# http://www.ric.edu/webcommunications/images/SealWithText_Small_Black.pngUNDERGRADUATE CURRICULUM COMMITTEE (UCC)PROPOSAL FORM

## Cover page scroll over blue text to see further important [instructions](#instructions): please read.

**N.B. DO NOT USE HIGHLIGHT, please DELETE THE WORDS THAT DO NOT APPLY TO YOUR PROPOSAL**

**ALL numbers in section (A) need to be completed, including the impact ones.**

|  |  |  |
| --- | --- | --- |
| A.1. [Course or program](#Proposal) | **MGT 423 Compensation and benefits administration** |  |
| [Replacing](#Ifapplicable)  |  |
| A.2. [Proposal type](#type) | **Course: revision**  |
| A.3. [Originator](#Originator) | **Julie Urda** | [Home department](#home_dept) | **Management & Marketing** |
| A.4. [Context and Rationale](#Rationale)  | **The Management and Marketing department is updating its Human Resource Management (HRM) concentration to bring it in line with the rest of the management concentrations, which were updated last year. We would also like to develop a program according to the Society of Human Resource Management standards for an undergraduate curriculum in HRM. To do so, we need to do three things:**1. **Drop MGT 424**
2. **Create MGT 430**
3. **Increase existing HRM courses to four credits**

**Making these changes means revising the existing HRM courses (MGT 423, 425, & 428) to increase their credit load from three to four, which will allow them to accommodate the increased content they will be incorporating from the deleted MGT 424 course. Such changes are necessary for our HRM program if we are to keep it competitive for our students.**  |
| A.5. [Student impact](#student_impact) | **Students will be served by having a more current and competitive HRM program.** |
| A.6. [Impact on other programs](#impact)  | **A restricted elective in Healthcare Administration major will be raised by one credit, but this will not affect the total credits for the program.** |
| A.7. [Resource impact](#Resource) | [*Faculty PT & FT*](#faculty):  | **none** |
| *Library* | **none** |
| [*Technology*](#technology) | **none** |
| [*Facilities*](#facilities): | **none** |
| A.8. [Semester effective](#Semester_effective) | **Fall 2020** | A.9.  |  |
| A.10. INSTRUCTIONS FOR CATALOG COPY: This single file copy must include ALL relevant pages from the college catalog, and show how the catalog will be revised. (1) Go to the “Forms and Information” page on the UCC website. Scroll down until you see the Word files for the current catalog. (2) Download ALL catalog sections relevant for this proposal, including course descriptions and/or other affected programs. (3) Place ALL relevant catalog copy into a single file. Put page breaks between sections and delete any catalog pages not relevant for this proposal. (4) Using the track changes function, revise the catalog pages to demonstrate what the information should look like in next year’s catalog. (5) Check the revised catalog pages against the proposal form, especially making sure that program totals are correct if adding/deleting course credits. If new copy, indicate where it should go in the catalog. If making related proposals a single catalog copy that includes all is acceptable. Send as a separate file along with this form. |

B. [NEW OR REVISED COURSES](#delete_if)  **DO NOT use highlight. Delete this whole page if the proposal does not include a new or revised course.**

|  | Old ([for revisions only](#Revisions))Only include information that is being revised, otherwise leave blank (delete provided examples that do not apply) | NewExamples are provided for guidance, delete the ones that do not apply |
| --- | --- | --- |
| B.1. [Course prefix and number](#cours_title)  | **MGT 423** |  |
| B.2. Cross listing number if any |  |  |
| B.3. [Course title](#title)  | **Compensation and Benefits Administration** |  |
| B.4. [Course description](#description)  |  |  |
| B.5. [Prerequisite(s)](#prereqs) |  |  |
| B.6. [Offered](#Offered) |  |  |
| B.7. [Contact hours](#contacthours)  | **3** | **4** |
| B.8. [Credit hours](#credits) | **3** | **4** |
| B.9. [Justify differences if any](#differences) |  |
| B.10. [Grading system](#grading)  |  |  |
| B.11. [Instructional methods](#instr_methods) |  |  |
| B.12.[Categories](#required) |  |  |
| B.13. Is this an Honors course? | **no** |  |
| B.14. [General Education](#ge)N.B. Connections must include at least 50% Standard Classroom instruction. | **no** |  |
| B.15. [How will student performance be evaluated?](#performance) |  |  |
| B.16. [Redundancy statement](#competing) |  |  |
| B. 17. Other changes, if any |  |

