



SYLLABUS – SPRING 2026

COURSE NUMBER	BLAW 5345
COURSE TITLE	HEALTHCARE LAW & ETHICS
INSTRUCTOR	Tammy W. Cowart, J.D., Professor of Business Law & Department Chair
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OFFICE HOURS	By Appointment
CLASS MEETINGS	Ref. EMBA Cohort Schedule

[My email/phone policy is to reply within 24 hours Monday-Friday and 36-48 hours on weekends.]

I. COURSE OVERVIEW

Law and Ethics are relevant to many decisions in healthcare. Law mandates what we *must* do, and ethics instructs us on what we *should* do. This course will cover major areas of business law as it relates to healthcare and the ethical decision-making frameworks we can use to make confident business decisions. As this is a graduate level course, you should expect to engage in critical and analytical thinking in both individual and group settings.

II. CATALOG DESCRIPTION

This course introduces students to legal and ethical issues in healthcare. Basic principles in the legal system and government regulation will be explored including contracts, torts, business entities and employment law. Ethics concepts which impact functional areas of business will also be discussed, including ethical decision-making frameworks. This course will also address legal compliance issues as relevant.

REQUIRED TEXT

Pozgar, Legal and Ethical Essentials of Health Care Administration, 4th Edition

ISBN: 9781284172560

Fisher, Ury & Patton, Getting to Yes, Penguin Books, 2011

III.

STUDENT LEARNING OUTCOMES

- Demonstrate understanding of ethical reasoning theories
- Analyze and apply stakeholder theory to ethical dilemmas in healthcare
- Analyze the cause and effect of legal and ethical risks in healthcare
- Understand the role of organizational mechanisms to support ethical decision making
- Use negotiation principles and techniques to resolve conflicts
- Find and analyze employment discrimination cases
- Examine aspects of criminal and tort liability in healthcare



IV. SOULES COLLEGE OF BUSINESS MISSION/CORE VALUES

Mission

The Soules College of Business pursues excellence in business education by engaging our learners, faculty, industry, and community members. We cultivate and deliver innovative undergraduate and graduate programs to foster the success of our learners and stimulate impactful faculty research. We prepare the next generation of leaders and professionals to pursue career opportunities in East Texas and beyond.

Core Values

We value the role that business plays in recognizing, responding to, and solving societal problems: quality education, gender equality, decent work and economic growth, reduced inequality, and industry, innovation and infrastructure.

We value existing and emerging industry standards and needs that make our learners competitive in the marketplace.

We hold ourselves to the highest ethical standards and responsibly manage the resources of the Soules College of Business.

We respect and value diversity in ideas, peoples, and cultures.

V. GRADING POLICY

Grade Distribution	
Negotiation Journal	100
Ethics Discussion Board	25
Group Stakeholder Simulation	25
Response Paper	25
Contract Negotiation	50
Exams (2)	100
Group Presentation/Paper	75
Total	400

Final Grades		
A	=	90% +
B	=	80% - 89%
C	=	70% - 79%
D	=	60% - 69%
F	=	<60%

VI. ATTENDANCE/WEEKEND MAKE-UP POLICY

The Executive MBA Healthcare Management program is a face-to-face weekend cohort model. It is expected that executive students are present face-to-face in COB 321 on the outlined weekends. In some cases, extenuating circumstances may warrant special accommodations to be made between the student and faculty member. Students are expected to contact and receive prior approval from the faculty member for missed classes and assignments. Please refer to the specific course policy on attendance as outlined below.



VII. CONTENT

Negotiation Journal: During our coverage of the *Getting to Yes* book, you will complete journal entries. This can be in the form of a diary. You should focus on lessons learned, your personal and professional experiences, class discussions, or other moments in or out of class that relate to how conflict and negotiation impact your life. I will review your entries but will not share them with the class. Points will be assigned based on your serious reflection and analysis. *Completed outside of class.*

Discussion Board: We will discuss the Parable of the Sadhu article on a discussion board. You should make one substantive original post (up to 10 points) and three relevant replies (up to 5 points each). You can cite outside sources in the original post but must provide a reference. Your replies do not need to cite outside sources. *Completed outside of class.*

Stakeholder Simulation Exercise: Each team will complete a stakeholder behavioral ethics simulation. During the simulation you will assume a role within an organization and deal with an ethical dilemma from the perspective of that individual. You will each be given different roles within the organization and come together to collectively resolve a company-wide ethics issue. Group recommendations will be made in the form of a short managerial report (1 per team – 2-3 pages each) addressing the group's short-term, mid-range, and long-term recommendations for the company using a stakeholder orientation analysis. *These will be completed in class.*

Ethics Response Paper: This requires one essay of 3-4 doubled spaced, typed pages where you will respond to a set of questions based on your personal experiences. I will not grade you based on whether I agree with you or like your conclusions; I will reward strong reasoning, relevance to and application of ethical concepts discussed in class, and good writing. *Completed in class.*

