



Employee Well-Being: How-Tos and Takeaways From Two Successful Programs

October 18, 2018

KNOWLEDGE | RESOURCES | ADVOCACY | CONNECTIONS



Webinar



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NIRSA: Leaders in Collegiate Recreation

- **75% of students** use on-campus recreation center facilities, programs, and services.
- **80% of these students participate at least once a week.**
- NIRSA's nearly 900 institutional members serve an estimated **10.6 million** students annually.
- Health and Wellbeing is one of NIRSA's six **Strategic Values**



2014 White Paper on Employee Wellness

- [Employee Wellness Programs: Collegiate Recreation Trends Research](#)
 - Published April 2014
- Focused on seven employee wellness programs at NIRSA and CUPA-HR member institutions
 - Cornell University, Oakland University, Oklahoma State University, Stanford University, Texas A&M University-Corpus Christi, University of Alabama, University of North Dakota

April 2018 Webinar



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“Employee Well-Being: Collaborative Partnerships Between Campus Recreation, Wellness and Human Resources”

Thursday, April 26 | 1:00-2:00 p.m. ET

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Webinar Materials

- [Presentation Slides](#)
- [Employee Wellness Programs \(white paper\)](#)

Creating a culture where employees choose to live a healthier lifestyle can be achieved when the experience is a shared one through communal goals. Join us as we discuss how two institutions work in cross-campus collaborations to create a healthier workplace and culture for staff, faculty and students. Representatives from Stanford University and Oklahoma State University will provide examples on how they've used recreation, wellness and HR's expertise to establish institution practices, policies and initiatives. They'll also discuss how they've overcome barriers and measured success and will provide key takeaways for campuses to immediately implement.



Todd Misener

Chief Wellness Officer

[Oklahoma State University](#)



Jamie Payne

Assistant Vice President and Chief
Human Resources Officer

[Oklahoma State University](#)



Eric Stein

Senior Associate Athletics
Director

[Stanford University](#)



Neal Evans

Director, Health & Life Programs,
University Human Resources

[Stanford University](#)

Poll Question #1

Does your campus have a strategy for wellbeing?

- a) Yes, a campus wide strategy that is included in our university strategic plan
- b) Yes, in our division or department strategy
- c) No, but a few inspired individuals within our department are implementing some strategies
- d) No, this is not currently a strategy for our campus

Poll Question #2

If “yes” to previous question, are you collaborating with either HR or Recreation (depending on which department you work in). If you’re in another department, feel free to share with us via the Chat.

- a) Yes
- b) No

Poll Question #3

Has recreation and HR collaborated on wellbeing in the last 3 years?

- a) Yes, on an ongoing program or strategy
- b) Yes, on a one-time program
- c) Yes, we've collaborated, but not on wellbeing
- d) No, we haven't collaborated in the last 3 years on wellbeing

Poll Question #4

What are the barriers or challenges to implementing strategies to improve the wellbeing of your campus community?

- a) Funding
- b) Staff capacity
- c) Recreation and HR are siloed on campus
- d) Overall lack of support for the wellbeing initiatives on campus

ECU Employee Wellness Past, Present, and Future Collaboration

Suzanne McDonald

Justin Yeaman



HIGHER EXPECTATIONS

STRATEGIC PLAN

for The University of North Carolina • 2017-2022

Access



Student Success



Affordability and Efficiency



Economic Impact and Community Engagement



Excellent and Diverse Institutions



Access

Student Success

Affordability and Efficiency

Economic Impact and Community Engagement

Excellent and Diverse Institutions

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Excellent and Diverse Institutions



Excellent and Diverse Institutions

HIGHER EXPECTATIONS

STRATEGIC PLAN
for The University of North Carolina • 2017-2022

- Access
- Student Success
- Affordability and Efficiency
- Economic Impact and Community Engagement
- Excellent and Diverse Institutions

Goal 11: *Human Capital*

Goal: The University will systematically focus on recruitment, retention, and development of the most talented and diverse workforce possible at all levels over the next five years.

