Credit Hours: 3

Contact Hours: This is a 3-credit course, offered in accelerated format. This means that 16 weeks of material is covered in 8 weeks. The exact number of hours per week that you can expect to spend on each course will vary based upon the weekly coursework, as well as your study style and preferences. You should plan to spend 14-20 hours per week in each course reading material, interacting on the discussion boards, writing papers, completing projects, and doing research.

COURSE DESCRIPTION AND OUTCOMES

Course Description:
This course explores the policy trends and legal and ethical challenges inherent in the administration of healthcare services. Topics include governmental reforms, policy process model, regulation of healthcare false claims, fraud and abuse, antitrust compliance and litigation, informed consent, and principles and legal basis for hospital governance and healthcare malpractice insurance.

Course Overview:
In this course, students are provided opportunities to learn and apply knowledge of legal and ethical expectations on healthcare organizations and behaviors. Using case studies and discussions, students consider how false claims, malpractice, fraud and abuse, informed consent, litigation, hospital governance, and ethical expectations influence the role of the healthcare administrator, manager, and professional. Students will evaluate current healthcare issues and how health reform will affect healthcare organizations.

Course Learning Outcomes:
1. Discuss how healthcare policy process is developed and implemented.
2. Discuss the role and impact of various stakeholders in promoting healthcare policies.
3. Describe and analyze the structure and development of health law and ethics in the United States.
4. Analyze the impacts of legal, regulatory, and political environments on healthcare organizations.
5. Describe and analyze various health reform efforts, laws, and standards that affect healthcare administrators and managers.
6. Compare and contrast basic ethical theories, traditions, and perspectives.
7. Apply ethical principles in the solution of a personal leadership and organizational dilemma or challenge.

PARTICIPATION & ATTENDANCE
Prompt and consistent attendance in your online courses is essential for your success at CSU-Global Campus. Failure to verify your attendance within the first 7 days of this course may result in your withdrawal. If for some reason you would like to drop a course, please contact your advisor.

Online classes have deadlines, assignments, and participation requirements just like on-campus classes. Budget your time carefully and keep an open line of communication with your instructor. If you are having technical problems, problems with your assignments, or other problems that are impeding your progress, let your instructor know as soon as possible.

**COURSE MATERIALS**

Textbook Information is located in the CSU-Global Booklist on the Student Portal.

**COURSE SCHEDULE**

**Due Dates**

The Academic Week at CSU-Global begins on Monday and ends the following Sunday.

- **Discussion Boards:** The original post must be completed by Thursday at 11:59 p.m. MT and Peer Responses posted by Sunday 11:59 p.m. MT. Late posts may not be awarded points.
- **Critical Thinking:** Assignments are due Sunday at 11:59 p.m. MT.

**WEEKLY READING AND ASSIGNMENT DETAILS**

**Module 1**

Readings

- Chapters 1 & 5 in *Legal and Ethical Issues for Health Professionals*

Discussion (25 points)

**PORTFOLIO PROJECT ASSIGNMENT REMINDER**

A final Portfolio Project is due at the end of the course. You have **two options** from which to choose for this final project. This week, you should review the Portfolio Project options and the Portfolio Project grading rubric.

Keep in mind that you have two preliminary deliverables for your Portfolio Project (in Weeks 3 & 5).

**Module 2**

Readings

- Chapters 4 & 8 in *Legal and Ethical Issues for Health Professionals*
Discussion (25 points)

Critical Thinking (110 points)

Option # 1: Multihospital System’s Allocation of Scarce Resources

In this assignment, you will evaluate the legal structure and governance of hospitals. Read “Multihospital System’s Allocation of Scarce Resources” in Chapter 8, pages 277-278 of Legal and ethical issues for health professionals. In this case study, you will evaluate a hospital governance and structure issue, as well as ethical implications of the situation.

Your report should address the following substantive requirements:

- Description and assessment of each type of structure (public, nonprofit, and for-profit). Include pros and cons for each type.
- Evaluate how this situation would be different had the facility been a nonprofit or public entity, as opposed to a for-profit corporation. Be sure to include the role hospital governance plays in this situation.
- Assess the ethical issues related to Brad’s dilemma regarding cash flow to other entities in the corporation.

