



Implementing a Cost-effective, Comprehensive Employee Wellness Program (EWP) in a University Setting

Texas State University
San Marcos, TX
Employee Wellness Program




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Why EWP in Higher Education?

- Need
- Opportunity
 - Physical infrastructure
 - Faculty
 - Staff
 - Students
- Gap

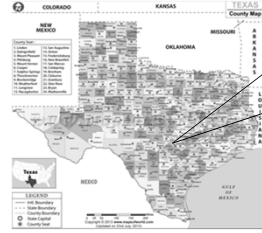



Objectives

Participants will:

1. Learn strategies for gathering information about the needs and interests of university employees, supervisors, and administrators.
2. Be able to identify specific steps for creatively delivering a low-cost, high-quality EWP in a university setting.

Setting





Texas State University
Enrollment: 38,808
Employees: 3,694
San Marcos, Texas


Demographics

Race/Ethnicity

- White 51%
- Hispanic 41%
- Other 8%


Median Income

- \$27,600 (46% < state average)



Perfect Storm


- Rapid enrollment growth
- Reduction in state appropriations
- Hiring freeze
- Employees asked "to do more with less"



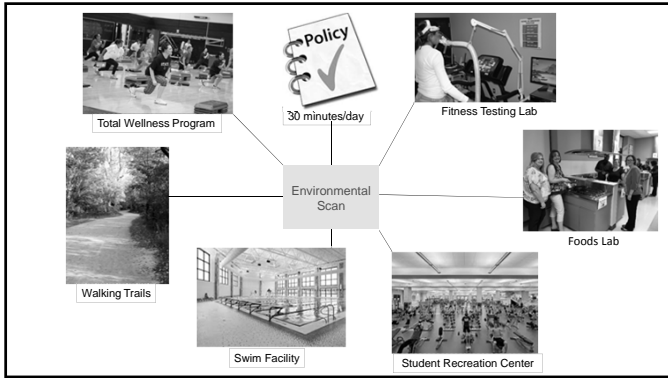
Seed Money & University Administrators' Support

The Glue

- Dedicated Personnel
- Tasks
 - Reviewed the literature
 - Reviewed other university EWPs
 - Conducted an environmental scan



Rose Trevino
Human Resources
Work Life Wellness



Leadership Team



Janet Bezner, PT, DPT, PhD
Physical Therapy



Lisa Lloyd, PhD
Exercise Science

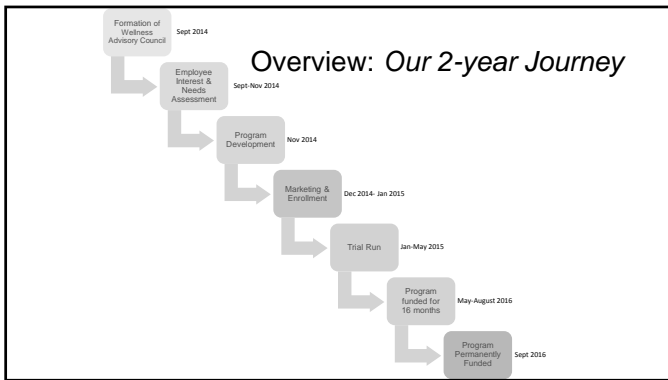


Sylvia Crittall, PhD, RD
Nutrition



Carolyn Swearingen, M.Ed.
Exercise Science

8



Formation of Wellness Advisory Council

- Membership
 - Student health center
 - Student recreation center
 - Technology resources
 - Campus dining
 - Academic departments (education, communications)
- Roles of members
 - Guidance and advocacy
 - Assistance

Assessment of Employee Needs and Interests: Survey

Survey Questions	Survey Results
<ul style="list-style-type: none"> • Participating in different types of workplace wellness activities • Logistics • Incentives • Online resources • Demographics • Physical activity screener 	<ul style="list-style-type: none"> • Response: 778/3392 (23%) • Overweight/Obese: 65% • Not meeting aerobic activity guidelines: 59% • Not meeting muscle strengthening guidelines: 66% • Wanted to participate in EWP: 98%

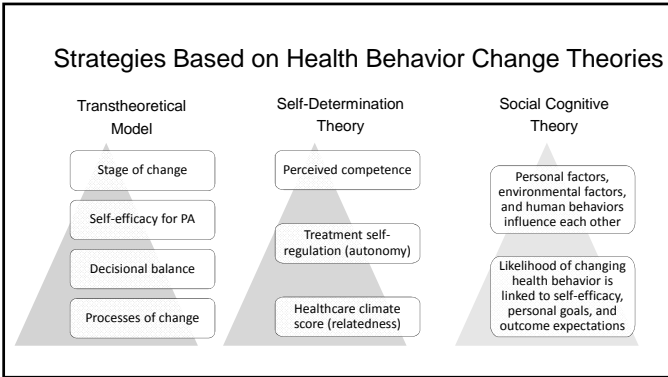
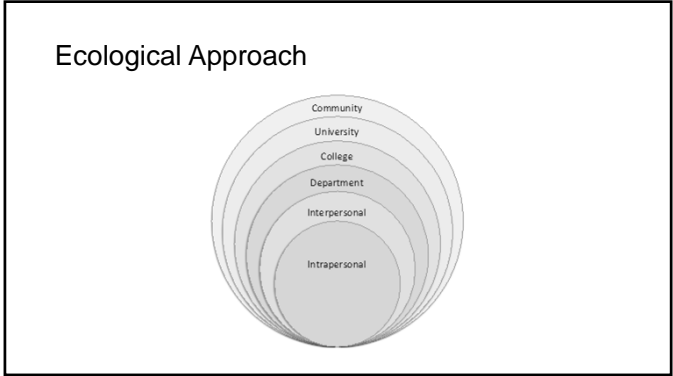
Response to open ended questions: **31% expressed concerns revolving around heavy workload**

