

HEALTH POLICY AND MANAGEMENT MAJOR, B.S.P.H.

Health policy and management students are motivated to improve individual and population health, advance health equity, and strengthen access to the resources needed to be healthy through effective policy and management of health-related organizations and programs. Our B.S.P.H. program prepares students with a strong public health foundation, in-depth knowledge of the U.S. health system, and essential analytical, teamwork, and management skills, who pursue careers as health leaders, managers, policymakers, practitioners, clinicians, and researchers.

The curriculum includes a combination of core public health courses, required courses in health policy and management, an eight-week internship completed the summer between junior and senior year, elective courses (including senior honors thesis and graduate-level options), and a year-long capstone experience. The curriculum emphasizes collaboration and application, with students working on multiple semester and year-long team projects, some with community partners.

Students go through the program in a cohort of about 45 students, creating a strong sense of community. The program also offers a supportive learning environment. Each student is matched with a faculty mentor and supported by an academic coordinator and dedicated career services coordinator within the department.

Graduates of the program are very successful. Most graduates enter the workforce immediately after graduation, with top employers including consulting firms, hospitals and health systems, private research organizations, health insurance companies, health information technology companies, government agencies, non-profit organizations, and more. Within 2–5 years, the majority of graduates go on to pursue a graduate or professional degree, with the most common being a graduate degree in public health or medical degree. Learn more about what our students do after graduation here (<https://sph.unc.edu/hpm/hpm-degrees-and-certificates/bachelor-of-science-in-public-health-bsph/>).

Admission (<https://catalog.unc.edu/undergraduate/programs-study/health-policy-management-major-bsph/#admissiontext>) to the program is required.

Student Learning Outcomes

Upon completion of the B.S.P.H. program in health policy and management, students should be able to demonstrate the following competencies:

Knowledge of the U.S. Health System and Health Policy

- Examine the structure and financing of the U.S. health system, the delivery of health services, and strategies to improve health system performance
- Examine the politics of public health and health policy in the U.S.
- Analyze health-related legal and ethical issues and their impact on the U.S. health system

Analytical, Teamwork, Management, and Leadership Skills

- Manage and analyze data using appropriate methods and tools
- Formulate strategic alternatives for achieving an organization's goals and objectives
- Apply basic methods and techniques in financial management
- Perform effectively on teams
- Demonstrate approaches to effectively lead and manage people, projects, and organizations

Foundational Public Health Knowledge and Skills







- Describe health inequities, identify their root causes at multiple levels of the social ecological framework, and discuss approaches to advancing health equity
- Locate, use, evaluate, and synthesize public health information
- Communicate public health information, in both oral and written forms through a variety of media and to diverse audiences

Throughout the curriculum, students will also receive exposure to the following foundational public health domains:

- The history and philosophy of public health as well as its core values, concepts, and functions across the globe and in society
- The basic concepts, methods, and tools of public health data collection, use, and analysis and why evidence-based approaches are an essential part of public health practice
- The concepts of population health, and the basic processes, approaches, and interventions that identify and address the major health-related needs and concerns of populations
- The underlying science of human health and disease, including opportunities for promoting and protecting health across the life course
- The socioeconomic, behavioral, biological, environmental, and other factors that impact human health and contribute to health disparities
- The fundamental concepts and features of project implementation, including planning, assessment, and evaluation
- The fundamental characteristics and organizational structures of the U.S. health system as well as the differences between systems in other countries
- The basic concepts of legal, ethical, economic, and regulatory dimensions of health care and public health policy and the roles, influences, and responsibilities of the different agencies and branches of government
- The basic concepts of public health-specific communication, including technical and professional writing and the use of mass media and electronic technology

Prerequisite Courses Required for Admission

Code	Title	Hours
BIOL 101 & 101L	Principles of Biology and Introductory Biology Laboratory ^{H, F}	4
ECON 101	Introduction to Economics ^{H, F}	4
One of the following courses:		3-4
STOR 120	Foundations of Statistics and Data Science ^F	
STOR 155	Introduction to Data Models and Inference ^F	

One of the following courses:	3-4
MATH 130  Precalculus Mathematics ^F	
MATH 152  Calculus for Business and Social Sciences ^F	
MATH 231  Calculus of Functions of One Variable I ^{H, F}	
MATH 232  Calculus of Functions of One Variable II ^{H, F}	
MATH 233  Calculus of Functions of Several Variables ^{H, F}	
STOR 113  Decision Models for Business and Economics	
Total Hours	14-16

^H Honors version available. An honors course fulfills the same requirements as the nonhonors version of that course. Enrollment and GPA restrictions may apply.

^F FY-Launch class sections may be available. A FY-Launch section fulfills the same requirements as a standard section of that course, but also fulfills the FY-SEMINAR/FY-LAUNCH First-Year Foundations requirement. Students can search for FY-Launch sections in ConnectCarolina using the FY-LAUNCH attribute.