Contract Negotiation Project: Class groups will represent either the buyer or seller in a contract negotiation. A sample contract, fact sheet, and contract worksheet will be provided before class on Canvas. The teams will either draft an initial contract or a response to the initial contract. Both sides must come to an agreement and submit the final agreed upon contract. Your grade will be based on the terms proposed, nature of the negotiations, and the final contract. *This will be completed in class.*

Exams: A mid-term and final exam will consist of essay questions based on content covered in class. You will work on the exams in designated groups to draft your analysis and answers. *These will be completed in class.*

Paper/Presentation: Each group will be assigned to a research topic relating to business law and ethics, and your group will research and develop arguments related to your assigned topic. A discussion board site will be available on Canvas for your group to develop arguments in support of your topic and post sources. Additional details will be provided on Canvas.

Legal analysis of cases and legal issues should follow this format:

Title. Each case is given a title that signals the type of case about to be reviewed.



Citation. A case citation describes the identity of the parties in the case, the text in which the case can be found, and the year in which the case was decided.

Facts. A review of the details of the case.

Issue. The issues discussed in any given case are selected for review on the basis of medical and legal pertinence to the healthcare professional. Although any one case may have multiple issues, only those considered pertinent should be reviewed here.

Holding. The court's ruling is based on the facts, issues, and applicable laws pertaining to the case.

Reason. The rationale behind how the court arrived at its decision is based on the facts, issues, and relevant laws surrounding the case.

Your group will present your arguments to the class on our last day. Presentations will be no more than 40 minutes including Q&A. Your presentation will be graded on how well you address the legal and ethical issues and questions posed, additional issues from outside research, as well as your use of proper speech technique. A Q&A session will follow each debate in which you should be prepared to answer questions from your colleagues. *This is worth 25 points and will be presented in class.*

Along with your presentation, your group will turn in a 6–8-page paper, double-spaced and typed in 12 point font, which presents your group's argument. To successfully complete the paper, your assessment should evaluate legal and ethical issues, what should have been done to prevent the problem, or how the company should prevent such situations in the future, as well as any additional issues pertinent to the topic. Written papers are due in class on the day of the presentation. You will be graded on your completion of the assignment as directed, as well as your grammar, punctuation, sentence structure, and paragraph organization. In addition, I expect you to properly cite other sources when you use them according to the APA or MLA format. *This is worth 50 points and will be completed outside of class.*

VIII. CALENDAR

Week	Content	Readings	Due
1	Discuss Chp. 2 & Chp. 14; GTY 1 & 2; Introduction of Behavioral Ethics and Response Paper	Read <i>Getting to Yes</i> Chp. 1-2; Read Pozgar Chp. 2- Government, Law & Ethics & Chp. 14- Healthcare Ethics	Make Journal entry #1 by 1/25 Response Paper due 1/25
2	Discuss Chp. 6 & 4; GTY 3-5; Parable of the Sadhu discussion; Guest Speaker	Read <i>Getting to Yes</i> Chps. 3-5; Read Pozgar Chp. 6-Civil Procedure and Trial Practice & Chp. 4- Criminal	Make journal entry #2 by 2/1 & journal entry #3 by 2/8; Parable of the Sadhu Discussion Board due 2/8



		Aspects of Health Care; AKS, Stark and False Claims (Canvas)	
3	Discuss Chps. 3 & 5; GTY 6-8; Conduct Contract Negotiation Exercise (Due 2/22)	Read <i>Getting to Yes</i> Chps. 6-8 Read Pozgar Chp. 3 – Tort Law and Reform & Chp. 5-Contracts	Make journal entry #4 by 2/15 & journal entry #5 by 2/22 Finish Negotiation Exercise by 2/22
4	In-Class Mid-Term Exam (beginning of class) Review Chapters; Discuss Stakeholder Theory & conduct Stakeholder Simulation Exercise	Read Pozgar Chp. 11- Medical Records & Chp. 17-Legal Reporting Reqs; Review material for Mid-Term exam	Begin Group Project; Stakeholder Simulation Exercise Final Report Due 3/1
5	Review Chapters; Guest speaker to discuss business entity issues	Read Chp. 7-Corporate Structures and Legal Issues & Chp. 19- Employment at Will/Discharge	Outline & Source list due 3/15
6	Review Chapters; Employment Law scavenger hunt	Read Pozgar Chp. 18- Labor Relations & Chp. 20-Employee Rights/Responsibilities	Employment Law Hunt due 3/22;
7	In-Class Exam (beginning of class); Ethics Group Presentations		Papers and Presentation slides due in class.



IX. COHORT WEEKENDS

SPRING 2026

EMBA 5361 Issues in the American Healthcare System

BLAW 5345 Healthcare Law and Ethics

January 2026						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

February 2026						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

March 2026						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

X. UNIVERSITY POLICIES

[Student Resources](#)