



## OTAH 252 – Adult/Geriatric Physical Rehab Clinical Conditions for the OTA

This course focuses on management and ethics in healthcare. Discussed will be management principles in the American health care delivery system (including the roles of patients, third part insurance payers, and health care professionals), contemporary thinking about management skills and competencies (basically “how management gets done” in health care organizations), healthcare rules, laws, and regulations (including but not limited to HIPPA and IDEA), and common management and ethical dilemmas encountered in various public and private healthcare settings. Upon completion of this course the OTA student will be expected to demonstrate an efficient understanding of management and organizational processes which help or hinder successful task completion, methods to improve interpersonal and diagnostic skills, and ways to develop an understanding of theoretical knowledge related to organizational design and behavior.

### **III. Statement of Course Need:**

- A. This course is integral for the OTA student’s base of knowledge. OTA students, and all healthcare providers, must have an understanding of the legislature, laws, rules, and regulations that guide their profession and ability to practice, and must be competent in the aspects that are involved in managing a department and/or unit, including supervision and leading a team of professionals.
- B. There is no lab in this course.
- C. This course is not designed for transfer.

### **IV. Place of Course in College Curriculum:**

- A. Free elective
- B. This course meets a program requirement for the AAS in Occupational Therapy Assistant.

### **V. Outline of Course Content**

- A. Foundations of Ethics and Ethical Conflict
- B. Basic Principles of Ethics
- C. Legal Issues in Ethical Decision Making
- D. Ethics in the Health Care System- Medicare, Managed Care, HIPAA, IDEA

- E. Ethics and Research in Health and Rehabilitation
- F. Ethics and the Law
- G. Ethical Dilemmas
- H. Understanding Evidenced-Based Practice
- I. Understanding Research
- J. Understanding Effective Documentation
- K. Levels of Supervision
- L. Understanding the Role of a Director
- M. Program Management and Staffing Needs
- N. Coordination of Services
- O. Management Issues
- P. Reimbursement systems
- Q. Regulatory Agencies, Accreditation
- R. Process of Obtaining OTA License
- S. Team building and motivating staff
- T. Management styles
- U. Hierarchy of management
- V. Project management

## **VI. General Education and Course Learning Outcomes**

### **A. General Education Learning Outcomes:**

#### **At the completion of the course, students will be able to:**

1. Gather, organize, refine, analyze, and evaluate critically information and ideas that identify managerial and ethical issues pertaining to occupational therapy, follow through on personally and socially relevant problems pertaining to occupational therapy and present reasonable solutions to those problems. (GE- NJ 1, 3, 4, ER, IL)\*

2. Identify relevant information sources on managerial and ethical issues pertaining to occupational therapy, make reasoned choices among those sources, and open-mindedly follow where those sources lead. (GE-NJ 3, ER, IL)\*
3. Justify conclusions reached in the analysis of information on managerial and ethical issues pertaining to occupational therapy and analyze evidence, statements, alternative viewpoints, graphics, and other forms of information. (GE-NJ 1, 2, 3, 4, ER, IL)\*
4. Develop new ideas or solutions on managerial and ethical issues pertaining to occupational therapy and explore novel perspectives and approaches, and create novel solutions to personally and socially relevant problems. (GE- NJ 1, 3, ER)\*
5. Take account of alternative, contradictory, and even radical viewpoints on managerial and ethical issues pertaining to occupational therapy in creating new ideas or solutions appropriate to the domain or subject matter. (GE-NJ 3, ER)\*
6. Express themselves clearly and appropriately in writing on a range of social, academic, and professional contexts pertaining to managerial and ethical issues pertaining to occupational therapy and use appropriate writing technologies. (GE-NJ 1)
7. Demonstrate consideration of context, audience, and purpose on managerial and ethical issues pertaining to occupational therapy with a clear focus on the assigned tasks with writing that aligns with audience, purpose, and context including organization, content, presentation, and stylistic choices. (GE-NJ 1, ER)
8. Listen critically and speak thoughtfully, clearly, and appropriately to a variety of social, academic, and professional audiences conveying the central message on managerial and ethical issues pertaining to occupational therapy clearly and consistently, using supporting material. (GE NJ 1, 4, ER)\*

