ANNUAL REVIEW
July 1, 2014 - June 30, 2015
Kim Ruliffson & Michelle Strickler

Work Well: Demographics

Primary Audience: 2,780 benefited employees

<table>
<thead>
<tr>
<th>Age Range</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>60+</td>
<td>19%</td>
</tr>
<tr>
<td>50-59</td>
<td>29%</td>
</tr>
<tr>
<td>40-49</td>
<td>22%</td>
</tr>
<tr>
<td>30-39</td>
<td>21%</td>
</tr>
<tr>
<td>18-29</td>
<td>9%</td>
</tr>
</tbody>
</table>

Data collected from Human Resources and Payroll 9/5/2014
Work Well: Demographics

Gender

- Male: 47.6%
- Female: 52.4%

Status

- Staff: 70.2%
- Faculty: 29.8%

Status: 1,952 staff and 828 faculty
Gender: 1,324 male and 1,458 female

*Data collected from Human Resources and Payroll 9/5/2014

Work Well: Demographics

Staff Locations:
- Grand Forks campus
- Airport
- Traveling
- Satellite offices in Bismarck, Minot and Fargo

Secondary Audience:
- Non-benefited Employees: 1,100*

Other Audiences:
- Dependents: 4,433*
- Retirees

Various levels of education:
High school diploma to professional degrees – M.D., Ph.D.

*Data collected September 2014
Work Well:

Program Summary: July 1, 2014 - June 30, 2015

<table>
<thead>
<tr>
<th>Category</th>
<th>Programs</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pilot Program</td>
<td>Physical, Social, Emotional, Environmental, Spiritual, Intellectual, Occupational</td>
<td>7</td>
</tr>
<tr>
<td>Presentation/Demo</td>
<td>Physical, Physical (Nutrition), Emotional, Intellectual</td>
<td>15</td>
</tr>
<tr>
<td>On-going Program (campus)</td>
<td>Physical (Nutrition), Social, Emotional</td>
<td>7</td>
</tr>
<tr>
<td>Event</td>
<td>Physical, Physical (Nutrition), Social, Emotional, Intellectual, Occupational</td>
<td>5</td>
</tr>
<tr>
<td>Health Screening</td>
<td>Intellectual, Occupational</td>
<td>7</td>
</tr>
<tr>
<td>Flu Clinic (multi-days)</td>
<td>Intellectual, Occupational</td>
<td>1</td>
</tr>
<tr>
<td>Campus-wide Challenge</td>
<td>Physical, Social, Emotional</td>
<td>1</td>
</tr>
<tr>
<td>Department/Group and Department Programs</td>
<td>Physical, Social, Occupational, Intellectual</td>
<td>33</td>
</tr>
<tr>
<td>Leadership Program</td>
<td>Physical, Social, Emotional, Environmental, Spiritual, Intellectual, Occupational</td>
<td>13</td>
</tr>
<tr>
<td>Policy/Environmental/Culture</td>
<td>Occupational, Environmental</td>
<td>4</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td><strong>93</strong></td>
</tr>
</tbody>
</table>


58 ambassadors, 42 met levels to receive gift cards

Services provided by Ambassadors:

- 11 organized In-services
- 19 volunteered at events
- 32 had teams in activities
- 18 brought co-workers to events
- 23 helped others with HealthyBlue sign-up
- 7 helped coordinate events
- 10 met with a new employee to share about Work Well
- 4 provided a walking or stretching program at work
- 4 developed/maintained a wellness committee at their dept./building

Other unique services: monthly wellness office newsletter, healthy potluck & healthy snack bowl
Work Well:

Participation

Of the 2,780 employees (September 5, 2014).....

1909 participated (68.4%)

July 1, 2014-June 30, 2015

This is a 10% relative increase from 2013-2014

Work Well:

Programs in the Review

1. Get Moving Challenge
2. Health Screenings
3. Metabolic Testing
4. Weight Watchers
5. Zen in 10
6. Staff/Faculty Only Yoga
7. Spring Fling
Get Moving Challenge

Purpose: To encourage MOVEMENT (physical activity) to become an essential part of the every day life of staff, faculty, and teammates.

Wellness Dimensions
1) Physical: knowledge and behavior to attain the CDC recommendations for cardio and muscle-strengthening
2) Social: support from UND, giving support to others
3) Emotional: time management
Get Moving Challenge

Cost: $463.89
Batteries-$98.89, Grand Prize-$200, Weekly Prizes-$100, Referral prize-$20, printing-$45

Cost to participate: FREE

Cost per Person: $1.17

Marketing (Top 2):
Electronic
Word of Mouth

Registration: 546
Age Ranges:
• 2.8% 19 & younger
• 16.9% 20-29
• 24.3% 30-39
• 23.7% 40-49
• 22.1% 50-59
• 9.4% 60-69
• .8% 70 and older

Gender:
• 84.8% female
• 15.3% male

Status:
• 70.1% Staff (448)
• 12.8% faculty (82)
• 8.9% Students/Graduate students (57)
• 8.1% Others (Affiliates, spouse/family, NDUS employees)