Access

Student Success

Affordability and Efficiency

Economic Impact and Community Engagement

Excellent and Diverse Institutions

HIGHER EXPECTATIONS

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Affordability and Efficiency

Economic Impact and Community Engagement



Economic Impact and Community Engagement

Excellent and Diverse Institutions



Excellent and Diverse Institutions

In collaboration with the Brody School of Medicine and HR, by 2022, A&F will begin to foster a culture of workplace wellness through the development of an employee wellness program (led by HR) and will demonstrate a 10% participation rate. (currently 0%)

-Excerpt from ECU A&F 2017-2022 Strategic Plan

HIGHER EXPECTATIONS

STRATEGIC PLAN
for The University of North Carolina • 2017-2022

- Access
- Student Success
- Affordability and Efficiency
- Economic Impact and Community Engagement
- Excellent and Diverse Institutions

$$6,000 \text{ employees} \\ \times \underline{.10} \text{ participation} \\ = 600 \text{ participants}$$

Access

Student Success

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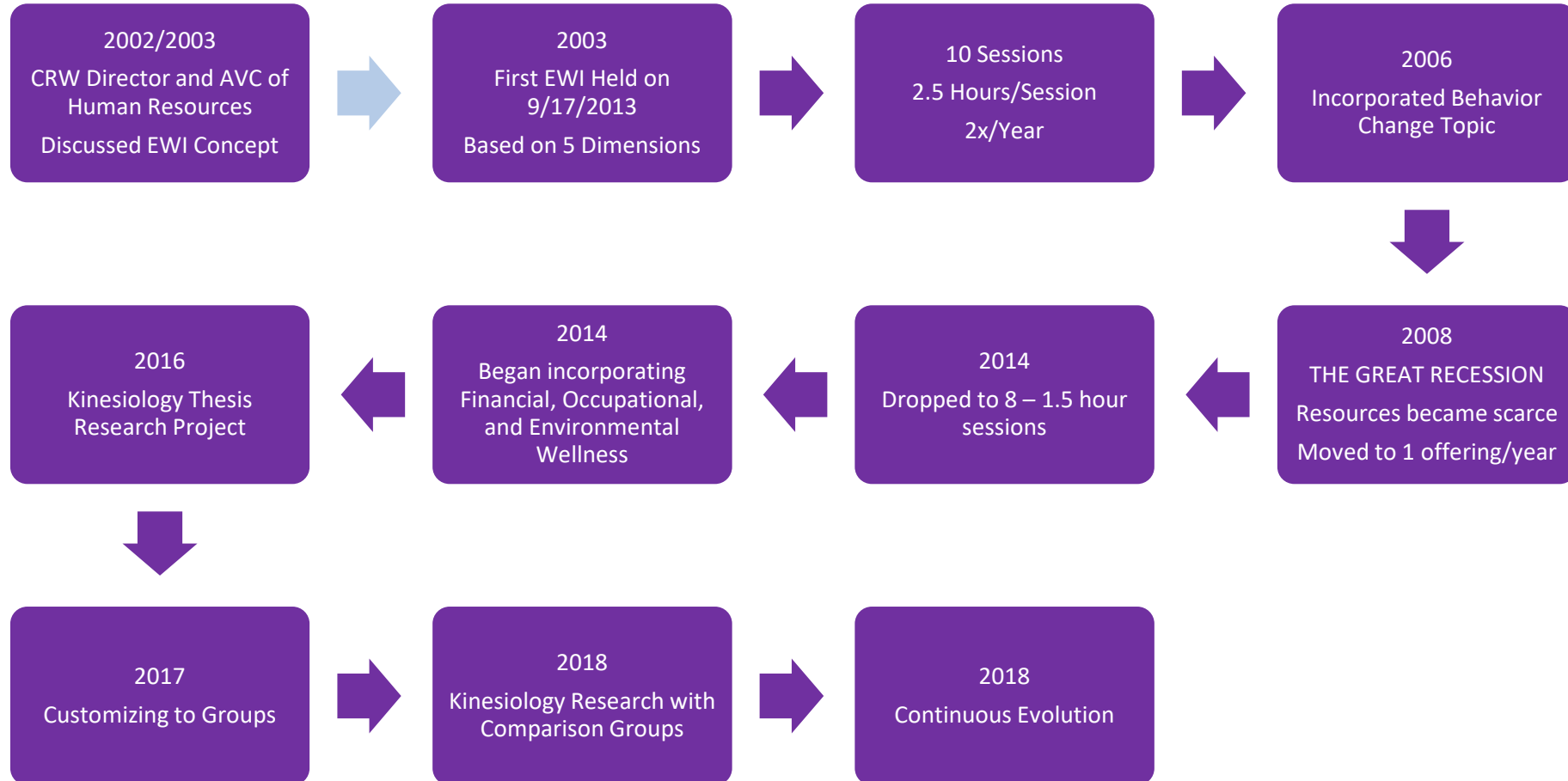
Excellent and Diverse Institutions

