**Table B1. MS-Health and Wellness Management Program Student Learning Outcomes**

*Program student learning outcomes (PSLOs; from Competencies and Outcomes document uploaded on google drive 9.23.2021 and as presented in program’s Authorization Documents). These are the PSLOs assessed in the assessment reports provided for this review.*

**A student completing the MS in Health and Wellness management will:**

**Competency A) Demonstrate effective communication skills for diverse audiences**

Program Outcomes 1 Demonstrate professional interpersonal skills.

2 Compose and deliver diverse well-written materials.

3 Deliver oral presentations addressing current wellness topic(s) for a target audience.

4 Deliver persuasive arguments based on research, trends, and data.

5 Demonstrate effective use of technology.

**Competency B) Demonstrate effective organizational development**

Program Outcomes 6 Demonstrate ability to assess organizational culture.

7 Use change management practices to shape organizational culture.

8 Set a clear vision, mission, and strategy.

9 Exhibit inclusive leadership skills.

10 Develop and lead effective teams.

11 Demonstrate conflict management strategies.

**Competency C) Utilize population health tools for wellness management**

Program Outcomes 12 Evaluate a variety of population health tools for application to diverse audiences.

13 Apply behavioral economic principles to evaluate wellness promotion programs.

14 Critically examine current industry programs and trends.

15 Collect, manage, analyze, interpret & apply population health tools to program specific data.

16 Utilize best practices in program planning, development and evaluation.

**Competency D) Apply appropriate management practices for organizational wellness**

Program Outcomes 17 Demonstrate the core management practices of planning, leading, organizing & controlling.

18 Utilize health care economics principles to inform decision-making.

19 Develop effective marketing campaigns.

20 Demonstrate sound financial practices.

21 Integrate HR principles into management practices.

22 Apply systems thinking strategies in wellness management.

**Competency E) Effectively navigate the legal and ethical environment of wellness management**

Program Outcomes 23 Analyze current federal and state laws as they impact wellness management.

24 Assure organizational policies comply with regulations.

25 Utilize effective negotiation skills regarding contracts, including RFPs.

26 Apply principles of ethics in wellness management decisions.

27 Promote corporate social responsibility.

**Competency F) Demonstrate knowledge in the scientific foundations of wellness**

Program Outcomes 28 Elucidate determinants of health.

29 Apply specific or targeted interventions to effectively address identified population health issues.

30 Model personal wellness.

*PSLOs from program website (*<https://hwm.wisconsin.edu/health-wellness-program/outcomes/>, *accessed 12.16.2021)*

**A graduate of the**[**Master of Science in Health and Wellness Management**](http://hwm.wisconsin.edu/health-wellness-program/masters/)**will be able to:**

* Demonstrate familiarity with best practices in behavior change facilitation.
* Understand ethical and legal issues relevant to health policy and wellness management.
* Analyze the interrelations among health providers and key stakeholders and understand how these relationships influence healthcare systems.
* Determine the impact of current wellness initiatives on an organization’s workforce, and develop compliant, strategic plans to improve the programs.
* Demonstrate an understanding of marketing, including analysis, evaluation, communication, and promotion.
* Integrate information technology and communication strategies in the design, implementation, and evaluation of programs.

**Appendix B**

**Table B2. MS-Health and Wellness Management Assessment Map**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **A: ... effective communication skills for diverse...** | | | | | | **B: ... effective organizational development** | | | | | | | **C: Utilize population health tools…** | | | | | | **D: Apply ... management practices for organizational wellness** | | | | | | | **E: ... navigate the legal and ethical environment…** | | | | | | **F: ... knowledge in the scientific foundations …** | | | |
| ***Learning outcome*** | ***1*** | ***2*** | ***3*** | ***4*** | ***5*** | ***NS\*\**** | ***6*** | ***7*** | ***8*** | ***9*** | ***10*** | ***11*** | ***NS\*\**** | ***12*** | ***13*** | ***14*** | ***15*** | ***16*** | ***NS\*\**** | ***17*** | ***18*** | ***19*** | ***20*** | ***21*** | ***22*** | ***NS\*\**** | ***23*** | ***24*** | ***25*** | ***26*** | ***27*** | ***NS\*\**** | ***28*** | ***29*** | ***30*** | ***NS\*\**** |
| **Course** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **700** |  |  | X |  |  | X |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | X |
| **705** |  |  |  |  |  | X |  |  |  |  |  |  | X |  |  |  |  |  |  |  |  |  |  |  |  | X |  |  |  |  |  |  |  |  |  |  |
| **710** |  |  |  |  |  | X |  |  |  |  |  |  |  |  |  |  |  |  | X |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | X |
| **715** |  |  |  |  |  | X |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **720** |  |  |  |  |  | X |  |  |  |  |  |  |  |  |  |  |  |  | X |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | X |
| **730** | X | X |  |  |  | X |  |  |  |  |  |  |  |  | X | X |  |  | X |  |  |  |  |  |  |  |  |  |  |  |  |  | X | X |  | X |
| **740** |  |  |  |  |  | X |  |  |  |  |  |  |  |  |  |  |  |  | X |  | X |  |  |  | X | X |  |  |  |  |  | X |  |  |  |  |
| **750** |  |  |  |  |  | X |  |  |  |  |  |  | X |  |  |  |  |  | X |  |  |  |  |  |  | X |  |  |  |  |  | X |  | ? |  |  |
| **760** |  |  |  |  |  | X |  |  |  |  |  | X |  |  |  |  |  |  |  |  |  |  |  | X |  |  |  |  |  |  |  | X |  |  |  |  |
| **770** |  |  |  |  |  | X |  |  |  |  |  |  | X |  |  |  |  |  |  |  |  |  |  |  |  | X |  |  |  |  |  |  |  |  |  |  |
| **780** |  |  |  |  |  | X |  |  |  |  |  |  | X |  |  |  |  |  | X |  |  |  |  |  |  | X |  |  |  |  |  | X |  |  |  | X |
| **790** |  |  |  |  |  | X |  |  |  |  |  |  | X |  |  |  |  |  |  |  |  |  |  |  |  | X |  |  |  |  |  | X |  |  |  | X |
| *Learning outcome assessed?* | *Y* | *Y* | *Y* | *N* | *N* |  | *N* | *N* | *N* | *N* | *N* | *Y* |  | *N* | *Y* | *Y* | *N* | *N* |  | *N* | *Y* | *N* | *N* | *Y* | *Y* |  | *N* | *N* | *N* | *N* | *N* |  | *Y* | *Y* | *N* |  |
| *Competency assessed?* | ***yes*** | | | | | | ***yes*** | | | | | | | ***yes*** | | | | | | ***yes*** | | | | | | | ***yes*** | | | | | | ***yes*** | | | |

Highlights indicate course that conducts the main assessment for that competency.

\*\*NS means the overall competency was assessed but subskills/objectives were not specified.