

# UPPER IOWA UNIVERSITY

## EXTERNAL DEGREE PROGRAM

### HSA 340-06 Health Care Ethics

#### **COURSE DESCRIPTION:**

An examination of the major ethical theories and their relationship to health services delivery and professional ethics codes. Topics include public health ethics and private practice ethics, the Nuremberg Trials, the Helsinki Accord, and the Belmont Report. Case histories such as the Tuskegee Study will be addressed. Prerequisite ID 301. Three Semester Hours.

#### **COURSE SYNOPSIS:**

This course is intended to provide the tools in addressing health care organizational ethics to identify, analyze, and respond to its broad range of issues. Joint Commission on Accreditation of Healthcare Organizations (JCAHO) accredits health providers requires them to develop mechanisms for identifying and addressing organizational ethics. The course provides substantive work in the field of applied health care ethics as it relates to institutional or organizational ethics. A cohesive and adequate picture is presented of health care organizational ethics through twenty cases, ethics mechanisms for promoting acceptable behavior, how policy affects the moral nature of the organization, and how resource allocation shapes the moral culture of an organization.

#### **COURSE LEARNING OBJECTIVES:**

Several broad goals will guide student learning activities and demonstration of knowledge in this course.

- A. To explain and describe an understanding of moral problems that span the institutional landscape.
- B. To identify ethical dilemmas of a health care organization.
- C. To analyze and resolve moral problems in a health care organization.
- D. To explain and describe the moral ecology of health care organizations.
- E. To analyze the ethics mechanisms available to respond to patient and organizational ethics.
- F. To explain and describe clinical ethics and its limitations in resolving ethical problems.
- G. To gain the skills to identify and address JCAHO standards related to organizational ethics.

## **REQUIRED MATERIALS:**

1. Text: Boyle, Philip J., et al. *Organizational Ethics in Health Care Principles, Cases, and Practical Solutions*. (2001). San Francisco: Jossey-Bass. ISBN: 0-7879-5558-2
2. You will also need to read the following documents that are included in your syllabus and can be accessed online at the websites listed.

### **NUREMBERG CODE**

Retrieved June 2, 2006 from: <http://ohsr.od.nih.gov/guidelines/nuremberg.html>

### **WORLD MEDICAL ASSOCIATION DECLARATION OF HELSINKI: ETHICAL PRINCIPLES FOR MEDICAL RESEARCH INVOLVING HUMAN SUBJECTS**

Retrieved June 2, 2006 from: <http://ohsr.od.nih.gov/guidelines/helsinki.html>

### **BELMONT REPORT**

Retrieved June 2, 2006 from: <http://ohsr.od.nih.gov/guidelines/graybook.html#app2>

3. Syllabus

You may purchase your textbook through MBS Direct by calling their toll free number at: 800-325-3252 or through the UIU homepage: [www.uiu.edu](http://www.uiu.edu). Click on the link for current students then select order textbooks from the options in the left hand column. Follow the link and select External Degree for your location.

## **WRITING PROFICIENCY:**

It is recommended that all papers and research are done in the APA style. We expect appropriate writing skills of proper grammar, punctuation, sentence structure, paragraph development, and logical sequence of thought in all written work, and exams.

It is recommended that all students purchase one of the two APA guide/manual listed on the UIU website.

1. Publication Manual of the American Psychological Association. \$27.00 new.
2. World's Easiest Guide to Using APA. \$22.00 new.

## **OTHER INTERNET RESOURCES:**

Joint Commission on Accreditation of Healthcare Organizations. <http://www.jcaho.org>

American Nurses Association. <http://www.ana.org> or <http://www.nursingworld.org/about/index.htm>

American Public Health Association. <http://www.apha.org/membership/basic.htm>

American Hospital Association. <http://www.aha.org/about/history.html>

American College of Healthcare Executives. <http://www.ache.org>

The Journal of Health Administration Education. <http://www.aupha.org/journ.htm>

American College of Healthcare Executives. <http://www.ache.org>

Modern Healthcare. [www.modernhealthcare.com](http://www.modernhealthcare.com)

American Health Care Association. [www.ahca.org](http://www.ahca.org)

AHRQ-Agency for Healthcare Research & Quality. [www.ahrq.gov](http://www.ahrq.gov)

Federation of American Hospitals. [www.americashospitals.com](http://www.americashospitals.com)

Healthcare Financial Management Association <http://www.hfma.org>

National Library of Medicine [www.nlm.nih.gov/](http://www.nlm.nih.gov/)

Law Library Thread <http://lawlibrary.ucdavis.edu/LAWLIB/Oct98/>

### **ACADEMIC RESOURCES:**

Upper Iowa University maintains Library facilities to serve all students. For students enrolled in any courses, access to the Library's web site is through UIU's web site at [www.uiu.edu](http://www.uiu.edu) and click on the Library tab to get to the login page.