The mission of the ECU Employee Wellness Institute is to provide interactive experiences that promote awareness of the eight dimensions of wellness.



Participants will be encouraged to adopt a healthy lifestyle and to discover their highest potential by striving to reach an optimal state of mind, body, and spirit.

East Carolina University Employee Wellness Institute *Through the Years*



Most Recent Research Partnership

- Led by: Bhibha M. Das, PhD, MPH, ECU Department of Kinesiology
- Looked at:
 - Group that works and essentially lives together (Campus Living Coordinators)
 - Group that has no connection except working at ECU
- Preliminary Analysis:
 - Both groups showed:
 - Increase in positive Wellness Behaviors as indicated by an 8 Dimensions of Wellness Assessment
 - No change in Physical Activity levels or Diet
 - Housing group showed an improvement in:
 - Satisfaction in Life
 - Social Support
 - Anxiety and Depression
 - Health/Work Performance
 - Trust in Management
 - Workplace Stress and Life Stress
- Programmatic/Policy Recommendations:
 - EWI appears to be more effective when provided at departmental level versus generic university level
 - Opportunities to develop social support should be set up if departmental offerings are not feasible
 - Long term “booster” programs have been documented to help participants keep these skills at the forefront



ECU EWI Presenters & Research Partners



Campus Recreation and
Wellness




Human Resources




Department of
Occupational
Therapy



College of Business



Student Health Services



Counseling Center




Office of Financial Aid



Department of Psychology



Community
Members



Career Services



Department of
Kinesiology

Ideal Planning and Coordination

Planning Committee

