

Graduate Program in Health

MA Learning Objectives

Core Competencies	Student Learning Outcomes
A) Depth and Breadth of Knowledge	
A1. Demonstrate an understanding of key terminology, concepts, and theories relevant to the field of health policy and equity	A1.1. Identify major authors and works in key themes in the field of health policy and equity
	A1.2. Identify key concepts from other disciplines /areas related to the field of health policy and equity
	A1.3. Problematize assumptions about health and health equity
	A1.4. Understand and explain the dialectical relationship between politics and health
	A1.5. Demonstrate basic knowledge of bioethical issues at both micro and macro levels
	A1.6. Understand the individual, group and organizational factors that influence decision making in the field of health policy and equity
	A1.7. Understand the explanatory potential of different analytical frameworks
	A1.8. Develop a familiarity of the methodologies used in economic and historical evaluations of health policy and equity
A2. Acquire well developed field specific knowledge in health policy and equity	A2.1. Explain health policy issues from a national perspective and critically evaluate approaches to the delivery and administration of health services in the field of health policy and equity
	A2.2. Have a knowledge of how globalization informs the field of health policy and equity
	A2.3. Critically recognize how intersections amongst class, gender, ethnicity, ability and sexual identities affect health policy and equity
	A2.4. Develop awareness of the current sources of information and data in the field of health policy and equity
A3. Demonstrate ability to review, gather, and evaluate the merits of alternate perspectives in health policy and equity	A3.1. Critically understand alternate perspectives on health system integration, quality and performance
	A3.2. Be able to distinguish among alternate perspectives on key health policy issues such as allocation decisions, models of care delivery, and involvement of diverse stakeholders, power and policy decision making
	A3.3. Identify the role of government and other actors in the field of health policy and equity
	A3.4. Recognize the role of media in the field of health policy and equity
B) Knowledge of Methodologies for Inquiry	

B1. Demonstrate use of the major theoretical frameworks in understanding health policy and equity	B1.1. Describe the assumptions associated with relevant theoretical lenses and incorporate them into an examination of health policy and equity
	B1.2. Identify appropriate analytical framework(s) for analysis
	B1.3. Recognize the leading methodologies of moral/political/legal analysis in bioethics
B2. Understand fundamentals of research design, methods (quantitative, qualitative and mixed) and data collection processes and techniques	B2.1. Identify the assumptions and frameworks used in health policy and equity work including a critical understanding of research policies and practices
	B2.2. Identify and describe qualitative and quantitative approaches to research and study designs in health policy and equity
	B2.3. Develop a clear understanding of the ethical, political, historical and economic aspects of human subject research
	B2.4. Identify how different authors have incorporated analytical frameworks into the use of qualitative and quantitative methodologies
B3. Demonstrate understanding of data analysis and interpretation techniques (develop abilities in preparation, interpretation and presentation of qualitative and quantitative data)	B3.1. Explore and interpret quantitative and qualitative findings
	B3.2. Describe how rigour, validity, reliability can be applied to research inquiry in health policy and equity
C) Application of Knowledge	
C1. Demonstrate ability to critically read, understand and apply multidisciplinary analytic frameworks and concepts to the study of health policy and equity	C1.1. Formulate critical questions that are grounded in the research literature
	C1.2. Describe the impact of research on policy, organization and delivery of health services and policies
	C1.3. Distinguish among political interpretations to explain the actions of different actors engaged in current issues around health policy and equity
	C1.4. Identify the following constructs: structure/agency, time, space and place
	C1.5. Identify the strengths and weaknesses of each of the following research approaches: positivism, idealism and realism
C2. Use knowledge and skills in qualitative and quantitative methods to assess contemporary health policy and equity	C2.1. Demonstrate awareness of, and analyze changes and trends in, the field of health policy and equity
	C2.2. Identify policy approaches that can address health inequities
	C2.3. Identify barriers to addressing health inequities
	C2.4. Describe methodologies of moral/political/legal analysis used in bioethical issues

