

Syllabus

HCAD-511: Healthcare Governance and Organizational Structures

Course Description

Students in this course will analyze governance structures and performance outcomes for alignment with mission, vision, values, and goals and select the appropriate legal structure for specific healthcare organizations. Students will analyze the policies, marketplace dynamics and standards of the healthcare industry on organizational governance and structures, assess the influence of governance systems on human resource policies and design personnel structures in relationship to the governing body and facility operations. The roles, responsibilities, and relationships among executive management and the governing body will be evaluated from a biblical worldview.

Credit Hours: 3

Prerequisite Courses: None

Prerequisite Skills and Knowledge: None

Course Outcomes

Upon successful completion of this course, you should be able to:

1. Analyze governance structures and performance outcomes for alignment with mission, vision, values, and goals.
2. Analyze the policies, marketplace dynamics and standards of the healthcare industry on organizational governance and structures.
3. Assess the influence of governance systems on human resource policies.
4. Design personnel structures in relationship to the governing body and facility operations.
5. Evaluate the roles, responsibilities, and relationships among executive management and the governing body from a biblical worldview.
6. Select the appropriate legal structure for specific healthcare providers.

Course Textbook

White, K. R., & Griffith, J. R. (2016). *The well-managed healthcare organization* (8th ed.). Chicago, IL: Health Administration Press.

IWU Diversity Statement

IWU, in covenant with God's reconciling work and in accordance with the Biblical principles of our historic Wesleyan tradition, commits to build a community that reflects Kingdom diversity.

We will foster an intentional environment for living, teaching, and learning, which exhibits honor, respect, and dignity. Acknowledging visible or invisible differences, our community authentically values each member's earthly and eternal worth. We refute ignorance and isolation and embrace deliberate and courageous engagement that exhibits Christ's commandment to love all humankind. (2016)

Grading Scale

Grade	Quality Points Per Credit	Percentage	Score
A	4.0	95%–100%	950–1000
A-	3.7	92%–94.9%	920–949
B+	3.3	89%–91.9%	890–919
B	3.0	85%–88.9%	850–889
B-	2.7	82%–84.9%	820–849
C+	2.3	79%–81.9%	790–819
C	2.0	75%–78.9%	750–789
C-	1.7	72%–74.9%	720–749
D+	1.3	69%–71.9%	690–719
D	1.0	65%–68.9%	650–689
F	0.0	0%–64.9%	0–649

Grading Policies

Your grading policy for your course is dependent on your school and program. Your grading policies can be found in the [IWU Catalog](#).

Letter Grade Equivalencies

Grade	Description of Work
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A	Clearly stands out as excellent performance. Has unusually sharp insights into material and initiates thoughtful questions. Sees many sides of an issue. Articulates well and writes logically and clearly. Integrates ideas previously learned from this and other disciplines. Anticipates next steps in progression of ideas. Example "A" work should be of such nature that it could be put on reserve for all cohort members to review and emulate. The "A" cohort member is, in fact, an example for others to follow.
B	Demonstrates a solid comprehension of the subject matter and always accomplishes all course requirements. Serves as an active participant and listener. Communicates orally and in writing at an acceptable level for the degree program. Work shows intuition and creativity. Example "B" work indicates good quality of performance and is given in recognition for solid work; a "B" should be considered a good grade and awarded to those who submit assignments of quality less than the exemplary work described above.
C	Quality and quantity of work in and out of class is average. Has marginal comprehension, communication skills, or initiative. Requirements of the assignments are addressed at least minimally.
D	Quality and quantity of work is below average. Has minimal comprehension, communication skills, or initiative. Requirements of the assignments are addressed at below acceptable levels.
F	Quality and quantity of work is unacceptable and does not qualify the student to progress to a more advanced level of work.

Course Workshop Summary

Workshop	Discussion	Assignment	Total Points per Workshop
Workshop One	1/40	1/120	160
Workshop Two	1/40	1/120	160
Workshop Three	1/40	1/140	180
Workshop Four	2/80	1/80	160
Workshop Five	1/40	1/120	160
Workshop Six	1/40	1/140	180
TOTAL	7/280	6/720	1000

* Number of Activities/Sum Point Totals

Workshop One Outline

Title	Due Dates	Time	Points
1.1 Discussion: Devotional	Posting is optional	30 minutes	0
1.2 Assignment: Cultural Leadership	Due by the end of the workshop	8.5 hours	120
1.3 Discussion: Stakeholder-HCO Interaction	Post your initial response by the end of the fourth day of the workshop and your two responses by the end of the workshop	5 hours	40
Totals		14 hours*	160

Workshop Two Outline

Title	Due Dates	Time	Points
2.1 Discussion: Devotional	Posting is optional	30 minutes	0
2.2 Assignment: Maintaining the Infrastructure	Due by the end of the workshop	8.5 hours	120
2.3 Discussion: Community Coalitions	Due by the end of the workshop	4 hours	40
Totals		13 hours*	160

Workshop Three Outline

Title	Due Dates	Time	Points
3.1 Discussion: Devotional	Posting is optional	30 minutes	0
3.2 Assignment: Evaluating Board Performance	Due by the end of the workshop	8.5 hours	140
3.3 Discussion: Ensuring Quality Clinical Care	Post your initial response by the end of the fourth day of the workshop and your two responses by the end of the workshop	4 hours	40
Totals		13 hours*	180

Workshop Four Outline

Title	Due Dates	Time	Points
4.1 Discussion: Devotional	Posting is optional	30 minutes	0
4.2 Assignment: Implementing Protocols and Improving Guest Services	Due by the end of the workshop	8.5 hours	80
4.3 Discussion: Clinical Performance	Post your initial response by the end of the fourth day of the workshop and your two responses by the end of the workshop	4 hours	40
4.4 Discussion: Disaster Planning	Post your initial response by the end of the fourth day of the workshop and your two responses by the end of the workshop	4 hours	40
Totals		17 hours*	160

Workshop Five Outline

Title	Due Dates	Time	Points
5.1 Discussion: Devotional	Posting is optional	30 minutes	0
5.2 Assignment: Keeping Up with Technology	Due by the end of the workshop	8.5 hours	120
5.3 Discussion: Fair Compensation	Post your initial response by the end of the fourth day of the workshop and your two responses by the end of the workshop	4 hours	40
Totals		13 hours*	160

Workshop Six Outline

Title	Due Dates	Time	Points
6.1 Discussion: Devotional	Posting is optional	30 minutes	0
6.2 Assignment: Key Issues with HCO Professionals	Due by the end of the workshop	8.5 hours	140
6.3 Discussion: The Nursing Organization	Due by the end of the workshop	4 hours	40
End of Course Survey	Due by the end of the workshop	30 minutes	10 extra credit
Totals		13.5 hours*	180

Course Activities

Totals	83:30 hours*	1000
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* These timings are based on estimations of average times to complete each assignment. Actual assignment completion times will vary.

Expectations, Policies, and Important Student Information

School/Division	Link
DeVoe School of Business Division of Liberal Arts School of Services and Leadership	View School/Division Expectations, Policies, and Student Information
School of Educational Leadership	View School/Division Expectations, Policies, and Student Information
Wesley Seminary @ IWU	View School/Division Expectations, Policies, and Student Information
Nursing - Undergraduate	View School/Division Expectations, Policies, and Student Information
Nursing - Graduate	View School/Division Expectations, Policies, and Student Information

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