

FNH 4793-6793 Health Promotion in the Workplace (3 credit hours)
Mississippi State University
College of Agriculture and Life Sciences
Department of Food Science, Nutrition, and Health Promotion

Instructor: Barry P. Hunt, Ed D
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Class Location: TBD
Class Date & Time: TBD

Course Description

Prerequisite: FNH 3163 or permission of instructor. Three hours lecture. Skills and competencies for the development of evidence-based workplace health promotion programs. Emphasis is placed on key concepts, resources and tools for creation of wellness teams and creation of health-enhancing workplace environments.

Learning Objectives

By the end of this course, students should be able to:

1. Identify essential components of effective workplace health promotion programs.
2. Discuss the role of the health promotion professional in developing, implementing and evaluating workplace health promotion programs.
3. Discuss the benefits of workplace health promotion to employees and employers.
4. Describe the importance of supportive environments in initiating and sustaining workplace health promotion programs.

Course Objectives

Upon completion of this course the student will be able to:

1. define and describe worksite wellness.
2. explain the role of leadership within an organization and its worksite wellness program.
3. discuss appropriate utilization of different types of motivational strategies, including the use of incentives.
4. describe the value of developing wellness committees/teams.
5. identify different methods of data collection for program assessment and evaluation.
6. explain strategic planning and how to develop an operating plan.
7. describe the importance of using information technology and communication methods.
8. identify different types of incentives.
9. create a basic budget for a worksite wellness program.
10. review legal issues and current laws or regulations for worksite wellness programs.
11. describe what a supportive environment is, and how to develop one.
12. describe how to evaluate a worksite wellness program.
13. conduct a literature-based review of a special topic of interest related to worksite wellness (Graduate Students)

Textbook (REQUIRED):

O'Donnell, M.P. (2017). Health Promotion in the Workplace, 5th Ed. Art and Science of Health Promotion Institute, Troy, MI. ISBN: 978-1539653561

Students will also be assigned readings from professional literature, popular press and other available resources including professional organization and governmental websites

Course Requirements/Evaluation	Undergraduate	Graduate
Discussion Board Participation	150 points	150 points
Quizzes (8) @ 25 points	200 points	200 points
Midterm Exam	100 points	100 points
Final Exam	<u>100 points</u> 550 points	100 points
Special Topic Paper (graduate students only)		<u>100 points</u> 650 points

Grading Scale

<u>Graduate</u>		<u>Undergraduate</u>	
A = 90 -100 %	595 - 650 points	A = 90 - 100 %	495 - 550 points
B = 80 - 89%	530 - 594 points	B = 80 - 89%	440 - 494 points
C = 70 - 79%	465 - 529 points	C = 70 - 79%	385 - 439 points
D = 60 - 69%	400 - 464 points	D = 60 - 69%	330 - 384 points
F = 59 % or less	399 points or less	F = 59 % or less	329 points or less

Discussion Board Participation

Topics will be provided weekly on Mondays. Students will be required to reply to the instructor's initial post and to at least two other students during the course of the week. All required posts must be completed by no later than Sundays by 11:59 pm. Students will be provided a scoring rubric for discussion posts during Week 1 of class. The rubric will include participation in initial responses, responses to other students, and basic grammatical considerations.

Quizzes and Exams

Quiz and exam questions will be drawn from assigned readings, class discussions, and other class activities. Both quizzes and exams will consist of a combination of multiple choice and true/false items.

There will be eight quizzes, each worth 25 points. Quizzes will be posted in myCourses at the beginning of each week, and students will have until the following Sunday at 5:00 PM CST to complete the quizzes. Each quiz will consist of 10 questions and students will be allotted 20 minutes to complete the quizzes.

There will be one midterm exam and one final exam, each worth 100 points. Exams will be take home type exams and students will be given one week to complete the exams

All quizzes and exams must be completed by the designated dates at the allotted times. Students must present valid evidence of an unforeseeable circumstance to take a quiz or exam outside of the assigned

date and time. If permission is granted to take a makeup quiz or exam, the student has to take the quiz or exam within ten days of the original quiz or test date.

Writing Assignments

The written special topic assignment (for graduate students only) will consist of a literature review on a workplace health promotion topic of interest. Students may select a topic from the following list:

- 1) Enhancing Fitness and Physical Activity in the Workplace
- 2) Workplace Nutrition Programs
- 3) Stress Management in the Workplace
- 4) Addressing Obesity in the Workplace
- 5) Tobacco Prevention and Control in the Workplace
- 6) Examining Employee Assistance Programs in the Workplace
- 7) Other topic approved by instructor

Special topic papers will follow a literature review format and must be completed in accordance with APA style. There is no fixed length for the paper, but students are expected to provide a thorough overview of the literature.

Tentative Schedule*

Week	Topic	Readings/Assignments	Contact Hrs
1	Introduction to Worksite Wellness Quiz 1	Text Chapter 3 Gallup (2017) www.cdc.gov www.nationalwellness.org www.welcoa.org Hunnicut & Leffelman (2007)	3
2	Health Impact of Lifestyle and Health Promotion	Text Chapter 2	3
3	The Business case for Health Promotion Quiz 2	Text Chapter 2(continued) Willison & Singer (2017)	3
4	Leadership in Workplace Wellness Quiz 3	www.cdc.gov Largo-Wright, Chen, Dodd and Weiler (2011) Shockey, Zack and Sussell (2017) Stulberg (2014)	3
5	Promoting Health Behavior in the Workplace Quiz 4	Text Chapter 4 O'Donnell (2014) www.shrm.org	3
6	Management and Motivation	Text Chapter 9 Prochaska and Velicer (1997)	3
7	Wellness Teams and Champions	www.welcoa.org	3

