

Syllabus for HWM 475 Employee Health and Wellbeing

IMPORTANT:

This course syllabus document contains basic information of each course. **Please refer to the content pages under the Course Information module on each course site for detailed guidelines, project information, rubrics, course/university policies, and other course-related information for each course.**

Instructor Information

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Course Description

Successful companies must understand the importance of workplace involvement in health. The relationship of employee health to healthcare costs and productivity will be discussed as a return on investment (ROI) and an investment in human capital. Strategic and product management planning are developed in relationship to disease management versus population wellness theory. Assessments of employer needs, organizational culture, environmental policy, and procedures supportive to desired outcomes are practiced. Professionals learn about aligning client needs and wants with best practice program design, implementation, and evaluation for successful results. Age, gender, race, and issues that affect participation in wellness programs are reviewed.

Prerequisite(s): HWM 385 Marketing and Communications for Wellness Managers

Course Learning Outcomes

Upon completion of this course you will be able to:

1. Apply health promotion theories and concepts to different organizations and develop appropriate strategies to address organizational need.
2. Select and evaluate surveys, questionnaires, and needs assessment tools.
3. Define specific health and wellness challenges in diverse populations.
4. Describe the relationship between ROI, health, and productivity of employees when implementing wellness programs.
5. Describe current and future trends impacting employee wellness.

Technology Requirement

You will use a technology tool called YouSeeU for group assignments. Camera and microphone are needed.

Grading

There are a total of 100 individual points and 200 team points in this course.

Individual Assignments	Points
Lesson 1: Skills and Ability Discussion	10
Lesson 2: Summarizing the WELCOA Articles Discussion	10

Lesson 4: Individual Research Posted in Team Discussion	5
Lesson 7: Culture of Health Discussion	10
Lesson 9: Annotated Bibliography	15
Lesson 10: Incentives Debate	15
Lesson 13: ROI/VOi	10
Lesson 15: Final Exam - Quiz Development	25
Total	100

Team Assignments	Points
Lesson 2: Team Contract and Task Sheet	10
Lesson 3: Value Statement Presentation	10
Lesson 4: Wellbeing Combined Team Presentation	10
Lesson 5: Toolkits and Scorecards Chart	10
Lesson 6: Goals and Objectives and Timeline	10
Lesson 7: Champion/Team Formation	10
Lesson 8 Intermediate Presentation	15
Lesson 8: Feedback to other teams	10
Lesson 8: Midterm Team Member Assessment	10
Lesson 8: Team Process Assessment	5
Lesson 9: Program Strategies AMSO Chart	10
Lesson 11: Budget	10
Lesson 12 Evaluation Plan	10
Lesson 14: Dashboard	10
Lesson 15 Final Presentation	15
Lesson 15: Portfolio (Supporting Documentation)	10
Lesson 15: Feedback to Other Teams	10
Lesson 15: Final Team Member Assessment	20
Lesson 15: Team Process Assessment	5
Total Group Points	200

Grading Scale:

A 270-300 pts

B 240-269.9 pts

C 210-239.9 pts

D 180-209.9 pts

F lower than 180 pts