

APPLICATION FOR CHANGE IN EXISTING COURSE: MAJOR and MINOR

1. Submitted by the College of Public Health Date: 06/30/09
 Department/Division offering course: Health Services Management

2. What type of change is being proposed? Major Minor*
 *See the description at the end of this form regarding what constitutes a minor change. Minor changes are sent directly from the dean of the college to the Chair of the Senate Council. If the Senate Council chair deems the change not to be minor, the form will be sent to the appropriate Council for normal processing and an email notification will be sent to the contact person.

3. Current Distance Learning (DL) status: N/A Already approved for DL[†] Please Add Please Drop
 If ADDING, check one of the methods below that reflects how the majority of the course content will be delivered.
 Internet/Web-based Interactive Video Extended Campus

[†]If already approved for DL, a new Distance Learning Form must be submitted with this form unless the department affirms (by checking this box) that the proposed course changes will not affect DL delivery.

PROPOSED CHANGES

Please complete all "Current" fields.
 Fill out the "Proposed" field only for items being changed. Enter N/A if not changing.
 Circle the number for each item(s) being changed. For example: (6)

4. Current prefix & number: HA 604 Proposed prefix & number: HA 604

5. Current Title: Managerial ethics
 Proposed Title[†]: Managerial ethics
[†]If title is longer than 24 characters, offer a sensible title of 24 characters or less: _____

6. Current number of credit hours: 1 Proposed number of credit hours: 1

7. Currently, is this course repeatable? YES NO If YES, current maximum credit hours: _____
 Proposed to be repeatable? YES NO If YES, proposed maximum credit hours: _____

8. Current grading system: Letter (A, B, C, etc.) Pass/Fail
 Proposed grading system: Letter (A, B, C, etc.) Pass/Fail

9. Courses must be described by at least one of the categories below. Include number of actual contact hours per week for each category.
 Current:
 CLINICAL COLLOQUIUM DISCUSSION LABORATORY LECTURE
 INDEPEND. STUDY PRACTICUM RECITATION RESEARCH RESIDENCY
 SEMINAR STUDIO OTHER - Please explain: _____

Proposed:
 CLINICAL COLLOQUIUM DISCUSSION LABORATORY LECTURE
 INDEPEND. STUDY PRACTICUM RECITATION RESEARCH RESIDENCY
 SEMINAR STUDIO OTHER - Please explain: _____

10. Requested effective date (term/year): Fall / 2009

APPLICATION FOR CHANGE IN EXISTING COURSE: MAJOR and MINOR

19. Is this course currently included in the University Studies Program? Yes No

20. Check box if changed to 400G or 500. If changed to 400G- or 500-level, you must include a syllabus showing differentiation for undergraduate and graduate students by (i) requiring additional assignments by the graduate students; and/or (ii) the establishment of different grading criteria in the course for graduate students. (See SR 3.1.4)

21. Within the department, who should be contacted for further information on the proposed course change?

Name: Julia F. Costich Phone: 7-6712 Email: julia.costich@uky.edu

22. Signatures to report approvals:

5/27/09
DATE of Approval by
Department Faculty

JULIA F. COSTICH / Julia F Costich
printed name Reported by Department Chair signature

5/29/09
DATE of Approval by College
Faculty

Stephen W. Wyatt / Wyatt
printed name Reported by College Dean signature

*DATE of Approval by
Undergraduate Council

printed name Reported by Undergraduate Council Chair signature

*DATE of Approval by Graduate
Council

printed name Reported by Graduate Council Chair signature

*DATE of Approval by Health
Care Colleges Council (HCCC)

printed name Reported by Health Care Colleges Council Chair signature

*DATE of Approval by Senate
Council

Reported by Office of the Senate Council

*DATE of Approval by the
University Senate

Reported by the Office of the Senate Council

*If applicable, as provided by the *University Senate Rules*. (<http://www.uky.edu/USC/New/RulesandRegulationsMain.htm>)

Excerpt from *University Senate Rules*:

SR 3.3.0.G.2: **Definition.** A request may be considered a minor change if it meets one of the following criteria:

- a. change in number within the same hundred series;
- b. editorial change in the course title or description which does not imply change in content or emphasis;
- c. a change in prerequisite(s) which does not imply change in content or emphasis, or which is made necessary by the elimination or significant alteration of the prerequisite(s);
- d. a cross-listing of a course under conditions set forth in SR 3.3.0.E;
- e. correction of typographical errors.