Completion: 447 people participated in all four weeks of the walking challenge
Get Moving Challenge:
Respondents

Post Assessment: 341
- Administered by CampusLabs
- 66% completed survey

Demographics:
- Gender:
  - 84.8% Female
  - 15.3% Male
- Status:
  - 76.3% Staff
  - 12.3% Faculty
  - 5.6% Students/Graduate students
  - 5.9% (affiliate, spouse/family, NDUS employee)

Get Moving Challenge:
Physical Wellness Objectives

Recommended levels of 150 minutes of cardiovascular activity per week*

*2008 Center for Disease & Control Physical Activity Guidelines for Americans
Get Moving Challenge: Physical Wellness Objectives

Recommendations for muscle-strengthening activities per week*

Participants that KNOW

<table>
<thead>
<tr>
<th></th>
<th>Pre</th>
<th>Post</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spring 2015</td>
<td>26%</td>
<td>46%</td>
</tr>
</tbody>
</table>

Participants that MEET/EXCEED

<table>
<thead>
<tr>
<th></th>
<th>Pre</th>
<th>Post</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spring 2015</td>
<td>36%</td>
<td>39%</td>
</tr>
</tbody>
</table>

*2008 Center for Disease & Control Physical Activity Guidelines for Americans

Get Moving Challenge: Physical Wellness Objectives

Participants who changed their activity levels during the 4-week challenge

<table>
<thead>
<tr>
<th>Change in Activity Levels</th>
<th>Increased</th>
<th>Maintained</th>
<th>Decreased</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>67%</td>
<td>32%</td>
<td></td>
</tr>
</tbody>
</table>
Get Moving Challenge: Physical Wellness Objectives

Healthy Campus 2020 Goals:
Baseline: 43.5% of adults engaged in aerobic physical activity of at least moderate intensity for 150 mins./week (CDC Physical Activity Guidelines for Americans).

Target: 47.9%

UND’s achievement from Get Moving Challenge: 40% (which is below baseline target).

Get Moving Challenge: Social & Emotional Wellness Objectives

87% felt supported by UND in making healthy choices in regards to physical exercise (Increase of 10% from 2014)

84% felt they supported others in promoting physical activity (Increase of 8% from 2014)

78% felt the challenge promoted a sense of community at UND (Increase of 1% from 2014)

67% felt the challenge helped them effectively manage time to prioritize physical activity into their week (Down 4% from 2014)

77% felt it helped them develop the ability to set goals related to physical exercise (No change from 2014)
Get Moving Challenge:
Satisfaction of Program

![Bar chart showing satisfaction levels.](chartImage)

- Very Satisfied/Satisfied: 86%
- Neutral: 7%
- Dissatisfied: 0%

Last Year’s satisfaction rating: 92%

Get Moving Challenge:
Other Data

**Currently use a step tracking device:**
- 107 Said No
- 101 Have a Fitbit
- 42 Have a basic pedometer
- 37 Use a phone application

**Plans to purchase a step tracking device**
- 17% in next 6 months
- 11% in next year
- 36% undecided
- 36% are not
Get Moving Challenge: Testimonials

- “I walk on almost all of my lunch breaks now. I have made it a priority. I feel more refreshed and am more productive with I return to work.”

- “I’m eating healthier and working out more. I’m also being more mindful of how much I move at work.”

- “I am much more aware of my activity levels because of this challenge and spend much more time thinking about how to increase my level of activity.”

- “To keep moving daily... get out of my chair and office and move!”

- “I lost 7lbs in the 4 weeks to start my weight loss goals”

- “I strive for more steps daily and will even jog in place at night before bed to reach my goals! 😊”

Get Moving Challenge: Historical Data

Historical Data Table

Year | Registrants | Finishers |
--- | --- | --- |
2012-2013 | 289 | 241 |
2013-2014 | 343 | 279 |
2014-2015 | 546 | 447 |

Cost Table

Year | Cost |
--- | --- |
2012-2013 | $1,842 |
2013-2014 | $3,753 |
2014-2015 | $419 |
Get Moving Challenge: Cost Differentials

**2012-2013: $1,842**  
• Slight costs in web programming and water bottles for all finishers

**2013-2014: $3,753**  
• Spent more in prizes $10 Scheels cards for all finishers

**2014-2015: $419**  
• Kept the costs down because Student Affairs Technology provided the web programming and tech support, used unclaimed Scheels cards from last year’s challenge for weekly teammate prizes and didn’t do prizes for all finishers this year.

