

**Assurance of Student Learning Report
2022-2023**

College of Health & Human Services

Department of Public Health

Worksite Health Promotion Certificate 1707

Dr. Gretchen Macy

Use this page to list learning outcomes, measurements, and summarize results for your program. Detailed information must be completed in the subsequent pages.

Student Learning Outcome 1: Design a comprehensive workplace health promotion intervention to address priority health issues.

Instrument 1	PH 402 – Workplace Health Promotion Program Project
Instrument 2	
Instrument 3	

Based on your results, check whether the program met the goal Student Learning Outcome 1. Met Not Met

Student Learning Outcome 2: Articulate the importance of lifestyle behaviors including their benefits and consequences.

Instrument 1	PH 402 – Workplace Health Promotion Newsletter
Instrument 2	
Instrument 3	

Based on your results, check whether the program met the goal Student Learning Outcome 2. Met Not Met

Student Learning Outcome 3: Prioritize workplace needs and identify resources to address health issues.

Instrument 1	PH 402 – Workplace Health Promotion Program Project
Instrument 2	
Instrument 3	

Based on your results, check whether the program met the goal Student Learning Outcome 3. Met Not Met

Program Summary (Briefly summarize the action and follow up items from your detailed responses on subsequent pages.)
 For SLO 1, a reflection paper discussing the company’s values and culture was required to aid in the establishment of management support for health promotion and health protection. The paper also allowed students to review the company’s environment and how it contributed to employee’s overall well-being. The students were required to have more detailed knowledge of the company’s structure and cultural environment.

For SLO 2, the PH 402 – Workplace Health Promotion Newsletter required links to be part of the content of the newsletter. This skill will enhance the efficiency of the newsletter with the ability to disseminate more information in a condensed area.

An assessment from PH 402 replaces the previous assessment from PH 261 for SLO 3. The content in PH 402 increases the skills needed in planning interventions of health issues addressed in workplace health promotion and is more specific to WHP.

Student Learning Outcome 1

Student Learning Outcome	Design comprehensive workplace health promotion interventions to address priority health issues.		
Measurement Instrument 1	PH 402 - Workplace Health Promotion Program Paper -Students will design a workplace health promotion program at a workplace of their choice. The paper will describe the processes of program design including assessment, planning, implementation and evaluation.		
Criteria for Student Success	Students will receive an 80/100 on the final project. See PH 402 rubric for full credit requirements		
Program Success Target for this Measurement	90% receive an 80/100 or above on this project	Percent of Program Achieving Target	50% received an 80/100 or above on this project N=2
Methods	Student breakdown of grades for the project will be reported by instructor of record at the end of each semester. Two students were assessed during the 22-23 assessment period and one met the 80/100 goal.		
Based on your results, highlight whether the program met the goal Student Learning Outcome 1.		<input type="checkbox"/> Met	<input checked="" type="checkbox"/> Not Met
Actions (Describe the decision-making process and actions for program improvement. The actions should include a timeline.)			
The content in PH 402 has been modified to include a reflection paper discussing the company's values and culture. The paper allowed students to review the company's environment and how contributes to employees' well-being. This reflection paper also discusses the connection between a company's values and culture and how those connections can support the efforts of health promotion programs and successful interventions in addressing priority health issues.			
Follow-Up (Provide your timeline for follow-up. If follow-up has occurred, describe how the actions above have resulted in program improvement.)			
Due to the small sample size of the current assessment cycle, no significant changes are planned at this time. Instead, it has been decided that it is best to sunset the undergraduate certificate in WHP.			
Next Assessment Cycle Plan (Please describe your assessment plan timetable for this outcome)			
The plan is to sunset the undergraduate certificate in WHP in Fall 2024.			

