign this agreement indicating your interest in the dual MHA/MBA or MBA/MHA degree program.

Deadline for application to the MBA portion of the dual degree is February 1st. An admission interview and a class visit are required for application to the Full-Time MBA Program, and these should be completed prior to submitting an application. Please call 612-625-5555 to schedule an appointment for an interview and/or class visit.

PERSONAL INFORMATION

U of MN ID#

LAST (FAMILY) NAME FIRST (GIVEN) NAME MIDDLE NAME

PRESENT STREET ADDRESS

CITY STATE ZIP

HOME TELEPHONE # E-MAIL

Please include a copy of this form with your both your Full-Time MBA and Full-Time MHA applications.

I am applying to:

☐ MHA/MBA Dual Degree Program. I wish to begin the MHA Program in year one and am applying for the MBA Program to begin year two in Fall Semester 20_____.
☐ I have also applied to the MHA Program to begin year one in Fall Semester 20_____.
☐ I am a current MHA student

☐ MBA/MHA Dual Degree Program. I wish to begin the MBA Program in year one in Fall Semester 20_____.
☐ I have also applied to the MHA Program to begin in Fall Semester 20_____.
☐ I will apply to the MHA Program during my first year in the MBA Program.

I understand and agree to the parameters of the dual degree plan I have selected above and agree to complete the degree requirements as stated.

Signature of Applicant___________________________________________________________

Date_____________________

Revised Sept. 2008
University of Minnesota  
Master of Healthcare Administration Class of 2012

Graduation Luncheon and Awards Ceremony  
Monday, May 14, 2012  
Noon – 2 p.m.  
TCF Bank Stadium, Indoor Club Room

Welcome  
Benjamin Wade, Class of 2012 President

Address from Program Director  
Daniel Zismer, MHA Program Director

Presentation of Awards  
Daniel Zismer, MHA Program Director

- Class of 1954 Award
- Bright M. Dornblaser Award
- Stewart C. Thomson, M.D. Memorial Award
- James A. Hamilton Award

Class of 1981 Faculty Award  
Jessica Whitten and Sean Mc Cleary

Presentation of the Class of 2012 Gift  
Alan Janssen and Jordan Ohlson

Comments from the Class of 2012  
Rebecca Bahnemann

Presentation of the Class of 2012  
Daniel Zismer, MHA Program Director

Closing Remarks  
Benjamin Wade

Group Photo

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**Members of the Class of 2012**

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*Denotes MHA/MBA graduate
Class of 1954 Award
The Class of 1954 Award began in 1956 to recognize the best summer clerkship report by a member of the graduating class. The summer clerkship report is prepared by every full time MHA student at the completion of the summer residency between the first and second year of the program.

Bright M. Dornblaser Award
Named for Emeritus Professor and long-time management project advisor Bright M. Dornblaser, this award recognizes the student team that completes the best management project as judged by the program faculty. The management project is a capstone experience that students complete in teams during the spring semester of the second year.

Stewart C. Thomson, M.D. Memorial Award
This award is in memory of Stewart C. Thomson, M.D., a School of Public Health professor who taught many years in the Program in Healthcare Administration and who is remembered for his genuine interest in, dedication to, and compassion towards students. This award recognizes the graduating student, as voted by the graduating class, who has exhibited a spirit of enthusiasm, selflessness, and collegiality toward the program and his or her classmates.

James A. Hamilton Award
This recognition is awarded to the member of the graduating class who has completed with high standing the requirements for the degree of Healthcare Administration and who, by personal qualifications and accomplishments, as voted by the graduating class, shows the greatest promise of achievement in the profession of healthcare administration.

Class of 1981 Faculty Award
The Class of 1981 Faculty Award is presented annually to the faculty member who the graduating class believes has demonstrated excellence in teaching during their two years in the program.