Get Moving Challenge:  
Last Year’s Recommendations/Updates

**By Participants:**  
• Another challenge for weight training  
• Liked the past challenge of doing a bonus to include another dimension of wellness (such as environmental wellness, and identify types of wildlife)  
• Maps of the indoor walking paths for when it rains. **Shared in 2015.**

**By Work Well:**  
• Repeat program a couple times a year if web programming help can be identified  
• Purchased 40 Fitbits and would like to try rotations in departments. **Created a different program for these.**

**By Health & Wellness:**  
• Would like students to participate in future. **Included in 2015.**

**By Advisory Board:**  
• Repeat Program As Is
Get Moving Challenge: Recommendations

By Participants
- Provide 4 week challenge a couple times a year (68.6%)
- Make it a 6 week challenge (15.7%)
- Have an entry page to share tips, resources & challenges to other teams (11.7%)
- Category for runners/competition
- More organized walking events/group activities/team interaction/social connections
- Additional incentives

Get Moving Challenge: Recommendations

By Work Well
- Continue - highest participation EVER! Twice the amount than in the past!
- Keep UND-wide with students.
- Internal adjustments with Campus Lab survey – still have Walking Challenges on questions and adjust pre/post to remove multiple respondents
- System: updates to limit teams to 6, show team members, change in some reporting and start on Monday if possible, or adjust calendar to start on Sunday.
- Ran out of pedometers, but don’t plan to purchase many more as tracking device purchases are on the increase
- Good ideas from previous slide. Would like to repeat program in fall and winter.
Health Screenings

Purpose: To provide health screenings (cholesterol - LDL, HDL, Triglycerides), blood sugar, blood pressure, Body Mass Index - height, weight and waist, and consultation of results to UND staff, faculty, and spouses.

Wellness Dimensions:
• Occupational: Accessible services, useful services, and support to engage in services.
• Physical- Nutrition: Understanding the connection between diet and exercise, awareness of resources for weight management.

Marketing (top 3)
• Work Well E-Update
• U-Letter
• Co-worker

Participation: 318 UND staff, faculty and spouses

Locations: 7
Memorial Union, Skalicky, Medical School, EERC, Wellness Center, Dining Services, Airport

Services provided:
• 6 Contracts with WelCore Health LLC, and 1 with Sanford
• College of Nursing students including nutrition and dietetic students volunteered to observe and assist.
Health Screenings:
Expenditures

Costs: $19,768.44 (7 sites, 318 participants)
Cost per person: FREE, value: $62.16
- Catering (coffee and delivery): $108.75
- Contracts: WelCore (6) - $10,240.00, Sanford (1) - $2,916.50
- Medical Supplies: $5,303.94
- Food Supplies: 415.10
- Office Related (folders/supplies): $92.87
- Parking (permits for vendors): 100.00
- Approx. costs of state fleet and printing: $452.28
- ½ cost for Aquity (scheduling software): $114.00
- Gift card (Dining Services): $25.00

Historical Data:
- 2013-2014: $14,774.39; 7 screenings, 270 participants; $54.72/person
- 2012-2013: $16,246.77; 9 screenings, 279 participants; $58.23/person
- 2011-2012: $10,865.60; 9 screenings, 369 participants (no contracts, only students providing services); $29.45/person

Health Screenings:
Demographics

Survey Respondents: N = 289
91% of participants completed survey
Paper Survey after screening
Respondents:
- Gender:
  57% Female
  42% Male
- Status:
  67% Staff
  20% Faculty
  13% Non-UND Employee (Spouse, NDUS, etc.)
- Previously attended a health screening:
  66% Yes
  33% New
  1% No Answer
Health Screenings: Body Mass Index

**2014-2015**

- **Underweight (18.5 or less)**: 1%
- **Normal (18.6-24.9)**: 33%
- **Overweight (25-29.9)**: 33%
- **Obese (30-39)**: 27%
- **Extreme (40+)**: 5%

**4 Year BMI Trend**

- **Underweight**
- **Normal**
- **Overweight**
- **Obese**
Health Screenings: Body Mass Index

6 Year Obesity Trends (BMI 30+)

<table>
<thead>
<tr>
<th>Year Interval</th>
<th>% Obesity</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009-2010</td>
<td>28</td>
</tr>
<tr>
<td>2010-2011</td>
<td>31</td>
</tr>
<tr>
<td>2011-2012</td>
<td>32</td>
</tr>
<tr>
<td>2012-2013</td>
<td>33</td>
</tr>
<tr>
<td>2013-2014</td>
<td>37</td>
</tr>
<tr>
<td>2014-2015</td>
<td>32</td>
</tr>
</tbody>
</table>

Health Screenings: Observations

Our overweight and obese sample from the health screening remains high at: **66%**.
BCBS reports a **72%** obesity/overweight rate for our population.

The Healthy Campus 2020 goal: Increase the proportion of faculty/staff who are at a healthy weight (defined as BMI between 18.5-24.9).

- Baseline: 30.8% at a healthy weight
- Target: 33.9% at a healthy weight
- The participants in this program achieved baseline and target goals (33.3%).

