THE TRIFECTA: THE
INTEGRATION OF POLICY,
FINANCIAL, AND LEGAL
LITERACY TO PREPARE NURSE
EXECUTIVES

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AUTHOR CONFLICTS/DISCLOSURES

The authors have no conflicts of interest.

Materials presented today are intended for educational purposes only.



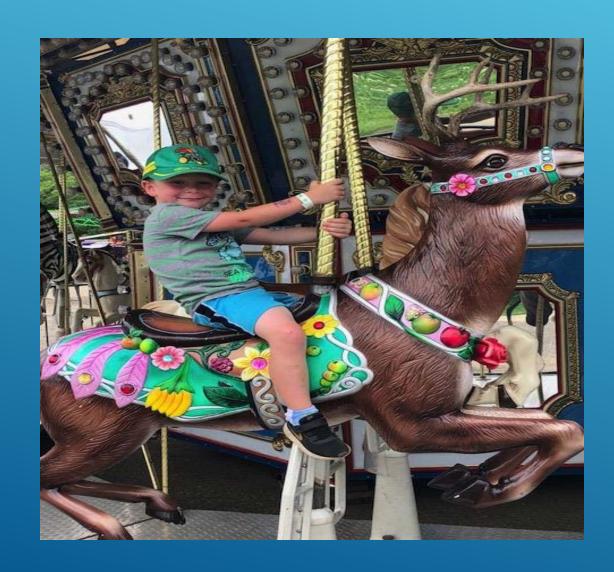
LEARNER OBJECTIVES

- Identify two graduate student benefits of a Health Management Curriculum that integrates Policy, Financial, and Legal Literacy
- Identify two educational strategies that promote integration of Policy, Financial, and Legal theory
- Identify two student communication centered learning tools that assist graduate nursing students in linking theory and practice



"FIGHT FOR THE THINGS YOU CARE ABOUT, BUT DO IT IN A WAY THAT WILL LEAD OTHERS TO JOIN YOU."

Ruth Bader Ginsburg



Influencing Behaviors



THE CURRICULAR GAP AY 2015-2016

Too Finance Specific



Too Staffing Focused

No Previous Excel

Narrative

No Policy Base



Loose Integration ACA

Advanced Revenue Cycle

No Revenue Cycle



THE CURRICULAR GAP AY 2016-2017

Policy Positions Changing



New Policy Positions

Policy Base Shifting

AR Cycle Shifts







Legal Imperatives Buried

Regulatory Expansion

ACA Challenged

Insurance Law Impacts

Bright Line Rules



COMPETENCY FOUNDATION

American Organization of Nurse Executives Competencies for Nurse Leaders

American Association of Colleges
Essentials of Master's Education in Nursing



CURRICULAR REVISION

- Maintained Budget & Fiscal Management Course
- Revised Health Policy Course with Integrated Financial Module

- Added Health Law Course
- All three course were required to be taken prior to or contemporaneously with practicum course.



KEY ASSIGNMENTS TO BUILD FINANCIAL LITERACY

- **▶** Business Case Study
- **►** Spreadsheet Preparation and Presentation
- Student Created Key Term Lexicon with Examples

Educational Tools for Assignments

- Lynda
- ▶ BlackBoard Learn
- Open Access Text Links
- **►** Sample Real Time Business Plans



KEY ASSIGNMENTS TO BUILD LEGAL LITERACY

- Case Studies Based On Changing Regulatory Landscape
- Narrative Essay Quizzes That Integrate Regulatory, Ethical and Policy Queries in Health Administration Now
- ▶ Organizational Policy Draft

Educational Tools For Assignments

- Lexis Academic
- **■** USCA & CFR Links
- Lynda Selections Regarding Business Communication Tools
- **►** Cynefin Problem Solving Framework



KEY ASSIGNMENTS TO BUILD POLICY LITERACY

- ▶ Comprehensive Policy Change Paper
- ► Small Group Peer Review of Policy Change Papers
- Financial Spreadsheet Integration

Educational Tools For Assignments

- Nursing Faculty Created Library Guide To Policy Research
- ► Health Care Lexicon Integrated Into Online Modules



PREFERRED FACULTY EXPERIENCE

- ▶ Profit & Non-Profit
 - Assure application in all environments
 - Advance policy underpinning for under-represented populations & mainstream healthcare
 - Discuss legal and tax implications given changing policy and legal environment
- Nursing, Professional Organization & Healthcare CEO Experience
 - Engage discussion of nursing's unique contribution to the finance of healthcare
 - Integrate finance & policy at organizational, state and national level
- MSN & Juris Doctorate/Practicing Health Law Attorney
 - Advance understanding of legal foundation for policy development, reimbursement, ethical distribution, program development & patient satisfaction



CLOSING THE GAP

- Integration of Legal, Financial and Policy Theory
- ► Health Care Accounting/Budgeting Principles Integrated with Regulatory and Legal Imperatives
- Financial Planning, Inclusive Communication Strategies, Regulatory Responsiveness



PRACTICAL APPLICATION

- 1. Practicum Journal
- 2. Practicum Course
- 3. Executive Level Critical Thinking



STUDENT OUTCOMES

- ▶ 100% Integrated Concepts of Legal Course & Budget in Practicum Journal
- ▶ 100% Learned Valuable Information For Practice
- ▶ 100% Received A- or Higher Grade In Legal Course

"Having these three classes taught me to think differently, respond differently and communicate differently. I now know in my new executive role why there are no easy answers. I also know how to engage the teams to prepare the right answers! Regulations don't scare me anymore."





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