NEW YORK UNIVERSITY
ROBERT F. WAGNER GRADUATE SCHOOL OF PUBLIC SERVICE

HPAM-GP 4852(001) - ETHCIAL ISSUES IN HEALTHCARE MANAGEMENT
COURSE SYLLABUS – SUMMER 2012

Faculty: Prof. John Donnellan
 prof. William Nelson
 john.donnellan@nyu.edu william.a.nelson@dartmouth.edu

Office hours by appointment; students are encouraged to e-mail faculty at any time.

Meeting Days/Times: Tuesday, May 22 4:00pm – 7:00pm
 Thursday, May 24 4:00pm – 7:00pm
 Tuesday, May 31 4:00pm – 7:00pm
 Tuesday, June 5 4:00pm – 7:00pm
 Thursday June 7 4:00pm – 7:00pm

Location: Room 365
 Global Center for Academic & Spiritual Life (GCASL)
 238 Thompson Street
 (Located at the corner of Thompson St & Wash Sq So)

Credits: 2 points

Suggested pre-requisites: None

COURSE DESCRIPTION

This course will explore the role of ethics and various ethical issues in management leadership and organization success in today’s health care environment, describe ethics resources and tools available to healthcare leaders and simulate application of ethical decision-making through case studies and student assignments.

The course will focus on 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.
KEY COMPETENCIES ADDRESSED IN THE COURSE

- The ability to understand and apply legal and ethical principles to managerial and leadership decisions affecting health care organizations (Course Focus)
- The ability to implement management practices that optimize workforce performance (Relevant Content)
- The ability to present convincingly to individuals and groups the evidence to support a point of view, position or recommendation (Relevant Content)

Learning Objectives:

- Upon completion of the course students will have acquired the ability to understand and apply legal and ethical principles to managerial decision-making in health care organizations. This will include:
  - An understanding of the basic ethics principles, concepts and standards that relate to today’s public service environment, and the relationship between ethics and law
  - An awareness of and an ability to respond to the ethical issues commonly encountered in public service
  - Competence in moral reasoning and the application of basic ethics concepts when identifying, analyzing, and resolving ethics conflicts facing healthcare organizations. This will include the ability to make value characterizations when responding to specific ethics issues
  - The ability to access and apply ethics resources available to health care managers
  - A critical awareness of one’s own values, and the underlying ethical issues
  - An opportunity for each student to reflect on, present and discuss in class a specific health management ethics topic

LEARNING METHODS

Teaching methods include:

- Knowledge transfer through assigned readings, lectures and in-class discussion
- Work/career simulation exercises through case studies (reading, analysis, in-class discussion and faculty feedback) and student team presentations to class (to include application of ethical reasoning to evaluate and responding with recommendations to an ethical question or issue)
- Skill development through reflective learning and completion of a paper which describes an ethical question or issue and offer an well-reasoned approach for anticipating, managing and potentially decreasing the occurrence of the ethical challenge in the future.
Classroom discussion and debate are essential to this course. Students are expected to attend all sessions and come prepared to participate in the discussion of 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 TEXTBOOKS AND JOURNAL ARTICLES

Students are expected to read the chapters and articles listed in the syllabus each week. The primary text used in the course is:


Additional journal articles, book chapters and other assigned readings are posted on the course Blackboard.
CLASS TOPICS AND READINGS

Class 1 – May 22, 2012 – Recognizing and Addressing Ethical Challenges

- Course introduction and requirements
  - Learning objectives
  - Teaching methods
  - Grading
  - Assignments
- 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
  - Recognizing and resolving ethics dilemmas in health care
  - Model ethical decision-making process
- Case Presentation & Discussion

Required Reading(s):
- Nelson WA. A brief overview of health care ethics: practical approaches for today’s health care ethics issues.
- Case Study – Closing an Outpatient Clinic


Class 2 – May 24, 2012 – Organizational Ethics/Ethical Leadership/Social Responsibility

- Ethical issues in organizations and management
  - Fiscal responsibility, resource allocation and ethics
  - Market forces and ethics
- Managing conflicts of interest
  - Recognizing, managing, and preventing conflicts of interests
  - Developing and implementing a conflict of interest policy
- Social responsibility of health care organizations
  - Access to health care for vulnerable populations, including the non-insured, illegal residents
  - Setting limits to the availability of health care
Overuse and misuse of health care
Creating a just health care system

Case Presentations & Discussion
Case Study 1 – North of the River
Case Study 2 – The Cost Conundrum

Required Reading(s):
• ACHE Considerations for Healthcare Executive-Supplier Interactions
• Case study – North of the river

