



**School of Business and Economics, Department of Management  
1200 Murchison Road, Fayetteville, NC, 28301-4298  
Healthcare Policy and Law (Web-enhanced)  
Prerequisites: MGMT 311; HCM 311; HCM 310**

### **MISSION OF THE SCHOOL OF BUSINESS & ECONOMICS**

*Fayetteville State University has a long tradition of providing educational access to a diverse student population, who are seeking a relevant learning experience in the liberal arts and professions. The School of Business and Economics builds upon the University's strong teaching orientation supplementing it with pedagogical and applied research. The School graduates students who possess a sound understanding of business concepts and applications and who seek careers in management, government, and the professional disciplines. The School also serves the community as a catalyst for spurring economic development and assisting in economic education.*

## **II. COURSE DESCRIPTION**

This course provides an introduction to a wide range of topics in the area of health policy, and law. Students will become familiar with the evolution of health care policy as well as potential legal and problems in various health care settings. They will also learn to differentiate between legal and ethical problems. Among the subject areas covered are licensing, professional liability, confidentiality, informed consent, professional relationships, access issues, antitrust, and bioethical issues, with particular emphasis on how these areas impact management practice.

## **III. TEXTBOOK**

Pozgar, GD. (2010) *Legal and Ethical Issues for Health Professionals*, Second Edition. Boston: Jones & Bartlett Publishers. ISBN 13: 9780763764739

## **IV. SPECIFIC COURSE OBJECTIVES**

As a result of this course, students will:

- Demonstrate an understanding of the development and evolution of health care policy.
- Explain ethical dilemmas faced by health care administrators.
- Differentiate between ethical and legal problems.
- Define the role of health care administrators in shaping an ethical organizational climate.
- Explain how law affects managerial functions in health care settings

## V. COURSE COMPETENCIES

Competencies acquired from the course

- Ethical issues: Students will be able to apply different perspectives in the evaluation of ethical dilemmas in health care.
- Global issues: Students will be able to contrast and compare the legal and ethical aspects of the United States care system with other those of other countries.
- Technological issues: Student will analyze how technology impacts law and ethics in health care.
- Written and oral communication skills: Students will build communication skills and their capacity for critical thinking through research, exams, and assignments
- Cultural issues: Students will examine how culture impacts the legal and ethical aspects of care and will appreciate the need for cultural competency in health care provision;

## VI. EVALUATION CRITERIA

### A. Grade Distribution

Class participation	10%
Quizzes and assignments	20%
Exams (3 exams)	45%
Term paper/project	30%
<b>Total</b>	<b>100%</b>

### B. Grading Scale

A = 92 – 100%	B = 83 – 91%	C = 73 – 82%	D = 64-72%
F = 63% or less			

Please note: There will be no *makeup exams*.

## VII. COURSE OUTLINE WITH TENTATIVE ASSIGNMENT SCHEDULE

<b>Week</b>	<b>Topic</b>	<b>Chapter</b>
<b>Week 1</b>	Introduction to course	
<b>Week 2</b>	Introduction to Ethics	1
<b>Week 3</b>	Contemporary Ethical Issues	2
<b>Week 4</b>	End-of-life dilemmas Health Care Ethics Committee	3 4
<b>Week 5</b>	Development of Law <b>Exam 1 (Chaps. 1-5)</b>	5
<b>Week 6</b>	Introduction to Law Government, Ethics and Law	6 7
<b>Week 7</b>	Organizational Ethics and the Law	8
<b>Week 8</b>	Health Care Professional's Ethical and Legal Issues	9
<b>Week 9</b>	Physician's Ethical and Legal Issues	10
<b>Week 10</b>	Review	

	<b>Exam 2 (Chaps 6-10)</b>	
<b>Week 11</b>	Employee rights and Responsibilities	11
<b>Week 12</b>	Patient Consent	12
<b>Week 13</b>	Patient Abuse	13
Nov 9; 12	Patient Rights and Responsibilities	14
<b>Week 14</b>	Review <b>Exam 3 (Chaps 12-16)</b>	
<b>Week 15</b>	<b>Paper Presentations</b>	
<b>Week 16</b>	<b>Review for Optional Comp Final</b>	
<b>Finals Week</b>	<b>Optional Comp final at designated time</b>	

## VIII. COURSE REQUIREMENTS

**NOTE: IT IS VERY IMPORTANT TO READ AND UNDERSTAND THE FOLLOWING REQUIREMENTS FOR THIS COURSE.**

### 1. Class Participation/Blackboard

Students are expected to participate in class discussions. This is a web-enhanced class and some quizzes and class materials will be posted on the web. Class attendance also counts as part of class participation.