Assessment of Employee Needs and Interests: Discussion Groups

Group Discussion Questions	Group Discussion Results
<ul style="list-style-type: none"> • Aware of policy? • Support from? <ul style="list-style-type: none"> • Supervisor • Co-workers • Would EWP improve? <ul style="list-style-type: none"> • Health • Productivity • Attitude • Preferred services? • Incentives? • How can we help make wellness a priority? 	<ul style="list-style-type: none"> • 8 groups (10-20 each) • Themes <ul style="list-style-type: none"> • Departments did little to encourage health behaviors and orient new employees to wellness services • Supervisors and co-workers did not support employees taking wellness time • Employees wanted supervisors and co-workers to model healthy behaviors and publicly support wellness

Program Development

- Overarching goals
 - Improve employee health and wellbeing
 - Increase productivity
- Primary EWP focus
 - Improve health-related lifestyle behaviors
 - ↑ Physical activity
 - ↓ Sedentary behavior
 - Improve dietary habits
 - Manage stress



Consult with Administration (8 consultations)

Content

- Shared results of employee needs assessments
- Sought input on program goals and strategies
- Asked if they supported the initiative
- Discussed the role they must play for EWP success

Administration Responses

- Understood benefit of EWP on productivity
- Understood importance of:
 - Modeling wellness
 - Vocally supporting employee wellness
 - Accommodating schedules









Buy-in

- Existing, fee-based group exercise program
- A supportive President's Cabinet
- A well-connected leadership team
- An advisory council advocating for the EWP
- A needs assessment
- Discussion groups
- One-on-one meetings with administrators
- Attendance at meetings held by Council of Academic Deans, Staff Council, and Council of Chairs
- A marketing campaign

Texas State
is working to make
Your Health
Top Priority

Trial Run

- Duration: 15 weeks
- Purpose: to evaluate program services
- Enrollment process: register online, complete a health risk appraisal (HRA), sign a waiver, and sign a consent form (optional)
- **Basic services** available to all registered employees

Health Status of Employees Who Registered for the Trial Run (n=514)

	Overall (n=495)	Males (n=97)	Females (n=398)
Weight Status			
Underweight	1 (0.0%)	0 (0.0%)	1 (0.3%)
Normal weight	151 (30.5%)	19 (19.6%)	132 (33.2%)
Overweight	154 (31.1%)	40 (41.2%)	114 (28.6%)
Obese I	98 (19.8%)	21 (21.6%)	77 (19.3%)
Obese II	57 (11.5%)	10 (10.3%)	47 (11.8%)
Obese III	34 (6.9%)	7 (7.2%)	27 (6.8%)
Risk of Cardiovascular, Pulmonary, and Metabolic Disease			
Low	201 (40.6%)	40 (41.2%)	161 (40.5%)
Medium	148 (29.9%)	32 (33.0%)	116 (29.1%)
High	146 (29.5%)	25 (25.8%)	121 (30.4%)

Trial Run: Supplementary Services (n=100)

- Eligibility:
 - Moderate to high risk
 - Willing to sign a commitment contract
- Purpose: to test the feasibility of more expensive and/or labor-intensive services.

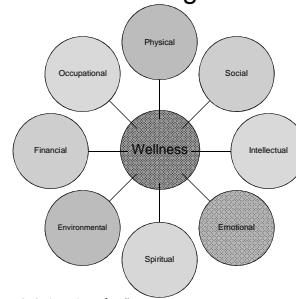


Hands-on cooking classes Fitness testing Membership in recreation center Group behavior change coaching

Trial Run: Evaluation

- Paper survey during Lunch & Learn sessions
- Paper survey during exercise classes (week-4)
- Online survey to male registrants (week-6)
- Online survey to all members (week-12)

Funded Program



- HRA and feedback
- Group exercise classes
 - Walk with Ease
- Lunch & Learn sessions
- Weekly newsletters
- On-line resources
- Fitness testing & feedback
- Nutrition consultation
- Hands-on cooking classes
- Health behavior change coaching
- Student Recreation Center **subsidy**

SAMHSA 8 Dimensions of Wellness

Budget for the 15-week Trial Run & Implementation of the Finalized EWP

Item	Description	Planning & Development Cost (with Trial Run)	16-month EWP Cost	Annual Cost
Graduate Assistants & Personnel	Assist with delivering services & data collection	\$29,250	\$55,512	\$89,135
Marketing Materials	Flyers, posters	\$1,500	\$817	\$10,348
Facilities	Rent for swim center, admin room for classes	\$1,350	\$15,150	\$10,440
Group Fitness Instructors	Deliver 25 group exercise classes/week	\$8,200	\$32,271	\$29,952
Lab Testing Fees	Health-related physical fitness testing	\$2,000	\$2,400	\$2,400
Hands-on Cooking Classes	Food and assistance from undergraduates	\$500	\$1,350	\$3,600
Student Recreation Center	Membership fee/subsidy	\$10,500	\$10,500	\$4,125
Total		\$53,300	\$118,000	\$150,000

Factors Critical for Success

- Human Resources and faculty collaboration
- Existing programs
- Administrative support
- University strategic plan
- Synergy of research, teaching, and service

Future Plans

- Evaluate the Value of Investment
- Implement a strategic plan
- Assess **Culture of Health** and develop and assess interventions to make it stronger



Thank you!



<http://www.hr.txstate.edu/worklife/wellcats.html>



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