	C2.5. Analyze, design and evaluate strategies for information and decision support systems
D) Communication Skills	
D1. Able to communicate information, arguments, and analyses accurately and reliably, orally and in writing	D1.1. Demonstrate a capacity to produce oral and written work that reflects the conceptual theories and application of knowledge in the field of health policy and equity
	D1.2. Write ideas that demonstrate the ability to understand the limitations in the various theoretical perspectives in the field of health policy and equity
	D1.3. Recognize a public education process for disseminating knowledge about an issue in health policy and equity
E) Awareness of Limits of Knowledge	
E1. Demonstrate the maturity of scholarship that recognizes limits to one's knowledge (e.g. factors that might influence the analysis of data, construction of arguments, etc.)	E1.1. Understand that one particular analysis may exclude certain data sources or perspectives that will limit generalizability of the conclusions
	E1.2. Describe the various perspectives on issues
E2. Recognize the strengths and weaknesses of different theoretical perspectives	E2.1. Understand the assumptions and the limits to various methodological, theoretical and disciplinary approaches.
	E2.2. Understand the limitations of qualitative and quantitative methods in explaining the relationship between health and politics
	E2.3. Identify strengths of existing approaches and gaps, spaces and absences in our knowledge of health policy and equity
F) Autonomy and Professional Capacity	
F1. Meet the academic and personal standards of the academy	F1.1. Engage in and contribute to intellectual debates in conferences and workshops
	F1.2. Demonstrate the ability to produce research of a quality to satisfy peer review and to merit publication
	F1.3. Understand the elements of a well-written and researched journal article
F2. Demonstrate the ethical behaviour consistent with academic integrity and the use of appropriate guidelines and procedures for responsible conduct of research	F2.1. Demonstrate integrity and responsibility
	F2.2. Demonstrate an understanding of privacy and confidentiality of different sources of health information
F3. Acquire the qualities and transferable skills necessary for employment including the exercise of personal responsibility and initiative in complex environments	F3.1. Undertake academically rigorous research into developing issues in health policy and equity
	F3.2. Demonstrate professional judgement
	F3.3. Understand the pragmatic and political implications of research results

F3.4. Identify relevant literatures that can be applied in further knowledge development

F3.5. Recognize new research ideas in health policy and equity using information systems and decision making concepts

Graduate Program in Health

PhD Learning Objectives

Core Competencies	Student Learning Outcomes
A) Depth and Breadth of Knowledge	
A1. Demonstrate an in-depth understanding of key terminology, concepts, and theories relevant to the field of health policy and equity	A1.1. Identify the significant authors and works in key themes in the field of health policy and equity and be able to show the areas of agreement and disagreement
	A1.2. Identify key concepts from other disciplines /areas related to the field of health policy and equity
	A1.3. Problematize assumptions about health and health equity
	A1.4. Understand and explain the dialectical relationship between politics and health
	A1.5. Demonstrate an understanding of the concept of social structures and social processes as used in the critical social science literature
	A1.6. Demonstrate detailed knowledge of bioethical issues at both micro and macro levels
	A1.7. Critically assess the “rational” and “non-rational” aspects of decision making
	A1.8. Understand the individual, group and organizational factors and the way in which they influence decision making in the field of health policy and equity
	A1.9. Critically interrogate what is obscured and what is revealed when using different analytical frameworks
	A1.10. Develop a familiarity and understanding of the methodologies used in economic and historical evaluations of health policy and equity

A2. Acquire well developed, detailed field specific knowledge in health policy and equity	A2.1. Explain health policy issues from a national and international perspective and critically evaluate approaches to the delivery and administration of health services in the field of health policy and equity
	A2.2. Understand how globalization informs the field of health policy and equity
	A2.3. Critically explain how intersections amongst class, gender, ethnicity, ability and sexual identities affect health policy and equity
	A2.4. Develop awareness of the current sources of information and data in the field of health policy and equity and how this information is generated
A3. Demonstrate well developed critical thinking skills and demonstrated ability to review, gather, and evaluate the merits of alternate perspectives in health policy and equity	A3.1. Critically appraise alternate perspectives on health system integration, quality and performance
	A3.2. Critically appraise alternate perspectives on key health policy issues such as allocation decisions, models of care delivery, and involvement of diverse stakeholders, power and policy decision making
	A3.3. Evaluate the role of government and other actors in the field of health policy and equity
	A3.4. Explain the role of media in the field of health policy and equity
B) Knowledge of Methodologies for Inquiry	
B1. Demonstrate use of the major theoretical frameworks in understanding health policy and equity	B1.1. Analyze the assumptions associated with relevant theoretical lenses and incorporate them into an examination of health policy and equity
	B1.2. Differentiate amongst analytical framework(s) for analysis
	B1.3. Explain the leading methodologies of moral/political/legal analysis in bioethics
B2. Understand fundamentals of research design, methods (quantitative, qualitative and mixed) and data collection processes and techniques	B2.1. Reflect on the assumptions and frameworks used in health policy and equity inquiry including a critical understanding of research policies and practices
	B2.2. Identify, describe and critically contrast qualitative and quantitative approaches to research and study designs in health policy and equity
	B2.3. Develop a critical understanding of the ethical, political, historical and economic aspects of human subject research

