

Syllabus for HWM 480

Employee Benefits for Wellness Managers

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

Jason Horay

Email: Jason.Horay@mmicnc.com

Course Description

The design and administration of a health care plan play a key role in attracting and retaining employees and implementing employer's cost savings. This course is designed to provide students with a solid introduction to the basic issues of health care benefits and how to integrate successful return on investment (ROI) strategies for adopting preventive health benefits that enhance employees well-being.

Prerequisite(s): HWM 315: Resource Management for Wellness Managers.

Course Learning Outcomes

By the end of this course, you will be able to:

- Identify keywords, definitions, and concepts related to laws, basic and health benefit plan designs, and wellness initiatives.
- Compare and contrast the various professional roles in employee benefits and wellness program design
- *Prepare* and present a VBHC design evaluation.
- Discuss appropriate methodologies to assess needs, capacities and return on investment (ROI) regarding issues of health and wellness.

Course Activities

You will find assigned reading materials in each lesson. Papers, online discussions, and quizzes are designed to help you review and reinforce the key concepts in each lesson.

Discussions

For each discussion forum, students need to post at least (1) one original post and (2) two responses to other students' postings. This is considered the minimum level of participation. Students are encouraged to check their classmates' posts frequently and to post responses frequently. Each original post should be a minimum of 150 words. An original posting is comprised of meaningful insights gained and questions arising from the required texts. In other words, these are not meant to be summaries. A response posting should be a minimum of 75 words and build upon an earlier original post and/or other response postings by agreeing, disagreeing, complementing, answering and posing further questions. Referencing to specific points in the book and other materials is expected. Online discussion is a critical element of this course and the discussions are meant to be dynamic, thoughtful and fun.

Grading Policy

- **Discussion**

There are 14 discussion @ 5 points each for a total of 70 points.

- **Assignment**

- There are 14 assignments @ 10 points each for a total of 140 points.
- Assignment 7 (ROI Calculator) is 40 points.
- Assignment 11 (CDC Scorecard) is 50 points.

So the total possible points for 16 assignments are 230 points.

- **Quizzes**

- There are 3 quizzes @ 10 points each for a total of 30 points.
- There is one syllabus quiz @ 15 points.

So the total possible points for quizzes are 45 points.

****TOTAL Possible Points = 345 points**

Grading Scale:

A 90-100%

B 80-89%

C 70-79%

D 60-69%

F 59% and lower