Learners enrolled in External Degree courses may have ready access to the Internet, but this is not required. Learners should be encouraged to utilize those as resources for course assignments. Internet based research is extremely helpful and should be used, as appropriate, to supplement and update the lessons.

**Online Writing Laboratories (OWLs)** are provided by several universities to assist students to assess and improve student writing. The Purdue University OWL provides handouts on writing skills and related topics for free download at <http://owl.english.purdue.edu>.

### **COURSE OVERVIEW:**

#### **Part One - Theory**

#### **UNIT 1:**

- Chapter 1 "The Moral Ecology of Healthcare Organizations" pp. 3 – 28
- Chapter 2 "Organizational Theory, Culture, and Psychology: Tools for Organizational Ethics" pp. 29 – 51
- Chapter 3 "Organizational Support for Ethical Behavior" pp. 52 – 96
- Chapter 4 "Corporate Compliance and Integrity Programs: The Uneasy Alliance Between Law and Ethics" pp. 97 – 111

**Learning Objectives: A, B, C, D, and E**

**UNIT 2:**

Chapter 5 “Managing Human Resources” pp. 112 – 145

Chapter 6 “Conflicts of Interest” pp. 146 – 177

Chapter 7 “Discretion and Control” pp. 178 – 203

**Learning Objectives: A, C, D, and E**

**UNIT 3:**

Chapter 8 “Evaluating the Moral Life of an Organization: The Case of Resource Allocation Policies” pp. 204 – 220

Chapter 9 “Resource Allocation and Utilization: Structural Issues” pp. 221 – 246

Chapter 10 “Mission and Bottom Line” pp. 247 – 276

**Learning Objectives: A, B, C, D, E, F, and G**

**Midterm Exam****Part Two - Cases****UNIT 4:**

Case One..... “The Waiting Room” pp. 277 – 278

Case Two..... “Nursing Strikes” pp. 279 – 282

Case Three..... “A Gift or an Obligation?” pp. 283 – 287

Case Four..... “Obligations for Adequate Health Care Coverage” pp. 288 – 291

Case Five..... “A Manager’s Dilemma in Hiring” pp. 292 – 295

Case Six..... “A Conflict of Interest or Just a Great Lunch?” pp. 296 – 298

**Learning Objectives: A, B, C, D, E, F, and G**

**UNIT 5:**

Case Seven..... “Organizations and Spousal Equivalent Benefits” pp. 299 – 302

Case Eight..... “Organizational Teflon: Making Sure the Case Doesn’t Stick” pp. 303 – 305

Case Nine..... “Investment Policy” pp. 306 – 308

Case Ten..... “Compassionate Sedation, or Euthanasia?” pp. 309 – 314

Case Eleven..... “Ethical Considerations in Charting” pp. 315 – 316

Case Twelve..... “Executive Use of Discretionary Funds: The Bonus Pool” pp. 317 – 319

Case Thirteen..... “Integrating Spirituality in the Healthcare Setting” pp. 320 – 322

**Learning Objectives: A, B, C, D, E, F, and G**

**UNIT 6:**

Case Fourteen..... “Alternative and Complementary Medicine” pp. 323 – 325

Case Fifteen..... “Overstepping the Bounds of Expertise” pp. 326 – 328

Case Sixteen..... “Marketing Products and Practicing Medicine” pp. 329 – 332

Case Seventeen..... “Following the Rules of Using Them as a Smokescreen?” pp. 333 – 336

Case Eighteen..... “Organizational Advancement and Corporate Compliance” pp. 337 – 340

Case Nineteen..... “The Compliance Officer and Ethics Committee” pp. 341 – 343

Case Twenty.....“Aggressive Accounting” pp. 344 – 345  
**Learning Objectives: A, B, C, D, E, F, and G**

**Final Exam**

**GRADING POLICY:**

You will be completing six (6) units during this course. You will also have a Midterm and a Final Exam. Each unit should increase your knowledge of the assigned reading area. The six Unit Assignments contain short answer questions. If you have any questions about the Unit Assignments, do not hesitate to contact your instructor.