Class 3 – May 31, 2012 – Clinical Ethics Issues

• Fundamentals of clinical ethics
  o Provider-patient relationships
  o Informed consent – shared decision-making
  o Decisions about life-sustaining interventions
  o Surrogate decision-making
• Ethics resources in health care organizations
  o The evolving nature of ethics committees
  o Ethics tools – ethics self-audits, ethical standards of practice, policy statements
• Case Presentations & Discussion
  o Shared decision-making
  o End-of-life decision-making

Required Reading(s):
• Case study – Mr. Barney
Class 4 – June 5, 2012 – Ethics Resources and Research Ethics

- Ethical issues in human research
  - The development of ethical standards
  - Clarifying what is research
  - Ethical standards for research
  - Case Study & Discussion – Sham Surgery
- Ethical issues in quality improvement
  - The quality improvement mandate
  - The need for ethical basis for quality improvement
  - Proposal quality improvement ethical standards
  - Case Study & Discussion

Required Reading(s):

Class 5 – June 7, 2012 – The Ethical Leader; Student Team Presentations

- Ethical leadership in health care organizations
  - The ethical organization
  - The ethical leader
  - Creating and maintaining an ethical culture
  - Case Study and discussion – Building an Ethical Culture at NHRH
- Student team presentations
- Course wrap-up

Required Reading(s):
- Case Study – Building an Ethical Culture at Northern Regional Hospital
COURSE REQUIREMENTS

Team Presentation: Students, working in teams of two, will prepare and deliver in class a 10-15 minute presentation on a particular healthcare ethics issue. The presentation should describe the ethical issue and the reasoning in response to the ethical challenge. The team’s presentation should include a 1-2 page handout highlighting the presentation. **DUE ON FINAL CLASS SESSION, JUNE 7, 2012**

Paper: Each student 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), and offer an approach for anticipating, managing and potentially decreasing the occurrence of the ethical challenge in the future. The paper should be no more than 6 pages (1.5 spacing) in length, excluding title page, references and appendices. **DUE BY END-OF-DAY MONDAY, JUNE 18, 2012.**

Course grades will be calculated as follows:

<table>
<thead>
<tr>
<th>% Final Grade</th>
<th>Date Due</th>
</tr>
</thead>
<tbody>
<tr>
<td>Team report &amp; presentation</td>
<td>40%</td>
</tr>
<tr>
<td>Paper</td>
<td>40%</td>
</tr>
<tr>
<td>Class participation &amp; discussion</td>
<td>20%</td>
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</tbody>
</table>

GRADING CRITERIA

*Team presentation* will be scored on each of the following elements:
- The ethical issue or question is adequately described
- A well-reasoned response to the issue or question is presented
- The response is grounded in ethical literature and ethical principals
- Adequacy of delivery

*Paper* will be scored on each of the following elements:
- The paper is well written, with an organized discussion and well-backed opinions
- The ethical issue/challenge is clearly described
- An approach for anticipating, managing and potentially decreasing re-occurrence of the situation is offered
- The writer makes use of appropriate references
ACADEMIC INTEGRITY:

Academic Integrity is vital to the mission of NYU/Wagner, to education at NYU Wagner and membership in the Wagner community.

It is a core value. It forms the foundation of trust among students, and between students and teachers.¹ Cheating has no place in our community. Academic dishonesty or other offenses against the community are not individual acts affecting only the individuals involved. Cheating violates our communal trust in each other; it is an offense against our community of scholarship. If tolerated, it undermines all we stand for. Honesty matters at Wagner, just as it does in the broader world of public service.

It is a shared value. Administration, faculty and students each play a vital part in promoting, securing and nurturing it. I invite you to visit the NYU Wagner website and review our Academic Code and Academic Oath (www.wagner.nyu.edu/current/policies), as well as the Wagner Student Association’s Code of Professional Responsibility. If at any time you have a question about Academic Integrity or suspect a violation of our code, seek guidance from any member of the faculty or administration.

It is a promoted value. It is incumbent on all members of the community to promote it, through scholarship, responsible participation in School events, assistance to other community members who are struggling with it, and by upholding the codes of the school and the Wagner Student Association.

- Included below is a list of resources for understanding and avoiding plagiarism: "Plagiarism: What is It and How to Recognize and Avoid It," The Writing Center at Indiana University, www.indiana.edu/~wts/wts/plagiarism.html
- “Principles Regarding Academic Integrity, ? Northwestern University, www.northwestern.edu/uacc/plagiar.html

REFERENCE CITATION:

- For research resources regarding appropriate citation of the many different sources you will use in your work, see Writing on the NYU/Wagner webpage, under "Current Students/Academic Services."
- For your information, a quick reference guide to the AMA Manual of Style is posted on Blackboard.