Student Learning Outcome 2

Student Learning Outcome	Articulate the importance of lifestyle behaviors including their benefits and consequences..		
Measurement Instrument 1	PH 402 - Workplace Health Promotion Program Newsletter:		
Criteria for Student Success	Students will receive an 80/100 on the WHP newsletter. See newsletter rubric for full credit requirements		
Program Success Target for this Measurement	80% will receive an 80/100 or above on project	Percent of Program Achieving Target	50% received an 80 or above on this project N=2
Methods	Student breakdown of grades for the newsletter will be reported by instructor of record at the end of each semester. Two students were assessed during the 22-23 assessment period and one met the 80/100 goal.		
Based on your results, circle or highlight whether the program met the goal Student Learning Outcome 2.			<input type="checkbox"/> Met <input checked="" type="checkbox"/> Not Met
Actions (Describe the decision-making process and actions planned for program improvement. The actions should include a timeline.)			
Students designed a newsletter which addressed the three most concerning health issues determined by secondary data from their company. Design, layout and graphics as well as content accuracy and creativity was evaluated.			
Follow-Up (Provide your timeline for follow-up. If follow-up has occurred, describe how the actions above have resulted in program improvement.)			
Due to the small sample size of the current assessment cycle, no significant changes are planned at this time. Instead, it has been decided that it is best to sunset the undergraduate certificate in WHP.			
Next Assessment Cycle Plan (Please describe your assessment plan timetable for this outcome)			
The plan is to sunset the undergraduate certificate in WHP in Fall 2024.			

Student Learning Outcome 3			
Student Learning Outcome	Prioritize workplace needs and identify resources to address health issues.		
Measurement Instrument 1	PH 402 - Workplace Health Promotion Program Paper -Students will design a workplace health promotion program at a workplace of their choice. The paper will describe the processes of program design including assessment, planning, implementation and evaluation.		
Criteria for Student Success	Students will receive an 80/100 on the final project. See PH 402 rubric for full credit requirements		
Program Success Target for this Measurement	90% will receive an 80/100 or above on this project	Percent of Program Achieving Target	50% received an 80 or above on this project N=2
Methods	Student breakdown of grades for the Workplace Health Promotion Project will be reported by instructor of record at the end of each semester. Two students were assessed during the 22-23 assessment period and one met the 80/100 goal.		
Based on your results, circle or highlight whether the program met the goal Student Learning Outcome 3.			<input type="checkbox"/> Met <input checked="" type="checkbox"/> Not Met
Actions (Describe the decision-making process and actions for program improvement. The actions should include a timeline.)			

Each student researched the company and conducted a brief needs assessment to identify the priority needs of the company. Then, each student presented the secondary resources to meet these needs.

Follow-Up (Provide your timeline for follow-up. If follow-up has occurred, describe how the actions above have resulted in program improvement.)

Due to the small sample size of the current assessment cycle, no significant changes are planned at this time. Instead, it has been decided that it is best to sunset the undergraduate certificate in WHP.

Next Assessment Cycle Plan (Please describe your assessment plan timetable for this outcome) Spring 2022 Semester

The plan is to sunset the undergraduate certificate in WHP in Fall 2024.

CURRICULUM MAP TEMPLATE

Program name:	Worksite Health Promotion Certificate (Undergraduate) 1707
Department:	Public Health
College:	CHHS
Contact person:	Gretchen Macy
Email:	gretchen.macy@wku.edu

KEY:

I = Introduced

R = Reinforced/Developed

M = Mastered

A = Assessed

			Learning Outcomes	
			LO1:	LO2:
			Design a comprehensive workplace health promotion intervention to address priority health issues.	Articulate the importance of lifestyle behaviors including their benefits and consequences
Course Subject	Number	Course Title		
PE	100	Fundamentals of Physical Activity		I
ENV	120	Introduction to Occupational Safety and H	I	R
HMD	211	Human Nutrition		I
PH	100	Personal Health		I
PH	261	Foundations of Public Health Education	R	R
PH	402	Worksite Health Promotion	M/A	M/A

LO3:

**Assess and prioritize
workplace needs and
identify resources to
address health issues**

I
I
I
R
M/A

GUIDELINES and GRADING CRITERIA

PH 402

Workplace Health Promotion Program Project

Description of Assignment:

Students will select a company and design a workplace health promotion program which will focus on needed health issues within that workplace. A workplace profile (with reflection paper to be discussed in class on company's values & culture) will be required as well as a detailed program including assessment, design, implementation and evaluation. **Please reference all borrowed information: APA style.** The final report will be a **minimum of five pages. (100 points).** A **ten minute presentation using PowerPoint is also required.**

