

Syllabus for HWM480

Employee Benefits for Wellness Managers

NOTE: This syllabus document contains the basic information of this course. The most current syllabus is available in the full course.

Course Description

The design and administration of a healthcare plan plays 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 healthcare benefits and teach students how to integrate successful return on investment (ROI) strategies for adopting preventive health benefits that enhance employees' well-being.

Prerequisite(s)

HWM 315 Workplace Wellness Program Management

Course Outcomes

Upon completing this course, you will be able to do the following:

- 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 and appropriate methodologies to assess needs, capacities and return on investment (ROI).

Course Requirements/Components

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

The following grading scale will be used to evaluate all course requirements and to determine your final grade:

Activity	Points
15 Discussion	70 points
14 assignments	140 points
Assignment 7 (ROI calculator)	40 points
Assignment 11 (CDC Scorecard)	50 points
3 Quizzes	30 points
Syllabus Quiz	15 points
Total	345 points

Grading Scale:

A 90-100%

B 80-89%

C 70-79%

D 60-69%

F 59% and lower