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The Staff and Faculty Health and Well-being Program’s mission is to develop, promote and support a thriving culture of health and well-being throughout the UC Davis community so that our staff and faculty can learn, teach, innovate and contribute. The Program was launched during the summer of 2016 based on recommendations presented to the Chancellor through Staff Assembly and the Academic Senate. Since its inception, the Staff and Faculty Health and Well-being (SFHWB) Program has made significant progress toward encouraging and supporting healthy behaviors of UC Davis staff and faculty.

The SFHWB Program offers a variety of programs and services to staff and faculty, which provides value to both the employee and the University. The Program has had several notable successes over the past year, including expansion of types of offerings, increased participation in offerings, expansion of the Wellness Ambassador Program and extended partnerships across the UC Davis community through the Healthy Campus Network.

The Program continues to strive to offer integrated and accessible programming in order to appeal to a diverse audience. In FY 2017 we had 1,662 unique participants in our programs - 5% of our employee population.

Workers compensation claim data based on participation in Staff and Faculty Health and Well-being related offerings yielded promising results. The non-participant population had an average cost per claim of $6,801, compared to $769 for those that did participate - a $6,032 cost savings/per claim. In addition, only 3% of the injured employees included program participants.

Positive effects of the Staff and Faculty Health and Well-being program continue to be indicated through quantitative and qualitative data collection, however, challenges persist. Programming “reach” over both campuses and remote sites has been somewhat limited due to staffing and budget. Furthermore, a lack of dedicated space for health and wellness programming continues to be a challenge for the program. The Staff and Faculty Health and Well-being program will continue to develop and deliver effective health and wellness programming to support the UC Davis community, keeping in mind a variety of backgrounds and different schedules. This will involve offering integrated and accessible programs that appeal to a diverse audience and attempt to meet the demand on campus; Increasing program offerings for chronic disease prevention, such as the Diabetes Prevention Program; Increasing faculty participation and reach; Building on existing partnerships and seeking out new partnerships, including being an active participant in the systemwide Healthy Campus Network; Expanding offerings at UC Davis Health and remote sites; And, continuing to promote the Wellness Ambassador Program and the Wellness Ambassador Mini-grants.
The Staff and Faculty Health and Well-being Program’s mission is to develop, promote and support a thriving culture of health and well-being throughout the UC Davis community so that our staff and faculty can learn, teach, innovate and contribute to society.

Housed under Occupational Health Services, its goals align with a department striving to reduce worker injury and illness through effective integration of progressive safety initiatives and personal wellness programs.

The UC Davis Staff and Faculty Health and Well-being Program was launched during the summer of 2016 based on recommendations presented to the Chancellor through Staff Assembly and the Academic Senate, including:

- Allocating a budget that will allow for continuous assessment, environmental support, incentives, communication, education and evaluation.

- Hiring a Worksite Health Program Manager to lead the initiative and to coordinate campus and Health System health and wellness efforts.

- Aligning UC Davis Health and campus resources to coordinate an integrated, comprehensive worksite health and wellness program that covers Sacramento, Davis and remote sites.

In FY 2017 the Program was allocated $277,000 from the employee support fund, including a 1.0 FTE, to serve 33,054 staff and faculty on campus, UC Davis Health, remote sites and local UC ANR. In September 2016, 2 student assistants were hired at 10 hours/week, and in April 2017 a registered dietitian was hired to bring the total FTE to 1.55.
Proposal to Staff Assembly

to form a Health and Wellness Committee approved by Chancellor Katehi

Fall 2014

Winter 2015

Staff and Faculty Health and Wellness Committee formed

Needs Assessment and Interest Survey distributed

Spring 2015

Summer 2015

Needs Assessment and Interest Survey data analyzed, literature and program review completed

Recommendation Paper presented to leadership

Fall 2015

Winter 2016

Recruitment for full-time Wellness Program Director opens

Wellness Program Director hired

Spring 2016

Summer 2016

Mission, vision, and values developed and well-being series classes including

Gentle Yoga and Meditation gain participants

Well-being series classes including

Wellness Ambassador Program launched

Transitional to SFHWB and newsletter launched

Partnerships expanded

Inaugural flu clinics held at Occupational Health

Thank Goodness for Staff Health and Wellness Zone added

New well-being classes

2017

Winter

Spring

Fall

Staff and Faculty Health and Well-being Timeline

Proposal to Staff Assembly

Chancellor Katehi committed to form a Health and Wellness Committee

Needs Assessment and Program Review completed

Interest Survey data analyzed

Inaugural flu clinics held at Occupational Health
In FY 2017 we had 1,628 unique participants in our programs - 5% of our employee population. Our participant demographics showed a staff heavy turnout with 94% staff members, 4% faculty members. In addition, we had a 41% participation rate from UC Davis Health compared to 58% from main campus. This is surprising as most programs took place on the main campus, however it was the “Year of Health and Wellness” at UC Davis Health and leadership supported participation in FY 2017 to participate in health and wellness events.