Limitations:
BMI is not the best measurement for everyone’s body composition.
This isn’t actually a generalizable sample, it is a convenient sample.
Health Screenings: Cholesterol

**2014-2015 Cholesterol**

- Normal (less than 200 mg/dl) 61%
- High (200-239mg/dl) 29%
- Very High (240mg/dl or more) 10%

**Health Screenings: Cholesterol**

**Cholesterol Trends 2011-2015**

Health Screenings: Observations

Our employees with high/very high cholesterol are still too high at: **39%** (same as last 2 years) when there is medication that can treat this.

**The Healthy Campus 2020 goals:** Reduce the proportion of faculty/staff with high total cholesterol levels.
- Baseline: Less than 15% with total blood cholesterol levels of 240mg/dL or greater
- Target: Less than 13.5%
- In our sample we have achieved baseline and target with only 10% at 240mg/dL or greater.

**Limitations:**
This is not necessarily a generalizable sample of our population.

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Health Screenings: Blood Pressure

<table>
<thead>
<tr>
<th>Blood Pressure Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Optimal/Normal (less than 120/80 mm/Hg)</td>
</tr>
<tr>
<td>Pre-Hypertension (120-139/80-89 mm/Hg)</td>
</tr>
<tr>
<td>Stage 1 (140-159/90-99 mm/Hg)</td>
</tr>
</tbody>
</table>
Health Screenings: Blood Pressure

Blood Pressure Trend Data: 2011-2015

Health Screenings: Observations

**Hypertension** is treatable and **8%** of this sample population are in need of immediate follow-up.

**Pre-hypertension** is concerning at **44%**.

BCBSND verified that hypertension is the 3rd most prevalent health care claims and the most costly with comorbidities at $6.2 million annually.

**The Healthy Campus 2020 goal:** Those with hypertension whose blood pressure is under control.

- **Baseline:** 43.7% & **Target is:** 61.2%
- We didn’t actually measure those who reported having hypertension, so we cannot draw a conclusion.

**Limitations:**
This is not necessarily a generalizable sample of our population.
Health Screenings:
Blood Glucose

2014-2015 Blood Glucose

- Normal (>100 mg/dL): 86%
- Borderline (100-125 mg/dL): 13%
- High (126+ mg/dL): 1%

Health Screenings:
Blood Glucose

3 Year Trend Data: Blood Glucose

- 2012-2013
- 2013-2014
- 2014-2015
Health Screenings: Observations

A total of **14%** of our health screening participants have elevated fasting blood glucose levels.

**The Healthy Campus 2020 goal is to:** Reduce the annual number of new cases of diagnosed diabetes among faculty/staff.

- **Baseline:** 8.0 of new cases per 1,000 & **Target is:** 7.2% of new cases per 1,000.
- We don’t actually measure this, but could get it in our claims data.

**Limitations:**
- This is not a generalizable sample of our population
- Some folks admitted that they had coffee or food and we didn’t note on files so some numbers were high and still entered into our data.
- We would have a hard time making conclusions as one high reading doesn’t equate to diabetes.

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Health Screenings: Topics of Discussion

**Incorporate more fruit & vegetables 12%**

**Whole Grains 9%**

- Tips/motivation for maintaining healthy behavior 7%
- Weight bearing exercises 8%

**MyPlate 6%**

- Tips to lose weight 6%
- Benefits of sleep 6%
- Cardiovascular exercise 7%
- Healthier snacks 7%

**The metabolic benefits of breakfast 5%**

- Stress management 4%
- Sodium 4%
- Reducing big meals to smaller meals & snacks 6%
- Reduction in red meat to lean meat 6%

**Quitting smoking 2%**

- Other 2%
Health Screenings: Occupational Wellness

100% Overall Satisfaction

Participants felt the Health Screening was:
• 99%: Convenient (Access)
• 99%: Useful

Participants feel:
• 98%: UND supported employee health and wellness
• 93%: their supervisor supports my health and wellness

Health Screenings: Comments

“All of the staff were so nice and gave great advice that I will use! It is so awesome that this is offered at UND! It’s a great place to work.”

“I love this program! Kim does a great job in keeping campus healthy with all her events and efforts! She has aided in keeping me healthy”

“Thanks to all who put this together. It is much more comprehensive than an annual physical at the clinic.”

“I enjoyed the experience and look forward to coming next year.”

“Love what is done here, very good feedback on your health check.”
Health Screenings:
Participant Recommendations

“Granola bars with no nuts – I have an allergy.”

“Screenings could be more private.”

“The line backed up so maybe another consult station.”

“Should hold these screenings every 6 months so we can see the changes we’ve worked so hard to incorporate!”

Health Screenings:
Recommendations

Work Well Recommendations

• Tried with Sanford at the EERC screening and participants preferred their service, but need to add 1-2 more consultations sessions – terrible lines.
• Went to Airport, which people liked there, but was costly for small numbers
• Tried last time at Facilities and didn’t fill so cancelled that and will not continue in that building.
• Liked new Aquity scheduling software.
• No waiting lines for any and had to work hard to fill all screenings this year, so recommend cutting back # of screenings and also it will save money.
• Aim to change to pre/post test for next year
• Measure Hip-Waist ratio as recommended last year as an alternative measure for BMI.
Metabolic Testing

Purpose:
To provide an opportunity for staff, faculty, and spouses/partners to have their resting metabolic rate assessed and results discussed with a dietitian. This can help tailor eating and exercise planning/maintenance. A three month follow-up visit is also included.