Admission

The Gillings School of Global Public Health offers four undergraduate majors: biostatistics, environmental health sciences, health policy and management, and nutrition. The undergraduate degree offered is the bachelor of science in public health (B.S.P.H.). Enrollment in the B.S.P.H. degree programs is limited, and students must apply for admission. Students typically apply in January of their sophomore year for admission beginning in the fall of their junior year.

For current UNC–Chapel Hill students, the initial step of B.S.P.H. application is available in ConnectCarolina under the "Apply for Majors Change" tab. For additional information on application deadlines and how to apply, please visit the Public Health Undergraduate Majors (<https://sph.unc.edu/resource-pages/undergraduate-programs/>) website.

Transfer students interested in any of the B.S.P.H. degree programs must apply through the Office of Undergraduate Admissions (<https://admissions.unc.edu/apply/types-of-applications/transfer/>) using the Transfer Common application.

For high school seniors, our four majors participate in the Assured Enrollment program through Undergraduate Admissions. Assured enrollment programs guarantee students a spot in an undergraduate major within one of Carolina's professional schools or a spot in an accelerated undergraduate/graduate program. For additional information, please visit Undergraduate Admissions: Special Opportunities (<https://admissions.unc.edu/explore/enrich-your-education/excelcarolina/>).

Students are subject to the requirements in place when they are admitted to the Gillings School of Global Public Health; consequently, the requirements described in this catalog particularly apply to students admitted to Gillings during the 2024–2025 academic year.

Requirements

In addition to the program requirements listed below, students must

- attain a final cumulative GPA of at least 2.0
- complete a minimum of 45 academic credit hours earned from UNC–Chapel Hill courses

- earn a C (not C-) or better in all prerequisite, core, and additional courses required for the major
- take at least half of their major course requirements (courses and credit hours) at UNC–Chapel Hill.

For more information, please consult the degree requirements section of the catalog (<https://catalog.unc.edu/undergraduate/degree-requirements/>).

Code	Title	Hours
Core Requirements		
Public Health Core Courses: ¹		
BIOS 600	Principles of Statistical Inference	3
or ECON 400 	Introduction to Data Science and Econometrics	
EPID 600	Principles of Epidemiology for Public Health	3
SPHG 351	Foundations of Public Health	3
SPHG 352	Public Health Systems and Solutions	4
Health Policy Management Courses: ¹		
HPM 301	HPM BSPH Professional Development Seminar	1
HPM 310 	Introduction to Health Law and Ethics	3
HPM 320	Introduction to Strategic Planning and Marketing in Health Care	3
HPM 330	Introduction to Health Organization Leadership, Management, and Behavior	3
HPM 340	Foundations of Health Care Financial Management	3
HPM 341	Information Systems, Technology, and Tools in Health Care	3
HPM 350	Introduction to the U.S. Health System I	3
HPM 351	Politics, Public Health, and Health Policy	3
HPM 352 	Introduction to the U.S. Health System II	3
HPM 393 	Internship in Health Policy and Management (requires a \$400.00 field training fee)	2
HPM 697 	Health Policy and Management BSPH Capstone	3
Additional Requirements ²		
BIOL 101 & 101L 	Principles of Biology and  Introductory Biology Laboratory ^{H, F}	4
ECON 101 	Introduction to Economics ^{H, F}	4
STOR 120 	Foundations of Statistics and Data Science ^F	3-4
or STOR 155 	Introduction to Data Models and Inference	
One of the following courses:		
MATH 130 	Precalculus Mathematics ^F	
MATH 152 	Calculus for Business and Social Sciences ^F	
MATH 231 	Calculus of Functions of One Variable I ^{H, F}	
MATH 232 	Calculus of Functions of One Variable II ^{H, F}	
MATH 233 	Calculus of Functions of Several Variables ^{H, F}	
STOR 113 	Decision Models for Business and Economics	
Total Hours		57-59

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- ¹ Requires a grade of C (not C-) or better
- ² Prerequisite courses required for admission.

Sample Plan of Study

Sample plans can be used as a guide to identify the courses required to complete the major and other requirements needed for degree completion within the expected eight semesters. The actual degree plan may differ depending on the course of study selected (second major, minor, etc.). Students should meet with their academic advisor to create a degree plan that is specific and unique to their interests. The sample plans represented in this catalog are intended for first-year students entering UNC–Chapel Hill in the fall term. Some courses may not be offered every term.