Workers compensation claim data based on participation in Staff and Faculty Health and Well-being related offerings highlighted interesting results. The non-participant population has an average costs per claim of $6,801, compared to $768 for those that did participate, a $6,032 cost savings/per claim. In addition, only 3% of the injured employees included program participants.
Program Highlights

Well-being Series and Offerings

A variety of well-being series were hosted throughout the year with high levels of engagement, participation and satisfaction.

11 *Mindfulness Meditation* sessions were hosted over three series which attracted a total of 1,057 participants, with an average of 95 participants per class, 80% of those who attended agreed or strongly agreed that the class had a positive impact on their work performance.

> “I continue to experience startling epiphanies upon returning to work after meditation, which enable me to solve problems that have been plaguing me all morning prior to class.”

Participant of *Mindfulness Meditation*, Winter 2017

The inaugural four-week *Tai Chi* series drew 146 participants and was hosted on the Events Plaza in front of the Shrem museum. An average of 36 participants came per class and 93% of attendees agreed or strongly agreed that the class had a positive impact on their health and well-being.

> “I got a real lift looking forward to these classes. It enhanced my daily life, from morning dog walking to office sitting posture.”

Participant of *Tai Chi*, Spring 2017

Three, four-week series of *Gentle Yoga* were hosted over the year, averaging 33 participants per class for a total of 530. 95% of participants agreed or strongly agreed that the class had a positive impact on their health and well-being.

> “This series helped me become flexible, focused and centered, personally and professionally. I plan on continuing my yoga training.”

From a participant of *Gentle Yoga*, Spring 2017

A four-part *Biking with Confidence* series was offered in partnership with Transportation and Parking Services (TAPS) and the City of Davis. The first three sessions covered rules of the road, bike maintenance, biking tips and tricks, and the fourth week was a group ride through campus led by representatives from the City of Davis. There were 31 participants over the course of the series with an average of 7-8 participants per class.
Well-being Series and Offerings (continued)

*Is Something Keeping you Awake? and Do You Place Nice With Others?* were classes led by the Academic and Staff Assistance Program (ASAP) and explored steps participants could take to improve their sleep environment and the quality of their sleep. 60 people attended and 91% of attendees agreed or strongly agreed that they acquired new skills and/or knowledge as a result of these classes. *Do You Play Nice with Others* was a one-time class led by ASAP and explored how learning to understand personality types can help one better navigate interpersonal relations in the workplace. 54 people attended.

“Please continue to bring the idea of wellness forward. The importance of the topic is immeasurable.”

Participant of *If Well-being Is a Skill, Why Not Learn It?* Summer 2016

*If Well-being Is a Skill, Why Not Learn It?* was hosted in August 2016 and drew 104 participants, 93% of which agreed or strongly agreed that the class had a positive impact on their well-being.

*Cook Once, Eat Twice* was a one-time class designed to provide both recipe ideas as well as structure for meal planning. Led by Angela Damron, a Registered Dietitian with the Bariatric Surgery Program at UC Davis Health, attendees were provided with an understanding of what a healthy meal should consist of, the ins and outs of meal planning and what to do with leftover ingredients. 133 employees registered and 66 attended.

Cook Once, Eat Twice was a one-time class designed provide both recipe ideas as well as structure for meal planning. Led by Angela Damron, a Registered Dietitian with the Bariatric Surgery Program at UC Davis Health, attendees were provided with an understanding of what a healthy meal should consist of, the ins and outs of meal planning and what to do with leftover ingredients. 133 employees registered and 66 attended.

Systemwide Programs

*Maintain Don’t Gain* is an 8-week healthy holiday challenge that ran from 11/14/16 – 1/2/17. The Staff and Faculty Health and Well-being program, in cooperation with Kaiser Permanente and Health Net, offered *Maintain Don’t Gain* as a way of providing the motivational tools for encouraging healthy eating habits, increasing physical activity and increasing water intake. The purpose was not only to help program participants not gain those extra pounds during the holidays, but also to provide building blocks for sustaining healthier habits throughout the rest of the year. 772 individuals from the UC Davis Main Campus, UC Davis Health and other remote sites participated in *Maintain Don’t Gain* compared to 350 in 2015, and participants expressed overall positive results. 86% of participants were “satisfied” or “somewhat satisfied” with the program overall and 95% would recommend the program to coworkers next year.