\*embedded critical thinking

### **C. Course Learning Outcomes:**

#### **At the completion of the course, students will be able to:**

1. Demonstrate knowledge and appreciation of the role of sociocultural, socioeconomic, and diversity factors and lifestyle choices in contemporary society in relation to occupational therapy, integrating knowledge from previous courses in psychology and sociology. (B 1.4)\*
2. Articulate the ethical and practical considerations that affect the health and wellness needs of those who are experiencing or are at risk for social injustice, occupational deprivation, and disparity in the receipt of services through actual accounts and case studies. (B 1.5)\*
3. Articulate the importance of using statistics, tests, and measurements for the purpose of delivering evidence-based practice studying research studies in OT and related fields. (B 1.7)\*
4. Use sound judgment in regard to safety of self and others and adhere to safety regulations throughout the occupational therapy process as appropriate to the setting and scope of practice through class discussion and case studies. (B 2.8)\*

5. Effectively interact through written, oral, and nonverbal communication with the client, family, significant others, colleagues, other health providers, and the public in a professionally acceptable manner. (B 5.20)\*
6. Understand when and how to use the consultative process with specific consumers or consumer groups as directed by an occupational therapist utilizing the OT Practice Framework in viewing the scope of practice. (B 5.26)\*
7. Describe the role of the occupational therapy assistant in care coordination, case management, and transition services in traditional and emerging practice environments within the parameters of local and State Regulatory Board and the AOTA Scope of Practice. (B 5.27)\*
8. Identify the potential impact of current policy issues and the social, economic, political, geographic, or demographic factors on the practice of occupational therapy. (B 6.2)\*
9. Identify the role and responsibility of the practitioner to advocate for changes in service delivery policies, to effect changes in the system, and to recognize opportunities in emerging practice areas. (B 6.4)\*
10. Identify the impact of contextual factors on the management and delivery of occupational therapy services. (B 7.1)\*
11. Identify the systems and structures that create federal and state legislation and regulations and their implications and effects on practice. (B 7.2)\*
12. Demonstrate knowledge of applicable national requirements for credentialing and requirements for licensure, certification, or registration under state laws. (B 7.3)\*
13. Demonstrate knowledge of various reimbursement systems such as federal, state, third party, private payer and documentation requirements that affect the practice of occupational therapy. (B 7.4)\*
14. Demonstrate the ability to participate in the development, marketing, and management of service delivery options. (B 7.5)\*
15. Participate in the documentation of ongoing processes for quality improvement and implement program changes as needed to ensure quality of services. (B 7.6)\*
16. Identify strategies for effective, competency-based legal and ethical supervision of nonprofessional personnel. (B 7.7)\*
17. Describe the ongoing professional responsibility for providing fieldwork education and the criteria for becoming a fieldwork educator. (B 7.8)\*
18. Articulate the importance of how scholarly activities and literature contribute to the development of the profession. (B 8.1)\*
19. Effectively locate and understand information, including the quality of the source of information. (B 8.2)\*
20. Use professional literature to make evidence-based practice decisions in collaboration with the occupational therapist. (B 8.3)\*
21. Identify how scholarly activities can be used to evaluate professional practice, service delivery, and/or professional issues (e.g., Scholarship of Integration, Scholarship of Application, Scholarship of Teaching and Learning). (B 8.7)\*
22. Demonstrate the skills to read and understand a scholarly report by being proficient in critiquing various research articles in OT and related fields. (B 8.8)\*
23. Demonstrate knowledge and understanding of the American Occupational Therapy Association (AOTA) *Occupational Therapy Code of Ethics and Ethics Standards* and

