

Certificate / Diploma in Integrated Disability Management (DISM 1103) Introduction to Disability Management

Course Description

Disability Management is most effective when integrated and embedded into the strategies and culture of an organization. This course introduces an interdisciplinary approach to the concepts and practices of disability management and addresses how to design, implement, and market an effective integrated disability management program. Topics include the theory and practices of disability management, what an integrated disability management program is, how it functions, the role of the Employee Assistance Program in disability management, the Workers' Compensation System, the infrastructure and standards for an integrated disability management program, data management, program evaluation,

Learning Objectives

By the end of this course, students will:

- Explain the concept of disability management and the related practices
- Define Integrated Disability Management (IDM) in terms of both private and government insurance plans
- Provide information on effective claims management of disability insurance claims with particular emphasis on WCB claims management
- Describe the characteristics of a graduated return-to-work program and how it supports an IDMP
- Demonstrate how to develop the infrastructure for an IDMP and establish the related standards
- Explain the role of an Employee Assistance Program (EAP) in disability management
- Describe how to achieve data management within an IDMP
- Demonstrate how to develop, market, manage, evaluate, and communicate the results of an IDMP
- Discuss the ethical issues and dilemmas encountered in disability management
- Explain the legal aspects relevant to the field of disability management

Grade Scheme: Letter Grade

Minimum Pass: 50%

Deliverables:

- Discussion Activities
- Written Assignments
- Quizzes
- Final Exam

*Please note that this document is for marketing purposes and that the details of the course including grading and objectives may change or vary.

Grade	Grade Point Average (GPA)	Percentage
A+	4.3	90-100%
A	4.0	85-89%
A-	3.7	80-84%
B+	3.3	77-79%
B	3.0	73-76%
B-	2.7	70-72%
C+	2.3	65-69%
C	2.0	60-64%
C-	1.7	55-59%
D	1.3	50-54%
F	0.0	0-49%