

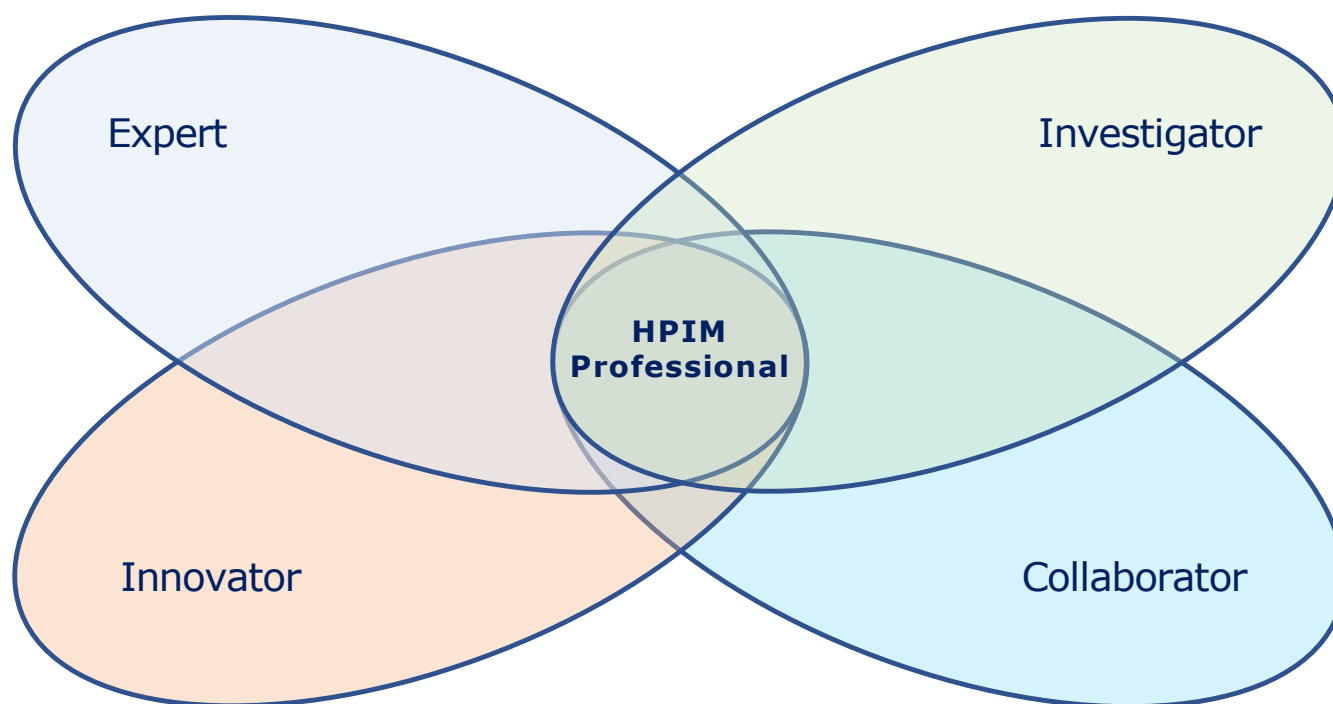
Healthcare Policy, Innovation and Management (HPIM): revised curriculum



HPIM Mission and graduation profile

“The programme’s mission is to prepare students to become critical thinkers, who can analyse the complex problems facing modern health systems from different theoretical perspectives, design innovative solutions, and lead the necessary transformations towards a sustainable future. **HPIM graduates are the healthcare managers, policymakers, consultants, researchers, and staff advisors of the future.** Upon graduation, they are ready to (re)enter the labour market with the expertise as well as the investigative, innovative, collaborative, and professional competencies needed to propel their career in the health domain.”