Consists of HR, CRW, and Other Partners

Set Objectives for the Institute

Divvy up responsibilities

Coordinate Presenter Lunch

Reassess and evolve program based on feedback

Campus Recreation and Wellness

Room Reservation and Set Up

Presenter Recruitment

Participant Reminders

Presentation Facilitation/Intros

Assessment

Thank You Letters to Presenters

Human Resources

Registration

Supervisor/Participant Agreement

Vendor Sponsorship

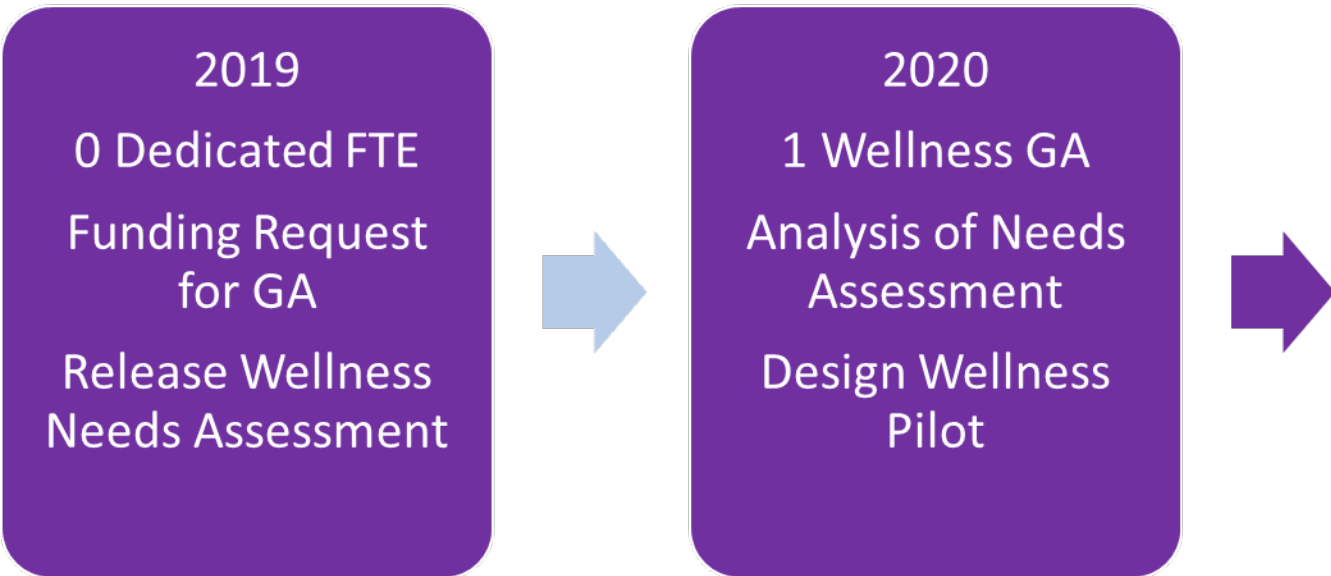
Parking Passes

Notebook/Tabs

Food Order for Graduation

Graduation Invite & Program

What Does the Future Hold?



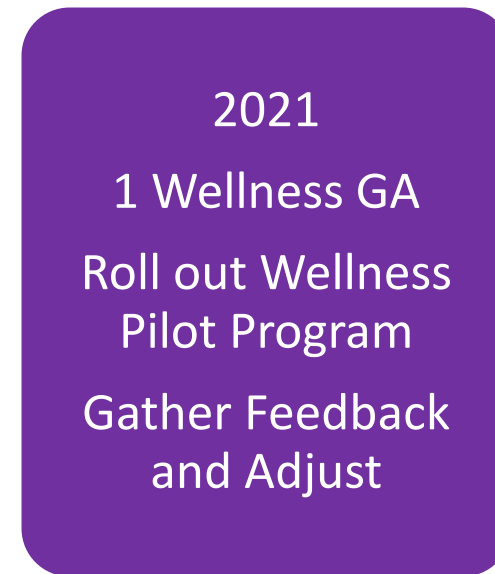
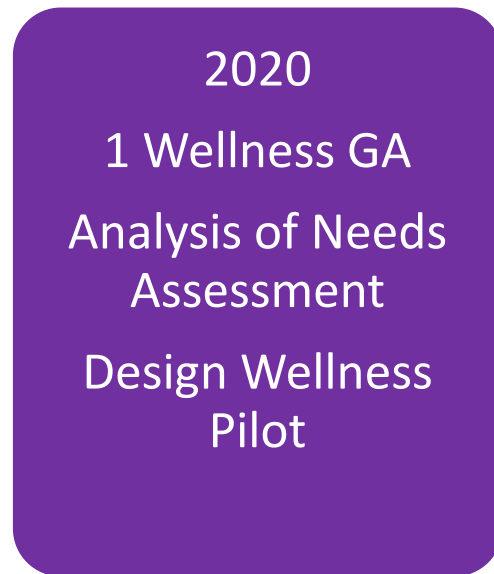


Lunch & Learns



Health Coaching

What Does the Future Hold?



An aerial photograph of the University of California, San Diego campus, showing a mix of modern and traditional buildings, green spaces, and a coastline with rocky shorelines and blue water. The text is overlaid on the left side of the image.

UC SAN DIEGO: WELLNESS

HR – RECREATION

Tiffany Caddell (Recreation) FitLife Mobile & Occupational Coordinator
Brenna Joyce (Recreation) Health Wellness Coordinator
Model Hong (HR) Work/Life Analyst



- ▶ Work Life programming falls under Employee Relations within Human Resources
- ▶ Goal: support employees achieve success at work home through policies, programs, services and practices
- ▶ Through UC Wellness Coordinator Committee, plan system-wide events
- ▶ Partner with local departments to accomplish campus-wide programs

WORK LIFE PROGRAMS BACKGROUND



- ▶ UC Walks – encourages faculty and staff to take time out of their day to walk
- ▶ Maintain Don't Gain – program that inspires the maintenance of pre-holiday weight between November – January; dates vary among campuses

