MHSA Program Goals and Objectives
Adopted 2011-2012

- Goal #1 – Foster student success
  
  o **Objective #1** – Monitor student attainment of educational competencies
    
    ▪ *Measurement(s)* – (1) student self assessment of competency attainment at program inception and completion; (2) preceptor assessment of student competency attainment and the conclusion of applied learning experience(s).

    • *Benchmark(s):* (1) 100% of students will self-assess as proficient on all program competencies at program completion; (2) 100% of students will be assessed as proficient on all program competencies by their preceptor(s) at the conclusion of their applied learning experience(s).

  o **Objective #2** – Monitor student job placement after program completion
    
    ▪ *Measurement(s)* – (1) student career placement rates; (2) student post-graduate residency/fellowship placement rates based on responses to MHSA Alumni Survey results.

    • *Benchmarks:* (1) 90% of graduates will be working/advancing in the field of health services administration within five years of program completion; (2) 20% of graduates will complete a post-graduate administrative residency or fellowship within five years of program completion.
- **Goal #2 – Foster / promote diversity of student experiences in the MHSA program**

  o **Objective #1** – Monitor demographic characteristics of student applicants to the MHSA program.
    
    ▪ **Measurement(s)** – (1) monitor number of ethnic minority applicants and admissions to the MHSA program; (2) monitor number of years of health-related experience among program applicants and admissions

    ▪ **Benchmark(s)**: (1) 30% or more of MHSA admissions will consist of persons from ethnic minority group(s); (2) average years of health-related experience among MHSA admissions will be one year or greater.

  o **Objective #2** – Monitor demographic characteristics of program faculty, preceptors, and other program resources (e.g. guest speakers)
    
    ▪ **Measurement(s)** – (1) monitor number and type of ethnic minority faculty members; (2) monitor number and type of ethnic minority preceptors and guest speakers/lecturers.

    ▪ **Benchmark(s)**: (1) at least one full time or part time faculty member will be from an ethnic minority group; (2) 100% of MHSA faculty will utilize at least one ethnic minority guest speaker and/or student preceptor in one or more classes annually.
- **Goal #3 – Foster / promote excellence in faculty performance**
  
  o **Objective #1** -- Monitor faculty participation and performance in activities that improve teaching/instructional/pedagogical skills.

    ▪ **Measurement(s)** – annual faculty evaluation results in the area(s) of instructional/pedagogical skills development

    • **Benchmark(s):** 100% faculty participation in instructional / pedagogical skills development and satisfactory rating or higher on annual faculty evaluations in this area.

  o **Objective #2** – Monitor student evaluations of instructional performance

    ▪ **Measurement(s)** – Faculty and Course Evaluation (FACE) instrument administered at the conclusion of each course/term.

    • **Benchmark(s):** 100% of MHSA faculty attaining average course instructional rating of good to excellent across all MHSA courses taught per year.

  o **Objective #3** – Monitor faculty performance in scholarly activities

    ▪ **Measurement(s)** – number and type of scholarship-related activities engaged in by MHSA faculty.

    • **Benchmark(s):** 100% of MHSA faculty will be engaged in one or more activities of scholarship on an annual basis.
Goal #4 – Recruit/admit highly qualified students for success in health services administration.

- Objective #1 – Monitor academic qualifications of students accepted into the MHSA program.
  - Measurement(s) – (1) Monitor average undergraduate grade point average for MHSA program applicants and admissions; (2) monitor standardized test scores (GRE, GMAT) for MHSA program applicants and admissions.
    - Benchmark(s): (1) Average GPA of successful MHSA admissions will be 3.2 or higher; (2) Average GRE score will be 900 or higher/average GMAT score will be 450 or higher.

- Objective #2 – Monitor program completion/graduation rates for all MHSA program admissions.
  - Measurement(s) – program completion rates for both full time as well as part-time students.
    - Benchmark(s): 90% or greater of full-time MHSA students will graduate within three years of program matriculation; 80% or greater of part-time MHSA students will graduate within three years of program matriculation.