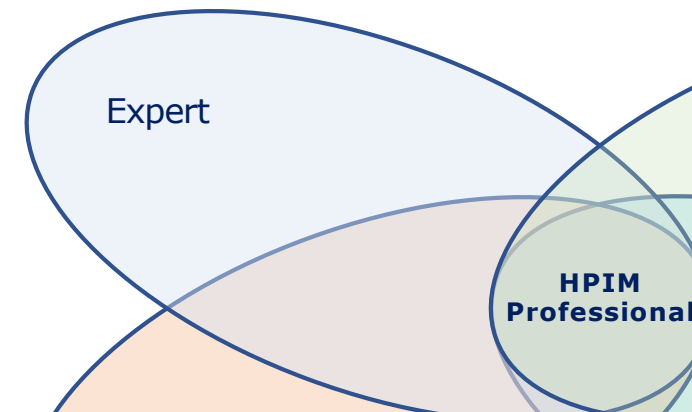
HPIM Competency Framework (with five roles)



Expert competencies

By the end of the master HPIM, students demonstrate the ability to:

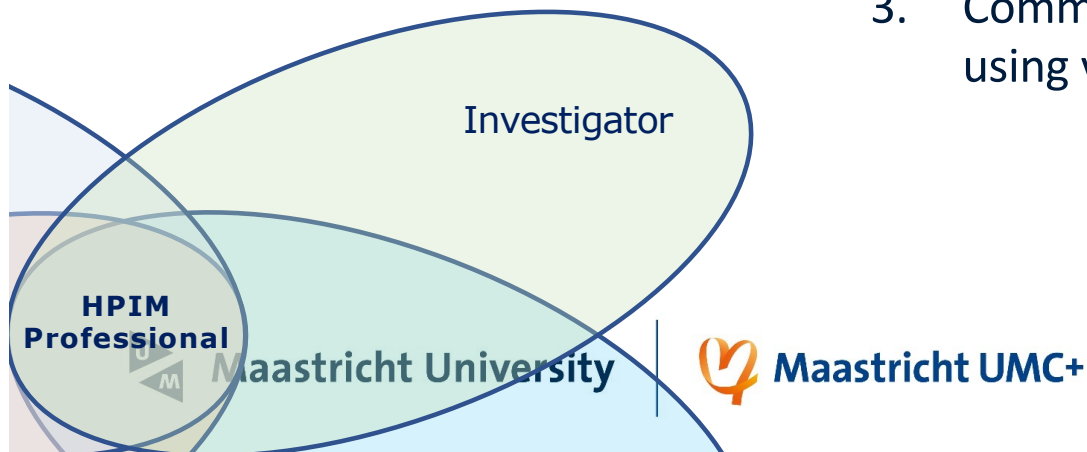
1. Leverage fundamental theories and concepts related to **health(care) economics, governance, organization, and management** to assess, understand, and address complex problems in the health domain.
2. Identify similarities and differences between fundamental theories and concepts related to health(care) economics, governance, organization, and management, and determine their relevance to specific problems the health domain.
3. Critically appraise literature and evidence regarding (innovation in) the health domain as related to health(care) economics, governance, organization, and management.



Investigator competencies

By the end of the master HPIM, students demonstrate the ability to:

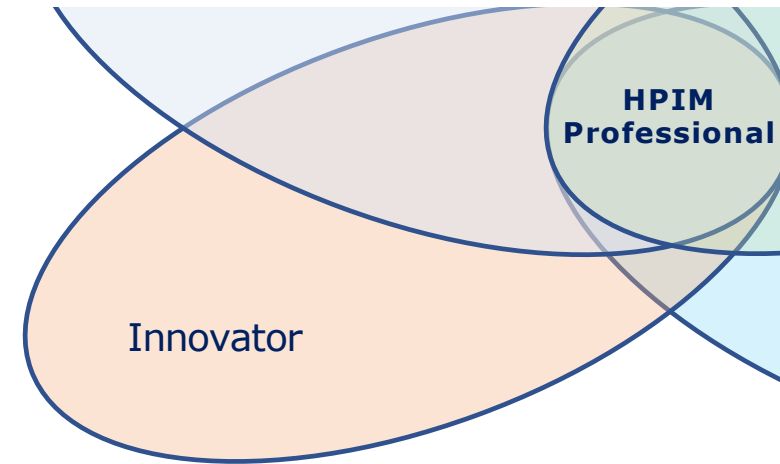
1. Formulate relevant research questions related to innovation in the health domain from the perspectives of health(care) economics, governance, organization, and/or management.
2. Design and execute rigorous and ethically responsible research projects to answer relevant research questions.
3. Communicate research results to diverse stakeholders, using various approaches.