First Year	Hours
First-Year Foundation Courses	
IDST 101 College Thriving	1
ENGL 105 English Composition and Rhetoric or ENGL 105I English Composition and Rhetoric (Interdisciplinary)	3
First-Year Seminar or First-Year Launch (https://catalog.unc.edu/undergraduate/ideas-in-action/first-year-seminars-launches/) ^F	3
Triple-I and Data Literacy (https://catalog.unc.edu/undergraduate/ideas-in-action/triple-i/)	4
Global Language through level 3 (https://catalog.unc.edu/undergraduate/ideas-in-action/global-language/)	varies
Major Courses	
BIOL 101 Principles of Biology & 101L and Introductory Biology Laboratory ^{H, F}	4
ECON 101 Introduction to Economics ^{H, F}	4
Hours	19
Sophomore Year	
STOR 120 Foundations of Statistics and Data Science ^F or STOR 155 Introduction to Data Models and Inference	3-4
Select one of the following:	3-4
MATH 130 Precalculus Mathematics ^F	
MATH 152 Calculus for Business and Social Sciences ^F	
MATH 231 Calculus of Functions of One Variable I ^{H, F}	
MATH 232 Calculus of Functions of One Variable II ^{H, F}	
MATH 233 Calculus of Functions of Several Variables ^{H, F}	
STOR 113 Decision Models for Business and Economics	
Hours	6-8
Junior Year	
Fall Semester:	
HPM 301 HPM BSPH Professional Development Seminar	1

HPM 341	Information Systems, Technology, and Tools in Health Care	3
HPM 350	Introduction to the U.S. Health System I	3
SPHG 351	Foundations of Public Health	3
Spring Semester:		
HPM 320	Introduction to Strategic Planning and Marketing in Health Care	3
HPM 352	Introduction to the U.S. Health System II	3
SPHG 352	Public Health Systems and Solutions	4
Any Semester in the Junior Year:		
EPID 600	Principles of Epidemiology for Public Health ³	3
Any Semester in the Junior or Senior Year:		
BIOS 600	Principles of Statistical Inference ¹	3
or ECON 400	or Introduction to Data Science and Econometrics	

Hours	26	
Senior Year		
Fall Semester:		
HPM 393	Internship in Health Policy and Management ²	2
HPM 310	Introduction to Health Law and Ethics	3
HPM 330	Introduction to Health Organization Leadership, Management, and Behavior	3
HPM 340	Foundations of Health Care Financial Management	3
HPM 691H	Honors Research I (optional elective)	3
Spring Semester:		
HPM 351	Politics, Public Health, and Health Policy	3
HPM 697	Health Policy and Management BSPH Capstone	3
HPM 692H	Honors Research II (optional elective)	3
Hours	23	
Total Hours	74-76	

H Honors version available. An honors course fulfills the same requirements as the nonhonors version of that course. Enrollment and GPA restrictions may apply.

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¹ BIOS 600 or ECON 400 can be taken any semester in the Junior or Senior year.

² HPM 393 is completed during the summer between the Junior and Senior year.

³ EPID 600 is strongly recommended in the junior year, but may be taken in the senior year.

Special Opportunities in Health Policy and Management Experiential Education

An 8-week full-time internship (320 hour minimum) is required during the summer between the junior and senior years. The internship provides

students an opportunity to apply the knowledge and skills being acquired through their coursework, further develop and demonstrate attainment of program competencies, and explore career interests. Learn more about internships completed by past students here (https://sph.unc.edu/wp-content/uploads/sites/112/2021/11/hpmbosph_Internships.pdf).

In addition, in the year-long senior capstone students work on consulting projects with health organizations in the community. This project serves as a culminating experience for the program, providing students with an opportunity to synthesize, integrate, and apply knowledge and skills gained through their coursework and further develop and demonstrate attainment of program competencies. These projects are completed under the direction of a faculty member and preceptor, typically within a public health department, community health center, hospital, medical office, or non-profit organization. Learn more about some of our past capstone projects here (<https://sph.unc.edu/wp-content/uploads/sites/112/2023/10/HPM-BSPH-Capstone-Summaries-2021-2023.pdf>).

Honors in Health Policy and Management

Eligible students have the option of completing a senior honors thesis, which generally includes designing and carrying out a research study or program evaluation. Students defend their proposals in the fall and their theses in the spring.

School and Departmental Involvement

Opportunities exist for involvement in student organizations such as the Healthcare Executives Student Association, the Healthcare Improvement Group, AcademyHealth, the Student Global Health Committee, GlobeMed, the Minority Student Caucus, the Consulting Club, and the school's student government. Most students are also active in one or more health-related campus organizations, such as the Student Health Action Coalition (SHAC) and Get Covered Carolina.

Study Abroad

Students are encouraged to study abroad prior to entering the program in the junior year. While in the program, students may complete their internship outside the United States.

Undergraduate Awards

The department presents awards for undergraduate students at an annual Awards Day in late spring.

Undergraduate Research

Students with research interests may seek opportunities to work with faculty members on research projects. Students in the program regularly find opportunities at research centers on campus, such as the Cecil G. Sheps Center for Health Services Research, the Lineberger Comprehensive Cancer Center, the Center for Health Equity Research, the Carolina Population Center, and the Center for Health Promotion and Disease Prevention.

Contact Information

Department of Health Policy and Management

Visit Program Website (<https://sph.unc.edu/hpm/hpm-degrees-and-certificates/bachelor-of-science-in-public-health-bsph/>)

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