



Institute of Health Policy, Management & Evaluation  
UNIVERSITY OF TORONTO

# MHSc Health Administration Program: Fall 2019 Webinar

Tina Smith, Program Director

IHPME

[www.ihpme.utoronto.ca](http://www.ihpme.utoronto.ca)

# Agenda

- § Welcome and Introductions
- § Program Overview
- § Questions and Answers

# The Program

- § Prepares individuals for diverse leadership positions in health care settings
- § Focuses on the unique characteristics and constraints of the health sector
- § Inter-disciplinary focus brings together business management, leadership and policy in one curriculum
- § 7 years accreditation (highest possible)

# Learning On Your Schedule

- § Participants need not interrupt their careers yet are able to complete the MHSoc. program in 2 years
- § Class time is concentrated into Wednesday evening, all day Thursday, Friday and Saturday, 5 times in a 4 month block (semester)

# Our Learners

- § Diverse class made up of managers and professionals across the health care continuum:
  - § Nurses, physicians, rehabilitation therapists, accountants, lawyers, pharmacists, social workers
  - § Working in government, planning, acute care, mental health, community and primary care, voluntary agencies

# Faculty

- § Foremost thinkers, researchers and practitioners influencing our health care system today
- § Program draws on over 150 guest faculty, tutors and preceptors from across the health care continuum
- § Provides insights and helps learners apply theory to the real world of practice

# The Curriculum

- § The NCHL leadership competency model provides the MHS Sc with a framework to:
  - § Define what our graduates should be able to do upon completion of the program
  - § To help us assess the quality of the program in meeting its mission
  - § Link program learning to specific competencies
  - § Keep our graduates competitive

# The NCHL Model

- § The Model addresses 3 overarching domains – Transformation, Execution and People
- § Within the 3 domains are 26 behavioral and technical competencies
- § Each competency is composed of behavioral indicators or levels that can be used to assess progress from entry to mid and advanced stages of leadership devlt.



## **Transformation**

Achievement Orientation  
Analytical Thinking  
Community Orientation  
Financial Skills  
Information Seeking  
Innovative Thinking  
Strategic Orientation

## **Execution**

Accountability  
Change Leadership  
Collaboration  
Communication Skills  
Impact and Influence  
IT Management  
Initiative  
Organizational Awareness  
Performance Measurement  
Process Management/  
Organizational Design  
Project Management

## **People**

HR Management  
Interpersonal Understanding  
Professionalism  
Relationship Building  
Self-Confidence  
Self-Development  
Talent Development  
Team Leadership

# Program Design

- § All in-class activities and evaluation methods have been carefully designed to provide learners the opportunity for practice and development of their leadership competencies
- § 2/3 of the assignments are field-based
- § Other activities designed to simulate real-world activities

# Curriculum Content

- § Health policy and economics
- § Health care trends and issues
- § Strategy, change management and quality
- § Marketing, quantitative decision making
- § Outcomes and evaluation
- § Human resource management
- § E-health/informatics
- § Accounting and finance
- § Leadership

# Network

- § Classmates and guest faculty provide a strong network of colleagues and employers that extends well beyond your time in the program

# Connecting You To The Field

- § Practicum: Customized to each learner's interests, competencies and career goals
- § Opportunity to test out new skills and competencies, new work environments under the mentorship of a senior executive
- § 8-12 weeks in length, flexible timing
- § Project option for those unable to leave work

# Where Our Graduates Go

- § Across the continuum of health care delivery, policy and planning, consulting, voluntary organizations and industry
- § Types of positions relate to expertise on entering the program and range from entry level to middle and senior positions
- § Graduates include CEOs in hospitals, LHINS, community organizations, voluntary agencies and consulting firms

# The Alumni Experience (I)

- Modular format allows you to transfer classroom learnings immediately to your workplace
- The variety of courses has provided me with the knowledge to implement and sustain large change initiatives
- Diversity in student work experiences brings enhanced peer to peer learning's.

# The Alumni Experience (II)

- The practicum placement offers you the perfect opportunity to explore different career paths
- Gain significant insight in leadership, strategy planning and finance
- You develop a lifelong network with your classmates and leaders from across the continuum of care



# How to Apply

- § Meet academic requirements: B+ GPA or higher over last 2 years of undergraduate degree
- § Complete on-line application form
- § Write letter of intent: speak to motivation for taking the program
- § Seek 2 references: speak to leadership potential
- § For more information go to:  
[ihpme.utoronto.ca/academics/pp/mhsc/admission-requirements/](http://ihpme.utoronto.ca/academics/pp/mhsc/admission-requirements/)

# How Applications are Assessed

- § All Applications are reviewed and ranked
- § Approximately 1/3 of applications will continue to the interview process
- § Final Assessment made by the Program's admission committee
- § For more information go to:  
[ihpme.utoronto.ca/academics/pp/mhsc/admission-requirements/](http://ihpme.utoronto.ca/academics/pp/mhsc/admission-requirements/)

# Interview Process

- § Multiple mini-interview process (MMI)
- § 3 x15 minutes stations
- § Interviewer in each station – 2 program faculty and one student
- § Interviewers are not aware of applicant grades, references or letters of intent

# MMI Logistics

- § Each interviewer ranks the candidate on 3 common attributes: professionalism, interpersonal and oral communication
- § and one station-specific cluster of attributes assigned:
  - § Collaboration/Team Leadership
  - § Strategic Orientation, Change Leadership and Innovative Thinking
  - § Achievement Orientation

# MMI Logistics

- § Each candidate will meet with either the program director or IHPME graduate coordinator after the interview to provide applicants with an overview of program requirements, next steps, answer any questions etc.
- § Total time for interview is approximately 90 minutes

# URL's of Interest

## § Fees:

[ihpme.utoronto.ca/community/students/apply/fees/](http://ihpme.utoronto.ca/community/students/apply/fees/)

## § Language Requirements:

[sgs.utoronto.ca/admissions/admission-requirements/](http://sgs.utoronto.ca/admissions/admission-requirements/)

## § Financial Support:

[ihpme.utoronto.ca/community/students/apply/university-of-torontos-graduate-student-funding-policy/](http://ihpme.utoronto.ca/community/students/apply/university-of-torontos-graduate-student-funding-policy/)

## § About the Program:

[ihpme.utoronto.ca/academics/pp/mhsc/](http://ihpme.utoronto.ca/academics/pp/mhsc/)

[www.ihpme.utoronto.ca](http://www.ihpme.utoronto.ca)

# Q & A

IHPME



Institute of Health Policy, Management & Evaluation  
UNIVERSITY OF TORONTO

Institute of Health Policy, Management and Evaluation  
University of Toronto  
Health Sciences Building, 155 College Street, Suite 425  
Toronto, ON M5T 3M6 Tel: 416-978-4326 Fax: 416-978-7350  
[ihpme@utoronto.ca](mailto:ihpme@utoronto.ca) [www.ihpme.utoronto.ca](http://www.ihpme.utoronto.ca)