### 2. Text and other readings

Assigned readings should be completed according to the given schedule. It usually takes 2 to 3 hours to read one chapter. It is recommended that students take notes carefully when they are reading the chapters. You are also responsible for other assigned readings as well as presentations (guest speaker or video) during class.

### 3. Technology Requirements

This course assumes you already have a demonstrated competence in basic computer skills as listed below. If you are not familiar with the items listed below, you will need to use tutorials, additional self-help tools, or campus resources to improve your competency.

- **Blackboard Interface.** You should be familiar with ALL aspects of blackboard, including the use of mailing lists, Digital Drop boxes, and how to use communication tools to send and receive assignments to the professor and to other class members as needed.
- **Digital Drop box.** You must be capable of using Digital Dropbox in Blackboard to submit your works.
- **The Internet.** You must be capable of using the Internet, especially for purposes of getting course-related information from the web page of the textbook hosted by the publisher. The professor may also send you email updates requiring that you visit selected web sites as part of the participation portion of the course and/or homework and tests. Special Note: high-speed Internet connections are desirable when sharing/using data via the Blackboard course site.
- **Email Services.** You must be proficient in sending and receiving email, including the use of attachments.

- **Turnitin software.** You may be require to upload writing assignments to Turnitin. Instructions will be given to you.

#### 4. Communication with the Instructor and with Each Other

The best way to communicate with me is by email. If you have any questions or problems, please let me know as soon as possible so that we can find a solution. **Read and understand the FSU e-mail policy, as below**

**Note: Email ID Requirements:** Due to increasingly serious virus threats, I prefer that you adequately identify yourself, or you will run the risk of an un-opened and unread e-mail message . When you send me an email, your subject line should contain: **Course Number, Your Name, and Reason for message.**

Please use my office hours to consult with me about specific course questions.

**FSU Policy on Electronic Mail:** Fayetteville State University provides to each student, free of charge, an electronic mail account ([username@uncfsu.edu](mailto:username@uncfsu.edu)) that is easily accessible via the Internet. The university has established FSU email as the primary mode of correspondence between university officials and enrolled students. Inquiries and requests from students pertaining to academic records, grades, bills, financial aid, and other matters of a confidential nature must be submitted via FSU email. Inquiries or requests from personal email accounts are not assured a response. The university maintains open-use computer laboratories throughout the campus that can be used to access electronic mail. Rules and regulations governing the use of FSU email may be found at

<http://www.uncfsu.edu/PDFs/EmailPolicyFinal.pdf>

#### 5. Exams

There will be three exams and an optional comprehensive final. The optional final can be substituted for a missed exam or low score on an exam (in other words, there will be 4 exams, but 3 will be counted toward your final grade). You must take each examination on the date and time scheduled. You can check all your grades on Blackboard. You have one week after I post any grade to submit your written concern about your grade. After that the grades are final and there will be no change.

#### 6. Assignments and projects

All project criteria will be given to you in advance and discussed. All writing assignments must be submitted to *Turnitin*. Assignments may include quizzes, group projects, graded classroom activities as well as others. The term paper requirement will be a group project with an assigned topic. Criteria for the paper is attached.

#### 7. Incomplete and Course Withdrawal Policy

**Incomplete Policy:** The "I" grade will be issued only for students who, because of some "good" reason, were unable to complete all the requirements for this course. In order to receive an "I", the student should have a grade of at least "C". Written documentation of the reason for requesting an "I" is required. An "I" grade will not be issued because a student is failing, or when it would require a student to complete a major portion of the requirements for the course after the semester has ended. Additionally, to consider an "I" grade, I must have your plan (with a timeline) to complete the requirements within the next academic semester.

**Withdrawal Policy:** Students may withdraw from individual classes until the deadline each semester, term, or session. (See Academic Calendar for specific dates.) Students who complete the class withdrawal process will receive a grade of W. Tuition and fees are not adjusted for withdrawing from individual classes. Students are required to earn at least 67% of their attempted hours each semester to maintain financial aid eligibility. Students who withdraw from more than 33% of their attempted hours in a semester will lose financial aid. Failure to attend class does not constitute official withdrawal from that class. Students are permitted to withdraw from a maximum of five classes throughout their

undergraduate career. After a student has exceeded this limit, the student must earn a final grade of A,B,C,D,F, or FN.