8	Midterm Exam		3
9	Data Collection for Evidence Based Workplace Wellness Programs	Text Chapter 4-supplement C www.cdc.gov www.welcoa.org Grossmeier (2015)	3
10	Strategic Planning Quiz 5	Text Chapter 13	3
11	Social Marketing in Worksite Health and Wellness	Text Chapter 7 www.cdc.gov	3
12	Managing Costs in Worksite Wellness Quiz 6	Grossmeier, Terry, Cipriotti and Burtaine (2010) Leutzinger (2005) Robison (2015)	3
13	Evaluating Workplace Wellness Programs	Text Chapter 6	3
14	Creating Supportive Environments Quiz 7	Text Chapter 22	3
15	Overview of Sources of Evidence Based Practices	www.cdc.gov https://hero-health.org www.shrm.org www.nationalwellness.org www.welcoa.org	3
16	Final Exam Special Topic Paper Due		N/A
			Total Contact Hours 45

Tentative Class Reading List

Gallup Well Being Index. (2017). State of American Well Being: State Well Being Rankings 2017. 1-10

Grossmeier, J. (2015). HERO: Evaluating wellness programs. Benefits Magazine, 52(9), 38-42

Grossmeier, J., Terry, P.E., Cipriotti, A. & Burtaine, J.E. (2010). The Art of Health Promotion: Best practices in evaluating worksite health promotion programs. American Journal of Health Promotion, 25(2), 10 - 16

Hunnicut, D. & Leffelman, B. (2007). WELCOA's Well Workplace Initiative 7 Benchmarks of Success, WELCOA Absolute Advantage, 6(4), 2-3

Largo-Wright, E., Chen, W.W., Dodd V and Weiler, R. (2011). Healthy Workplaces: The effect of nature contact at work on employee stress and health. Public Health Reports, 126(1) 124-130

Leutzinger, J. (2005) Building your wellness budget. WELCOA Absolute Advantage, 4(10), 2-5

Prochaska J.O. and Velicer, W. (1997). Transtheoretical Model of Health behavior Change. American Journal of Health Promotion 12(1), 38-48

Robison, J. (2015). Wellness or else. Reuters Health News, January 13

SAMHSA. (2017). The Eight Dimensions of Wellness. www.samhsa.gov October 24.

Shockey, T.M., Zack, M. and Sussell A. (2017). Health-related quality of life among US workers: variability across occupation groups. American Journal of Public Health, 107(8):1316-1323.

Stulberg, B. (2014). The key to changing health behaviors: Change the environments that give rise to them. Harvard Public Health Review, 2, 1-6.

Willison, C.E. and Singer, P.M. (2017). Repealing the Affordable Care Act Essential Health benefits: Threats and obstacles, American Journal of Public Health, 107(8), 1225-1229

Websites

Centers for Disease Control and Prevention <http://www.cdc.gov/>

Health Enhancement Research Organization <https://hero-health.org/>

Society for Human Resource Management <https://www.shrm.org/>

National Wellness Institute <https://www.nationalwellness.org/>

Wellness Council of America <https://www.welcoa.org/>

ATTENDANCE POLICIES and MISSED / LATE WORK:

Attendance is not mandatory, but is necessary for success in this course. The university's attendance tracking system will be utilized to keep records of attendance in the course. In addition, it is expected that students will be on time to minimize class disruptions.

It is the student's responsibility to inform the instructor when unforeseen circumstances prohibit the student's class attendance. Valid evidence must be provided within ten days of the student's absence to make up class assignments, quizzes, or exams. The MSU policy on attendance is located at <http://www.policies.msstate.edu/policypdfs/1209.pdf>.

Student Honor Code

Mississippi State has an approved Honor Code that applies to all students. The code is as follows: "As a Mississippi State University student, I will conduct myself with honor and integrity at all times. I will not lie, cheat, or steal, nor will I accept the actions of those who do." Upon accepting admission to

Mississippi State University, a student immediately assumes a commitment to uphold the Honor Code, to accept responsibility for learning, and to follow the philosophy and rules of the Honor Code. Students will be required to state their commitment on examinations, research papers, and other academic work. Ignorance of the rules does not exclude any member of the MSU community from the requirements or the processes of the Honor Code. For additional information, please visit: <http://honorcode.msstate.edu/policy>

Multiple Submissions

According to section I.C. of the MSU Honor Code, multiple submission is defined as, "The submission of substantial portions of the same work (including oral reports) for credit more than once without authorization from the instructor of the class for which the student submits the work." Any student found in violation of this or any other part of the honor code will be reported to the Honor Code Council.

For additional information, please visit: <http://students.msstate.edu/honorcode>.

Student Support Services

Support Services: Students who need academic accommodations based on a disability should visit the Office of Student Support Services, 01 Montgomery Hall, call 662-325-3335, or visit the website at www.sss.msstate.edu. Disability Support Services assists/helps to determine classroom accommodations that are most appropriate for students with disabilities based on documentation of their disability.

Title IX

MSU is committed to complying with Title IX, a federal law that prohibits discrimination, including violence and harassment, based on sex. This means that MSU's educational programs and activities must be free from sex discrimination, sexual harassment, and other forms of sexual misconduct. If you or someone you know has experienced sex discrimination, sexual violence and/or harassment by any member of the University community, you are encouraged to report the conduct to MSU's Director of Title IX/EEO Programs at 662-325-8124 or by email to titleix@msstate.edu. Additional resources are available at <http://www.msstate.edu/web/security/title9-12.pdf>, or at <http://students.msstate.edu/sexualmisconduct/>.