Your paper should be 4-5 pages in length (excluding cover page and references) and formatted according to the CSU-Global Guide to Writing and APA. Be sure to discuss and reference concepts taken from the assigned textbook reading and relevant research. You must include a minimum of three credible, academic or professional references beyond the text or other course materials. Review the grading rubric to see how you will be graded for this assignment. Utilize headings to organize the content in your work.

Option # 2: Multihospital System’s Allocation of Scarce Resources

In this assignment, you will examine the legal structure and governance of hospitals through a PowerPoint Presentation. Read “Multihospital System’s Allocation of Scarce Resources” in Chapter 8, pages 277-78 of Legal and ethical issues for health professionals. In this case study, you will evaluate a hospital governance and structure issue, as well as ethical implications of the situation.

Your presentation should address the following substantive requirements:

- Description and assessment of each type of structure (public, nonprofit, and for-profit). Include pros and cons for each type.
- Evaluate how this situation would be different had the facility been a nonprofit or public entity, as opposed to a for-profit corporation. Be sure to include the role hospital governance plays in this situation.
- Assess the ethical issues related to Brad’s dilemma regarding cash flow to other entities in the corporation.

Your presentation should meet the following structural requirements:
• Be 6-7 slides in length, not including the cover or reference slides.
• Be formatted according to the CSU-Global Guide to Writing and APA.
• Provide support for your statements with in-text citations from a minimum of three (3) scholarly articles beyond the text or assigned readings. The CSU-Global Library is a good place to find these references.
• Presentation notes are required for each slide to support the slide content. These must be a part of the presentation, so the presentation cannot be submitted in PDF format, which does not make notes visible to the instructor.
• Utilize headings to organize the content in your work.
  o Introduction
  o Assessment
  o Recommendations
  o Conclusion

Module 3

Readings

• Chapter 7 in Legal and Ethical Issues for Health Professionals

Discussion (25 points)

Portfolio Project Milestone (25 points)

Choose one of the following two Portfolio Milestones to complete this week. Do not complete both assignments. Identify your assignment choice in the title of your submission. Note that while there are two options for the Milestone, there is only one rubric. Review the rubric to confirm you are meeting the assignment requirements.

Milestone for Portfolio Option #1: Outline and Reference List for Portfolio Project

Submit a formal outline of the key parts of your Portfolio Project with 8-10 references you plan to use in the project. Your outline should include the sections listed in the Portfolio Project description (introduction, description, assessment [ethical and legal], action plan, recommendations, and conclusion), a brief description of what will be included, and sources from your reference list linked to the appropriate sections.

Format your reference list according to the CSU-Global Guide to Writing and APA. A cover page is required.

Milestone for Portfolio Option #2: Graphic or Table Outline

Create a graphic or table outlining the key parts of your Portfolio Project with 8-10 references you plan to use in your Portfolio Project. The key areas on your graphic or table outline should include the sections listed in the Portfolio Project description (introduction, description, assessment [ethical and legal], action plan, recommendations, and conclusion), a brief description of what will be included and with sources from your reference list linked to the appropriate section. Be creative in the design and presentation of this material with call out boxes, embedded audio, and graphics if you choose.
Format the text and your references according to the CSU-Global Guide to Writing and APA. A cover page/title page area is required.

Module 4
Readings
- Chapter 12 in Legal and Ethical Issues for Health Professionals

Discussion (25 points)
Critical Thinking (110 points)
Choose one of the following two assignments to complete this week. Do not complete both assignments. Identify your assignment choice in the title of your submission. Note that while there are two options for the Critical Thinking Assignment, there is only one rubric. Review the rubric to confirm you are meeting the assignment requirements.

