

**CULTURAL COMPETENCE AND HEALTHCARE ADMINISTRATION**

**PADM 610 – UNM SCHOOL OF PUBLIC ADMINISTRATION**

**TUESDAYS (ZOOM) 6:00 PM – 8:45 PM**

**UNM Fall Session 2024 – August 19 – December 14, 2024**

**RONALD R. ALDRICH, MBA, LFACHE (ADJUNCT PROFESSOR)**

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**OFFICE HOURS BY APPOINTMENT – TELEPHONE CALL**

**COURSE DESCRIPTION**

This course explores the impact of culture on healthcare, emphasizing strategies for enhancing cultural competency to address health disparities and improve service effectiveness in diverse populations. Students will learn to implement culturally responsive practices and evaluate their effectiveness in promoting health equity within healthcare organizations.

**REQUIRED TEXTBOOK AND CASE BOOK**

Rose, Patti R. (2021) Health Equity, Diversity, and Inclusion Context, Controversies, and Solutions. 2<sup>nd</sup> Edition (2021) Jones & Bartlett Learning ISBN 9781284197792

## **COURSE OBJECTIVES**

- **Recognize the role of culture in the context of access to delivery of healthcare.**
- **Assess an organization's compliance with Culturally and Linguistically Appropriate Standards.**
- **Understand cultural issues of related to social determinants of health including race, ethnicity, class, gender/sex, sexuality, religion, rural/urban status, and how these are associated with health disparities for various populations.**
- **Define the concepts of cultural and linguistic characteristics that have an impact on the health of the population they serve.**
- **Find and assess a range of cultural competency trainings for health service organizations.**
- **Identify how to integrate cultural issues at administrative and service provider levels to improve quality of care and improve health outcomes.**
- **Assess effectiveness of programs for continuous improvement and responsiveness.**

## **COURSE EXPECTATIONS**

**Graduate Students in the UNM School of Public Administration are presumed to be adult learners who are**

**taking PADM 610, Cultural Competence and Health Administration, to improve their leadership capabilities for management roles. Students are expected to regularly attend class, actively participate, and contribute to a positive learning experience. Students are encouraged to ask questions, seek clarification of issues, and to offer comments, if they agree or respectfully disagree with fellow Students or Faculty comments.**

### **GRADING SYSTEM**

**Final Grades for PADM 610, Cultural Competence & Healthcare Administration, will be based on Class Participation, Mid-Term Exam and Final Exam. Participation and Mid-Term Exam will be valued at 30% each and the Final Exam will be valued at 40%. Participation will be based on Class Attendance, Engagement, as described in the Course Expectations Section, and Case Presentations. If unusual home or work situations require you to miss a class, please E-Mail, Text or Call Ron Aldrich with an explanation and watch the missed class on Recordings. Exams will be Essay Questions which give Students the opportunity to demonstrate both learning and the integration of knowledge.**

## **CLASS SCHEDULE AND READING ASSIGNMENTS**

**TUESDAY, AUGUST 20, 2024, Health Disparities: The Meaning and a Historical Overview, Chapter 2**

**TUESDAY, AUGUST 27, 2024, The Extent of the Health Status Gap and Why It Has Not Been Closed, Chapter 3**

**TUESDAY, SEPTEMBER 3, 2024, Understanding the Impact of Urban Education on Urban Health, & Health Disparities by the Numbers and Obamacare, Chapters 4 and 5**

**TUESDAY, SEPTEMBER 10, 2024, Health Disparities in Urban Communities: The Issues, Concerns, and Solutions, & Health Disparities in Rural Communities, Chapters 6 and 7**

**TUESDAY, SEPTEMBER 17, 2024, Women and Health Disparities: Specific Issues, Concerns, and Solutions, Chapter 8**

**TUESDAY, SEPTEMBER 24, 2024, Health Disparities and the Impact on the Lives of Children: Issues, Concerns, and Solutions, Chapter 9**

**TUESDAY, OCTOBER 1, 2024, The Elderly and Health Equity, & The Future of Health Disparities and Diversity: Recommendations Toward Solutions, Chapters 10 and 11**

**TUESDAY, OCTOBER 8, 2024, Case Studies and Health Disparities, Chapter 12 Case Study Presentations**

**TUESDAY, OCTOBER 15, 2024, Case Studies and Health Disparities, Chapter 12 Case Study Presentations**

**TUESDAY, OCTOBER 22, 2024, Case Studies and Health Disparities, Chapter 12 Case Study Presentations**

**TUESDAY, OCTOBER 29, 2024, What is Diversity and Who Defines It? , Chapter 13**

**TUESDAY, NOVEMBER 5, 2024, Diversity in Health Care: Making It Happen and Sustaining It, & Cultural Competence Versus Diversity: Why Cultural Competence Also Matters, Chapters 14 and 15**

**TUESDAY, NOVEMBER 12, 2024, Closing the Health Status Gap: A Spiritual Approach Toward Resolution, Chapter 17**

**TUESDAY, NOVEMBER 19, 2024, Case Studies and Diversity, Chapter 16 Case Study Presentations**

**TUESDAY, NOVEMBER 26, 2024, Case Studies and Diversity, Chapter 16 Case Study Presentations**

**TUESDAY, DECEMBER 3, 2024, Case Studies and Diversity, Chapter 16 Case Study Presentations**

**TUESDAY, DECEMBER 10, 2024, Final Class, Feedback on Final Exams & Case Studies, and Student Feedback on PADM 610, Cultural Competence & Healthcare Administration to UNM SPA Adjunct Professor Ron Aldrich**

## **TITLE IX STATEMENT**

**As a UNM Adjunct Professor, I am required to inform the Title IX Coordinator at the office of Equal Opportunity (oeo.unm.edu) of any report that I receive of gender discrimination which includes sexual harassment, sexual misconduct and/or sexual abuse or violence. You can read the University Policy regarding sexual misconduct at <https://policy.unm.edu/universypolicies/2000/2740.html> or contact the Lobo RESPECT Advocacy Center.**

## **ACCOMODATION STATEMENT**

**In accordance with University Policy 2310 and the Americans with Disabilities Act (ADA), academic accommodations may be made for any Student who notifies the instructor of the need for an accommodation. It is imperative that these needs be brought to the instructor's attention, as she or he is not legally able to ask about the Student's Disability. If the Student needs assistance in emergency evacuations he or she should contact the instructor as to the most appropriate procedure to follow. Contact the Accessibility Resource Center at 277-3506 for additional information.**

## **ACADEMIC INTEGRITY STATEMENT**

**Each Student is expected to maintain the highest standards of honesty and integrity in academic and professional matters. UNM reserves the right to take disciplinary action up to and including dismissal, against any Student who is found guilty of academic dishonesty or otherwise fails to meet the standards. Any Student judged to have engaged in academic dishonesty in course work may receive a reduced or failing grade for the work in question and/or for the course. Academic dishonesty includes, but is not limited to, dishonesty in tests, exams, or assignments, claiming credit for work not done or done by others, misrepresenting academic qualifications, and non-disclosure of misrepresentations to the University.**