COURSE SYLLABUS – SUMMER 2009

Faculty: Prof. John Donnellan
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Office hours are by appointment; students are encouraged to e-mail at any time.

Meeting Times: Monday/Wednesday
4:55 – 6:35 pm
May 18, 20, 27, June 1, 3, 8, 10

Credits: 2 credits

COURSE SUMMARY AND OBJECTIVES

This course will explore the role of ethics in management leadership and organization success in today’s healthcare environment. Learning objectives include:

- Foster critical awareness of the student’s values and the underlying ethical concepts
- Identify and enhance knowledge and skills to respond to specific ethics issues encountered in today’s environment
- Promote competence in moral reasoning and skill in applying basic ethics concepts, including identifying, analyzing, and resolving ethics conflicts
- Explore various ethical issues encountered in health care management
- Describe ethics resources and tools

The course will focus on both recognizing and responding to contemporary ethical topics in health care management. Class sessions will explore the application of moral reasoning, based on various ethical theories to health care concerns encountered by health care administrators, policy makers and clinicians. The course will demonstrate the practical application of philosophy and specifically, moral reasoning to ethical conflicts in health care organizations. Emphasis will be on critical thinking, real-world application, and decision-making in a professional environment.
Students should come to class prepared to participate in the discussion of major topics outlined for each course session. Each session will consist of faculty and student presentations, group discussion, and case studies. The course is of interest to all students, especially those pursuing careers in health care.

REQUIRED TEXTBOOK AND JOURNAL ARTICLES

Students are expected to read the chapters and articles listed in the syllabus each week. The primary and secondary texts are available, on reserve, at Bobst Library, and most medical libraries. The primary textbook, Darr K. 2004 *Ethics in Health Services Management* is available at the NYU Professional Bookstore. For all readings below that are not in these books, students can download PDF versions from the blackboard site associated with this course.


Additional articles to be assigned for course sessions

CLASS TOPICS AND READINGS

Class 1: May 18

- Course introduction and requirements
- The relationship between ethics and today's health care organizations
  - What is ethics, health care ethics, and its relationship to law and compliance
  - Importance of ethics in today’s health care organizations – impact of ethical conflicts on staff, organizational culture, and costs
  - Recognizing and resolving ethics dilemmas in health care – case study
  - Model ethical decision-making process

*Required Reading(s):*
  - Introduction and Chapters 1-3 Darr K. 2004. *Ethics in Health Services Management*
  - Organizational Ethics Decision-making Process (electronic)

Class 2: May 20

- Ethical issues in organizations and management
- Fiscal responsibility and ethics – allocating limited resources
- Market forces and ethics
- Organization and Staff
- Marketing

**Required Reading(s):**
- Organizational Ethics (Electronic)
- Chapters 7-8, 12-13 Darr K. 2004. *Ethics in Health Services Management*

### Class 3: May 27

- Clinical ethics issues
  - Informed consent
  - End of-life decision making
- Managing conflicts of interest
  - Recognizing, managing, and preventing conflicts of interests
  - Developing and implementing a conflict of interest policy

**Required Reading(s):**
- Chapters 6, 9, 10, Darr K. 2004. *Ethics in Health Services Management*
- Vender Relations ACHE Policy Statement (ACHE.org)

### Class 4: June 1

- Social responsibility of health care organization
  - Access to health care for vulnerable populations, including the non-insured, illegal resident
  - Setting limits to the availability of health care
  - Creating a just health care system

**Required Reading(s):**
- Chapter 14 Darr K. 2004. *Ethics in Health Services Management*
- Chapters 9, 14, 16 Weber LJ. 2001. *Business Ethics in Healthcare*

### Class 5: June 3

- Ethical issues in a culturally diverse health care environment
  - The impact of a culturally diverse workforce and population served in health care
  - The role of cultural diversity in clinical care
  - Developing cultural and faith group competency

**Required Reading(s):**
Class 6: June 8

- Ethics resources in health care organization
  - The evolving nature of ethics committees
  - Ethics tools – ethics self-audits, ethical standards of practice, policy statements
  - Balancing professional standards, organizational policy, and personal values
- Student presentations

Required Reading(s):
- Chapter 5 Darr K. 2004. *Ethics in Health Services Management*

Class 7: June 10

- Ethical leadership and highly ethical organizations
  - The nature and importance of ethical leadership
  - The ethical organization – essential for success
  - Creating and maintaining an ethical culture
- Student presentations
- Course wrap-up

Required Reading(s):
- Chapter 4 Darr K. 2004. *Ethics in Health Services Management*

COURSE REQUIREMENTS

Class Presentation:
Students, working in teams, will give a brief, 10-15 minute presentation on a particular healthcare ethics issue. The presentation should describe the ethical issue and your reasoning in response to the ethical challenge. The team’s presentation should include a 1-2 page handout highlighting your presentation.

Paper:
Students will prepare a paper addressing a recurring ethical challenge in healthcare management. The paper should describe the issue (either a general situation or a case), offer an approach for anticipating, managing, and potentially decreasing the occurrence of the ethical challenge in the future. The paper should be 4-6 pages in length in additional to references and is due June 10.
Class Participation:
Classroom discussion and debate are essential to this course. Students are expected to come to class ready to discuss the assigned readings.

GRADING

Course grades will be calculated as follows.

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<thead>
<tr>
<th></th>
<th>% Final Grade</th>
<th>Date Due</th>
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<tbody>
<tr>
<td>Class Participation</td>
<td>40%</td>
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<tr>
<td>Paper</td>
<td>30%</td>
<td>June 10</td>
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<tr>
<td>Class Presentation</td>
<td>30%</td>
<td>June 8 or 10</td>
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ADMINISTRATIVE PROCEDURE

If you have trouble posting the required essays and responses on Blackboard, please contact Blackboard Helpline.