- AOTA *Standards of Practice* and use them as a guide for ethical decision making in professional interactions, client interventions, and employment settings. (B 9.1)\*
24. Explain and give examples of how the role of a professional is enhanced by knowledge of and involvement in international, national, state, and local occupational therapy associations and related professional associations. (B 9.2)\*
  25. Promote occupational therapy by educating other professionals, service providers, consumers, third party payers, regulatory bodies, and the public. (B 9.3)\*
  26. Discuss strategies for ongoing professional development to ensure that practice is consistent with current and accepted standards. (B 9.4)\*
  27. Identify professional responsibilities related to liability issues under current models of service provision. (B 9.5)\*
  28. Identify and appreciate the varied roles of the occupational therapy assistant as a practitioner, educator, and research assistant. (B 9.7)\*
  29. Identify and explain the need for supervisory roles, responsibilities, and collaborative professional relationships between the occupational therapist and the occupational therapy assistant. (B 9.8)\*
  30. Identify professional responsibilities and issues when providing service on a contractual basis. (B 9.9)\*
  31. Identify strategies for analyzing issues and making decisions to resolve personal and organizational ethical conflicts. (B 9.10)\*
  32. Identify the variety of informal and formal systems for resolving ethics disputes that have jurisdiction over occupational therapy practice. (B 9.11)\*
  33. Identify strategies to assist the consumer in gaining access to occupational therapy services. (B 9.12)\*
  34. Demonstrate professional advocacy by participating in organizations or agencies promoting the profession from AOTA, state occupational therapy associations (NJOTA), and advocacy organizations. (B 9.13)\*

\*represents ACOTE Standards required for accreditation

#### **D. Assessment Instruments**

1. Demonstrations
2. Essays & papers
3. Journals
4. Tests & Quizzes
5. Presentations
6. Discussion
7. Case studies
8. Class participation
9. Online Forums
10. Assigned readings
11. Observational opportunities

## VII. Grade Determinants

- A. Essays & papers
- B. Journals
- C. Tests & Quizzes
- D. Presentations
- E. Class participation
- F. Professional conduct
- G. Online Forums

Given the goals and outcomes described above, LIST the primary formats, modes, and methods for teaching and learning that may be used in the course:

- A. Lecture/discussion
- B. Small group work
- C. Guest speakers
- D. Student oral presentations
- E. Student collaboration
- F. Independent study
- G. Case studies
- H. Audiovisual (DVD's, YouTube)
- I. Online Forum assignments
- J. Assigned readings
- K. Observational opportunities

## VIII. Texts and Materials

- A. Required textbooks

Ethics in Rehabilitation A Clinical Perspective, 2<sup>nd</sup> Edition  
Barbara L. Kornblau, Ann Burkhardt  
Thorofare, NJ: Slack Incorporated  
ISBN: 978-1-61711-037-5

Introduction to Healthcare Management Laureate Custom Edition  
Sharon B. Buchbinder, Nancy H. Shanks, & Charles R. McConnell  
Laureate Publishing  
ISBN-13: 9781449629236

Cases in Healthcare Management  
Sharon B. Buchbinder

Jones & Bartlett Learning  
ISBN-10: 1449674291  
ISBN-13: 2901449674297

Occupational Therapy Practice Framework: Domain and Process 3<sup>rd</sup> Edition  
American Occupational Therapy Association  
ISBN-13: 978-1569003619  
ISBN-10: 1569003610  
American Occupational Therapy Association AOTA Press

**B. Supplemental textbooks**

Ryan's Occupational Therapy Assistant Principles, Practice Issues, and Techniques  
5<sup>th</sup> Edition  
Karen Sladyk, Sally E. Ryan  
Thorofare, NJ: Slack Incorporated  
ISBN: 978-1-55642-962-0

\*Please note: The course outline is intended only as a guide to course content and resources. Do not purchase textbooks based on this outline. The RVCC Bookstore is the sole resource for the most up-to-date information about textbooks.

**IX. Resources**

- A. Library
- B. Computer/computer lab