SYSTEM-WIDE EVENTS



- ▶ Workplace Wellness Workgroup
 - ▶ Includes representatives from departments across campus interested in promoting of well-being
- ▶ Wellness Ambassadors
 - ▶ Program presence across the UC system
 - ▶ Volunteers from various departments at all levels interested in promoting campus well-being
- ▶ New Employee Orientation
 - ▶ Showcase Recreation Wellness offerings
- ▶ Leadership Support
 - ▶ VC 50

CAMPUS PARTNERSHIPS AND PROGRAMS



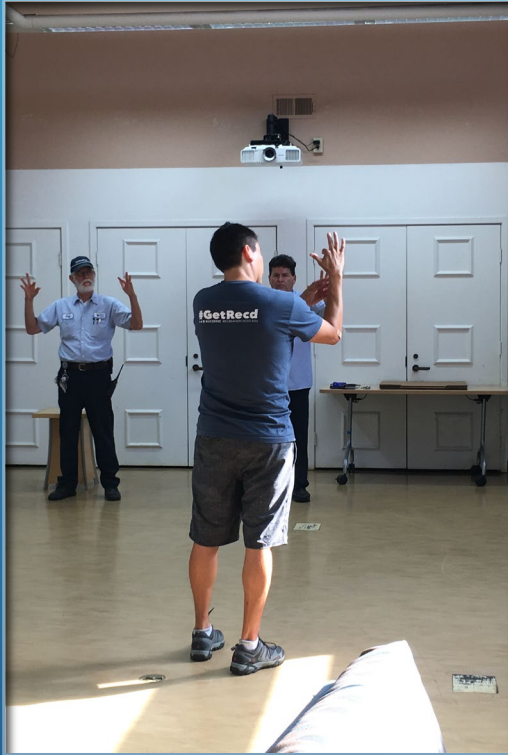
- ▶ Successes
 - ▶ Cross-promote programs and events
 - ▶ Collaborate on campus-wide events
 - ▶ Share resources and information
- ▶ Challenges
 - ▶ Meeting consistently with campus partners
 - ▶ Campus silos duplicate efforts

SUCCESSES/CHALLENGES



UC SAN DIEGO
RECREATION

WELLNESS



- ▶ Injury Prevention classes for campus staff who have repetitive movement occupations.
- ▶ Participants learn various injury prevention techniques targeted towards each group's specific repetitive movements.
- ▶ Sponsored by UCOP Be Smart About Safety Funds and subsidized by campus departments who receive our services.
- ▶ 70 weekly classes at participants' worksite.
- ▶ Barriers & Lessons Learned

FITLIFE OCCUPATIONAL



- ▶ A mobile wellness, group fitness, nutrition and chair massage program available to students, staff, faculty, and UCSD community.
- ▶ Offering one-time workshops, ongoing classes or special event programming.
- ▶ Barriers & Lessons Learned

FITLIFE MOBILE



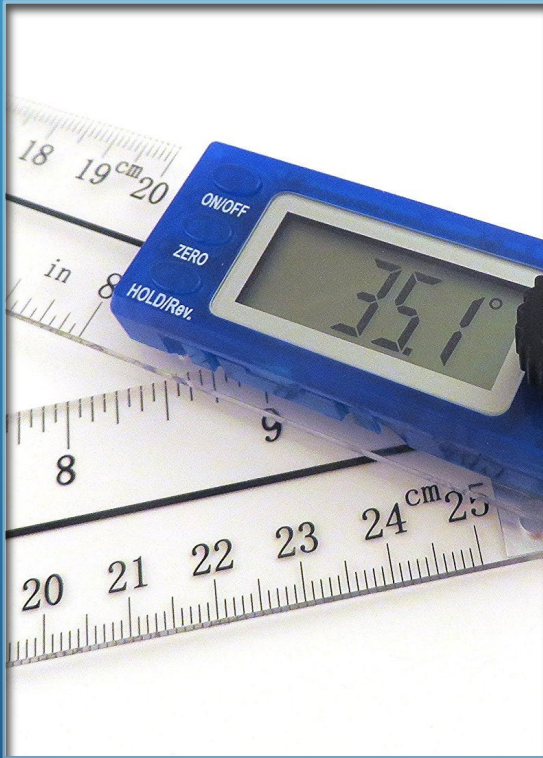
- ▶ An exercise video subscription service targeted towards individuals who sit for long periods of time.
- ▶ Participants receive two videos each workday
- ▶ Funded by Recreation
- ▶ Barriers & Lessons Learned

GET UP TRITONS!