Wellness Dimensions:
• Physical Wellness (including Nutrition)
• Intellectual: Registered, licensed dietitian educates on current eating and exercise levels, weight loss strategies, and tips to incorporate all food groups into diets

Participants (staff, faculty, spouses/partners): 60
• 39 in Grand Forks
• 21 in Minot/Bismarck

Cost: $2,254.99 ($434 Main campus, $1820.99 Minot/Bismarck)
• $320 for participant coverage, $114 for Aquity (½ costs scheduling software)
• Free services for Minot/Bismarck (21 participants)

Cost Per Participant:
• $30 out of pocket cost for participants and Work Well subsidizes last $10.
• Free services for Minot/Bismarck (check-up services)

Locations:
• Wellness Center, Minot Center for Family Medicine and 3 month follow-up in Bismarck.
Metabolic Testing

Survey Respondents: N=52
• 87% of participants
• Paper Survey after testing
• Pre-survey before testing, post-survey after 3 month visit (both paper)

Marketing (top 3)
1. Email from Work Well
2. U-Letter (electronic)
3. WW Update (electronic) & Supervisor

Respondent Demographics:
• 85% Staff, 10% Faculty, 5% Spouses/Partners
• Didn’t collect age or gender

Reasons for getting tested (top 2)
• 54% Help with Weight Loss
• 38% General Knowledge

Pre/Post data from 21 participants
• Post test is administered during a follow-up appointment after 3 months of initial testing.
• For questions 1-5, the scores are for those who selected Strongly Agree and Agree

<table>
<thead>
<tr>
<th>Question</th>
<th>Pre-score</th>
<th>Post-score</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. I understand the affect that making better food choices will have on my metabolism</td>
<td>24%</td>
<td>52%</td>
</tr>
<tr>
<td>2. I understand the affect that increasing my non-caloric intake of fluids have on my metabolism</td>
<td>33%</td>
<td>81%</td>
</tr>
<tr>
<td>3. I know how to use my body’s metabolism to help me lose a few pounds</td>
<td>29%</td>
<td>76%</td>
</tr>
<tr>
<td>4. I know the signs of emotional eating</td>
<td>81%</td>
<td>90%</td>
</tr>
<tr>
<td>5. I am conscious about stopping my eating before getting to the “stuffed” feeling</td>
<td>19%</td>
<td>57%</td>
</tr>
</tbody>
</table>
# Metabolic Testing: Pre/Post Data

<table>
<thead>
<tr>
<th>Question</th>
<th>Pre-score</th>
<th>Post-score</th>
</tr>
</thead>
<tbody>
<tr>
<td>6. I reach the CDC recommended levels of cardiovascular exercise (150 minutes/week of moderate aerobic exercise)</td>
<td>14%</td>
<td>43%</td>
</tr>
<tr>
<td>7. I engage in CDC recommended levels of muscle strengthening exercise (2x or more/week)</td>
<td>33%</td>
<td>43%</td>
</tr>
</tbody>
</table>

For questions 8-10, the scores are for those who selected most days of the week/nearly every day

- Largest single weight loss of participants: 14 pounds in 3 months
- % of participants that lost over 1 pound: 76%

<table>
<thead>
<tr>
<th>Question</th>
<th>Pre-score</th>
<th>Post-score</th>
</tr>
</thead>
<tbody>
<tr>
<td>8. I plan my meals ahead of time to ensure good food choices</td>
<td>29%</td>
<td>52%</td>
</tr>
<tr>
<td>9. My daily fruit &amp; veggie intake reaches the recommended 9 serving per day</td>
<td>14%</td>
<td>33%</td>
</tr>
<tr>
<td>10. I follow the MyPlate guidelines for lunch &amp; supper</td>
<td>24%</td>
<td>48%</td>
</tr>
</tbody>
</table>

Body Weight Average

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Body Weight Average</td>
<td>188.8lbs</td>
<td>181lbs</td>
</tr>
</tbody>
</table>
Metabolic Testing: Pre/Post Data

Experience with Metabolic Testing staff
100% “Very Satisfied or Satisfied”

Experience with Metabolic Testing
100% “Very Satisfied or Satisfied”

Continuation of Program

100% Yes

Metabolic Testing: Comments

“Well done, non-threatening, useful concise information. Thank you Barbara and Work Well!”

“Great! Glad I did this. Thanks!”

“Good program, good experience.”

“The dietitian was amazing, friendly, courteous, fun, full of useful information.”
Metabolic Testing: Recommendations

Work Well Recommendations:
- Need to add age and gender to feedback form.
- Check on pre/post as some guidelines have changes.
- New Aquity software is much easier as vendor can insert her dates.
- It was a costly venture in Minot, but likely not to be provided regularly and also it is a special population.

