

Rubric for Essay Questions

Name: <i>Alicia Northern</i>	Date Graded:	Week # 3	Essay Question # 1	Due: 9/11/11 @ 11:59pm Submitted: Date: <i>9/10/11</i> Time: 8:03 AM PM	Total Score <u>49 / 50</u> <u>98 %</u>
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Response	Criteria	Rating
Exemplary	Clarity of thought, complete. Shows understanding of all processes, reasonable hypothesis or thoughtful questions, conclusions supportable by data, shows creativity, may include some graphic representation of data or concepts.	50
Competent	Clarity of thought, shows understanding of major processes, includes good hypothesis or questions, draws acceptable inferences and conclusions, may have graphic representations.	40
Minor Flaws	Completes the assignment, but explanations may be slightly ambiguous or unclear, may contain some incompleteness, inappropriateness, or unclearness in representation, hypothesis, understanding of processes, or conclusions.	30
Nearly Satisfactory	Begins successfully, but omits significant parts or fails to complete, may misuse terms, representations may be incorrect or omitted, incorrect or incomplete in analysis, inferences and conclusions.	20
Fails to Complete	Assignment and explanation is unclear, or major flaws in concept mastery, incorrect use of terms, inappropriate or omitted hypothesis.	10
No Attempt	Does not begin assignment	0

Comments:

See comments on attached paper.

Submitted
9/10/11 @ 8:03pm
Ack'd ✓

Essay #1

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N405

September 10, 2011

*Nice job completing the assignment.
Good effort to link w/ my important !!*

49/50

"which means" ~ repeated as often
"it is imperative" } distracts reader ~
watch for this in your writings ~
to ↑ level of professionalism
in writing.

-1

Essay #1

I work at the institution, Carle Physician Group in Urbana, Illinois. The facility that I work in is a primary care facility. It is a hospital that provides care to patients that are sick or have health problems. It is under the umbrella of a non-profit organization called Carle. The parent organization, Carle, has other entities under it such as Carle Foundation Hospital, Carle Foundation, Fund Development, Health Alliance, Carle Physician Group, and Carle Clinic. I work in the hospital, which is non-profit. This means that the organization is also called a voluntary agency, which means that the board of directors is not paid. It also means that the agency provides care to both paying and non-paying customers. If there is any excess funds after all of the bills are paid, any profits are returned to the agency to pay for maintenance and repairs (Yoder-Wise, 2011). Non-profit status can be described as being financed by funds that come from several sources, but these sources are not owners and do not have ownership interest, and these funds are funneled back for expansion and capital purchase (Huston & Marquis, 2009). Carle has a charity program called Community Care. Carle's Community Care program donated \$97 million dollars to the community in 2010 and over \$11 million went to the uninsured or poverty-stricken population (Carle, 2011). This facility also provides money or assistance for

Avicenna Community Health Center, Champaign County Christian Health Center, Coles County Community Health Clinic, Frances Nelson Health Center, and SmileHealthy, which is a dental program (Carle, 2011). Non-profit facilities are required by state regulations to provide a specific amount of care to the indigent and the surrounding community. These regulations are monitored carefully by the State government, Federal government, and the Joint Commission (Yoder-Wise (2011). Carle is obviously a multihospital system because they have an outpatient clinic, inpatient facility, health maintenance organization, home care agency, and several other entities.

and what happens if not done? Carle lose their tax exempt status?
Big News in IL - it happened to Provena Community and recently 3 other IL hospitals.

don't think so?
? But OP clinics are not considered "hospitals"
Would be considered a One Hospital Healthcare System.

ESSAY #1

Yoder-Wise (2011) describes a multihospital system as having 2 or more entities under the same ownership, which describes Carle's status. *meaning 3 hospitals?*

Carle is a teaching institution, which is defined as an organization that is affiliated with at least 2 teaching institutions and provides education and clinical experiences for students (Yoder-Wise, 2011). Carle is affiliated with the University of Illinois, Parkland Community College, Lakeview College of Nursing, and several other local colleges. Yoder-Wise (2011) states that being a teaching facility can cause a financial burden to the institution that is often difficult to recoup, although many organizations receive government funds to assist with these costs. The reasons for the financial burden are physician time spent, duplicating tests and delays related to the teaching. *Interesting!! Good application of content.*

Carle has many accreditations. They are accredited by Joint Commission, which is a national organization that provides standards related to patient care and safety. The Joint Commission is given authority by the Centers for Medicare and Medicaid Services (CMS). CMS is a part of the United States Health and Human Services, which is a federal government agency. It oversees Medicaid and Medicare recipients and servers, which means that the department monitors healthcare agencies to make sure they meet the standards set by the government. Carle is also accredited by the Public Health Department and Certification and Accreditation of Rehabilitation Facilities (CARF). Carle is a magnet institution, which means that they meet the standards set by the American Nurses Credentialing Center (ANCC). One of the main standards evaluated by the ANCC with magnet status is the leadership component. (Yoder-Wise, 2011).

It is important for nursing managers and leaders to know their organization inside and out. It is vital to their leadership to understand their owner and profit status, accreditations, client population, teaching status, partner entities, and their policies and procedures. These

characteristics of the organization drive how the manager functions in decision making and problem solving. The goal of most managers is to provide quality care in a fiscally sound manner (Hutson & Marquis, 2009). For example, if a nurse is in charge of a medical-surgical unit, and they are due to get an admission that is uninsured, the nurse manager might be tempted to not accept the admission due to budgetary concerns. It is important for the nurse to understand that if the hospital is a non-profit status, then it is required by law to accept a certain number of clients regardless of their ability to pay. The nurse could cause the hospital a great deal of legal expense, because clients are well-educated on their rights as customers and what they are entitled to.

Another reason that managers need to be well educated on their organization is that they are in charge of their unit's budget. They have to use financial discernment because a facility must be cost effective in order to survive. Most directors and administrators do not approve of poor fiscal management. Hutson & Marquis (2009) say that fiscal planning requires education, vision, and creativity. Nurses need to be updated and educated in social, economic, and political forces that play a crucial role in today's healthcare. This is a very important point, because the economy and politics are essential in shaping how healthcare is perceived by patients and families, and how administrators respond to their needs. Managers have to be effective critical thinkers in order to manage their units because they can get into a great deal of turmoil if they do not follow laws and policies. Managers have to know their institution's policies and procedures like the back of their hands. It is imperative to stay current on the Nurse Practice Act, and on the Code of Ethics by the American Nurses Association. These drive patient safety, quality care, and fiscally sound practices. It is imperative that a nurse manager or leader understand the organization, its culture, and its population served. By being updated on these issues, a manager will lead the unit in providing high quality and safe care to their clients.

sl would
hope not.
but good
example.

References

Carle. (2010). *Transforming Healthcare in east central Illinois*. Retrieved from
<http://www.carle2010.org/>

Marquis, B.L., & Huston, C.J. (2009). *Leadership roles and management functions in nursing: Theory & application* (6th ed.). Philadelphia: J. B. Lippincott.

Yoder-Wise, Patricia S. (2011). *Leading and Managing in Nursing* (5th ed.) Elsevier.