

## Nancy DalPezzo

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Office: Chair's Office  
Office Hours: Wed 2-4pm  
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<b>Course Description</b>	This course will introduce the student to health care economics, budgeting and financial management, health care reimbursement, business plans and grants, and development and management of human resources.
<b>Required Texts</b>	<p>Finkler, Kovner, &amp; Jones (2007). <i>Financial management for nurse managers and executives (3rd ed)</i>. St. Louis: Saunders/Elsevier.</p> <p>Roussel, L. (2009). <i>Management and leadership for nurse administrators</i>. Boston: Jones &amp; Bartlett.</p> <p>Porter O'Grady, T., &amp; Malloch, K. (2007). <i>Quantum leadership. A resource for health care innovation (2nd ed.)</i>. Boston: Jones &amp; Bartlett.</p> <p>Malloch, K., &amp; Porter O'Grady, T. (2009). <i>The quantum leader. Applications for the new world of work (2nd ed.)</i>. Boston: Jones &amp; Bartlett.</p>
<b>Placement</b>	Year two, spring semester
<b>Prerequisites</b>	All core and clinical courses; NUR541.
<b>Credits</b>	3 credits (42 clock hours)
<b>Course Objectives</b>	<p>The objectives of this course are to:</p> <ol style="list-style-type: none"><li>1. Understand and apply principles of health care economics, financing, and reimbursement.</li><li>2. Develop a working knowledge of various types of budgets and financial reports.</li><li>3. Understand and apply cost containment strategies and cost/benefit analysis.</li><li>4. Develop skills in the management of financial and human resources.</li><li>5. Distinguish differences between US and foreign health care systems.</li><li>6. Recognize global health trends and their impact on professional nursing.</li></ol>
<b>Course Outcomes</b>	<p>Upon completion of this course, the student will be able to:</p> <ol style="list-style-type: none"><li>1. Apply principles of health care economics, financing, and</li></ol>

- reimbursement to the student's area of practice.
2. Analyze and interpret various types of budgets and financial reports.
  3. Develop and apply cost containment strategies in the student's area of clinical practice.
  4. Integrate principles of evidence-based practice in the development and management of financial and human resources.
  5. Analyze strengths and weaknesses of the US and foreign health care systems.
  6. Analyze global health care trends and their impact on professional nursing.

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**Teaching Methods**

**Course Format:** Lecture, guest speakers, web-enhanced assignments and classroom activities, presentations

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**Evaluation**

Students will be evaluated based on the following assignments:

Economics application exercises 20%  
Financial statement analysis 20%  
Cost-benefit or cost-effectiveness analysis  
Written 20%  
Oral 5%  
Class Leadership  
Health systems 10%  
Budgeting 10%  
Human resources 10%  
Participation 5%

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**Honor Code**

As a student at Cedar Crest College, each student shall:

- Only submit work which is his/her own.
- Adhere to the rules of acknowledging outside sources, as defined by the instructor, never plagiarizing or misrepresenting intellectual property.
- Neither seek nor receive aid from another student, converse with one another when inappropriate, nor use materials not authorized by the instructor.
- Follow the instructions of the professor in any academic situation or environment, including taking of examinations, laboratory procedures, the preparation of papers, properly and respectfully using College facilities and resources, including library and computing resources, to ensure that these resources may be effectively shared by all members of the College community.
- Abide by the Cedar Crest Computer Use Policy.
- If a student witnesses a violation of the Academic Standards, he/she will go to their instructor.

## **Honor Philosophy**

The Cedar Crest College Honor Philosophy states that students should uphold community standards for academic and social behavior in order to preserve a learning environment dedicated to personal integrity and honor. Individuals who accept the honor or membership in the Cedar Crest College community of scholars pledge to accept responsibility for their actions in all academic and social situations and for the effect their actions may have on other members of the College community.

Students are reminded to review the Honor Code and Plagiarism statements of Cedar Crest College in the college handbook. Plagiarism is defined as using someone else's ideas, summarizing or paraphrasing someone else's words and representing this information as our own. Examples of plagiarism include turning in someone else's paper under one's own name with or without additions or modifications, downloading and turning in a paper from the Internet, or including concepts, phrases, sentences, or paragraphs from print or electronic sources—whether verbatim or paraphrased—in one's own paper without proper attribution.

Either plagiarism or careless scholarship, or both, may result in additional points being taken off an assignment, so that the grade may be lowered down to and including a 0. Penalties for academic dishonesty may be even more severe. See "Academic Dishonesty or Plagiarism" in the Student Handbook.