Weight Watchers at Work

Purpose: To provide a long-term program to assist the UND campus with obesity reduction and healthier eating habits.

Wellness Dimensions:
- Physical- Nutrition: Learning strategies to integrate healthy foods into a balanced diet.
- Social Wellness: Feeling a sense of belonging, having support of co-workers and giving support to co-workers.
- Emotional Wellness: Understand the connection between emotions and eating behaviors.
Weight Watchers at Work

Cost: $1,195
• 25 Total members from July 1, 2014- June 30, 2015.
• 23 payments of $50 for a total of $1,150 in returns for participation in 80% of meetings. Some receiving up to 3 payments based on participation in more than one 4 month segment.
• $45 for printing

Cost Per Participant:
• $39.95/monthly out-of-pocket cost for participants

Historical Work Well returns costs:
• 2013-2014: $1,250
• 2012-2013: $2,350
• 2011-2012: $4,150

Location:
• EERC (Lewis and Clark Room)

Survey Respondents (N= 8)
• Qualtrics sent in June to anyone who participated during the year.
• 32% completion rate of survey

Survey Demographics:
• 25% ages 40-49, 63% ages 50-59, 13% ages 60-69
• 100% female
• 7 staff, 1 faculty
• 63% are currently enrolled and 25% were enrolled in past year.

Satisfaction:
• 71% Satisfied, 63% satisfaction with leader.
• This is lower than in the past, but included drop-outs.
Weight Watchers At Work Survey Results

Multi-dimensional Impact:

• Nutrition: Eating healthier
• Physical Activity: more consistent, increased levels
• Emotional Wellness: meetings help me deal with emotional eating, I feel so much better, feel better about me.
• Social Wellness: feel like others are my “family”, makes my life so positive

Weight Watchers At Work Survey Results

“I thought I would need to go on statins for cholesterol, but managed to lower my cholesterol enough to keep statins away for a bit longer.”

“I've lost 25 pounds and kept it off. I'm eating healthier.”

“I am no longer pre-diabetic thanks to the Weight Watcher at Work program.”
Weight Watchers at Work: 
Survey Results

**Ideas from Members to Increase Marketing:**
“WW has taken away too many meeting options.”

“More advertising to inform people of this opportunity”

“We’re a fun group - people just need to come over and find out for themselves.”

“Sometimes I am assigned a class during the meeting time…..I hope this fact doesn’t have a negative impact on the required number of attendees for a WW at Work meeting. Other faculty may have similar issues.”

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Weight Watchers at Work: 
Recommendations

**Work Well Recommendations:**
- Numbers continue to be low for the second year in a row, both for participation and surveys.
- Perhaps do an intake (pre/post) as it is hard to collect feedback
- Can push out more marketing
- If this final site has to be closed then UND will need to find another weight management program to continue to fulfill requirements of CEO Cancer Gold Standard and Fit-Friendly program.
Zen in 10

**Purpose:** To provide a quick break to increase physical movement and emotional and spiritual wellness.

**Wellness Dimensions:**
- Physical: Increase physical activity during the work day
- Emotional and Spiritual Wellness: Increase concentration, productively, mood, general happiness and ability to cope with stress.
- Social: Have an opportunity to connect with co-workers.

**Participants:** 87 unique, 242 duplicated

**Cost:** $144
- $12 an hour for yoga instructor for 6 sessions of 2 hours each.

**Cost Per Participant:**
- $0, but would equate to: $.60 per unique person

**New Pilot program**
- No historical data or costs.

**Locations:**
- Rotation of McCannel Hall, Education, Twamley and the International Centre
- Each location for 10 minutes and 20 minutes for instructor to move to new location in between sessions.
Zen in 10:

Survey Demographics

Survey Respondents: N = 45
52% of participants completed survey
Survey was sent on-line after program through Qualtrics

Respondents:
• Gender:
  90% Female
  10% Male
• Ages: 10% 20-29, 19% 30-39, 29% 40-49, 31% 50-59, 12% 60-69.
• Status (staff/faculty): Didn’t collect
• Marketing: (Top 3): Email, Co-worker, Mid-Month Work Well e-Update
• Top Wellness Dimensions Reported: Physical, Emotional Social
• Convenience: 98% attended the location closest to their office

Zen in 10: Survey Results

Participants:
• 73% report better level of concentration after the session
• 73% report better productivity at work after the session
• 61% report better ability to cope with stress after the session
• 66% report better flexibility after the session
• 59% report better balance after the session
• 80% report better energy levels after the session
• 95% report better general happiness after the session
• 90% report better mood after the session
• 83% report better connectivity to co-workers after the session.
Zen in 10: Survey Results

Other Feedback:
• 48% prefer the same instructor (with variable schedule)
• 53% prefer regular times/dates (my include other instructors)

Likelihood to continue if repeated in your building
• 96% Likely/Very Likely

97% Satisfaction Rating

Zen in 10: Survey Results

Reasons people attended:

Sounded as everyone who had attended previous sessions really enjoyed it. Was a nice relaxing activity to help make the day go by with less stress.