Option #1: Patient Survey
As a healthcare administrator, it is important to be able to evaluate the effectiveness of your staff to follow rules like HIPAA and HITECH, as well as abide by patient autonomy.
Create a survey that could be administered to patients to review their experience at your facility, focusing on privacy. Be sure to include questions that will measure the safety of their personal information, procedures used to keep information private, and specific items that are required by HIPAA.
Your survey should include 10-15 questions, and include a paragraph on each question as to how you would use information gained from that question to improve healthcare in your facility and any ethical implications of the questions you provided. While the format can be in a survey format, with paragraphs explaining the necessity of the questions and how the feedback will be helpful to your facility, remember to cite your sources.
Your paper should be 3-4 pages in length. Be sure to include a cover page and references formatted according to the CSU-Global Guide to Writing and APA. Be sure to discuss and reference concepts taken from the assigned textbook reading and relevant research. You must include a minimum of three credible, academic or professional references beyond the text or other course materials. Review the grading rubric to see how you will be graded for this assignment.

Option #2: Patient Survey PowerPoint
As a healthcare administrator, it is important to be able to evaluate the effectiveness of your staff to follow rules like HIPAA and HITECH, as well as abide by patient autonomy.
Create a presentation that could be administered to providers and staff to educate them on a specific component of HIPAA and patient privacy, that you feel needs improvement at your facility. Be sure to include specific requirements concerning maintaining personal privacy and procedures used to keep
information private and the underlying ethics of these requirements. Conclude your presentation with a quiz to determine their competency.

Your presentation should meet the following structural requirements:

• Be 6-7 slides in length, not including the cover or reference slides.
• Be formatted according to the CSU-Global Guide to Writing and APA.
• Provide support for your statements with in-text citations from a minimum of four (4) scholarly articles. Two (2) of these sources may be from the class readings, textbook, or lectures, but two (2) must be external. The CSU-Global Library is a good place to find these references.
• Presentation notes are required for each slide to support the slide content. These must be a part of the presentation, so the presentation cannot be submitted in PDF format, which does not make notes visible to the instructor.
• Utilize the following headings to organize the content in your work.
  o Introduction
  o Assessment
  o Recommendations
  o Conclusion

Module 5

Readings

• Chapter 6, pages 208-213 in Legal and Ethical Issues for Health Professionals

Discussion (25 points)

Critical Thinking (110 points)

Choose one of the following two assignments to complete this week. Do not complete both assignments. Identify your assignment choice in the title of your submission. Note that while there are two options for the Critical Thinking Assignment, there is only one rubric. Review the rubric to confirm you are meeting the assignment requirements.

Option #1: Case Study – Medicare Fraud and Abuse Risk Management Plan

In this assignment, we examine the legal and ethical implications of fraud and abuse. Use the CSU-Global Library and the internet to identify a real-world case of Medicare fraud and/or abuse. Write a 5-6 page Risk Management Plan for your healthcare facility using the readings, research, and your knowledge of health law and ethics to analyze this case.

Your report should address the following substantive requirements:

• Description of what occurred, who was affected, and why.
• Assess the case from the following perspectives:
  o Ethical – identify the ethical principles involved in this situation from the perspective of all those involved.
  o Legal – what are the legal implications and what laws or statutes were involved?
• Develop appropriate policies and procedures from preventing this from occurring in the future.
• Provide specific prevention mechanisms to deal with the case at hand.
Your report should meet the following structural requirements:

- Be 4-5 pages in length, not including the cover or reference pages.
- Be formatted according to the CSU-Global Guide to Writing and APA.
- Provide support for your statements with in-text citations from a minimum of four (4) scholarly articles. Two (2) of these sources may be from the class readings, textbook, or lectures, but two (2) must be external. The CSU-Global Library is a good place to find these references.
- Utilize the following headings to organize the content in your work.
  - Introduction
  - Assessment
  - Recommendations
  - Conclusion

Option #2: Case Study – Medicare Fraud and Abuse Presentation

In this assignment, you will examine the legal and ethical implications of fraud and abuse. Use the CSU-Global Library and/or the internet to identify a real-world case of Medicare fraud and/or abuse. Create a 7-8 slide presentation (using PowerPoint or a similar application) to present to the class. While you will not actually do the presentation, your work should be complete enough to present your findings as if you were presenting this to your colleagues to educate them on this situation. Use the readings, research, and your knowledge of health law and ethics to analyze this case.