## **Classroom Protocol**

Appropriate classroom behavior is defined and guided by complete protection for the rights of all students and faculty to a courteous, respectful classroom environment. The classroom environment must be free from distractions such as late arrivals (students will be deducted one point from each late arrival after the second time), early departures, inappropriate conversations and any other behaviors that might disrupt instruction and/or compromise students' access to the Cedar Crest College education.

Attendance in class is expected. It is understood that students may need to miss class due to illness or personal obligations. Students needing to be absent from class should contact the instructor prior to class. Students with valid reasons will not be penalized. In all cases, students will be responsible for all material covered in the missed class.

**Democratic Classroom:** This classroom will be conducted in accordance with the principles of the Democratic Classroom. To the greatest extent possible, we will be in a position of equality in regards to one another. We acknowledge that the professor brings an expertise with regard both to teaching and the subject matter. However, we also acknowledge the individual expertise of each student and encourage each student to bring their own areas of expertise and experience into the classroom. We also acknowledge

the fact that the professor has authority by virtue of her position.

### **Classroom Behavior - Student Rights and Responsibilities:**

According to the Statement of Student Rights and Responsibilities: Freedom to teach and freedom to learn are inseparable facets of academic freedom. The freedom to learn depends upon appropriate opportunities and conditions in the classroom. Students should exercise their freedom with responsibility so as not to endanger the rights, goals, and beliefs of other students. Appropriate classroom behavior is implicit in the Cedar Crest Honor Code and is defined and guided by complete protection for the rights of all students and faculty to a courteous, respectful classroom environment.

One very important right you have as students is your right to a classroom that is conducive to learning. People vary with respect to the conditions under which they are able to concentrate and learn; background noises or activities you find inoffensive may provide a barrier to another student's ability to follow lectures and/or discussions. Thus, it is part of my responsibility as an instructor, and your responsibility as a student, to help assure that the classroom is as free as possible from unnecessary distractions. Unnecessary distractions include (but are not limited to) disturbances due to cellular phones, pagers, laser pointers, passing notes, and private conversations. **Please turn your cellular phones to vibrate** before entering the classroom. Other distractions include late arrivals, early departures, inappropriate conversations, leaving the classroom during lectures, eating meals, doing work for other classes, dozing, and any other behaviors that might disrupt instruction and/or compromise students' access to their Cedar Crest College education.

Students who disturb the class in any of these ways (or who engage in any behavior that unnecessarily interferes with another student's learning) will be considered as demonstrating undesirable citizenship, and pursuant to college policy, will be asked to leave class. The student will be considered absent for that class date.

**Classroom Policy:** As a class, we agree to abide by the following principles. We will:

- occupy equal positions in the classroom, no one at the head of the class
- listen respectfully when another is speaking
- conduct ourselves respectfully with regard both to verbal and nonverbal communication
- feel free to express differing opinions, but will endeavor to be non-judgmental toward each other
- be patient with one another
- give everyone equal speaking time
- hold all personal information strictly confidential

- all be equally responsible for adhering to these principles

**Classroom Expectations:** It is expected that every student will:

- come to class prepared
- be alert and attentive in class
- participate in class discussions
- show an interest in the subject
- ask questions when you don't understand
- seek outside sources if you need information
- notify the professor of an absence
- adhere to professional behavioral expectations as outlined in the syllabus and student nursing handbook
- follow chain of command for any student issues as outlined in the student nursing handbook. This implies that all problems related to class will be brought to the attention of the course or clinical instructor before taking the issue to other sources.

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<b>Grading Scale</b>	A	93-100
	A-	90-92
	B+	87-89
	B	83-86
	B-	80-82
	C+	77-79
	C	73-76
	C-	70-72
	D+	67-69
	D	60-66
F	below 60	

**Passing the course:** A minimum grade of C (73%) is required for passing of this course. Final grades below a 73% are not rounded up (Example: A final grade of 72.9% is not rounded up to a 73% and is considered failure).

**Appeal of assignment grades:** Students have the right to appeal the grade for an assignment. The appeal must be made to the lead faculty member, and all requests for appeal must be made in writing, with the reason for appeal clearly noted. The student must then meet with the instructor to discuss the situation. There will be no exceptions to this policy. Students who have failed the course cannot retroactively appeal individual assignment grades after the final grade for the course has been determined. In that situation, the final grade for the course can be appealed as per college policy. PLEASE NOTE: Grades for individual assignments are

not rounded, and are scored to the nearest tenth of a point.

When appealing a grade on a writing assignment, the paper will be blind-graded by another

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**Expectations**

Because this course involves in-class work and application of economic principles, it is expected that students will attend every class. Absences will result in points lost for class participation.

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**Disability  
Accommodations**

Students with documented disabilities who may need academic accommodations should discuss these needs with their professors during the first two weeks of class. Students with disabilities who wish to request accommodations should contact Academic Services.

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