

EMPLOYEE BENEFITS
FINA 745-001
Fall 2002
TTh 11:00 a.m., Room 003
dmsweb.moore.sc.edu/doerpinghaus

- Instructor** Dr. Helen Doerpinghaus
Office address: DMSB 475
Office telephone: 777-4926
E-mail address: doerp@moore.sc.edu
- Office Hours** Tuesday and Thursday 12:30 - 3:00 p.m.
If you are unable to meet during Office Hours, come by my office or make an appointment to come by at your convenience. I am available Monday through Friday and welcome students anytime.
- Textbook** *Employee Benefits*, 6th edition, 2001, Beam and McFadden.
- Course Objective** The purpose of the course is to provide a basic understanding of the nature and operation of employer-sponsored benefit plans. We will take a benefits manager approach to providing for the economic security of a demographically diverse work force. Emphasis will be on benefit plan design, administration, funding, and regulation. The course should be useful to human resource professionals, financial planners, or anyone interested in better understanding employee benefit plans.
- Course Assignments** Students should read the assigned textbook chapters before coming to class (reading assignments are provided on the syllabus). Class will provide an opportunity for both lecture and class discussion, and students are strongly encouraged to participate with ideas and questions of their own. Following class discussion, students should go to the end of each chapter and review the questions provided to allow a “self test” of mastery of the material. Answers to the chapter questions are posted on the website. Before each test, there will be an optional Review Session for interested students.
- Research Paper** Students will identify an employer, learn about the organization’s benefit plan, and then analyze a particular plan problem or challenge facing the organization. For example, a firm may have recently merged and the benefits manager must decide how to deal with two or more different benefit packages. A small employer may want to begin offering benefits to employees or expand what is already being offered. An employer may want to add to a 401(k) for employees but be unsure of what is involved in doing this. You will work closely with the benefit manager to collect information. Your paper will give a brief overview of the plan, explain the specific issue you are investigating, and provide analysis reflective of what you have learned in the course.

Papers must be 8-10 pages in length, double-spaced, spell-checked, and

conform with the MLA or APA style guidelines. The paper is due Wednesday, November 27.

Course Grade

Three exams and one research paper are each worth one-fourth of your final grade. There will be no make-up exams without a written medical excuse (i.e., please arrange your interview schedule and other business around the exam dates). The standard University attendance policy applies. Students are urged to call the professor or come by the office at any time, but certainly whenever there is a situation which affects their course work.

Course Outline

I. Introduction to Employee Benefits

II. Mandated Benefits

- A. Social Security
- B. Workers' Compensation
- C. Unemployment Insurance

III. Group Insurance Benefits

- A. The Group Insurance Environment
- B. Life Insurance
- C. Disability Insurance
- D. Medical Insurance
- E. Other Group Insurance Benefits
- F. Group Funding and Rate Making
- G. Trends Today: Family Needs and Flexibility

IV. Retirement Plans

- A. Qualified Plan Design
- B. Defined Contribution and Defined Benefit Formulas
- C. Funding Arrangements
- D. Other Defined Contribution Plans: Profit-Sharing and 401(k)s
- E. Distributions and Loans
- F. Plan Administration

Assignment Schedule

Part I: Introduction to Employee Benefits

August 22	Introduction to Employee Benefits (Chapters 1 & 2)
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Part II: Mandated Employee Benefits

August 27, 29	Mandated Employee Benefits: Social Security (Chapter 3) http://www.ssa.gov
September 3	Other Mandated Employee Benefits: Workers' Compensation and Unemployment Insurance (Chapter 4)

Part III: Group Insurance Benefits

September 5	The Group Insurance Environment (Chapter 5)
September 10, 12	Group Life Insurance (Chapter 6, 7)
September 17	Group Disability Insurance (Chapter 8)
September 19	Exam I (Chapters 1-8)
September 24, 26	Group Medical Expense Benefits: The Traditional Approach (Chapters 9, 10) http://www.dol.gov/dol/topic/health-plans.index.htm
October 1, 3	Managed Care Plans (Chapter 11)
October 8	Medical Plan Provisions and Taxation (Chapter 12)
October 10	Other Group Benefits: Dental, Long-Term Care, Legal, and Voluntary Benefits (Chapter 13)
October 15	Fall Break - no class
October 17	Group Insurance Funding and Rate Making (Chapters 14, 15)
October 22	Trends Today: Family Needs and Flexibility (Chapters 16, 17)
October 24	Exam II (Chapters 9-17)

Part IV: Retirement Plans

October 29	Introduction to Qualified Plans (Chapter 18) http://www.soa.org/sections/egtra.html
October 31	Qualified Plan Design (Chapter 19)
November 5	Election Day - no class
November 7, 12	Defined Contribution and Defined Benefit Formulas (Chapter 20)
November 14	Pension Plan Funding (Chapter 21)
November 19	Profit - Sharing and Similar Plans (Chapter 22)
November 21	401(k) and Other Salary Savings Plans (Chapter 23)
November 26	Distributions and Loans (Chapter 24)
November 28	Thanksgiving Holiday - no class
December 3	Pension Plan Administration (Chapter 26)
December 5	Special Cases: Use of IRAs and SEPs (Chapter 27) and Executive Compensation (Chapter 28)
December 13, 2:00 p.m.	Exam III (Chapters 18-24, 26-28)

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Student Information**

Name:	
Address:	
Telephone:	
E-mail:	
Program:	Graduation Date:
Hometown:	
Work Experience:	
Achievements or Honors:	
Special interests or experiences:	