## COURSE OUTLINE: HCA115 - ETHICS IN HEALTHCARE

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Approved: Bob Chapman - Dean

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| **Course Code: Title** | HCA115: ETHICS IN HEALTHCARE ADMINISTRATION |
| **Program Number: Name** | 2186: HEALTH CARE ADMIN |
| **Department:** | BUSINESS/ACCOUNTING PROGRAMS |
| **Academic Year:** | 2025-2026 |
| **Course Description:** | This course examines foundational principles, frameworks, and models of ethical decision-making relevant to health care administrators. Students will explore the intersection of ethics, leadership, and governance by analyzing real-world dilemmas and current events through the lens of professional standards and organizational responsibilities. Topics include consent and capacity, resource allocation, provider-patient relationships, medical assistance in dying, reproduction, contested therapies, and emerging technologies. Emphasis is placed on the operational and strategic implications of ethical decision-making, and how ethical missteps can impact organizational integrity and public trust. |
| **Total Credits:** | 3 |
| **Hours/Week:** | 3 |
| **Total Hours:** | 42 |
| **Prerequisites:** | There are no pre-requisites for this course. |
| **Corequisites:** | There are no co-requisites for this course. |
| **This course is a pre-requisite for:** | HCL401 |
| **Vocational Learning Outcomes (VLO's) addressed in this course:**<br><br>**Please refer to program web page for a complete listing of program outcomes where applicable.** | **2186 - HEALTH CARE ADMIN**<br>VLO 3  Utilize progressive, professional leadership concepts while working within an interprofessional health care team.<br>VLO 5  Practice within the legal, ethical and professional scope of practice of a manager in the province of Ontario.<br>VLO 7  Support evidence informed decision making, using critical thinking skills and best practices in the administration of a healthcare facility.<br>VLO 8  Outline strategies to manage risks in the business activities of a health care organization.<br>VLO 9  Maintain ongoing personal and professional development to improve work performance in health care administration. |
| **Essential Employability Skills (EES) addressed in this course:** | EES 1  Communicate clearly, concisely and correctly in the written, spoken, and visual form that fulfills the purpose and meets the needs of the audience.<br>EES 2  Respond to written, spoken, or visual messages in a manner that ensures effective communication.<br>EES 4  Apply a systematic approach to solve problems. |

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| | EES 5   Use a variety of thinking skills to anticipate and solve problems. |
| | EES 8   Show respect for the diverse opinions, values, belief systems, and contributions of others. |
| **Course Evaluation:** | Passing Grade: 50%, D<br><br>A minimum program GPA of 2.0 or higher where program specific standards exist is required for graduation. |
| **Books and Required Resources:** | Biomedical Ethics: A Canadian Focus by Johnna Fisher, J. S. Russell, Alister Browne and Leslie Burkholder<br>Publisher: Oxford University Press Edition: 3rd, 2018<br>ISBN: 978-0199022281<br>Print format<br><br>Biomedical Ethics: A Canadian Focus by Johnna Fisher, J. S. Russell, Alister Browne and Leslie Burkholder<br>Publisher: Oxford University Press Edition: 3rd, 2018<br>ISBN: 9780199022298<br>eBook format |

**Course Outcomes and Learning Objectives:**

| Course Outcome 1 | Learning Objectives for Course Outcome 1 |
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| Describe foundational ethical principles, theories, and decision-making models in health care. | 1.1 Explain major philosophical foundations of health care ethics, including deontology, utilitarianism, and principlism.<br>1.2 Critically assess the strengths and limitations of common ethical theories and principles.<br>1.3 Identify and describe ethical decision-making frameworks used in Canadian health care organizations.<br>1.4 Interpret professional codes of ethics and Accreditation Canada standards that guide ethical practice in health care administration. |
| **Course Outcome 2** | **Learning Objectives for Course Outcome 2** |
| Define key terms and explain core concepts related to ethics in healthcare administration. | 2.1 Differentiate between ethics, law, and personal opinion in the context of health care.<br>2.2 Recognize and articulate ethical dilemmas in both clinical and organizational settings.<br>2.3 Distinguish between clinical ethics and organizational ethics and describe their implications for decision-making.<br>2.4 Define key ethical concepts such as autonomy, beneficence, justice, conscientious objection, and conflict of interest.<br>2.5 Discuss the breadth of ethical responsibilities encountered in health care administration. |
| **Course Outcome 3** | **Learning Objectives for Course Outcome 3** |
| Critically reflect on contemporary ethical issues impacting Canadian health care. | 3.1 Analyze historical and current ethical issues related to consent, capacity, end-of-life care, reproductive health, resource allocation, and confidentiality.<br>3.2 Articulate competing arguments and stakeholder perspectives on controversial ethical issues. |

| | | 3.3 Reflect on how cultural background, lived experience, and personal values influence ethical reasoning.<br>3.4 Discuss how ethical errors impact organizational operations and public confidence. |
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| | **Course Outcome 4** | **Learning Objectives for Course Outcome 4** |
| | Apply ethical frameworks to resolve dilemmas in health care. | 4.1 Evaluate the suitability of various ethical decision-making models in resolving specific dilemmas.<br>4.2 Assess the influence of personal, professional, cultural, and spiritual values on ethical decisions.<br>4.3 Formulate and justify decisions in response to complex ethical dilemmas in written and oral formats.<br>4.4 Facilitate respectful, constructive dialogue around controversial ethical issues involving diverse viewpoints. |

| **Evaluation Process and Grading System:** | | |
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| Evaluation Type | Evaluation Weight |
| --- | --- |
| Assignments (including written assignments and presentations) | 60% |
| Professional Skills Development | 20% |
| Tests | 20% |

| **Date:** | August 19, 2025 |
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| **Addendum:** | Please refer to the course outline addendum on the Learning Management System for further information. |