	B2.4. Distinguish how different authors have incorporated analytical frameworks into the use of qualitative and quantitative methodologies
B3. Demonstrate understanding of data analysis and interpretation techniques (develop abilities in preparation, interpretation and presentation of qualitative and quantitative data)	B3.1. Design and carry out foundational quantitative and qualitative analysis in the area of health policy and equity
	B3.2. Explain and critically interpret quantitative and qualitative findings
	B.3.3. Describe how rigour, validity, reliability can be applied to research inquiry in health policy and equity
C) Application of Knowledge	
C1. Demonstrate ability to critically read, understand and apply multidisciplinary analytic frameworks and concepts to the study of health policy and equity	C1.1. Formulate original and critical questions that are grounded in the research literature
	C1.2. Understand the impact of research on policy, organization and delivery of health services and policies
	C1.3. Apply political interpretations to explain the actions of different actors engaged in current issues around health policy and equity
	C1.4. Analyze the following constructs: structure/agency, time, space and place
	C1.5. Distinguish the strengths and weaknesses of each of the following research approaches: positivism, idealism and realism
C2. Use knowledge and skills in qualitative and quantitative methods to assess contemporary health policy and equity	C2.1. Demonstrate awareness of, and analyze changes and trends in, the field of health policy and equity
	C2.2. Analyze policy approaches that can address health inequities
	C2.3. Problematize barriers to addressing health inequities
	C2.4. Apply methodologies of moral/political/legal analysis to bioethical issues
	C2.5. Analyze, design, implement and evaluate strategies for information and decision support systems
D) Communication Skills	
D1. Able to communicate information, arguments, and analyses accurately and reliably,	D1.1. Demonstrate a capacity to produce oral and written work that reflects the conceptual theories and application of knowledge in the field of health policy and equity

orally and in writing to a range of audiences.	D1.2. Write or orally present ideas that clearly demonstrate the ability to understand the limitations in the various theoretical perspectives in the field of health policy and equity
	D1.3. Formulate a public education process for disseminating knowledge about an issue in health policy and equity
E) Awareness of Limits of Knowledge	
E1. Demonstrate the maturity of scholarship that recognizes limits to one's knowledge (e.g. factors that might influence the analysis of data, construction of arguments, etc.)	E1.1. Understand that one particular analysis may exclude certain data sources or perspectives that will limit generalizability of the conclusions
	E1.2. Differentiate among the various perspectives to ensure a comprehensive assessment of an issue
E2. Discriminate among the strengths and weaknesses of different theoretical perspectives	E2.1. Understand the assumptions and the limits to various methodological, theoretical and disciplinary approaches.
	E2.2. Critically recognize the limitations of qualitative and quantitative methods in explaining the relationship between health and politics
	E2.3. Differentiate the strengths of existing approaches and gaps, spaces and absences in our knowledge of health policy and equity
F) Autonomy and Professional Capacity	
F1. Meet the academic and personal standards of the academy	F1.1. Take part in various professional activities and networks including membership in professional organizations, publishing in both refereed and non-refereed journals and presenting, engaging and contributing to intellectual debates at conferences and workshops
	F1.2. Demonstrate the ability to produce original research, or other advanced scholarship of a quality to satisfy peer review and to merit publication
	F1.3. Understand and critically appraise the elements of a well-written and researched journal article
F2. Demonstrate the ethical behaviour consistent with academic integrity and the use of	F2.1. Demonstrate integrity and responsibility

<p>appropriate guidelines and procedures for responsible conduct of original research</p>	<p>F2.2. Demonstrate an understanding of privacy and confidentiality of different sources of health information</p>
<p>F3. Acquire the qualities and transferable skills necessary for employment, including the exercise of personal responsibility and autonomous initiative in complex environments</p>	<p>F3.1. Undertake academically rigorous independent research into developing issues in health policy and equity</p>
	<p>F3.2. Demonstrate professional judgement</p>
	<p>F3.3. Understand the pragmatic and political implications of research results</p>
	<p>F3.4. Recognize and explain relevant literatures that can be applied in further knowledge development</p>
	<p>F3.5. Recognize and develop new research ideas in health policy and equity using information systems and decision making concepts</p>