**Table S3.** Opportunities for integrating OSH and well-being content into a Management curriculum.

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| **Class** | **Explanation** | **Potential OSH and Well-being  Content** |
| Managing People and Organizations,  Organizational  Behavior, or  Human Resources  Management | Most undergraduate business schools have at least one course that overviews human resources management and/or organizational behavior. These survey courses cover various topics, including leadership, motivation, organizational culture, performance management, talent acquisition, organizational change, and others. | OSH initiatives could be included as a stand-alone module in addition to the other topics covered. If that is not possible, relevant examples could be incorporated into the existing topic areas. |
| People Analytics | Courses in people analytics, or human resources (HR) analytics, focus on using data to analyze and present findings and predictions on human resources-related topics. Students learn how to best define and gather process and outcome metrics, conduct statistical analyses, and use visualization tools to evaluate HR practices and demonstrate their value to the organization. | OSH initiatives could be used as class examples to introduce the topic and provide an opportunity for students to learn about them while working on their analysis projects. |
| Talent Acquisition and Management | Talent acquisition classes cover employee recruiting and retention, among other topics. Applicant and employee expectations change over time, and following the pandemic, a focus on employee well-being is highly valued and expected of an employer [34,44,45] | The popularity of programs designed to improve employee well-being fits directly into the areas of recruiting and retention and would be a timely addition to any curriculum covering these topics. |
| Ethics and  Corporate  Responsibility | Classes in this area focus on ethical issues in business and corporate social responsibility. Students consider individual, organization, and societal levels. This could be a very interesting place to incorporate OSH topics. Employees in the United States most often get their health insurance from their employers[46] and that is a general expectation of an employer in most cases. But what else are employers ethically responsible for when it comes to creating and sustaining a healthy workplace? | Topics such as physical safety, psychological safety, employee well-being, and employee heath would all be appropriate to consider within a business ethics framework. |
| Organizational Change and  Development | Organizational change courses cover research and models for successfully implementing changes within an organization. Well-being initiatives are popular in organizations and could be a great example of an organizational change initiative. There are many theories and models of organizational change, but most include considering why a change is needed, gaining buy-in from organizational stakeholders, implementing the change, preventing and addressing resistance to change, and measuring outcomes. | Programs that fall under the employee well-being umbrella are varied and would be insightful to have groups focus on different initiatives and see how the change process differs across programs. |