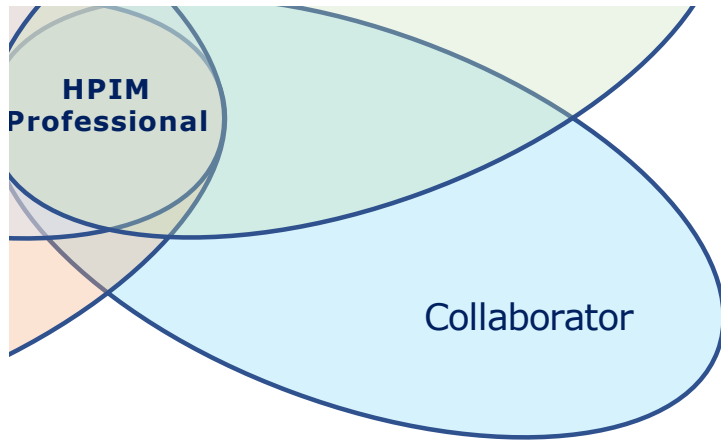


Innovator competencies

By the end of the master HPIM, students demonstrate the ability to:

1. Sense (emerging) trends within the health domain and society, and act upon these trends with societal responsibility.
2. Make and evaluate informed decisions within a landscape of diverse stakeholders and under uncertain conditions.
3. Improve, renew, or transform of the status quo in the health domain, in co-design with (potential) end-user(s).





Collaborator competencies

By the end of the master HPIM, students demonstrate the ability to:

1. Communicate in an empathic, interpersonal, open, and professional manner.
2. Collaborate in teams and project workgroups that are diverse in terms of, amongst others, demographic, cultural, and disciplinary backgrounds.
3. Receive and provide feedback from and to others and reflect on the team's performance and their own responsibility in collaborative work.

Professional competencies

By the end of the master HPIM, students demonstrate the ability to:

1. Engage in lifelong learning, by reflecting on their own competencies as expert, investigator, innovator, and collaborator.
2. Act as global citizens, who recognize and understand the wider world of health and wellbeing, and operate in this context with respect, integrity, resilience, and in an inclusive manner.
3. Lead themselves, that is, self-direct their personal development based on a commitment to professional excellence.



Developing your competencies

To develop your competencies as Expert, Investigator, Innovator, Collaborator and Professional, you will fulfil 7 so-called **'Authentic Professional Tasks'** over the course of your master HPIM



