

Rubric for Essay Questions

Name: <i>Hori Turner</i>	Date Graded:	Week # 3	Essay Question # 1	Due: 9/11/11 @ 11:59pm Submitted: Date: <i>9/11/11</i> Time: <i>6:34</i> AM PM	Total Score <u><i>49</i></u> / 50 <u><i>98</i></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. Good work.

Submitted
Rec'd ✓

Essay Question #1: Carle Foundation Hospital and Carle Physician Group

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Nursing Leadership and Management RN 405

Fall 2011

Well written ~ concise ~ meets
the assignment requirements/tasks, but
a little light on content and application
of concepts = (-1)

Well done!!

Essay Question #1: Carle Foundation Hospital and Carle Physician Group

The writer of this essay practices in the Carle Physician Group, part of Carle Foundation Hospital. This is part of a private non-profit organization which began in 1918 when Margaret Burt Carle Morris left \$40,000 to the City of Urbana, Ill. for the purpose of starting a hospital. Her donation led to the creation of The Urbana Memorial Hospital Association. Her name – Carle – has been maintained, an enduring testimony to the roots of the organization (The Carle Foundation, 2011). According to Yoder-Wise (2011, p. 119), private non-profit organizations are controlled by boards or trustees and excess revenue is redirected into the organization rather than returning as dividends to stock holders. There are currently 16 members on the board of trustees that control this organization.

The Carle Physician Group is a primary or first access care type of institution. According to the Carle Foundation (2011), The Carle Physician Group is an outpatient practice that serves more than 200,000 patients annually. It is comprised of more than 300 physicians. The services provided can be considered as both a general and specialty service comprised of 50 specialty services. Carle is also considered a teaching institution for the University of Illinois Medical School. The Carle Foundation and Carle physician Group are also accredited by The Joint Commission and have Magnet status.

By knowing the type of institution, decisions will be made based on the requirements needed for the institution. For example, not for profit organizations take the excess revenue and reinvest it in growth such as equipment where the for profit organizations pay dividends to stock holders. Therefore, it may be assumed for profit organizations may not have certain equipment for health care needs where the not for profit would allow the leaders to plan for certain diagnostic equipment in their budgets.

interesting
good research

Wow!!

interesting
analysis



As a Nurse Manager, it is also important to understand the types of credentialing of the institution. The Joint Commission (TJC) has certain standards the institution must follow to become accredited and maintain further credentialing. It is up to the leader to make sure staff follows these rules set forth by TJC. This is also true of holding Magnet Status. Because Magnet Status requires a certain number of the nurses working to be bachelors prepared, this would encourage leaders to hire bachelors prepared nurses and encourage the current staff to continue their education towards earning such a degree. Carle is strongly pushing towards BSN and provides \$8,000 tuition reimbursement per calendar year. It is a great incentive and many nurses have jumped on board to obtain their degree.

References

The Carle Foundation (2011). Retrieved September 6, 2011, from

<http://www.carle.org/About/History.aspx>

Yoder-Wise, P. (2011). *Leading and managing in nursing* (5th ed.). St. Louis, MO: Elsevier
Mosby.