Your presentation should address the following substantive requirements:

- Description of what occurred, who was affected, and why.
- Assess the case from the following perspectives:
  - Ethical – identify the ethical principles involved in this situation from the perspective of all those involved.
  - Legal – what are the legal implications and what laws or statutes were involved?
- Provide two recommendations for how to manage this case from the perspective of the healthcare organization involved. What could have been done to prevent this situation?
- Recommend next steps in order to manage this case.

Your presentation should meet the following structural requirements:

- Be 7-8 slides in length, not including the cover or reference slides.
- Be formatted according to the CSU-Global Guide to Writing and APA.
- Provide support for your statements with in-text citations from a minimum of four (4) scholarly articles outside the class readings, textbook, and lectures. The CSU-Global Library is a good place to find these references.
- Presentation notes are required for each slide to support the slide content. These must be a part of the presentation, so the presentation cannot be submitted in PDF format, which does not make notes visible to the instructor.
- Utilize headings to organize the content in your work.
  - Introduction
  - Assessment
  - Recommendations
  - Conclusion

Portfolio Project Milestone (25 points)

Submit an outline of your Portfolio Project (25 points)
• State your paper topic.
• Provide an outline of your paper.
  o Your outline should include headers (the major topics), major resources, and the intended flow of the information in the project.
  o Under each header, write a few sentences on what you think you might cover in that section.
• Provide three articles that you might consider using for your final Portfolio Project. These sources cannot include the textbook or other course materials.
• Give a short reason why you feel each source would be pertinent to your project. This is not expected to be a final list. The goal here is to motivate you to begin examining research that might help you in your final Portfolio Project.

Module 6

Readings
• Chapter 6, (pages 213-234) in Legal and Ethical Issues for Health Professionals

Discussion (25 points)

Critical Thinking (120 points)
Choose one of the following two assignments to complete this week. Do not complete both assignments. Identify your assignment choice in the title of your submission. Note that while there are two options for the Critical Thinking Assignment, there is only one rubric. Review the rubric to confirm you are meeting the assignment requirements.

Option #1: Case Study – The Court Was Appalled Report
In this assignment, you will examine the legal and ethical implications of medical malpractice. Read the case study “The Court was Appalled” in Legal and Ethical Issues for Healthcare Professionals. As in-house counsel of the facility, write a 4-5 page report to the Director of the Ohio Department of Rehabilitation to assist them in gaining a better understanding of what occurred and the legal implications for the organization. Be sure to research the director’s name to know to whom to address the report.

Your report should address the following substantive requirements:
• Description of what occurred, who was affected, and why.
• Assess the case from the following perspectives:
  • Ethical – identify the ethical principles involved in this situation from the perspective of the patient (Tomlik), physician (Evans), the nurse, and the organization (Ohio Department of Rehabilitation)
  • Legal – what are the legal implications and what laws or statutes were involved?
  • Address the nature of the healthcare workers and organization’s affiliation and liability issues.
  • Provide at least two recommendations for how to manage this case from the perspective of the healthcare organization. What could have been done to prevent this situation and how can it be prevented from occurring in the future?

Your report should meet the following structural requirements:
Option #2: Case Study – The Court Was Appalled PowerPoint

In this assignment, you will examine the legal and ethical implications of medical malpractice. Read the case study “The Court was Appalled” in Legal and Ethical Issues for Healthcare Professionals. As in-house counsel of the facility, prepare a PowerPoint presentation for the Director of the Ohio Department of Rehabilitation, to assist them in gaining a better understanding of what occurred and the legal implications for the organization. Be sure to research the director’s name to know to whom to address the report.

Your report should address the following substantive requirements:

- Description of what occurred, who was affected, and why.
- Assess the case from the following perspectives:
  - Ethical – identify the ethical principles involved in this situation from the perspective of the patient (Tomlik), physician (Evans), the nurse, and the organization (Ohio Department of Rehabilitation)
  - Legal – what are the legal implications and what laws or statutes were involved?
  - Address the nature of the healthcare workers and organization’s affiliation and liability issues.
- Provide at least two recommendations for how to manage this case from the perspective of the healthcare organization. What could have been done to prevent this situation and how can it be prevented from occurring in the future?

