



## NURS 5335.060

### Course Title: Legal, Regulatory, and Financial Management

Spring 2022

Scheduled Class Days and Times: Online

**Instructor's Name:** Dr. Danice B. Greer, Associate Professor

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Office Hours: Online via Zoom, and by Appointment M, W, Th 5p-8pm

*\*preferred method of contact*

Also: UTT CONHS Clinical Coordinator: Brenda Burton, MA. Email: [brendaburton@uttyler.edu](mailto:brendaburton@uttyler.edu)

\*Best way to contact me.

**Course Description:** Focuses on the legal, ethical, regulatory, and fiscal environment faced by nurse administrators. Enables the professional nurse to manage the ethical, legal, and regulatory issues facing healthcare organizations and actively participate in the fiscal management of healthcare divisions and organizations.

**CREDIT: 3 (2:1)** [PREREQUISITES: NURS 5331 or enrolled in the PhD in Nursing program.](#)

#### Student Learning Outcomes:

Upon successful completion of this course, the student will be able to:

1. Participate in health and public policy development and analysis impacting healthcare organizations.
2. Examine ethical, legal and regulatory perspectives in the analysis of the professional practice environment and organizational culture.
3. Apply healthcare economics to the strategic planning process with consideration of current economic, legal, and political influences.
4. Advocate for a healthy work environment incorporating informatics, and current emerging technologies within the legal, regulatory, ethical, and fiscal operations of the health care organization.
5. Formulate a business plan utilizing business and economic principles and practices.

### **Required Textbooks and Readings:**

1. Penner, S. J. (2017). *Economics and financial management for nurses and nurse leaders (3rd ed.)*. Springer Publishing Co., LLC. ISBN:978\*0-8261-6001-0
2. Pozgar, G. D. (2019). *Legal aspects of healthcare administration (13th ed.)*. Burlington, MA: Jones and Bartlett Publishers. ISBN:978-1-284-12717-1
3. American Psychological Association. (2020). *Publication manual of the American Psychological Association (7th ed.)*. <https://doi.org/10.1037/0000165-000>

Supplemental Resources: <https://apastyle.apa.org/products/supplemental-resources2>.

4. All students are required to have an active ***InPlace Clinical Placement subscription***.

### **Assignments and Weights/Point Values:**

<b>Criteria for Evaluation:</b>	<b>Percentage of Grade:</b>
1. Discussion Boards (Two @ 10% Each)	20%
2. Finance Quizzes (Four @ 10% Each)	40%
3. A P A Q u i z a n d Team Business Plan	20%
4. Healthcare Legal Issues Presentation (Group)	10%
<b>Clinical Requirements</b>	
5. Clinical Reflective Journal (1 @ 10% each)	10%
6. Clinical (to include satisfactory completion of 37.5 clinical hours and submission of required clinical logs, journals, preceptor agreement and preceptor evaluation by due dates on Calendar.)	Pass/Fail

### **Grading Scale:**

Specific guidelines and grading criteria for all assignments are in the Modules. Final grades for the course will be determined based upon the following point assignments:

- A - 90-100
- B - 80-89
- C - 70-79
- D - 60-69
- F - Below 60

Grades will not be rounded when calculating the average (79.5 is not rounded to 80 and 89.5 is not rounded to 90). Students are required to achieve an average of 80% (B) to successfully complete the course. Students must pass the didactic and clinical portion to pass the course.

**Exam and homework materials, questions, and problems are the intellectual property of faculty, UT Tyler, or publishers.**

- These materials may not be distributed without permission.
- Distributing them or uploading them to online resources destroys the integrity of the assignment and the course, allowing others an unfair advantage by letting them view the materials.
- Uploading these materials to online resources is a violation of UT Tyler's academic misconduct policies and may result in formal conduct charges.
- Sanctions for uploading or otherwise divulging the contents of these materials can include:
  - a reduced or failing grade on an assignment
  - a reduced or failing grade for the course
  - removal from the Nursing program
  - removal from UT Tyler

**Late Policy:** 5% will be deducted each day an assignment is past due unless prior arrangements have been made with your course faculty. Extenuating circumstances may apply.

