

SYLLABUS
PubH 6553 - Healthcare Management Ethics
Spring 2010 Term A
(revised 01/25/2010)

Credit: 1

Meeting Time: Monday 1:25-2:50

Meeting Place: Room A110 Mayo Memorial Building

Instructor: Leslie A. Grant, Ph.D.

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**Instructor's
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Office Hours: By appointment

Purpose

This course gives healthcare managers an understanding of the ongoing evolution of healthcare ethics in the US. Healthcare managers face complex ethical problems that arise in multiple contexts. For example:

- Healthcare managers work with a broad array of clinical staff, healthcare professionals and other stakeholders. Stakeholder values and behaviors are influenced by codes of ethics representing diverse professional groups and other interests.
- Healthcare managers have their unique professional codes of conduct which have been promulgated by various professional and trade associations.
- Healthcare managers may encounter ethical conflicts and/or face bioethical dilemmas within a variety of clinical contexts.

- Healthcare managers have fiduciary responsibilities to the organizations they manage.
- Healthcare managers are required to implement systems that respond not only to patient concerns but to organizational ethical issues. They are responsible for promoting good conduct within their organizations through mechanisms such as corporate compliance programs and corporate integrity programs. Ultimately, they are responsible for fulfilling an organizational mission that reflects the vision and core values of the organization.
- Healthcare managers who are effective leaders develop a personal ethic that reflects interpersonal growth (i.e., moral maturity) to support ethical decision making.

This course provides an overview of Healthcare Management Ethics by integrating ethical perspectives from:

- Managerial ethics and leadership
- Organizational ethics
- Professional ethics
- Biomedical or clinical ethics

This course teaches a practical method for analyzing and solving ethical problems within healthcare organizations. A *Practical Guide for Ethical Action* is used by students to complete a series of ethical analyses. Cases are drawn from a variety of contexts including managerial ethics, moral leadership, organizational ethics, professional ethics, and biomedical ethics.

Learning Objectives

Upon completion of this course students will be able to:

- Describe Healthcare Management Ethics from multiple stakeholder perspectives including managerial ethics, organizational ethics, professional ethics, and biomedical/clinical ethics.
- Use the *Practical Guide for Ethical Action* to make ethically grounded management decisions.
- Increase self-awareness about one's own personal ethic to support moral development and effective leadership within health services organizations.

Textbook and Course Manual

Darr, K. *Ethics in Health Services Management*, Fourth Edition, Health Professions Press, 2004. ISBN 1-87881-299-5.

Grant, L.A. *Practical Guide to Ethical Action*. (Unpublished Course Manual). University of Minnesota, Division of Health Policy and Management, School of Public Health.

Evaluation and Grading

1. Students are expected to attend and participate in class discussions and prepare completing by reading assignments (100 points).
2. There is a final exam covering reading assignments and classroom presentations. The final exam is closed book in multiple choice and essay format (100 points).
3. Students will complete ethics case analysis of four cases using the *Practical Guide to Ethical Action* (75 points per case or 300 points total).

Case A – Patricia Carlson and Neilson Place Nursing Facility

Case B – Director of Senior Behavioral Health Unit

Case C – CEO Salaries in Non-Profit versus For-profit Managed Care Organizations

Case D – James Williamson and North Country Regional Hospital

Grading is on the A-F system only. Course evaluation is broken out in the table below.

Performance Criteria

	% of Grade	Points
Attendance and Participation in Class Discussions	20%	100 points
Ethics Case Analysis Assignment	60%	300 points
Ethics Exam	20%	100 points
Total	100%	500 points

Notice on Alternative Formats

This material is available in alternative formats upon request. Please contact Leslie Grant at (612) 624-8844 for further information.