Your presentation should meet the following structural requirements:

- Be 7-8 slides in length, not including the cover or reference slides.
- Be formatted according to the CSU-Global Guide to Writing and APA.
- Provide support for your statements with in-text citations from a minimum of six (6) scholarly articles. Two (2) of these sources may be from the class readings, textbook, or lectures, but four (4) must be external. The CSU-Global Library is a good place to find these references.
- Presentation notes are required for each slide to support the slide content. These must be a part of the presentation, so the presentation cannot be submitted in PDF format, which does not make notes visible to the instructor.
- Utilize the following headings to organize the content in your work.
  - Introduction
  - Assessment
  - Recommendations
  - Conclusion

Module 7

Readings
Module 8

Readings

- Chapters 3 & 7 in *Legal and Ethical Issues for Health Professionals*

Discussion (25 points)

Portfolio Project (300 points)

Choose one of the following two Portfolio Projects to complete. Do not do both assignments. Identify your assignment choice in the title of your submission. Review the Portfolio Project grading rubric to understand how you’ll be graded on your project. Note that both assignment choices require Portfolio Project Milestone assignments that must be submitted by the end of Weeks 3 & 5.

**Option #1: Legal and Ethical Dilemma Case Study Evaluation**

As we have seen, the healthcare and medical technology is constantly evolving. The law often struggles to keep up with the fast progression of the health field. Choose a topic such as sterilization, artificial insemination, surrogacy, organ donations, clinical trials, genetic discrimination, stem cell research, chronic disease, infectious disease, end-of life, or another growing field and a state or federal legal case based on this topic. There are good case ideas in your textbook.

Your Portfolio Project provides an opportunity to evaluate a real-world ethical dilemma from the perspective of the healthcare/hospital administrator. You will use your skills and knowledge of ethics and health law as well as role playing to create a risk management plan for prevention of future situations to present to your Senior Leadership team and the Board of Governors.

Write a 12-15 page report evaluating your chosen topic/case and providing recommendations on how your facility can avoid legal ramifications while still maintaining your mission, values, and ethical principles. Your report should address the following substantive requirements:

- **Description of the topic/case**, including who it would affect and what it means for your facility.
- **Assessment of the case** from the following perspectives:
  - Ethical – describe the ethical principles involved and expectations for all involved.
  - Legal – define and argue the legal implications for each party. Explain health laws involved in your topic and a major court case that relates to your topic, as applicable.
  - Regulatory compliance – examine regulatory standards and compliance involved.
  - Evaluate and recommend how your facility can abide by state and federal laws on the topic. If none currently exist at the state or federal level, how should your facility proceed on the topic?
As we have seen, the healthcare and medical technology is constantly evolving. The law often struggles to keep up with the fast progression of the health field. Choose a topic such as sterilization, artificial insemination, surrogacy, organ donations, clinical trials, genetic discrimination, stem cell research, chronic disease, infectious disease, end-of-life, or another growing field and a state or federal legal case based on this topic. There are good case ideas in your textbook.

Your Portfolio Project provides an opportunity to evaluate a real-world ethical dilemma from the perspective of the healthcare/hospital administrator. You will use your skills and knowledge of ethics and health law as well as role playing to create a risk management plan for prevention of future situations to present to your Senior Leadership team and the Board of Governors.

Create a PowerPoint presentation evaluating your chosen topic/case and providing recommendations on how your facility can avoid legal ramifications while still maintaining your mission, values, and ethical principles. Your presentation should address the following substantive requirements:

- **Description of the topic/case**, including who it would affect and what it means for your facility.
- **Assessment of the case** from the following perspectives:
  - **Ethical** – describe the ethical principles involved and expectations for all involved.
  - **Legal** – define and argue the legal implications for each party. Explain health laws involved in your topic and a major court case that relates to your topic, as applicable.
  - **Regulatory compliance** – examine regulatory standards and compliance involved.
  - **Evaluate and recommend** how your facility can abide by state and federal laws on the topic. If none currently exist at the state or federal level, how should your facility proceed on the topic?
  - **Health reform** – illustrate how this case and your role as administrator are different now due to changes in health law and expectations from health reform.
  - **Recommendeds** – argue at least three recommendations for your facility to deal with this topic.
Action plan for prevention – create an action plan for prevention explaining how you would implement these recommendations.

