MASTER SYLLABUS

COURSE: HCM 420-3 Health Care Ethics, Coding & Compliance

PREREQUISITE: Restricted to Health Care Management majors/ minors.

REQUIRED TEXTBOOKS:

COURSE DESCRIPTION: Exploration of the ethical issues surrounding the delivery of health care services. Students will apply ethical principles and decision making processes to a series of cases involving ethical dilemmas unique to the health care environment. Students will carefully explore governance and regulatory issues associated with health care organizations and how their actions as future health care managers will impact the patients and employees they serve and will be microscopically examined by varying entities. Controversial topics such as abortion, religion, and right to die will be discussed as they relate to patient perspectives, values, beliefs and the health care managers’ obligation to respect individuals without bias. Not for graduate credit. Restricted to SAH major/minors.

COURSE OBJECTIVES:
• Explain the realms of analysis of health care ethics
• Explain the stages of individual moral reasoning and their importance
• Identify key principles involved in ethical decision making.
• Identify ethical dilemmas that managers confront in their administrative roles.
• Identify and explain a variety of mechanisms for creating an ethical environment for employees.
• Articulate JCAHO’s requirement for a “code of ethical behavior” in health care organizations.
• Explain the difference in the roles of corporate compliance and corporate integrity programs in cultivating organizational ethics.
• Explain the role and function of ethics committees in health care organizations
• Explain the importance of ethical leadership in formulating and determining organizational ethics.
• Discuss the role of professional codes of ethics in setting parameters for behavior.
• Explain how to deal with moral disagreement and ambiguity in organizational ethics.
• Articulate the steps involved in making decisions regarding ethics issues and apply critical reasoning in resolving ethical dilemmas.
• Communicate their own positions on a variety of organizational ethics issues.
• Apply an ethical decision-making model to a wide variety of case studies in organizational ethics.
• Understand the Clinical Coding – Reimbursement Connection
• Identify Coding issues relative to compliance and reimbursement

Revised 01/12/2017
Effective 01/2017
• Review the standards of ethical coding and the value of having a self-reporting compliance program

COURSE DELIVERABLES (may vary based on instructor): Assignments, Exams, Quizzes

GRADING SCALE (may vary based on instructor): 1000-900=A, 800-899=B, 700-799=C, 600-699=D, 599-0=F

LEARNING/ASSESSMENT METHOD(S): Pre-post Test, Final Grade Percentage

TOPICAL OUTLINE:
Topics                                                                 Percentages

I. Morality and Ethics                                                                 20%
   A. Stages of moral development
   B. Morality and moral values
   C. Law vs. ethics

II. Approaches to Ethical Analysis                                                   20%
   A. Deontological approaches
   B. Teleological approaches
   C. Virtue theory
   D. Utilitarianism
   E. Relativism
   F. Deductive and inductive approaches
   G. Ethical principles as guides

III. Prototypes of Ethical Problems                                                   5%
     A. Three prototypes
     B. Ethical distress
     C. Ethical dilemmas

IV. Ethical Dimensions of the Social and Institutional Contexts of Health Care       5%
    A. Distributive justice
    B. Compensatory justice
    C. Social responsibility
    D. Ethics and power

V. Professional and Organizational Support for Ethical Behavior                       5%
   A. JCAHO
   B. Corporate compliance, integrity programs, and ethics committees
   C. Codes of Ethics
   D. Leading ethical organizations

VI. Coding and Compliance                                                            45%
    A. ICD, CPT, DRG, and the Clinical Connection to Reimbursement
    B. Compliance audits and self – reporting mechanisms

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