



Post-Webinar Q&A

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

October 18, 2018

Presenters: Brenna Joyce, employee wellness coordinator, Model Hong, work life analyst, and Tiffany Healy, FitLife mobile and occupational coordinator, all of University of California-San Diego; Justin Yeaman, director of learning and organizational development, and Suzanne McDonald, assistant director of physical activity and wellness education, both East Carolina University; Pam Watts, executive director, NIRSA

Several questions were submitted by participants during and after the webinar. Here, the presenters answer these questions.

1) How many people staff the well-being program at East Carolina University?

No staff member is devoted strictly to employee wellness. In our learning and organizational development department, which oversees ECU's well-being program we currently have 2.0 FTE and a 15 hour/week graduate assistant. We are currently looking to add one additional FTE to serve as a consultant.

2) How do you motivate faculty and staff to participate in the various well-being programs you offer?

UC-San Diego: The answer to this question is slightly different for each program. Some of our programs take place at the worksites of participants, so that makes it convenient and easy for them to participate, and they enjoy being able to take an active break during their workday. Another program allows for employees to have a personal health

coach, so that in and of itself is a good incentive. Overall, it seems that convenience plays a huge role in whether or not employees will participate in wellness programming. Everyone knows that fitness/wellness is good for them and we share all the science behind why, but on a campus as large as ours, location and convenience plays a huge role in participation.

3) How do you track participation/utilization?

UC-San Diego: Our data collection varies depending on the program area. We use goniometers to measure range-of-motion improvements among participants of our FitLife program (our trainers take these measurements manually). Class attendance is tracked using a system we created in-house, wherein we scan employee ID cards with a barcode scanning gun. We have printed participant satisfaction forms at each class/event and encourage participants to complete them after each class, and we also use Google Forms for satisfaction surveys.

4) Does HR cover the costs for employees to participate in fitness classes and programs?

UC-San Diego: Our HR department does not pay for any of our wellness programming. The departments with which we work budget for these classes these each fiscal year. However, we collect data that reports cost savings for the department, and the return on investment is high, so they see it as a worthy investment.

UC -San Diego Health: We do have an employee wellness program budget.

5) How do you reach employees of color?

UC-San Diego: Our FitLife Occupational program serves the largest percentage of people of color — 80 percent of our 600 weekly participants. We hire trainers who speak Spanish or who have experience working with people who do not speak English. We also plan to offer a Spanish-speaking cohort in our diabetes prevention program. We've also done programming in collaboration with diverse groups across campus, including the Cross-Cultural Center, the Women's Center, the LGBT Center and the Veterans' Resource Center.