You will have three (3) hours to complete the Midterm and Final Exams. Do not be nervous about the amount of time allowed or finishing early. The amount of time is designed to make the exams less stressful. The midterm exam is open book and the final exam is closed book.

The Unit Assignments are worth 60 percent of your grade. The Exams are worth a 40 percent of your grade (100 percent total).

**NOTE:** In order to pass this course, you must get a passing grade (“D” or better), in one of the two exams and have enough cumulative points to earn a passing grade.

**Grading Scale:**

Undergraduate Courses:

90 – 100%	A
80-<90%	B
70-<80%	C
60-<70%	D
Below 60%	F

**UPPER IOWA UNIVERSITY USES A STANDARD GRADING SYSTEM:**

- A** = All work is excellent, shows exceptional understanding of materials; logical, clear, and insightful written and oral work, incorporates knowledge from other sources and moves easily to the next level of understanding, works well beyond minimum requirements.
- B** = Understanding material is good to very good, demonstrates good grasp of material, good oral and written skills, produces more than the minimum requirements, quality of all work is high.
- C** = Satisfactory understanding of the material, submits only the minimum requirements, communicates adequately in oral and written formats, displays an adequate understanding of all basic concepts.
- D** = Quality and quantity written and oral work is below average and barely acceptable.
- F** = Quality and quantity written and oral work is unacceptable.

## **CHEATING, ACADEMIC DISHONESTY AND PLAGIARISM:**

Because cheating, academic dishonesty and plagiarism are affronts to the University community as a whole and a denial of the offender's own integrity, they will not be tolerated. Cheating includes but is not limited to:

- the use of unauthorized books, notes or other sources in the giving or securing of help in an examination or other course assignments,
- the copying of other students' work or allowing others to copy your work,
- the submission of work that is not your own or allowing others to submit your work as theirs,
- the submission of the same work for two or more classes without the approval of any instructors involved.

Academic dishonesty includes, but is not limited to:

- sharing academic materials knowing they will be used inappropriately,
- having access to another person's work without permission,
- providing false or incomplete information on an academic document,
- changing student records without approval.
- obtaining and using texts intended for instructor use only.

Plagiarism includes, but is not limited to:

- the presentation of another's published or unpublished work as one's own,
- taking words or ideas of another and either copying them or paraphrasing them without proper citation of the source,
- using charts, graphs, statistics or tables without proper citation.

Detected cheating, academic dishonesty, or plagiarism will result in consequences that may, at the instructor's discretion, include course failure. In addition, an offender may be reported to the Senior Vice President for the Extended University, the Dean of the Extended University, or designee for possible disciplinary action, which may include suspension or dismissal from the University. Upper Iowa University may make use of various plagiarism detection services. Individuals, by enrolling in courses offered by the University, consent to submission by the University of course-related assignments to such services and the retention of a copy of such assignments by the service.

Cheating, academic dishonesty and plagiarism infractions are tracked by the Dean of the Extended University, and cumulative evidence collected from multiple incidents will be considered when making suspension or dismissal decisions.

Extended University Catalog 2006/07 page 94.

[http://www.uiu.edu/catalogs/eu/html/univ\\_policies.html#cheating](http://www.uiu.edu/catalogs/eu/html/univ_policies.html#cheating)

## **ATTENDANCE:**

Even though a student does not attend a regular classroom in the traditional sense and keep up with a set schedule of assignments, it should be pointed out how important it is to keep yourself on a regular timely schedule if possible to complete and send in units. It is too easy to set work aside and decide to do it later. Suddenly, the need to complete assignments and get them in by deadlines can become stressful and, at times, impossible. The key would be to set time aside on a

regular basis and submit work in a timely manner.

**LIBRARY RESOURCES:**

As a student of Upper Iowa University, you have access to the resources of the Henderson-Wilder Library on the Fayette campus. If travel to the campus is not feasible, you can access the library through the University's website. Go to: [www.uiu.edu](http://www.uiu.edu) and click on the Library option located on the left side of the home page. To use the InfoTrac, type in the user name "uiu", and the password "peacocks". Be sure to use all lower case, as the both items are case sensitive.

**WITHDRAWAL:**

If you wish to withdraw prior to the last day of the enrollment period you must contact the External Degree office by phone or in writing. After your original six-month enrollment period you no longer have the option to withdraw from the course. You must finish the course or have a final grade assigned based on the coursework submitted.

**SPECIAL NEEDS:**

If you require accommodation for special needs, please provide documentation to: Director of External Degree.

**This syllabus is tentative and subject to change.**