

**Worksite Wellness Programs
CMWL 4101**

Semester Hours 3

Semester / Year Spring 2017

Instructor

Office Location

Office Hours

Phone

E-mail

Fax

Online Support

CourseDen Home Page
<https://westga.view.usg.edu/>

CourseDen Help & Troubleshooting
<http://www.westga.edu/~distance/webct1/help>

UWG Distance Learning
<http://distance.westga.edu/>

UWG On-Line Connection
<http://www.westga.edu/~online/>

Distance Learning Library Services
<http://westga.edu/~library/depts/offcampus/>

Ingram Library Services
<http://westga.edu/~library/info/library.shtml>

University Bookstore
<http://www.bookstore.westga.edu/>

COURSE DESCRIPTION

Prerequisite: Health and Community Wellness Admission (CMWL)

An introduction to the principles and practices in workplace wellness. Emphasis is placed on understanding and development of a comprehensive framework for improving employee health and productivity. Students explore the evidence base for ensuring program efficacy and maximizing return on investment. Case studies provide opportunities to understand the range of effective programs and value of needs assessment, support of top management, employee education and behavioral health support, change in organizational culture, and ongoing evaluation and program improvement.

COE Vision

The College of Education at the University of West Georgia will be recognized for *Leading a New World of Learning*, with relevant and innovative programs that contribute to educational improvement and the betterment of society.

COE Mission

Locally connected and globally relevant, the Mission of the College of Education is to prepare graduates for meaningful careers in diverse settings. Spanning undergraduate through doctoral study, we are committed to depth of knowledge and excellence in teaching, professional practice, and applied research.

The vision and mission of the College of Education at UWG forms the basis on which programs, courses, experiences, and outcomes are created. National and state standards are incorporated as criteria against which candidates are measured. This course's objectives, activities, and assignments are related directly to the appropriate standards, as identified below.

APPROACHES TO INSTRUCTION

Various pedagogical methods used for this class include: discussion and activities, lecture, online resources and a culminating project.

This course will be delivered as a hybrid course, with lectures and class opportunities taking place in both face-to-face and online formats. This requires the online equivalent of 1,125 minutes of instruction (seat-time) and an additional 2,250 minutes of supporting activities. As such, you will be required to complete the following online activities during this course:

<u>Activity</u>	<u>Instructional Equivalent</u>
Discussion posts	350 minutes
Audio/video instruction	400 minutes
Online assignments	375 minutes

Additionally, it is anticipated that students will need to work independently for twice the number of minutes listed above to complete the online activities.

COURSE OBJECTIVES

Students will:

1. describe the importance of needs assessment to determine the potential for worksite wellness programs (Chenoweth, 2011);
2. examine the benefits of health promotion programs in the workplace (ACSM, 2009);
3. describe potential savings in health care costs from worksite health promotion (Chenoweth, 2011);
4. examine strategies to engage employees in worksite health promotion (Gantner, 2012);
5. develop written communication to rationalize worksite promotion to administration (Putnam, 2015);
6. examine behavior change theories in the worksite setting (Gantner, 2012);
7. describe effective worksite health promotion design and implementation (Chenoweth, 2011).

TEXTS, READINGS, INSTRUCTIONAL RESOURCES, AND REFERENCES

Required Text:

Chenoweth, D (2011). *Worksite health promotion*. (3rd ed.). Human Kinetics

Additional References:

American College of Sports Medicine (2009). *Worksite health handbook* (2nd ed.). Human Kinetics

Gantner, R (2012). *Workplace wellness: Performance with a purpose*. Well Works Publishing, LLC.

Putnam, L (2015). *Workplace wellness that works: 10 steps to infuse well-being and vitality into any organization*. Wiley Publishing.

ASSIGNMENTS, EVALUATION PROCEDURES AND GRADING POLICY

Assignments:

1. Exam – Students will take one cumulative final exam that covers all assigned readings, teacher and student presentations, and in-class discussions. 100 points. (Course Objectives 1-7).
2. Quizzes and In-Class Assessments – Students will complete several handouts, discussions, and/or quizzes on selected content throughout the semester. 100 points. (Course Objectives 1-7).
3. Project – Students will complete and submit one culminating class project. The project will be presented to the class. 100 points. More information will be provided in class. (Course Objectives 1-7).

Evaluation Procedures:

Assignment	Points	Assessment Tools	Submit via	Due Date
1. Exam	100 points	Answer Sheet	TBA	TBA
2. Quizzes	100 points	Answer Sheets	TBA	TBA
3. Project	100 points	Rubrics	TBA	TBA

Grading Policy

90-100% = A

80-89% = B

70-79% = C

60-69% = D

59% or less = F

CLASS, DEPARTMENT, AND UNIVERSITY POLICIES

For important policy information, i.e., the UWG Honor Code, Email, and Credit Hour policies, as well as information on Academic Support and Online Courses, please review the information found in the **Common Language for Course Syllabi** documentation at http://www.westga.edu/assetsDept/vpaa/Common_Language_for_Course_Syllabi.pdf. Additions and updates are made as institution, state, and federal standards change, so please review it each semester.

Academic Honesty: All work completed in this course must be original work developed this semester. Students are expected to adhere to the highest standards of academic honesty. Plagiarism occurs when a student uses or purchases ghostwritten papers. It also occurs when a student utilizes ideas or information obtained from another person without giving credit to that person. If plagiarism or another act of academic dishonesty occurs, it will be dealt with in accordance with the academic misconduct policy as stated in the latest *Student Handbook* and the *Graduate Catalog*.

Attendance: You are responsible for all information and changes in the course content that may occur in your absence. No make-up assignments will be allowed. It is the student's responsibility to ensure that all requirements are completed in a timely manner.

Americans with Disabilities Act: The official UWG policy is contained in the link to the Common Language for Course Syllabi located on the Provost's website. All students are provided with equal access to classes and materials, regardless of special needs, temporary or permanent disability, special needs related to pregnancy, etc. For more information, please contact Disability Services at the University of West Georgia: http://www.westga.edu/studentDev/index_8884.php.

Student Email Policy: University of West Georgia students are provided a MyUWG email account, which is the official means of communication between the University and student. It is the student's responsibility to check this email account for important University related information.

UWG Cares: If you or someone you know is in a distressing situation, support is available at <http://www.westga.edu/UWGCares/>. The website contains access to helpful resources and phone numbers related to emergency or crisis situations and safety concerns, medical concerns, multicultural, psychological and personal issues and interpersonal conflict

CLASS OUTLINE

Semester Topics

Week	Topic
Week 1	The Case for Worksite Health Promotion
Week 2	Health Cost and Health Promotion
Week 3	Determining Employees' Needs and Interest
Week 4	Preparing Program Goals
Week 5	Establishing Healthy Lifestyle Programs
Week 6	Funding and Resource Considerations
Week 7	Building a Healthy Worksite Environment
Week 8	Promoting and Launching Worksite Programs
Week 9	Evaluating Health Promotion Efforts
Week 10	Program Stakeholders
Week 11	Managing Risk and Liability
Week 12	Evaluating Health Promotion Efforts
Week 13	Overcoming Challenges of Company Size
Week 14	Building a Career in Worksite Wellness
Week 15	Final Project