HEALTH POLICY AND ORGANIZATION
Competencies by Degree and Concentration

1. **Public Health Practice Degrees**

    i. **Health Policy Organization and Policy MPH (also online and Fast Track and ABM MPH)**

MPH-HPO-1: Apply microeconomic principles and policy analysis techniques to evaluate the effectiveness of public health policies and programs in improving health, quality, and access to care.

MPH-HPO-2: Apply organizational theory and organizational behavior theory to professional practice in public health settings.

MPH-HPO-3: Apply quality and performance improvement concepts to address organizational performance issues.

MPH-HPO-4: Evaluate leadership and management techniques used to oversee and guide complex public health systems.

MPH-HPO-5: Evaluate the collaboration and coordination between public health, health care, and other systems.

    ii. **Maternal and Child Health Policy and Leadership MPH (also online and Fast Track and ABM MPH)**

MPH-MCH-1: Explain the role of public policies, private-sector initiatives, programs, and services in supporting the health and well-being of MCH populations.

MPH-MCH-2: Frame health issues, outcomes, and disparities within MCH populations using key public health data sources.

MPH-MCH-3: Critique public health research and evaluations that support evidence-based and evidence-informed strategies used to improve the health and well-being of MCH populations.

MPH-MCH-4: Evaluate how health trajectories of MCH populations are influenced by social and political determinants within the conceptual framework known as the life course perspective.

MPH-MCH-5: Critique federal, state, and local MCH program plans and progress on performance measures and outcomes related to improving the health and well-being of MCH populations.

MPH-MCH-6: Analyze leadership skills and approaches applied in the design, delivery, and evaluation of local, state, regional, or national programs and policies that promote the health and well-being of MCH populations.

    iii. **Departmental Core – All HPO and MCH Students**

MPH-HPO/MCH-1-: Propose a model to advance a public health policy from problem recognition to policy formulation, implementation, and evaluation at a local, state, or national level.

MPH-HPO/MCH-2: Design a plan to inform and educate policymakers about the needs of a specific public health population or stakeholder group along with potential evidence-based solutions to address them.

MPH-HPO/MCH-3: Justify the selection of evidence-based public health programs or interventions to address public health issues and needs.

MPH-HPO/MCH-4: Develop evaluation plan aligned to an evidence-based public health program.

MPH-HPO/MCH-5: Develop a budget for a public health program or entity.
MCH-HPO-P 7: Conduct econometric analysis of the effect of laws and regulations on health and health expenditures.

iv.   Health Policy and Organization DRPH

DRPH-HPO-MGMT 1: Apply advanced financial management concepts and methods to measure, evaluate, and improve the performance of community practice-based organizations.
DRPH-HPO-MGMT 2: Apply organizational theory and strategic management concepts to the effective design and operation of community practice organizations.
DRPH-HPO-MGMT 3: Diagnose community-level public health challenges and recommend and implement effective organizational, programmatic, and management solutions based on research findings.
DRPH-HPO-MGMT 4: Translate organizational and management theory to public health practice context.
DRPH-HPO-MGMT 5: Appraise research hypotheses around the organization, leadership, and management of public health practice.

v.   Outcomes Research DRPH

DRPH-HPO-OR 1: Apply advanced statistical and econometrics methods to support outcomes research and health policy analysis.
DRPH-HPO-OR 2: Use decision analysis and computer simulation modeling to determine cost-effectiveness, cost-utility, and cost-benefit of clinical treatments and policy interventions.
DRPH-HPO-OR 3: Communicate the ethical and political challenges of translating outcomes research into policy.
DRPH-HPO-OR 4: Evaluate outcomes research and policy interventions from multiple stakeholder perspectives.
DRPH-HPO-OR 5: Integrate patient-centered perspectives into the evaluation of clinical interventions and health policy actions.

vi. Maternal and Child Health Policy DRPH

DRPH-HPO-MCH 1: Translate advanced research skills into management, policy, and practice-relevant tools and techniques for the benefit of the MCH population and relevant organizations and agencies.
DRPH-HPO-MCH 2: Develop research approaches and practice-based skills that enhance the well-being of the MCH population and those agencies and organizations that serve the population.
DRPH-HPO-MCH 3: Evaluate MCH practice in the context of leadership, research, and evaluation.
DRPH-HPO-MCH 4: Demonstrate advanced research skills in MCH life-course context.
DRPH-HPO-MCH 5: Critique, design, and investigate research hypotheses around MCH systems and practice.

vii. Preparedness Leadership DRPH

DRPH-HPO-PL 1: Evaluate existing complex and matrixed emergency preparedness and response systems and the framework for functioning as a public health practitioner in these systems.
DRPH-HPO-PL 2: Apply strategic management concepts in the setting of public health related emergencies.
DRPH-HPO-PL 3: Create public health messages in the context of emergency preparedness and response to a variety of audiences and stakeholders.
DRPH-HPO-PL 4: Analyze complex data and policy around the around the organization, leadership, and management of public health practice in a rapidly changing environment.
DRPH-HPO-PL 5: Organize complex data into management, policy, and practice-relevant tools and techniques in the setting of public health emergency preparedness and response.

2. Academic Public Health Degrees

a. OUTCOMES RESEARCH MSPH COMPETENCIES

MSPH-HPO-OR 1: Evaluate the effectiveness and outcomes of health care services, programs, and policy interventions in improving health, quality, and access to care.
MSPH-HPO-OR 2: Describe methods used in outcomes research, including decision analysis, computer modeling, and simulation.
MSPH-HPO-OR 3: Build medical decision models to determine the costs and effectiveness of clinical treatments (e.g. Tree Diagram, Markov Transition, Agent-Based, Systems Dynamics, Discrete Event).
MSPH-HPO-OR 3: Use best practice guidelines for the conduct of cost-effectiveness analyses to critically evaluate published studies comparing the costs and effectiveness of interventions intended to promote improved health.
MSPH-HPO-OR 4: Describe the laws and regulations regarding drug approval and marketing in the United States.
MSPH-HPO-OR 5: Analyze the likely consequences of proposed policy changes intended to lower the costs of newly approved prescription drugs.
MSPH-HPO-OR 6: Apply outcomes research methods to an original project assessing the

relative cost-effectiveness of two or more options for the treatment or prevention of a disease or condition.