**Repeating a Course:** Students repeating this course may not use previously submitted assignments nor utilize the same patients for an assignment. Submitting the same or slightly modified assignments from previous semesters is considered self-plagiarism and is subject to academic discipline, including failing the assignment or the course.

**Attendance and Make-up Policy:** Attendance / participation is expected. Make-up for exams, quizzes, assignments, clinical time missed is at the discretion of the instructor.

**Graded Course Requirements Information:**

The major assignments in this course will require students to:

1. Review and complete an APA 7<sup>th</sup> edition Quiz
2. Write two Discussion Boards (Work engagement & relational ethics, and labor relations).
3. Complete four finance quizzes (multiple choice questions).
4. Write a group business plan.
5. And prepare a group healthcare legal topic professional presentation.

**NURS 5335**  
 Legal, Regulatory and Financial Management  
 Class Calendar—Spring 2022

**14-Week Semester**

1/10 – 4/23/2022

**All assignments are linked in Canvas Calendar. Assignments due by Midnight (CST)**

Dates	Topics/Content	Assignments <b>Green =Discussion Board &amp; Legal;</b> <b>Blue = Finance Red = Clinical</b>
Module 1 Week of: 1/10/2022	Introduction National Health Insurance Managed Care Economics of Health Care Health Insurance and Reimbursement Managed Care and ACO's	<b>Readings:</b> Pozgar (2019) Chapter 22 [Chapter 1 Optional] <b>Penner (2017) 1, 2, &amp; 3</b>  <b>Clinical Self Evaluation Form Due by 1/15/22 (11:59 CST)</b> <b>Introduce self on DB #0 (Due 1/15/22)</b> <b>Identify Team Name</b> <b>Write 3-4 Clinical Objectives (submit by 1/22/22)</b>
Module 2 Week of: 1/16-1/22 <b>MLK</b> <b>Monday</b> <b>1/17/22</b>	Writing a Business Plan  Make sure you have read Penner Chapter 10.	<b>Readings:</b> Penner (2017) Chapter 10; [Chapters 11 & 13 Optional] SBA.Gov Writing a Business Plan @ <a href="http://www.sba.gov/category/navigation-structure/starting-managing-business/starting-business/writing-business-plan">http://www.sba.gov/category/navigation-structure/starting-managing-business/starting-business/writing-business-plan</a>  Module 2 Learning Activities: Training Program on how to write a Business Plan (You can find the video about the bottom 1/3 of the page.)
Module 3 Week of: <b>1/23/22</b> <b>Census</b> <b>Date</b> <b>1/21/22</b>	Work Engagement in Nursing Practice Government, Law & Ethics Health Care Ethics Tort Law-Negligence	<b>Readings:</b> Keyko, K. (2014). Work engagement in nursing practice: A relational ethics perspective. <i>Nursing Ethics</i> , 21 (8), 879-889. doi: 10.1177/0969733014523167. (Provided in Module 3 Folder) Pozgar (2019) Chapters 2-4  <b>Finance Quiz #1 over Penner (2017) Chapters 1,2,3, &amp; 10</b> <b>DUE: 1/29/22 (11:59 pm)</b> <b>*One group member to submit group BP contract by 1/29/22 (11:59pm CST)</b> <b>Due: Excel Gannt Chart uploaded to Group Collaboration page</b>
Module 4 Week of: 1/30/22	Intentional Torts Criminal Aspects of Health Care Civil Procedures and Trial Practice Tort Reform & Risk Reduction	<b>Readings:</b> Pozgar (2019) Chapters 5, 6, 8, & 25  <b>Legal Issues DB #1 Due 2/5/22 (11:59 pm CST)</b>
Module 5 Week of: 2/6/22 <b>AND</b> Module 6 2/6/22	Measuring Nursing Care Reporting and Managing Budgets Budget Planning Special Purpose, Capital and other Budgets	<b>Readings:</b> Penner (2017) Chapters 4 & 5  <b>Readings:</b> Penner (2017) Chapters 6 & 7 <b>Due 2/12/22 Complete the APA 7<sup>th</sup> edition Quiz</b>
Module 7 Week of: 2/20/22	Contracts and Antitrust Corporate Structure & Legal Issues	<b>Readings:</b> Pozgar (2019) Chapters 7 & 9  <b>Finance Quiz 2 over Chapters 4,5, 6, &amp; 7</b> <b>DUE: 2/26/22 (11:59 pm)</b> <b>Submission: Legal Presentation Team contract</b> <b>2/26/22 to assignment link (11:59 pm CST)</b>

