

HEALTH SERVICES ORGANIZATION AND RESEARCH, DOCTOR OF PHILOSOPHY (PH.D.)

Program goal

The Ph.D. in Health Services Organization and Research program is designed to prepare individuals for careers in teaching, research and consulting at the highest level of capability in the field of health care organizational analysis and health services research. Graduates will be competitive for positions at the nation's top research and teaching institutions, governmental agencies and health care organizations.

Student learning outcomes

Dimension	
Foundational knowledge of health care	Display comprehensive knowledge of the context of health care systems, institutions, actors and environment.
Theoretical knowledge	Apply organizational theoretical and conceptual models relevant to health services research.
Generate research questions and hypotheses	Review, critique and synthesize a body of research, identifying significant gaps in knowledge, methods and study subjects to develop research questions and testable hypotheses.
Study design	Select appropriate interventional (experimental and quasiexperimental) or observational (quantitative, qualitative or mixed) study designs to address health services research questions. Use a conceptual model to specify study constructs and develop valid and reliable variables to measure the constructs.
Data collection and management	Sample and collect primary health and health care data and/or assemble and manage existing data from public or private sources.
Ethical conduct of research	Describe procedures that ensure the ethical and responsible conduct and dissemination of research.
Data analysis and interpretation	Apply rigorous quantitative and qualitative analytical strategies to specific research questions. Demonstrate ability to interpret results of data analysis.
Communication and knowledge transfer	Effectively communicate issues, research findings and implications of health services research verbally and in writing to appropriate professional, scientific, student, policy and lay audiences.

Integration

Develop and conduct original research that includes identifying the research question, selecting the theoretical framework, developing a study design, using appropriate methodologies, conducting the analysis and interpreting the results.

The doctoral program is designed to meet the professional development needs of:

1. Researchers, educators and policy analysts who want to develop in-depth theoretical and research capabilities about health services organizations
2. Clinical professionals who want to acquire a broader perspective on health care organizations and systems and to develop applied research skills in health services organization
3. Administrative professionals who want to prepare for positions as consultants or researchers in complex health organizations

VCU Graduate Bulletin, VCU Graduate School and general academic policies and regulations for all graduate students in all graduate programs

The VCU Graduate Bulletin website documents the official admission and academic rules and regulations that govern graduate education for all graduate programs at the university. These policies are established by the graduate faculty of the university through their elected representatives to the University Graduate Council.

It is the responsibility of all graduate students, both on- and off-campus, to be familiar with the VCU Graduate Bulletin as well as the Graduate School website (<http://www.graduate.vcu.edu/>) and academic regulations in individual school and department publications and on program websites. However, in all cases, the official policies and procedures of the University Graduate Council, as published on the VCU Graduate Bulletin and Graduate School websites, take precedence over individual program policies and guidelines.

Visit the academic regulations section for additional information on academic regulations for graduate students. (<https://bulletin.vcu.edu/academic-regs/>)

Degree candidacy requirements

A graduate student admitted to a program or concentration requiring a final research project, work of art, thesis or dissertation, must qualify for continuing master's or doctoral status according to the degree candidacy requirements of the student's graduate program. Admission to degree candidacy, if applicable, is a formal statement by the graduate student's faculty regarding the student's academic achievements and the student's readiness to proceed to the final research phase of the degree program.

Graduate students and program directors should refer to the following degree candidacy policy as published in the VCU Graduate Bulletin for complete information and instructions.

Visit the academic regulations section for additional information on degree candidacy requirements. (<https://bulletin.vcu.edu/academic-regs/grad/candidacy/>)

Graduation requirements

As graduate students approach the end of their academic programs and the final semester of matriculation, they must make formal application to graduate. No degrees will be conferred until the application to graduate has been finalized.

Graduate students and program directors should refer to the following graduation requirements as published in the Graduate Bulletin for a complete list of instructions and a graduation checklist.

Visit the **academic regulations section for additional information on graduation requirements.** (<https://bulletin.vcu.edu/academic-regs/grad/graduation-info/>)

Other information

All enrolled students will be provided a handbook at orientation.

Apply online today. (<https://www.vcu.edu/admissions/apply/graduate/>)

Admission requirements

Degree:	Semester(s) of entry:	Deadline dates:	Test requirements:
Ph.D.	Fall only	Mar 15 (Applications received by Dec 15 are given priority for funding; applications reviewed throughout year)	GRE or GMAT; International students; English language proficiency scores

Special requirements

- Candidates with one to two years' experience in the health care industry preferred.
- A part-time enrollment option, which requires three years of course work prior to the dissertation research, is also available.