## 8. Academic Dishonesty

The Fayetteville State University Code of Student Conduct states:

**"Plagiarism includes, but is not limited to, copying the language, structure, ideas and/or thoughts of another, without giving appropriate recognition and/or adopting the same as one's own original work."**

Retrieved December 12, 2006 from <http://www.uncfsu.edu/handbook/index.htm>.

Plagiarism and cheating are serious offenses and may be punished by failure on exam; failure in course; and/or expulsion from the University. Plagiarism is a serious academic and business (legal) offense and is considered theft of intellectual property. Please visit the Georgetown University web site (<http://www.georgetown.edu/honor/plagiarism.html>) for plagiarism discussions. All students enrolled in FSU classes at all levels are responsible for knowing what constitutes plagiarism. Whether by design or by accident, plagiarized content is unacceptable. There are no explanatory circumstances.

### **Plagiarism occurs when:**

- *Students submit work that directly quotes or paraphrases the work of another, without specific citation of the passages crediting the creator of the work*
- *Students combine the works of another with their own original effort, including comments on those passages, without specific citation of the passages crediting the creator of the work*
- *Students include a list of references at the end of an assignment but do not indicate which words or passages specifically (by use of quotation marks) are from those sources and which words or passages are original work*

## IX. TEACHING STRATEGIES

The materials in this class will be through class lectures and on occasion, guest speakers and video presentations. Students are responsible for all reading assignments, whether textbook or supplementary readings. This is a web-enhanced course enhanced by using Blackboard (<http://blackboard.uncfsu.edu/>). All class announcements and materials such as syllabus, handouts, presentations, and study guides are available on Blackboard. Finally, the grade book posts all student grades associated with tests and assignments. You should use the Blackboard grade book to review your grades. Please check the Blackboard frequently for updates related to the class. update your information.

## X. BIBLIOGRAPHY

**Suggested supplemental readings/sources for articles include (but are not limited to) the following:**

### **Books**

Kongstvedt, Peter R. (2007) *Essentials of Managed Care Fifth Edition*. Boston, MA: Jones and Bartlett Publishers. ISBN: 0763739839

Roach, W. *Medical Records and the Law, Fourth Edition*, 2006. Boston: Jones & Bartlett Publishers. ISBN 13: 9780763734459; ISBN 10: 0763734454

Dlugacz, Y, Restifo, A and Greenwood, A. *The Quality Handbook for Health Care Organizations: a manager's guide to tools and programs*. 2004. Wiley and Sons, ISBN: 0-7879-6921-4

**Journals**, such as *Academy of Management Review*, *Academy of Management Journal*, *Harvard Business Review*, *Medical Group Management*, *Group Practice Journal*, *Health Care Management Review*, *Journal of Health & Human Behavior*, *Health Progress*, *Hospitals*, *Health Services Research*, *Ambulatory Care Management*, *Hospital and Health Services Administration*, *Journal of Applied Behavior Analysis*, *Medical Care*, *Patient Care*, *JAMA*, *Annals of Internal Medicine*, *New England Journal of Medicine*, *Lancet*, *New England Journal of Medicine*, *Modern Healthcare*, *Journal of Care Management*, *Managed Care News*, *Managed Care Interface*, *Healthcare Financial Management*, *Managed Care Quarterly*, *Managed Care Medicine*, *HMO Magazine*, *Physician's Management*, *Wall Street Journal*, *Business Week*, *Fortune*.

### **Articles/Websites**

Cudney, AE & Reinbold, O. (2002) JCAHO: Responding to quality and safety imperatives [electronic version] *Journal of Health Care Management*, 47 (4) 216-220.

Revere, L & Black, K. (2003) Integrating Six Sigma with Total Quality Management: A case example for measuring medication errors [electronic version] *Journal of Healthcare Management*, 48(6), 377-392.

<http://www.hschange.org/hscalerts.cgi>. (Center for Studying Health System Change)

<http://www2a.cdc.gov/phlp/lawmat.asp> (CDC Public Health Law)

[http://www2a.cdc.gov/phlp/docs/P.L.410\\_Public\\_Health\\_Service\\_Act\(7.1.1944\).pdf](http://www2a.cdc.gov/phlp/docs/P.L.410_Public_Health_Service_Act(7.1.1944).pdf) (General Public Health Law)