| B.18**.** [**Course learning outcomes**](#outcomes)**: List each one in a separate row** | [**Professional Org.Standard(s)**](#standards)**, if relevant** | [**How will each outcome be measured**](#measured)**?** |
| --- | --- | --- |
|  |  |  |
|  |  | Click Tab from here to add rows |

| B.19. [**Topical outline**](#outline)**: Do NOT insert whole syllabus, we just need a two-tier outline** |
| --- |
| Managing compensation Compliance and regulatory issues that affect pay Creating and communicating a compensation philosophy: domestic vs. global Base pay system and levels Calculating pay increases Merit pay, pay-for-performance, incentives/bonuses, profit sharing Internal equity issues Comparatios and progress toward midpoint Market-based strategies Lead, lag or match market rate Analyzing and interpreting salary survey data Role of job analysis/job design in compensation decisions Salary compression Compliance and regulatory issues that affect payManaging employee benefits Cost control, monitoring future obligations, action planning, strategic planning Educational benefits Life insurance Employee assistance programs Family-friendly benefits Domestic partner benefits Outsourcing benefits administrationStatutory vs. voluntary benefits COBRA, HIPAA, ERISA, FLSA Defined benefit and defined contribution plans Employee assistance/wellness programs Federal insurance programs (Old-Age, OASDI, Medicare) Survivor, and Disability Insurance  Health and wellness benefits Paid time off Regulatory issues in benefits management Retirement plans Types of health care plans (HMOs, PPOs, fee-for- service, consumer- directed; HSAs) Vacation, sick leave, personal leaveWorkers’ compensationLegal issues Disparate impact and disparate treatment  Employer unfair labor practices  Labor laws (FCRA, FLSA, FMLA, IRCA, LMRDA, NLRA, LMRA, OSHA, WARN) Unlawful harassment |

D. Signatures

* Changes that affect General Education in any way MUST be approved by ALL Deans and COGE Chair.
* Changes that directly impact more than one department/program MUST have the signatures of all relevant department chairs, program directors, and relevant dean (e.g. when creating/revising a program using courses from other departments/programs). Check UCC manual 4.2 for further guidelines on whether the signatures need to be approval or acknowledgement.
* Proposals that do not have appropriate approval signatures will not be considered.
* Type in name of person signing and their position/affiliation.
* Send electronic files of this proposal and accompanying catalog copy to curriculum@ric.edu and a printed or electronic signature copy of this form to the current Chair of UCC. Check UCC website for due dates.

##### D.1. Approvals: required from programs/departments/deans who originate the proposal. may include multiple departments, e.g., for joint/interdisciplinary prposals.

| Name | Position/affiliation | [Signature](#_Signature" \o "Insert electronic signature, if available, in this column) | Date |
| --- | --- | --- | --- |
| Jeffrey Mello | Dean of School of Business  |  |  |
| Constance Milbourne | Chair of Management & Marketing |  |  |

##### D.2. [Acknowledgements](#acknowledge): REQUIRED from OTHER PROGRAMS/DEPARTMENTS IMPACTED BY THE PROPOSAL. SIGNATURE DOES NOT INDICATE APPROVAL, ONLY AWARENESS THAT THE PROPOSAL IS BEING SUBMITTED. CONCERNS SHOULD BE BROUGHT TO THE UCC COMMITTEE MEETING FOR DISCUSSION

| Name | Position/affiliation | [Signature](#Signature_2) | Date |
| --- | --- | --- | --- |
| Marianne Raimondo | Director, Healthcare Administration program |  |  |