“I changed my eating habits and had a lot more energy. It was motivating to see others out on walks with me and to have the outpouring of support all around.”

Participant of *Maintain Don’t Gain*, Winter 2016

86% of participants were “satisfied” or “somewhat satisfied” with the program overall and 95% would recommend the program to coworkers next year.
Systemwide Programs (continued)

UC Walks is a systemwide wellness challenge that promotes wellness and an active lifestyle by encouraging faculty, staff, retirees and students to take just 30 minutes out of their day to walk. There were several walk sites on campus, UC Davis Health and remote sites with over 820 participants – up from 601 in 2016.

Wellness Ambassador Program and Mini-Grants

The UC Davis Staff and Faculty Health and Well-being Program’s Wellness Ambassadors support and engage their colleagues in wellness messaging, programs, activities and resources. The Wellness Ambassador program was launched as a pilot during spring 2015 in partnership with Worklife and Wellness and supported by the Office of the Vice Chancellor and Chief Financial Officer (now known as Finance, Operations and Administration). Wellness Ambassadors are volunteers helping to drive employee participation and engagement in health and wellness related activities. In FY 2017, there were 88 Wellness Ambassadors representing 64 departments across the main campus, UC Davis Health and remote sites. Wellness Ambassadors are encouraged to attend quarterly trainings at either UC Davis Health or on main campus as well as share activities they’ve tried in their departments, lessons learned and ideas for continued future engagement. The Staff and Faculty Health and Well-being Program hosted four Wellness Ambassador Quarterly trainings, 2 at UC Davis Health and 2 on the main campus. Guest speakers included Yvgeniy Gnedash and Grant Nejedlo addressing performance art for well-being and communicating with co-workers respectively.

The Wellness Ambassador Mini Grant Program was piloted in spring 2017 and aims to help Wellness Ambassadors in realizing their visions for the health and well-being of individuals in their departments.
Wellness Ambassador Program and Mini-Grants (continued)
The program provides up to $500 in funds to help the Ambassadors create and implement health and well-being initiatives for their departments. Wellness Ambassadors were able to apply for one grant per department. 20 grants totaling $9,418 were awarded and the goal is to offer these bi-annually as funds are available. Some examples of funded grants include; quarterly yoga sessions, a bike share program, a wellness library, and a water cooler and water delivery subscription.

Meditation Ambassador Program
By popular demand, the Staff and Faculty Health and Well-being Program created the Meditation Ambassador Program to have a broader reach with this popular stress reduction method. Research shows that meditation improves quality of life, reduces anxiety and depression, increases sleep quality and strengthens immunity. Two Meditation Ambassador Trainings were held in FY 2017 and 32 employees brought meditation to their departments utilizing various methods.

UC Davis Farmers Market
The UC Davis Farmers Market is a seasonal on-campus extension of the Davis Farmers Market and runs each Wednesday during fall and spring quarters at the UC Davis Quad. The mission of the UC Davis Farmers Market is to increase the UC Davis community’s access to fresh fruits and vegetables. The Staff and Faculty Health and Well-being program contributes staff management time to the market.

Health and Wellness Fairs
The annual Staff Assembly Thank Goodness for Staff (TGFS) event took place on May 24 and debuted the Health and Wellness Zone, which attracted 22 vendors and over 6,500 participants. Vendors included a number of different health plans and local businesses.

UC Davis Health hosted a Health and Wellness Fair in January 2017 with 26 UC Davis Health departments and 13 external vendors. There was estimated to be around 250-300 participants which included staff, faculty and students.
Program Highlights

**Flu Clinic**
A two day flu clinic was held in the lobby of the Occupational Health Clinic during the fall of 2016. In partnership with Kaiser, 241 free flu shots were administered to UC Davis staff and faculty.

**Healthy Meeting and Event Guide**
UC Davis’ Healthy Meeting and Event Guide was launched in June and presented to event planners at the Event Planners Meeting sponsored by the Association of Collegiate Conference and Event Professionals International and UC Davis with 76 attendees. The guide aims to support event planners and others with ideas on how to incorporate physical activity, healthy nutrition, mindfulness and sustainability in meetings and conferences. This is an effort to foster healthy lifestyles and to make the healthy choice, the easy choice at work.

**Mobile Fitness**
The Staff and Faculty Health and Well-being Program piloted two Mobile Fitness classes hiring Campus Recreation to provide trainers for this effort. We piloted 10 classes were with two departments with an average of 10 participants in each class. Reviews were very positive and this looks to be a program that should be expanded in the year to come.