One reason is that Kay’s has a very good reputation as a yoga instructor. Also, I believe in programs like this to increase the overall well-being at UND.

It forced me to take a break from a desk job that I tend to stay at for long periods of time.

I’ve always wanted to try a yoga class. Now that I got to try a quick 10 minutes, I’m hooked and have signed up for a regular class.

Bring down my stress level, relax my muscles more.
Zen in 10: Survey Results

**Benefits:**

- Felt refreshed, renewed, and revived

- I can now do these on my own when needed.

- Calming, better breathing, better flexibility

- Mood elevation, which in turn increased my productivity/concentration. Stress relief!!!!

- Gain Tools to help eliminate tightened muscles due to stress and sitting at the computer all day.

- Rapport with coworkers and brightening up my mood by being able to move a bit during the day

- It helped to reenergize me! I felt more focused and better able to tackle the tasks at hand after I returned to my office.

Zen in 10: Survey Results

**Feedback for Improvement:**

- On the days in which I attended, a lot of partner work was involved in the exercise, and I didn’t particularly like that aspect.

- Making it a weekly session all year long.

- Have it alternating times within the same site. One week mornings at Twamley, the next week afternoons. That way maybe more can participate that previously couldn’t in the morning.

- Tips or "cheat" sheets that we can have handy to continue on off-days

- Please offer it again!

- Providing an area that is more private so people aren’t walking through the class to get by.
Zen in 10: Recommendations

Work Well Recommendations:
• Continue to offer as long as money is available for staffing
• Continue more consistent times with instructor if possible.
• Reduce the length of evaluation as ½ of the questions were not usable. Also, spiritual wellness was lower than social, so make adjustments to reflect this.
• Instructor will remove partner activities based on feedback.
• Rotating to other buildings. The closer we can get to work stations, the easier it is for people to attend.
• Follow-up on comments from participants (from previous slide)

Yoga for Staff/Faculty Only

Purpose: To provide a targeted intervention for just staff and faculty to increase: physical movement, flexibility, balance and emotional and spiritual wellness.

Wellness Dimensions:
• Physical: Increase physical activity, flexibility and balance during the work day
• Emotional and Spiritual Wellness: Increase concentration, productively, mood, general happiness and ability to cope with stress.
Participants:
• 23 registered and all participated for some of the classes.

Cost: $240
• $54 for instructor ($9 an hour for yoga instructor -1 hour per 30 mins. class, 6 classes) – participant costs covered this.
• $240 in returns – Work Well paid

Cost Per Participant:
• $50 with a $15 return for attending 5 of 6 sessions. Of the 23, 17 earned the return and 16 submitted the paperwork to receive it.

New Pilot program
• No historical data or costs.

Location:
• Wellness Center (Pilates Room)
• Tuesdays, 12:30-1pm.

Yoga for Staff/Faculty Only:
Survey Demographics

Survey Respondents: N = 14
61% of participants completed survey
Survey was sent on-line after program through Qualtrics

Respondents:
• Gender:
  93% Female
  7% Male
• Ages: 50% ages 40-49, 36% ages 50-59, 14% ages 60-69.
• Status (staff/faculty): Didn’t collect
• Marketing: (Top 3): U-letter, Work Well Ambassador or newsletters, Other
• Top Wellness Dimensions Reported: Physical, Emotional Social
• Convenience: 98% attended the location closest to their office
Yoga for Staff/Faculty Only: Survey Results

Changes for Participants after program

<table>
<thead>
<tr>
<th></th>
<th>1 session</th>
<th>6 weeks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Better Concentration</td>
<td>50%</td>
<td>71%</td>
</tr>
<tr>
<td>Better Productivity</td>
<td>71%</td>
<td>71%</td>
</tr>
<tr>
<td>Increased Ability to Cope with Stress</td>
<td>93%</td>
<td>79%</td>
</tr>
<tr>
<td>Flexibility</td>
<td>79%</td>
<td>93%</td>
</tr>
<tr>
<td>Balance</td>
<td>93%</td>
<td>100%</td>
</tr>
<tr>
<td>Energy</td>
<td>93%</td>
<td>100%</td>
</tr>
<tr>
<td>General Happiness</td>
<td>100%</td>
<td>93%</td>
</tr>
<tr>
<td>Better Mood</td>
<td>93%</td>
<td>93%</td>
</tr>
</tbody>
</table>

Likelihood to attend another 6 week session at the Wellness Center: 93% Very Likely/Likely

Satisfaction: 93%

Percent that experience increases/improvement in the following:

- Multidimensional Wellness: 100%
- Overall Health: 100%
- Overall Life Balance: 100%
- Stress Management: 93%
**Yoga for Staff/Faculty Only: Survey Results**

**Improvement Ideas**

*Maybe a longer class (45 minutes?) offered more often, more than 6 weeks, perhaps semester-long.*

*I would like to see other introductory classes such as pilates or piyo but offered at 4:30 pm or so.*

*I would suggest keeping the next session the same. I like that it will be 2 days per week, but I would prefer a 30-minute class.*

*Starting on time is important for those of us dashing away during lunch break.*

*I would suggest it would be helpful if the instructor would spend a portion of her time during the class walking around and adjusting the participants’ poses.*

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**Work Well Recommendations:**

- We attempted to make it 45 minutes at a higher costs and twice a week, but at an earlier time (11am when the instructor was available). This didn’t yield the 4 minimum and we cancelled.

