

North Carolina State University  
**Worksite Wellness Committee**

**MINUTES OF MEETING**

September 2, 2009

Administrative Services I Building, Large Conference Room

**Members Present:** Beth Buck, Susan Colby, Jessica Fleming, D'Lyn Ford, Yvette Griffin, Lindsay Holzwarth, Cheryl Howard, Christine Klein, Ken Kretchman, Terree Kuiper, Jen Larkin Rowley, Matt Miller, Nikki Price, Stephanie Sobol and Rob Stevenson.

**Call to Order:** Yvette Griffin called the meeting to order at 2:00 p.m.

**Welcome:** Yvette Griffin welcomed committee members to the meeting.

**Office of State Personnel (OSP) Update:**

- In Feb. 2007, OSP mandated that each state agency form a Worksite Wellness Committee. The Benefits Department was charged with administering employee wellness initiatives on campus.
- OSP's policy also requires mandatory stress-management classes for supervisors. The Benefits Department is currently in discussion with Training and Organizational Development to design a program for campus.
- OSP hired a Wellness Director in July. We are unsure how this position will affect future wellness initiatives.

**WolfLife Wellness Website:** The redesigned WolfLife Wellness website was revealed to the Committee. The site highlights wellness programs and events on campus, displays resources for the various aspects of wellness and includes a Committee page with past minutes and agendas. Committee members made the following suggestions:

- Add a space for CPR and first aid training offered on campus.
- Incorporate vaccination information from Student Health, such as travel immunizations and flu shot updates.
- Add colors to each box to enhance their appeal. Marketing materials for each item in the box could correspond with that box's color for future promotions.
- Include thumbnail photos for each box for added emphasis.

**SHAPE U:** The Committee reviewed this 5-week pilot program. It was the first formal wellness program created on campus and was a partnership between the Benefits Department, Campus Recreation, Carmichael Complex, University Dining and Food Lion. The program offered a nutrition and fitness component each day of the week during the noon hour for the nearly 50 participants who registered.

**Take Away Points from SHAPE U**

- **Gym Memberships-** Although the registration fee included a temporary gym access pass exclusively for the classes, many participants wanted to use the gym facilities at their leisure and misunderstood the temporary nature of their access.

- **Health Concerns-** Although participants signed waivers to participate, they were not asked specifically about existing health conditions prior to the program. This issue will be addressed upfront in all future programs.
- **Adverse Weather-** The program schedule did not incorporate make-up dates for adverse weather, which became a problem due to snow.
- **Participants' Responses-** The committee received a handout with participant feedback and an evaluation of the program. The results revealed that participants would like the program to continue past the five weeks and appreciated the program because it included people of similar skill level and body type.

### **Post SHAPE U:**

- While SHAPE U was a successful program, it was challenging and time consuming for the departments involved.
- One SHAPE U participant with a background in health and wellness instruction implemented a similar program for colleagues in her college. At the request of Dean Robert Brown, Susan Colby of the College of Natural Resources created a 13-week summer wellness program. It began as a walking group during the lunch hour, but grew to include guest speakers and other forms of fitness. The program, which is free, has about 15 participants and has continued into the fall semester.

### **Other Wellness Programs:**

**Eat Smart, Move More, Weigh Less-** This state-wide, 15-week program offered by NC Cooperative Extension Service and NC Division of Public Health with funding from the NC State Health Plan was presented to campus in August. NC State is on target to offer this program to departments beginning in January 2010.

### **What Should We Focus on to Get Others Involved?**

#### **Students-**

- Several committee members suggested using students enrolled in nutrition, health promotion and physical education classes to lead wellness programs.
- While students are a cost effective resource, they may not have the credentials or the knowledge to answer the questions employees may have about wellness.

### **How Do We Build a Case for the University to Hire a Dedicated Wellness Professional?**

- The Committee discussed the need for a University Wellness Coordinator to run a successful, effective and comprehensive wellness program. The following suggestions were made:
  - To build support, Dean Brown could talk to his peers at the Dean's Council and share the wellness program in his college as a model.
  - This idea could go up through the HR and Finance & Business chain of command.
  - Wellness directives and initiatives need to come from the top down so that employees and supervisors support and encourage these programs.
  - Use data to show the importance of wellness.

- Promote the indirect benefits of wellness, such as improved productivity, increased self-efficacy and reduced stress.

### **Future Wellness Program Ideas from Committee Members:**

- D'Lyn Ford suggested creating a tennis ladder or meet-up website for those interested in the same activities outside of work.
- Stephanie Sobol shared the results of the spring semester Healthy State World Tour program. The interactive challenge that awarded miles for physical activity had about 400 participants. Although it is geared towards students, faculty and staff are welcome to join without the prospect of winning. This semester's tour is underway and registration is open.
- The Committee also discussed compiling a list of wellness experts and professionals across campus who would be willing to share their knowledge. Departments could arrange and design their own wellness programs by contacting these individuals.

### **Challenges to Wellness Programs:**

- **Communication-** promoting and marketing wellness programs is a challenge as not all employees rely on the same methods of communication.
  - Committee members suggested using the building liaison list-serv and the online Bulletin to disseminate information.
- **Liability-** departments must consider liability issues when starting a wellness program. All participants are required to complete waivers and medical history forms. Human Resources would not be responsible for collecting or housing any of this information.
- **Participation-** how can we get employees interested in at-work wellness programs, especially men?
- **Changes to the SHP-** Committee members were particularly interested in learning more about the details of the proposed changes to the SHP and expressed concern that many employees are likely unaware of how these changes will affect them.

### **Upcoming Events:**

#### **2009 Benefits and Wellness Expo**

- The Benefits and Wellness Expo will be held on Sept. 29, 2009 from 11 a.m. – 3 p.m. at the McKimmon Center. The Expo will feature BMI and blood pressure screenings from local health facilities, seasonal flu shots, healthy cooking demonstrations by University Dining, WolfPerks and Benefits vendors and a Benefits Consultant Corner for employees to ask questions.
- Fleet Services has donated vans to transport employees from the College of Textiles on Centennial Campus and the College of Veterinary Medicine to the McKimmon Center.

#### **Fall 2009 Wellness Initiatives**

- The Benefits Department is currently in conversation with Campus Recreation to offer a specialized on-site wellness program to employees of Facilities and the College of Veterinary Medicine with the help of a student.

**Next Steps:**

- The Benefits Department will edit the WolfLife Website based on the suggestions of the Committee.
- The Committee will devise a strategy on how to assist deans and administrators with the promotion of wellness initiatives.
- The Benefits Department will look into using data to illustrate the importance of wellness and how absenteeism for health and wellness issues can influence daily operations.
- The Committee will discuss the feasibility of using students for future wellness programs.
- The Benefits Department would like to have at least one university wellness program implemented during the fall semester.

**Adjournment:** The Meeting adjourned at 3:32 p.m.