**\*Attention: Sat. Feb. 26, 2022 is the halfway (midterm) point of the semester.**

Module 8 Week of: 2/27/22	Medical Staff Organization and Physician Liability Nursing and the Law Health Departments and Allied Professionals Professional Liability Insurance	<b>Readings:</b> Pozgar (2016) Chapters 10-12 & 23 <b>Due: 3/5/22 Clinical Reflective Journal First Submission</b>
<b>SPRING BREAK MARCH 7-12</b>		
Module 9 Week of: 3/13-3/19	Cost Finding, Break Even, and Charges Comparing Costs and Benefits	<b>Readings:</b> Penner (2017) Chapters 8 & 9 <b>Rough Draft of Team Business Plan due by 3/19/22 (11:59 pm CST)</b> <b>One member of team to submit to assignment link.</b>
Module 10 Week of: 3/20-3/26	Assessing Financial Health	<b>Readings:</b> Penner (2017) Chapter 12
Module 11 Week of: 3/27-4/2	Patient Consent Legal Reporting Requirements Medical Records Patient Rights and Responsibilities	<b>Readings:</b> Pozgar (2019) Chapters 13, 14, 15 & 19 <b>Finance Quiz 3 over Penner (2017) Chapters 8, 9 &amp; 12</b> <b>DUE: 4/2/22 (11:59 pm)</b>
<b>3/21/22 5:00pm</b>	<b>Last Day to Withdraw with a W</b>	<b>Recorded on your transcript</b>
Module 12 Week of: 4/3-4/9	Labor Relations Employment at Will & Discharge Employee Rights & Responsibilities	<b>Readings:</b> Pozgar (2019) Chapters 20, 21, & 22 <b>Team Legal Abstract and PowerPoint Presentation</b> <b>Due 4/9/22 Submit to Assignment link and the Main Discussion Board.</b> <b>Legal Issues DB #2 Due 4/9/22 (11:59 pm CST)</b>
Module 13 Week of: 4/10-4/16	Ethical Issues and International Health Care Systems Health Policy and Future Trends	<b>Readings :</b> Penner (2017) Chapters 14 & 15
Module 14 4/17-4/23	Procreation and Ethical Dilemmas End-of-Life Issues	<b>Readings:</b> Pozgar (2019) Chapters 16 & 17 <b>Finance Quiz 4 over Penner (2017) Chapters 14 &amp; 15</b> <b>Due: 4/18/22(11:59 pm CST)</b> <b>Due: Monday 4/18/22</b> <b>Final Clinical Reflective Journal and clinical log</b> <b>(Can submit any time before due date.)</b> <b>Final Team Business Plan Due by 4/18/22. One team member to submit. All team members to submit peer evaluation of participation.</b>
Module 15 optional	Nurse Adm Certification	<b>Readings :</b> External Link: <a href="https://www.nursingworld.org/our-certifications/">https://www.nursingworld.org/our-certifications/</a> I really encourage you to take this time to review the materials for the Nurse Executive Certification Exam.