In addition to the general admission requirements of the VCU Graduate School (<https://admissions.vcu.edu/apply-to-vcu/graduate-professional/graduate-requirements/>), applicants must meet the following minimum acceptable standards for admission:

1. Working knowledge of college-level algebra
2. Courses in statistics and economics
3. GRE/GMAT scores
4. English language proficiency scores (required for international students)
5. Transcripts from all colleges/universities attended
6. Three letters of reference
7. Interview with HSOR admissions committee

Degree requirements

In addition to general VCU Graduate School graduation requirements (<https://bulletin.vcu.edu/academic-regs/grad/graduation-info/>), students must complete a minimum of 57 credit hours of course work. This includes 48 hours in four major areas of study and nine

hours of dissertation study. Students take two written comprehensive examinations, covering health services organization and theory and health services research methods. Eleven credit hours of foundation course work are required. The program director and admissions committee may waive some of these courses. However, the credit hours required for the program are not reduced.

Curriculum requirements

Course	Title	Hours
Foundation courses		
HADM 602	Health System Organization, Financing and Performance	3
HADM 624	Health Economics	3
HADM 702	Applied Theory and Methods for Research	3
HADM 711	Introduction to Health Services Organization Research I	1
HADM 713	Introduction to Health Services Organization Research II	1
Health services organization theory courses		
HADM 701	Organizational Behavior for Health Services Research	3
HADM 704	Foundations of Health Service Organization Theory	3
HADM 705	Seminar in Health Services and Organizational Research	3
	Theory elective (see list below)	3
Health services research methods courses ¹		
ECON 501	Introduction to Econometrics	3
ECON 612	Econometrics	3
HADM 761	Health Services Research Methods I	3
HADM 763	Applied Health Services Research	3
	Method electives (see list below)	6
Specialization courses		
	Select elective courses that comprise an area of specialization (see list below) ²	7
Dissertation research		
HADM 898 & HADM 899	Doctoral Dissertation in Health Services Organization and Research and Doctoral Dissertation in Health Services Organization and Research	9
Total Hours		57

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Includes content on such topics as design and analysis, research methods, causal thinking, and multivariate statistical analysis

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With adviser's assistance (Courses are generally drawn from other VCU programs and independent study with department faculty.)

The minimum total of graduate credit hours required for this degree is 57.

Elective courses

Course	Title	Hours
Theory		
BUSN 700	Principles of Scientific Inquiry in Business	3
EPID 600		3
MGMT 743	Organizing Systems	3
MGMT 750	Attitudes and Motivation in Organizations	3
MGMT 757	Corporate Strategy and Long-range Planning	3
Methods		
BIOS 524	Biostatistical Computing	3
ECON 642	Panel and Nonlinear Methods in Econometrics	3
EDUS 711	Qualitative Methods and Analysis	3
MGMT 691	Topics in Management	1-3
PPAD 722	Survey of Data Analysis Techniques in Public Policy	3
SBHD 610	Behavioral Measurement	3
SCMA 632	Statistical Analysis and Modeling	3
STAT 675	Time Series Analysis I	3
Specialization ¹		
BIOS 524	Biostatistical Computing	3
BUSN 700	Principles of Scientific Inquiry in Business	3
ECON 642	Panel and Nonlinear Methods in Econometrics	3
EDUS 711	Qualitative Methods and Analysis	3
ENVS 691	Topics in Environmental Studies	1-3
EPID 600		3
HADM 792	Independent Study in Health Services Organization and Research	1-3
MGMT 691	Topics in Management	1-3
MGMT 743	Organizing Systems	3
PPAD 722	Survey of Data Analysis Techniques in Public Policy	3
SBHD 610	Behavioral Measurement	3
SCMA 632	Statistical Analysis and Modeling	3
STAT 675	Time Series Analysis I	3

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Other electives may be approved by adviser.

Contact

Laura McClelland, Ph.D.
Associate professor and program director
lemcclelland@vcu.edu

Additional contact

Cameron Parkins
Graduate student services administrator
parkinsc@vcu.edu (rchaga@vcu.edu)

Program website: ha.chp.vcu.edu/programs/hsor-phd-program