- We would be willing to repeat as is if we can find an instructor at the same time.

- The Pilates room was tight for that size group, so either move it up to the Group exercise room or limit the number of registrants.

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**KEEP CALM AND TIME TO RELAX!!**
Spring Fling:
Collaboration with Staff Senate for meal with wellness vendors.

**Attendees:** 94 attended Night Shift Appreciation breakfast & 486 people attended Spring Fling Luncheon/Wellness Fair (580 total)

**Cost:** $1,098.44 (just for Spring Fling Lunch/Wellness Fair)
$435.96 - food, $360 – 3 massage therapists, $100 - parking, $202.48 – trail mix

**Cost Per Participant:** Free (valued at: $2.26)

**Learning Objectives:** None measured

**Location:** Breakfast at Terrace Dining Hall and Spring Fling at Memorial Union Ballroom.
Spring Fling:

Survey Demographics

Survey Respondents: N = 139
24% response rate

Respondents:
- Gender: 84% Female
  16% Male
- Ages: Didn’t collect
- Status (staff/faculty): 99% staff, 1% faculty
- Attended in the Past: 88%
- Attended because of: Free food, wellness fair, calendar reminder (top 3)
- Wellness Dimensions Reported: Physical, Social & Occupational
- Satisfaction: 98%
- Attend Again: 99% said yes.
- Food comments and future booth ideas sent to Staff Senate Recognition Committee.

Spring Fling:

Participant Feedback

Event:
I would like to see the free [Night Shift] breakfast around X-mas, it’s nice to socialize with people you work with.
Add some dessert back into the lunch – like cookies or ice cream
Bigger cups
Pre-portion fruits and vegetables to speed things up.
More healthy salads – maybe have dining put their grain ones on the main tables rather than at their booth
Need condiments for veggie burgers and order more

Vendors:
Keep massage therapists but make more private
Loved the therapy dogs!!!
Hugos did a great job – free samples to try was awesome!
More on our benefits: TIAA-Cref, taking college courses, etc.
Keep the massages, Essential Oils, Dining Services samples, therapy dogs and Hugos for sure!
**Spring Fling:**

**Recommendations:**

- Continue this event in one room
- Keep layout, but reduce vendors – it was too crowded
- Continue to work with Staff Senate Recognition Committee on this event – with feedback on previous slide. Committee is looking to include faculty too or maybe at fall state employee recognition week.
- Determine learning objectives and how to measure.
- Better count measure with clickers for next time.
- Ran out of food – record attendance

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**Other Programs**

- Deans for Wellness Programs: $622.67
- Flu Clinics: $25
- Diabetes Prevention Program: $45
- Energy Breaks: Covered by Fitness- outreach
- Earth Day (containers, cling wrap, printing, etc.) $44.99
- Learning & Development programs (12)
- Fitbit Pilot Program: $200.00
- Functional Fitness - faculty/staff: $75.00 ($15 returns)
- Worst Office Chair (2 winners): 735.98
- Monday Mile/Wellness Expo: $156.07
- College of Nursing Clinical and Dietitian Students ($25)
- State Employee Recognition Week Activities
- New Staff/Faculty wellness packets (305 packets)
- Step Out Walk for American Diabetes Association
- Spin Nation for American Heart Association
- Spirit Week collaboration
Supportive Environments

Lactation Support for Nursing Mothers Policy
• State designation in August 2014 as Infant-Friendly

Mothering Rooms – up to 6 Mothering Rooms
• Still working on: marketing materials and new rooms around campus

Indoor Walking Paths
• Medical School – Oct. 2013
• Aerospace (semi-marked) – April 2014
• Parking Ramp - Oct. 2012

Pool: ($1,508)
• Lap and Open swim for staff/faculty

Ergonomics Collaboration with Safety ($1,097)
• Sit-Stand Desk Mounts
• Back-Safety Training

Next Steps
• Collect feedback from Health & Wellness (July/August)
• Collect feedback from Ambassadors (July gatherings)
• Collect feedback from Work Well Advisory Board (August)
• Match programs to strategic Plan and likely provide the following major programs with minor changes:
  • Get Moving Challenge (2-3x a year)
  • Health Screening (reduce to 2 per semester)
  • Metabolic Testing (continue year round)
  • Weight Watchers (increase marketing and continue)
  • Zen in 10 (Continue year round)
  • Staff/Faculty Only Yoga (continue 3 times a year)
  • Spring Fling (continue in spring)
Comments/Suggestions?