Student Academic Integrity and Scholastic Dishonesty

Academic integrity is essential to a positive teaching and learning environment. All students enrolled in University courses are expected to complete coursework responsibilities with fairness and honesty. Failure to do so by seeking unfair advantage over others or misrepresenting someone else's work as your own, can result in disciplinary action. The University Student Conduct Code defines scholastic dishonesty as follows:

Scholastic Dishonesty: Scholastic dishonesty means plagiarizing; cheating on assignments or examinations; engaging in unauthorized collaboration on academic work; taking, acquiring, or using test materials without faculty permission; submitting false or incomplete records of academic achievement; acting alone or in cooperation with another to falsify records or to obtain dishonestly grades, honors, awards, or professional endorsement; altering forging , or misusing a University academic record; or fabricating or falsifying data, research procedures, or data analysis.

Within this course, a student responsible for scholastic dishonesty can be assigned a penalty up to and including an "F" or "N" for the course. If you have any questions regarding the expectations for a specific assignment or exam, ask.

**PubH 6553 – Healthcare Management Ethics
Course Schedule
Spring Semester 2010 Term A**

	Session Date	Topic	Readings	Speaker
1	Monday January 25, 2010	Introduction to Healthcare Management Ethics	None	Les Grant
2	Monday February 1, 2010	Using the Practical Guide to Ethical Action Center for Reproductive Medicine and Advanced Reproductive Technologies	Read Section I - Identifying and Solving Ethical Problems (pages 1 to 52) of Kurt Darr's book <i>Ethics in Health Services Management</i> (Fourth Edition) including: Introduction Chapter 1 - Considering Moral Philosophies and Principles Chapter 2 - Resolving Ethical Issues	Les Grant
3	Monday February 8, 2010	Group Exercise: Revisiting Case A – Patricia Carlson and Neilson Place Nursing Facility	Read Section II - Guiding Ethical Decision Making (pages 53 to 119) of Kurt Darr's book <i>Ethics in Health Services Management</i> (Fourth Edition) including: Chapter 3 - Developing Organizational Values, Vision and Mission Chapter 4 - Codes of Ethics in Health Services Chapter 5 – Organizational Responses to Ethical Problems	Les Grant Group Discussion

4	Monday February 15, 2010	<p>Group Exercise: Case B – Director of Senior Behavioral Health Unit</p> <p>Write-up of Case A is due.</p>	<p>Read Section III – Administrative Ethical Issues (pages 121 to 207) of Kurt Darr’s book <i>Ethics in Health Services Management</i> (Fourth Edition) including:</p> <p>Chapter 6 – Conflicts of Interest and Fiduciary Responsibilities</p> <p>Chapter 7 – Ethical Issues Regarding Organization and Staff</p> <p>Chapter 8 – Ethical Issues Regarding Patient and Community</p>	<p>Les Grant</p> <p>Group Discussion</p>
5	Monday February 22, 2010	<p>Group Exercise: Case C – CEO Salaries in Non-Profit Versus For-Profit Managed Care Organizations</p> <p>Write-up of Case B is due.</p>	<p>Read Section IV – Emerging Ethical Issues (pages 209 to 279) of Kurt Darr’s book <i>Ethics in Health Services Management</i> (Fourth Edition) including:</p> <p>Chapter 9 – Consent</p> <p>Chapter 10 – Dying and Death</p> <p>Chapter 11 – Patient Autonomy and the Paradigm of Physician-Assisted Suicide</p>	<p>Les Grant</p> <p>Group Discussion</p>
6	Monday March 1, 2010	<p>Group Exercise: Case D – James Williamson and North Country Regional Hospital</p> <p>Write-up of Case C is due.</p>	<p>Read Section V – Emerging Ethical Issues (pages 281 to 347) of Kurt Darr’s book <i>Ethics in Health Services Management</i> (Fourth Edition) including:</p> <p>Chapter 12 – Ethics in Marketing and Managed Care</p> <p>Chapter 13 – Ethics in Resource Allocation</p> <p>Chapter 14 – Social Responsibility</p>	<p>Les Grant</p> <p>Group Discussion</p>
7	Monday March 8, 2010	<p>Final Exam</p> <p>Write-up of Case D is due.</p>	<p>None</p>	<p>None</p>