**Student Impact**
Two student assistants were hired in 2016-17, an MPH student and an undergraduate. The Staff and Faculty Health and Well-being Program was able to provide a project for an MPH practicum, the development of our Healthy Department Certification. Our undergraduate student also took it upon herself to prepare and present at the Undergraduate Research Conference on the Incidence of Workplace Injuries and the Mitigation of Risk for Staff and Faculty at UC Davis. She was awarded a certificate of distinction.
The Staff and Faculty Health and Well-being Program was fortunate to build upon a number of existing partnerships as well as create new ones during its first year.

- The *Mondavi Center* generously provided space in their Vanderhoef Studio for our Meditation and Yoga series as well as Cook Once, Eat Twice. A program was also developed to offer staff $10 tickets to one show per month that was advertised through the Wellness Ambassador newsletter. 253 discounted tickets were purchased through this program from December 2016 – May 2017.

- *Transportation and Parking Services (TAPS)* and the *City of Davis* served as partners for the Biking with Confidence Series.

- The *Manetti Shrem Museum* opened in November 2016 and graciously provided both an indoor and outdoor space for the winter yoga series as well as the spring Tai Chi series.

- *Worklife and Wellness* continues to offer monthly brown bags, lactation support and organizes financial well-being presentations. Their efforts also encompass career flexibility and community involvement.

- The *Academic and Staff Assistance Program (ASAP)* offers confidential, cost free assessment, intervention, consultation and referral services to all UC Davis staff, faculty and their immediate families. The Staff and Faculty Health and Well-being program partnered with ASAP to provide well-being classes on sleep, stress and learning to work with different personalities.

- Health Insurance Plans including *Kaiser, Health Net, Anthem, Western Health Advantage* provided a number of incentives for wellness challenges and outreach events throughout the year, including mountain bikes, a Fitbits and gift baskets.

- The Dean of the *School of Medicine* deemed 2016-2017 as the Year of Health and Wellness at UC Davis Health. Each month had a theme and these themes helped guide the Wellness Ambassador Program newsletter, which allowed for a greater reach across both campuses and remote sites. This partnership included working with *UC Living Fit Forever* and the *School of Nursing*. 
Challenges

There were four main challenges in FY 2017-18, lack of administrative staff, lack of space and opportunities for programming, leadership support with turnover and adequate program funding.

From August until October 2016, the Director was at a 187 hour deficit mostly due to administrative duties. Currently UC Davis has 1.55 FTE for 33,054 (1:21,315) employees with a campus and a health system. In comparison, UC Berkeley has 4.8 FTE for 18,646 (1:3885) employees.

A lack of dedicated space for health and wellness programming continues to be a challenge for the program. Through continued evaluation of well-being offerings, a common theme emerged that showed proximity to offerings was a major factor in who could participate. Furthermore, programming reach over both campuses and remote sites has been somewhat limited due to staffing and budget.

The Program was fortunate enough to have support from the former Chancellor and Chief Financial Officer when it was launched in the summer of 2016. Leadership support and engagement is crucial for a successful employee wellness program. The Staff and Faculty Health and Well-being program is fully engaged in the Healthy Campus Network systemwide effort that emanates from the Chancellor’s office and it is expected that there will be continued support for health and well-being at UC Davis.

The Staff and Faculty Health and Well-being program will continue to develop and deliver effective health and wellness programming to support the UC Davis community, keeping in mind a variety of backgrounds and different schedules.

Next Steps

The Staff and Faculty Health and Well-being program strives to offer integrated and accessible programming in order to appeal to a diverse audience. Future goals for the program include the development of a manager/supervisor training, a Healthy Department Certification program, and expansion of the Meditation Ambassador Program. In addition, the program aims to address chronic disease prevention with the UC Davis employee population and will explore ways to incorporate this in a workplace setting. The recently hired Registered Dietitian and Behavioral Health Specialist in Occupational Health Services will further this mission and facilitate the expansion of offerings to more staff and faculty through a variety of communication channels. Positive effects of the Staff and Faculty Health and Well-being program continue to be indicated through quantitative and qualitative data collection. Furthermore, the program’s offerings are often at capacity within 24 hours of announcement, which further highlights the appetite for such resources to the UC Davis Community.

In order to see more visible effects of a comprehensive wellness program, an increased investment in the Staff and Faculty Health and Well-being program, including staffing and financial resources would be a step in the right direction to meet the increasing demand for health and well-being related offerings.