

Rubric for Essay Questions

Name: <i>Sheila Roth</i>	Date Graded: <i>9/22/11</i>	Week # 3	Essay Question # 1	Due: 9/11/11 @ 11:59pm Submitted: Date: <i>9/12/11</i> Time: <i>6:40</i> AM PM	Total Score <i>49/50</i> <i>98</i> %
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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 written paper with comments ~ Nic job!!

*Rec'd
9/12/11 @
6:40pm*

Carle Physician Group

Week 3 Essay Questions

Sheila Roth

RN405

Lakeview College of Nursing

Professional, organized!

Carle Physician Group

You're so good at clearly addressing the assignment!

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Carle Physician Group, formerly known as Carle Clinic Association, has recently integrated with Carle Foundation Hospital. Over the years, Carle Clinic and Carle Foundation have worked hand in hand to provide Champaign-Urbana and the surrounding areas with the most up-to-date quality patient care. Throughout the integration process, each organization has continuously worked together to provide the community with seamless quality care. This writer will examine Carle's healthcare organization in terms of type, characteristics, and profit status. At the completion of this paper, this writer will demonstrate a better understanding of this organization and how it affects those in leadership roles with decision making and problem solving.

Describe Your Organization in Terms of Type, Characteristics, and Profit Status

According to Yoder-Wise (2011), "Major characteristics that differentiate institutional providers as well as other healthcare organizations are (1) types of services provided, (2) length of direct care services provided, (3) ownership, (4) teaching status, and (5) accreditation status (pp.117-118)." Carle Foundation and Carle Physician Group provide a few cites on the internet from which one can determine the above information. This writer invites its reader/s to investigate the Carle website to learn more about Carle and what it has to offer to the community.

And the website is?? As stated, good to list in body of writing.

There are many different types of organizational structures in healthcare facilities today. Yoder-Wise (2011) states, "Nursing organizations often combine characteristics of several of these structures to form a hybrid structure. Shared governance is an organizing structure designed to meet the changing needs of professional nursing organizations (p. 146)." Carle, as a

whole entity, functions under a "Shared Governance" which could also be viewed as a "Matrix" structure.

Type

Types of services fall into one of two categories, according to Yoder-Wise (2011), "Services can be classified as either general or special care (p. 118)." If one were to consider the types of services provided by Carle, one would determine that Carle has several specialties; however, as a whole, the organization provides "a wide range of services to multiple segments of the population (Yoder-Wise, 2011, p. 118)." Carle provides a "general" type of service to its communities

Excellent application of concepts

Length of Direct Care Services Provided

Carle is an institution that has components of both long and short term care services placing it into the "general service" type of organization. Examples of general services that Carle provides include: acute care, home care, hospice care, ambulatory clinic care, and one day surgery. Carle works in collaboration with other facilities including Barnes Jewish Hospital, Mayo-Clinic, Provena, and Washington University Hospital to provide a complete variety of wellness and illness services to the community. (Yoder-Wise, 2011, p. 118)

Ownership

Carle is also considered a "not for profit" organization. According to Yoder-Wise (2011), "...often referred to as *voluntary agencies*—are controlled by voluntary boards or trustees and provide care to a mix of paying and charity patients (p. 119)." Carle has a "Community Care Discount Program" to help those who need help paying his or her bills. There is the "Carle Development Foundation ... responsible for raising philanthropic contributions

CARLE PHYSICIAN GROUP

needed to support the mission of the not-for-profit services.... "Charity Care" is another form of financial assistance available to patients who cannot afford to pay for care. (Carle, 2011)

Teaching and Accreditation

One can only look on the internet at www.carle.com to find out all about the organization. On the "home" page of the website one can read what Carle Foundation is. According to Carle (2011), "Carle Foundation Hospital is... the primary teaching hospital for the University of Illinois College of Medicine at Urbana Champaign... accredited by the Joint Commission of Accreditation of Healthcare Organizations... a not-for-profit hospital." (Carle, 2011)

Explain why knowing this helps you in leadership and management roles, including decision making and problem solving.

Good solid leadership should begin with meticulous analysis of the organization. One must analyze the mission, the vision, and the values of the organization to ensure the harmonization of the organizations functions. According to Yoder-Wise (2011),

This includes delineating the processes or procedures that have been developed to coordinate the work to be done... it is imperative to know the recruitment procedures, the method of selecting the individuals for positions, the reporting relationships, the information network, and the governance structure for nurses.

An organization cannot move forward and make improvements without the full understanding of its structure and its past. In many ways, analyzing is like research. One's future actions should be driven by past failures. Knowing where an organization comes from, directly impacts the direction it must move in an effort to improve its outcomes. As a leader understands an organizations past, he or she can more informatively make decisions towards a better future.

The linkage of why important is a little weak, but well said in a global fashion

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References

- Carle (2010). Carle nursing annual report 2010. Retrieved September 12, 2011, from <http://carle.org/SpecialPages/Search.aspx?searchtext=nursing&councils+searchmode=anyword>.
- Carle (2011). Billing. Retrieved September 12, 2011, from <http://www.carle.org>.
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- PRLog (2009). Carle Foundation Hospital earns national recognition for nursing excellence. Retrieved September 12, 2011, from <http://www.prlog.org/10316702>.
- Yoder-Wise, P. S. (2011). *Leading and managing in nursing* (5th. ed.). St. Louis, MO: Elsevier Mosby.