- ▶ A free 12-week post-rehab program which offers health coaching, massage therapy and nutritional counseling.
- ▶ Offered to UCSD employees who have filed multiple workers compensation claims
- ▶ UC-wide initiative
- ▶ Focus on behavior change
- ▶ Barriers & Lessons Learned

WORKSTRONG



- ▶ Participant Satisfaction Surveys
- ▶ Attendance Tracking System
- ▶ Behavior Change Surveys
- ▶ Improvement Data: range of motion and fitness assessments
- ▶ Quarterly and annual data reports

DATA



- ▶ Meet people where they are.
- ▶ Not all wellness programming is going to work in every department. Be adaptable!
- ▶ Change the language surrounding wellness to influence culture shifts.
- ▶ Focus on the return on investment.
- ▶ Partnerships are key.
- ▶ Identify the experts on campus.
- ▶ Share resources!

LESSONS LEARNED

UC SAN DIEGO HEALTH EMPLOYEE WELLNESS PROGRAM

Program Coordinator, housed in campus
Recreation: Brenna Joyce

Program Funds: UC San Diego Health



- ▶ 10-minute program designed to prepare staff for the workday
- ▶ Particularly helpful for, but not limited to, employees who move and lift during their workday
- ▶ Colleagues led through stretches and dynamic movements by a certified UCSD Recreation Instructor
- ▶ Any department may request this on-site service
- ▶ Collaboration: hire Recreation Instructors to teach classes

WARM-UP TO WORK



- ▶ Data collection: Would like to compare Workers Compensation claims rates from participants versus non-participants. Sedgewick has not responded to numerous requests to prepare data. Circulate questionnaire to participants.
- ▶ Supervisory support: some supervisors feel their staff does not have 10 minutes to help prevent injury.
- ▶ Participants enjoy the classes, feel better and appreciate time with instructors.

BARRIERS & LESSONS LEARNED



- ▶ Meditation and Mindfulness, Pilates, Stretch & Strength, Yoga and Zumba classes offered to staff members at two large medical facilities.
- ▶ Because Health offices are spread throughout San Diego, those at the smaller locations may request a class format and day/time to accommodate their needs.
- ▶ UCSD Recreation Collaboration: Classes led by UCSD Recreation Fitness Instructors

FREE ONSITE FITNESS CLASSES



- ▶ Difficulty promoting classes due to marketing restrictions
- ▶ Parking limitations deter instructor commitment
- ▶ Staff members are thankful for customized classes
- ▶ Stress reduction, stretching and core strength most requested
- ▶ Data Collection: attendance tracking program; anonymous feedback surveys circulated to participants
 - ▶ Participants feel better in their body, have increased energy and decreased stress after classes

BARRIERS & LESSONS LEARNED



- ▶ Weekly meetings educate participants in wellness topics that facilitate small changes to improve one's lifestyle including workplace movement, nutrition for busy professionals, mindfulness and stress reduction.
- ▶ Course scheduled upon departmental request
- ▶ Collaboration with UCSD Recreation: classes may be led by UCSD Recreation Fitness Instructors

5-WEEK EMPLOYEE WELLNESS COURSE

- ▶ Departments may not feel they can dedicate five sessions of wellness to their staff
- ▶ Participants enjoy having a discussion, opportunity to ask questions and share their experiences
- ▶ Promotes camaraderie among colleagues
- ▶ Post-program anonymous survey given to participants
 - ▶ Participants report takeaways from each session and find that they can realistically incorporate the information in their lives

BARRIERS & LESSONS LEARNED



- ▶ Improve communication methods
- ▶ Identify key wellness experts on campus to eliminate overlap
- ▶ Unify campus and Health wellness efforts
- ▶ Expand Recreation wellness programming to further engage staff and faculty
- ▶ Host annual UCSD Staff Wellness Fair

FUTURE PLANS



Webinar

Q & A

KNOWLEDGE | RESOURCES | ADVOCACY | CONNECTIONS



Thank You!

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