Please email me for any mistakes, errors, or confusion, Dr. Greer ([dgreer@uttyler.edu](mailto:dgreer@uttyler.edu))

**School of Nursing Policies and Additional Information:**

[https://www.uttyler.edu/nursing/college/student\\_guide\\_and\\_policies.php](https://www.uttyler.edu/nursing/college/student_guide_and_policies.php)

**Student Resources to assist you in this course:**

[UT Tyler Student Accessibility and Resource \(SAR\) Office](#) (provides needed accommodations to students with document needs related to access and learning)

[UT Tyler Writing Center](#)

[The Mathematics Learning Center](#)

[UT Tyler PASS Tutoring Center](#)

[UT Tyler Supplemental Instruction](#)

[Upswing \(24/7 online tutoring\) - covers nearly all undergraduate course areas](#)

[Robert Muntz Library \(Links to an external site.\)](#) and [Library Liaison](#)

[Canvas 101](#) (learn to use Canvas, proctoring, Unicheck, and other software)

Digital Support Toolkit (for supported courses only. Students are automatically enrolled in the toolkit for supported courses)

LIB 422 -- Computer Lab where students can take a proctored exam

[The Career Success Center](#)

[UT Tyler Testing Center](#)

[Office of Research & Scholarship Design and Data Analysis Lab](#)

**Resources available to UT Tyler Students**

[UT Tyler Counseling Center](#) (available to all students)

[TAO Online Support Center](#) (online self-help modules related to mental & emotional health)

[Military and Veterans Success Center](#) (supports for all of our military affiliated students)

[UT Tyler Patriot Food Pantry](#)

[UT Tyler Financial Aid and Scholarships](#)

[UT Tyler Registrar's Office](#)

[Office of International Programs](#)

[Title IX Reporting](#)

[Patriots Engage](#) (available to all students. Get engaged at UT Tyler.)

## University Policies and Information

**Withdrawing from Class:** Students you are allowed to [withdraw](#) (drop) from this course through the University's [Withdrawal Portal](#). Texas law prohibits students who began college for the first time in Fall 2007 or thereafter from dropping more than six courses during their entire undergraduate career. This includes courses dropped at other 2-year or 4-year Texas public colleges and universities. Make sure to consider the impact withdrawing from this class has on your academic progress as well as the financial implications. We encourage you to consult your advisor(s) and financial aid for additional guidance. CAUTION #1: Withdrawing before census day does not mean you get a full refund. Please see the [Tuition and Fee Refund Schedule](#). CAUTION #2: All international students must check with the [Office of International Programs](#) before withdrawing. All international students are required to enroll full-time for fall and spring terms.

**Final Exam Policy:** Final examinations are administered as scheduled. If unusual circumstances require that special arrangements be made for an individual student or class, the dean of the appropriate college, after consultation with the faculty member involved, may authorize an exception to the schedule. Faculty members are required to maintain student final examination papers for a minimum of three months following the examination date.

**Incomplete Grade Policy:** If a student, because of extenuating circumstances, is unable to complete all of the requirements for a course by the end of the semester, then the instructor may recommend an Incomplete (I) for the course. The "I" may be assigned in lieu of a grade only when all of the following conditions are met: (a) the student has been making satisfactory progress in the course; (b) the student is unable to complete all course work or final exam due to unusual circumstances that are beyond personal control and are acceptable to the instructor; and (c) the student presents these reasons prior to the time that the final grade roster is due. The semester credit hours for an Incomplete will not be used to calculate the grade point average for a student.

The student and the instructor must submit an Incomplete Form detailing the work required and the time by which the work must be completed to their respective department chair or college dean for approval. The time limit established must not exceed one year. Should the student fail to complete all of the work for the course within the time limit, then the instructor may assign zeros to the unfinished work, compute the course average for the student, and assign the appropriate grade. If a grade has not been assigned within one year, then the Incomplete will be changed to an F, or to NC if the course was originally taken under the CR/NC grading basis.

**Grade Appeal Policy:** UT Tyler's Grade Appeal policy requires the completion of a Grade Appeal form for this action to take place. The grade appeal begins with the instructor of your course. If you do not agree with the decision of the instructor, you may then move your appeal to the department chair/school director for that course. If you are still dissatisfied with the decision of

the chair/director, you may move the appeal to the Dean of the College offering that course who has the final decision. Grade appeals must be initiated within sixty (60) days from the date of receiving the final course grade. The Grade Appeal form is found on the [Registrar's Form Library](#).