Criteria	Points awarded	Full Credit	Partial Credit	No credit
Company Profile	10	<p>Company profile is complete</p> <ul style="list-style-type: none"> -name -location -type of industry / business (what does the company produce or services provided) -company mission (how can it be linked to wellness?) -CEO/management (also does management support wellness?) -workforce demographics <ul style="list-style-type: none"> number of employees gender makeup ethnic makeup average age union or nonunion -built environment -work rotation -major work activities -profit trends (last 5-10 years) -types of health promotion programs already available -1 page reflection paper on company's values & culture to be discussed in class 	Company profile does not clearly discuss the company's details	Not addressed
Assessment	20	<p>Assessment is complete</p> <p><u>-identification</u></p> <ul style="list-style-type: none"> -identifies health-related problems (ex: obesity, tobacco use, high blood pressure, joint injury, low-back pain, etc....) -list the identification strategies used, and why (ex: workforce demographic data, employee health records, health care claims and costs, workers' compensation claims and cost data, worksite environment and health risk appraisal data) <p><u>-Assessment</u></p> <ul style="list-style-type: none"> -assesses employee's interest survey -feasibility study 	Provides minimal details of the assessment process. Does not explain the company's health issue and how that issue was chosen in a comprehensive manner.	Not addressed.

		<p>5 questions for a feasibility study:</p> <ol style="list-style-type: none"> 1) What are the organization's motives for considering the development of a program? (Ex. absenteeism, aging workforce, image, productivity, etc.....) and what are the organization's goals for considering the development of a program? (Ex. lower health cost, more productive employees, etc.....) 2) Is this program cost effective for the organization? Yes or no and why. 3) What is the level of support, need, and interest among employees, middle managers and top managers? 4) Does organization have access to resources needed? 5) What are the key factors to be considered during the design of the program? 		
Design/Planning	20	<p>Review collected data in previous section to answer the following four questions:</p> <ol style="list-style-type: none"> 1) How prevalent is the problem? 2) What are the consequences of the problem? 3) What are the causes of the problem? 4) Which workers in the company are at greatest risk? <p>-Develop vision and mission statement -Develop goals and objectives (these should be specific and measurable) and activities. -Budget clearly established with justifications.</p>	<p>Minimally addresses how the health issue will affect the company and the employees. Improper vision and mission. Poor development of goals, objectives not SMART and/or activities do not tie in with goals and objectives. Budget not clearly established with justifications.</p>	Not addressed
Implementation	20	<p>-Develop a marketing strategy using the 4 Ps of marketing -Develop a promotion poster or newsletter -Describe methods to promote program adherence and recruitment of employees that do not participate and high risk employees: -verbal support -written feedback -discuss incentives -discuss how to identify employee's values, interests and readiness to participate (surveys, incentives, rewards) -Discuss how these influencing factors might affect implementation: -management support -employee support -wellness committee member's responsibility</p>	<p>Minimal marketing strategy. Newsletter poorly designed with no information and/or poor visuals as well as no links for additional resources and no social media opportunities. Minimal discussion of methods to support implementation of program.</p>	Not addressed

		-knowledge and experience of wellness director		
Evaluation	20			
		<p>-Review your program's goals and objectives. establish a time frame, measurement intervals design.(questionnaires, health risk appraisals, health care claims data report, absenteeism logs, productivity reports, etc....)</p> <p>-Perform measurement <u>process evaluation:</u> Questionnaires designed for feedback from employees about the program to determine if changes are needed to be more effective <u>outcome evaluation:</u> Data which will determine if the program actually improves the health/lifestyles/productivity of employees. This can be obtained by health risks appraisals, healthcare claims data report, absenteeism logs, productivity reports or specific results such as fitness level, weight, etc....</p> <p>-Discuss how you will provide feedback to employee and management</p>	Evaluation strategies presented are not feasible or lack clarity	Not addressed
References APA Format & Presentation Style	10	Provides reference for the materials being reviewed. Presentation was presented with knowledge of content.	Provides link only for the materials reviewed. Presentation was presented with some reading and hesitation of knowledge.	No citation or link Read most of presentation. Did not know content.
Possible	100			
TOTAL				