Organizational and Professional Ethics in Health Care
Health Administration 604

Spring 2009

Tuesdays 6:00 – 7:40 p.m.

POT 113

Professor: Edward T. Jennings, Ph.D.
Instructor: Larry W. Gray, M.Div, MHA
Phone: (859) 260-6105
Fax: (859) 260-6117

Office: Central Baptist Hospital
E-Mail: lgray@bhsi.com
Office Hours: By Appointment

Required Text

- **Morrison, Eileen E. (2006). Ethics in Health Administration: A Practical Approach for Decision Makers. Boston: Jones and Bartlett**
- Articles and excerpts listed in the syllabus. Bibliographical detail will be provided by the instructor

Recommended Texts (for extra reading)

- Beauchamp, T., Childress, J. (2001). Principles of Biomedical Ethics, Fifth Edition. Oxford University Press: New York.
- Boatright, J.R. (2003). Ethics and the Conduct of Business, Fourth Edition. Prentice Hall, Pearson Education, Inc.
- Boyle, Dubose, Ellingson, Guinn, McCurdy.(2001). Organizational Ethics in Health Care. Jossey-Bass: San Francisco.
- Cooper, Terry L. (1998). The Responsible Administrator: An Approach to Ethics for the Administrative Role, Fourth Edition. Jossey-Bass Publishers.
- Halpern, J. (2001). From Detached Concern to Empathy: Humanizing Medical Practice. Oxford University Press.
- Hofmann, P., Nelson, W. (2001). Managing Ethically: An Executive's Guide. Health Administration Press.
- Martin, M.W. (2000). Meaningful Work: Rethinking Professional Ethics. Oxford University Press.
- Monagle, J., Thomasma, D. (1994). Health Care Ethics. Aspen Publishers, Inc.
- Cooper, T.L. (1998). The Responsible Administrator, Fourth Edition. Jossey-Bass Publishers.
- Pellegrino, E., Thomasma, D. (1993). The Virtues in Medical Practice. Oxford University Press: New York.
- Perry, F. (2002). The Tracks We Leave: Ethics in Healthcare Management. Health Administration Press.
- Svara, James (2007). Ethics Primer for Public Administrators in Government and Nonprofit Organizations. Jones and Bartlett Publishers.
- Weiss, J.W. (2003). Business Ethics: A Stakeholder and Issue Management Approach, Third Edition. South-Western.
- Worthley, J.A. (1997). The Ethics of the Ordinary in Healthcare. Health Administration Press.

- Worthley, J.A. (1999). Organizational Ethics in the Compliance Context. Health Administration Press.

Course Description

This course is designed to explore the manager's role and accountability in navigating the ethical context and choices in modern health care. Regulatory, legal, social, political, and financial concerns converge to create a complex environment for ethical and moral choices at both organizational and personal levels. Through reading, lecture and case discussion we hope to be better equipped to become participants in medical ethics and creators of ethical medicine.

Course Objectives

Upon completion of this course, participants should:

- Understand the ethical context of the environment of care and the provision of health services.
- Know concepts for leaders to evaluate ethical choices in health care delivery.
- Understand the moral context for professional leadership in health care.
- Understand the health care leader's role in managing the environment of care in the context of regulation, law and public trust.

Policies

- Students are expected to attend all classes and to have read the course material for that class.
- Assignments are due at the beginning of the class period. Assignments will be accepted up to one week after they are due, however, a 10% penalty will be assessed.
- Plagiarism will not be tolerated in written assignments.
- The instructor reserves the right to change this syllabus at any time.
- Final grades will be assigned as follows: 100 – 90%= A; 89.9 – 80% = B; 79.9 – 70% = C; below 69.9% = E.