Your presentation should meet the following structural requirements:

- Be 15-17 slides in length, not including the cover or reference slides.
- Be formatted according to the CSU-Global Guide to Writing and APA.
- Be sure to discuss and reference concepts taken from the assigned textbook reading and relevant research. You must include a minimum of ten (10) credible, academic or professional references beyond the text or other course materials. At least six (6) of these articles should come from external sources. The CSU-Global Library is a good place to find these references.
- Use correct terminology pertaining to the law and ethics.
- Utilize headings to organize the content in your work.
  - Introduction
  - Assessment
  - Recommendations
  - Conclusion

<table>
<thead>
<tr>
<th>Grading Scale</th>
<th>Score Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>95.0 – 100</td>
</tr>
<tr>
<td>A-</td>
<td>90.0 – 94.9</td>
</tr>
<tr>
<td>B+</td>
<td>86.7 – 89.9</td>
</tr>
<tr>
<td>B</td>
<td>83.3 – 86.6</td>
</tr>
<tr>
<td>B-</td>
<td>80.0 – 83.2</td>
</tr>
<tr>
<td>C+</td>
<td>75.0 – 79.9</td>
</tr>
<tr>
<td>Grade</td>
<td>Range</td>
</tr>
<tr>
<td>-------</td>
<td>--------------</td>
</tr>
<tr>
<td>C</td>
<td>70.0 – 74.9</td>
</tr>
<tr>
<td>D</td>
<td>60.0 – 69.9</td>
</tr>
<tr>
<td>F</td>
<td>59.9 or below</td>
</tr>
</tbody>
</table>

**Course Policies**

**Course Grading**

- 20% Discussion Participation
- 45% Critical Thinking Assignments
- 35% Portfolio Project & Milestones
For information on late work and incomplete grade policies, please refer to our In-Classroom Student Policies and Guidelines or the Academic Catalog for comprehensive documentation of CSU-Global institutional policies.

**Academic Integrity**

Students must assume responsibility for maintaining honesty in all work submitted for credit and in any other work designated by the instructor of the course. Academic dishonesty includes cheating, fabrication, facilitating academic dishonesty, plagiarism, reusing /re-purposing your own work (see CSU-Global Guide to Writing and APA Requirements for percentage of repurposed work that can be used in an assignment), unauthorized possession of academic materials, and unauthorized collaboration. The CSU-Global Library provides information on how students can avoid plagiarism by understanding what it is and how to use the Library and Internet resources.

**Citing Sources with APA Style**

All students are expected to follow the CSU-Global Guide to Writing and APA Requirements when citing in APA (based on the APA Style Manual, 6th edition) for all assignments. For details on CSU-Global APA style, please review the APA resources within the CSU-Global Library under the “APA Guide & Resources” link. A link to this document should also be provided within most assignment descriptions in your course.

**Disability Services Statement**

CSU–Global is committed to providing reasonable accommodations for all persons with disabilities. Any student with a documented disability requesting academic accommodations should contact the Disability Resource Coordinator at 720-279-0650 and/or email ada@CSUGlobal.edu for additional information to coordinate reasonable accommodations for students with documented disabilities.

**Netiquette**

Respect the diversity of opinions among the instructor and classmates and engage with them in a courteous, respectful, and professional manner. All posts and classroom communication must be conducted in accordance with the student code of conduct. Think before you push the Send button. Did you say just what you meant? How will the person on the other end read the words?

Maintain an environment free of harassment, stalking, threats, abuse, insults or humiliation toward the instructor and classmates. This includes, but is not limited to, demeaning written or oral comments of an ethnic, religious, age, disability, sexist (or sexual orientation), or racist nature; and the unwanted sexual advances or intimidations by email, or on discussion boards and other postings within or connected to the online classroom. If you have concerns about something that has been said, please let your instructor know.