Authentic professional tasks

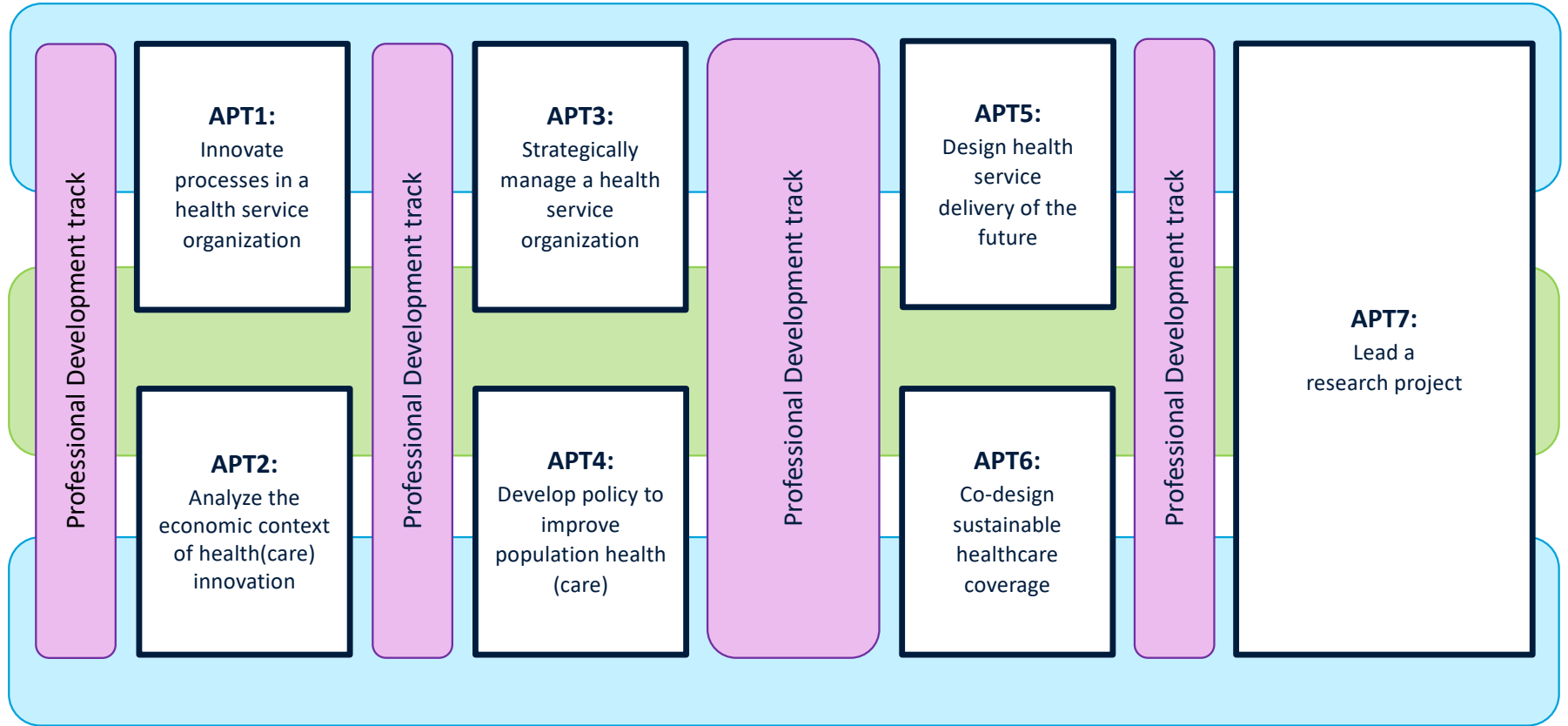


- **Complex, real-world tasks**
 - Bridge between what you learn and its value in practice
- Illustrative of the kind of tasks you will fulfil once you start your career after HPIM
- Thematically embedded in two **Knowledge Tracks**, supported by a **Skills Track** and a **Professional Development Track**

Knowledge track
Organization &
Management of
Health Services

Skills track

Knowledge track
Economics &
Governance of
Health and Care



Period 1
Sept-Oct

Period 2
Nov-Dec

Period 3
Jan

Period 4
Feb-Mar

Period 5/6
Apr-Jun

Knowledge tracks

- Theories and concepts needed to complete Authentic Professional tasks from the fields of:
 - Organization and Management of Health Services
 - Economics and Governance of Health and Care
- Problem based learning approach
 - Small-scaled learning teams (10 students)
 - Guided by learning team coach



Skills track

- Acquire, train and improve the skills needed to fulfil the Authentic Professional Tasks that form the backbone of HPIM
- Trainings focus on skills needed as Expert, Investigator, Innovator, Collaborator, and Professional
- Partly mandatory, partly elective: personalization



Professional Development track

- Recognize and leverage your strengths and areas for growth within the HPIM Competency Framework
- Personal learning objectives related to Professional competencies (i.e. lifelong learning, global citizenship, personal leadership)
- Individual coaching, peer support group, reflection time



Programmatic assessment of competency development

- Meaningful, programme-level assessment of competency development in the five HPIM roles
- Assessment *of, for* and *as* learning
 - Mix of assessment products; mix of individual/group assessment; mix of assessors
 - Fixed assessment rubric
 - Narrative feedback
- Supported by individual digital portfolio: PebblePad

Questions about the new curriculum? Feel free to reach out!



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