**Disability/Accessibility Services:** The University of Texas at Tyler has a continuing commitment to providing reasonable accommodations for students with documented disabilities. Students with disabilities who may need accommodation(s) in order to fully participate in this class are urged to contact the Student Accessibility and Resources Office (SAR) as soon as possible to explore what arrangements need to be made to ensure access. If you have a disability, you are encouraged to visit the [SAR Portal \(https://hood.accessiblelearning.com/UTTyler/\)](https://hood.accessiblelearning.com/UTTyler/) and complete the New Student Application. For more information, please visit the [SAR webpage](#) or call 903.566.7079.

**Military Affiliated Students:** UT Tyler honors the service and sacrifices of our military affiliated students. If you are a student who is a veteran, on active duty, in the reserves or National Guard, or a military spouse or dependent, please stay in contact with me if any aspect of your present or prior service or family situation makes it difficult for you to fulfill the requirements of a course or creates disruption in your academic progress. It is important to make me aware of any complications as far in advance as possible. I am willing to work with you and, if needed, put you in contact with university staff who are trained to assist you. Campus resources for military affiliated students are in the [Military and Veterans Success Center \(MVSC\)](#). The MVSC can be reached at MVSC@uttyler.edu, or via phone at 903.565.5972.

**Academic Honesty and Academic Misconduct:** The UT Tyler community comes together to pledge that "Honor and integrity will not allow me to lie, cheat, or steal, nor to accept the actions of those who do." Therefore, we enforce the [Student Conduct and Discipline policy](#) in the Student Manual Of Operating Procedures (Section 8).

**FERPA:** UT Tyler follows the Family Educational Rights and Privacy Act (FERPA) as noted in [University Policy 5.2.3](#). The course instructor will follow all requirements in protecting your confidential information.

### **COVID Guidance**

**As of 12/6/2021:** *"The COVID-19 situation continues to be fluid, with SON and university policies and procedures changing in response. Please keep apprised of the most recent updates through your SON program site in Canvas and the university website (<https://www.uttyler.edu/coronavirus/>)"*

### **[Campus Protocols](#)**

**Information for Classrooms and Laboratories:** Students are required to wear face masks covering their nose and mouth, and follow social distancing guidelines, at all times in public



settings (including classrooms and laboratories), as specified by [Procedures for Fall 2020 Return to Normal Operations](#). The UT Tyler community of Patriots views adoption of these practices consistent with its [Honor Code](#) and a sign of good citizenship and respectful care of fellow classmates, faculty, and staff.

Students who are feeling ill or experiencing symptoms such as sneezing, coughing, or a higher than normal temperature will be excused from class and should stay at home and may join the class remotely. Students who have difficulty adhering to the Covid-19 safety policies for health reasons are also encouraged to join the class remotely. Students needing additional accommodations may contact the Office of Student Accessibility and Resources at University Center 3150, or call (903) 566-7079 or email [saroffice@uttyler.edu](mailto:saroffice@uttyler.edu).

**Recording of Class Sessions:** Class sessions may be recorded by the instructor for use by students enrolled in this course. Recordings that contain personally identifiable information or other information subject to FERPA shall not be shared with individuals not enrolled in this course unless appropriate consent is obtained from all relevant students. Class recordings are reserved only for the use of students enrolled in the course and only for educational purposes. Course recordings should not be shared outside of the course in any form without express permission.

**Absence for Official University Events or Activities:** This course follows the practices related to approved absences as noted by the Student Manual of Operating Procedures ([Sec. 1 -501](#)).

**Absence for Religious Holidays:** Students who anticipate being absent from class due to a religious holiday are requested to inform the instructor by the second class meeting of the semester.

**Campus Carry:** We respect the right and privacy of students who are duly licensed to carry concealed weapons in this class. License holders are expected to behave responsibly and keep a handgun secure and concealed. More information is available at <http://www.uttyler.edu/about/campus-carry/index.php>.