Course Requirements

Grades will be calculated as follows:

Class Attendance and Participation	10%
Executive Summaries (2)	20%
Case Studies (2)	40%
Final Paper/Project	<u>30%</u>
	100%

Executive Summaries

Select any article assigned for class up to the due date of the paper. Write a brief abstract, then choose at least one major point in the article and discuss it in light of your professional development or work experience. The bulk of the paper should be your insights and questions. Where did the article challenge you? How will the insights from the reading help your professional development or function? The summary should be no less than one (1) page and no more than two (2) pages.

Case Studies

A case will be assigned by the instructor prior to the assignment due date. You will be expected to discuss the ethical issues, potential solutions or remedies and personal insights. The paper should be four (4) to five (5) pages.

Final Paper

Your final paper will be on any topic we have discussed or introduced during the semester. The paper will reflect your research on the ethical and practical implications of the issue and will demonstrate your personal insights and learnings. That is, what difference does it make to you? Please discuss your topic with the instructor for suggestions and approval before you begin writing.

Date	Class Topic	Readings	Due Today
1/20/09 6:00-7:40	Introduction: Healthcare and Health Management as Moral Enterprise	<ul style="list-style-type: none">• ACHE Code of Ethics• <u>Text</u>: Ch. 1	
1/27/09	Medical Ethics and Ethical Medicine: Principle-based and Virtue Based Ethics	<ul style="list-style-type: none">• <u>Text</u>: Ch. 2-4• "A Shared Statement of Ethical Principles for Those Who Shape and Give Health Care: A Working Draft of the Tavistock Group"• "Bioethics at Century's Turn: Can Normative Ethics Be Retrieved?"• "The Link Between Virtues, Principles, and Duties"	
2/10/09	Ethical Management and Professional Ethics	<ul style="list-style-type: none">• <u>Text</u>: Ch. 13-15• "Moral Person and Moral Manager: How Executives Develop a Reputation for Ethical Leadership"• "Corporate Ethics Programs as Control Systems: Influences of Executive Commitment and Environmental Factors"	Executive Summary
2/24/09	Professional Ethics: <ul style="list-style-type: none">• Conflicts of Interest• Use of Power	<ul style="list-style-type: none">• <u>Text</u>: Ch. 12• "A Radical Rupture in the Paradigm of Modern Medicine: Conflicts of Interest, Fiduciary Obligations, and the Scientific Ideal"• "The Ethics of Organizational Politics"	Case Study

3/10/09	Regulatory Issues and Corporate Compliance	<ul style="list-style-type: none"> • <u>Text:</u> Ch. 11 • “Managing Ethics and Legal Compliance” • “Compliance Versus Integrity: The Process of Ethics Integration” 	Executive Summary
3/16/09	Spring Break		
3/31/09	Organizational Ethics: Sustaining a Moral Work Environment	<ul style="list-style-type: none"> • <u>Text:</u> Ch. 5, 10 • “Understanding the Factors Underlying Ethical Organizations” • “Ethical Issues in Human Resource Systems” 	
4/14/09	Organizational Ethics: Mission Integrity, Public Good, and Finance	<ul style="list-style-type: none"> • <u>Text:</u> Ch. 6, 7, 9 • “Mergers, partnerships face uncertainty following.....” • “The Commodification of Medical and Health Care: The Moral Consequences of a Paradigm Shift from a Professional to a Market Ethic” 	Case Study
4/28/09	Organizational Ethics: Adverse Medical Events, Disclosure and Truth-telling	<ul style="list-style-type: none"> • <u>Text:</u> Ch. 8, 16 • “Disclosing Tips for Effective Disclosure Training” • “Disclosure of Adverse Events and Errors in Healthcare” 	
5/05/09	FINALS		Final Paper