



Oh how tricky this is?!

Lessons learned on the road to a  
comprehensive Health and Wellness  
program



NAZARETH  
COLLEGE

# Here's how it started

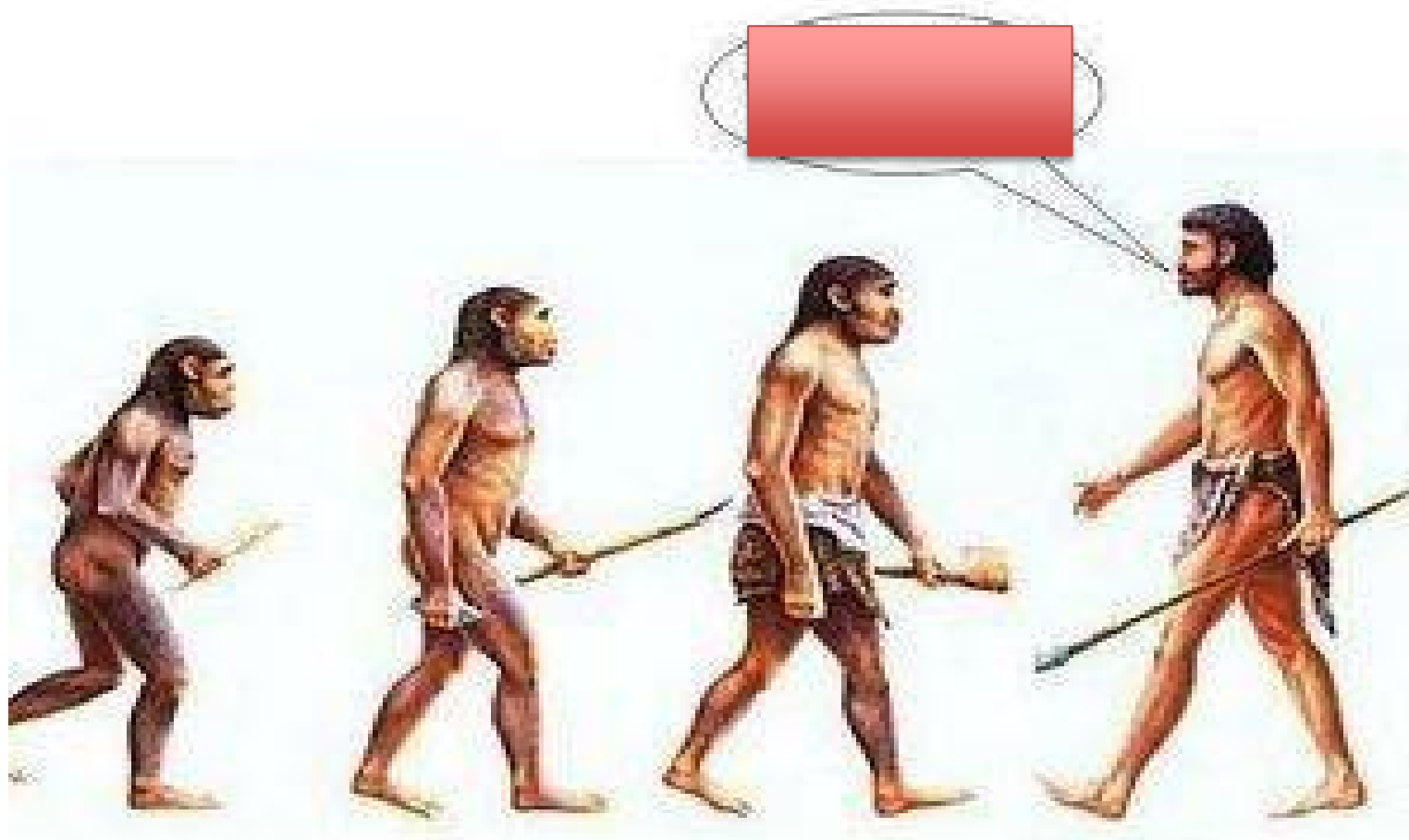
## Well at Work

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# Results?

...But...

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## Presidential Charge:

Build a *Culture of Wellness* through programming for individuals and groups to establish and/or maintain a healthy lifestyle:

Inventory existing programs

Develop new programs for faculty, staff, and/or students

Review the leading health indicators for Healthy People 2010 and 2020 and use to measure outcomes

Cite budget implications, if any, for new programming

Conduct a needs assessment of the students and employees of the Nazareth community

Assess the outcomes of the *Culture of Wellness* program (e.g. activity attendance, utilization of a web site, track health statistics such as decreased blood pressure, cholesterol, heart rate, BMI)

Increase awareness of wellness issues (e.g. web site development)

Revise, as needed, existing programs

**The Committee should submit its report and recommendations to me by October 1, 2010.**

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November 2009

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# Steps to take

1. Leadership/Ownership. Support from the top!
2. Get as many people involved as possible!
3. Acknowledge what is already happening (formal and informal) at the workplace and use that as baseline
4. Identify needs and expectation
5. Develop a detailed plan
6. Action
7. Monitor, evaluate, maintain

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- Establish a campus wide **Wellness Steering Committee** composed of:
  - - 2 from Human Resources
    - 2 representatives from student body
    - Representative from student health services
    - Representative from Staff Welfare
    - Representative from Faculty Welfare Committee
    - Representative from Marketing
    - Representative from Center for Spirituality
    - Representative from Chartwells (Food services)
    - Co Chairs of the Committee
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That was 12 people....

...eventually grew to 17

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# 1<sup>st</sup> mission

We recognize that achieving optimal individual and collective health and wellness is a multi dimensional and life long process and for our students, the college years are a **critical time** in the development of lifelong health habits

Nazareth College is committed to provide a social and physical environment in which its members have resources, opportunities, and encouragement to develop and maintain healthy behaviors and health literacy and to advocate for health and wellness at an individual, local and **global** level.

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# Culture of Wellness

Oh no.....

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# 2009-10 Results

Strategic plan for Health and Wellness

Inventory (started)

Created Steering committee

Initiated logo/mark/symbol.

Initiated webpage

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# College Strategic Plan 2010-11

Build a *Culture of Wellness* through programming for individuals and groups to establish and/or maintain a healthy lifestyle. *SP Goals 2, 3, 6*

# Fall 2010.

- **ASSESSMENT AND PLANNING**

Goal: Implement cyclical assessment and planning processes that maximize opportunities for enhancing overall health and wellness of the faculty, staff, contract Employees and students of Nazareth College.

- **AREAS WITH IMPACT**

Goal: Ensure that health and wellness initiatives reach all college constituent groups (faculty, staff, students, and employees of contract services) through a spectrum of modalities that will have impact. \_

- **COMMUNITY PARTNERSHIPS**

Goal: Establish collaborative relationships with community partners to maximize the depth and breadth of health and wellness programs for faculty, staff, students, and contract service employees, as well as increase the reach of the Nazareth College Health and Wellness Programs to the community.

- **INFORMATION GATHERING**

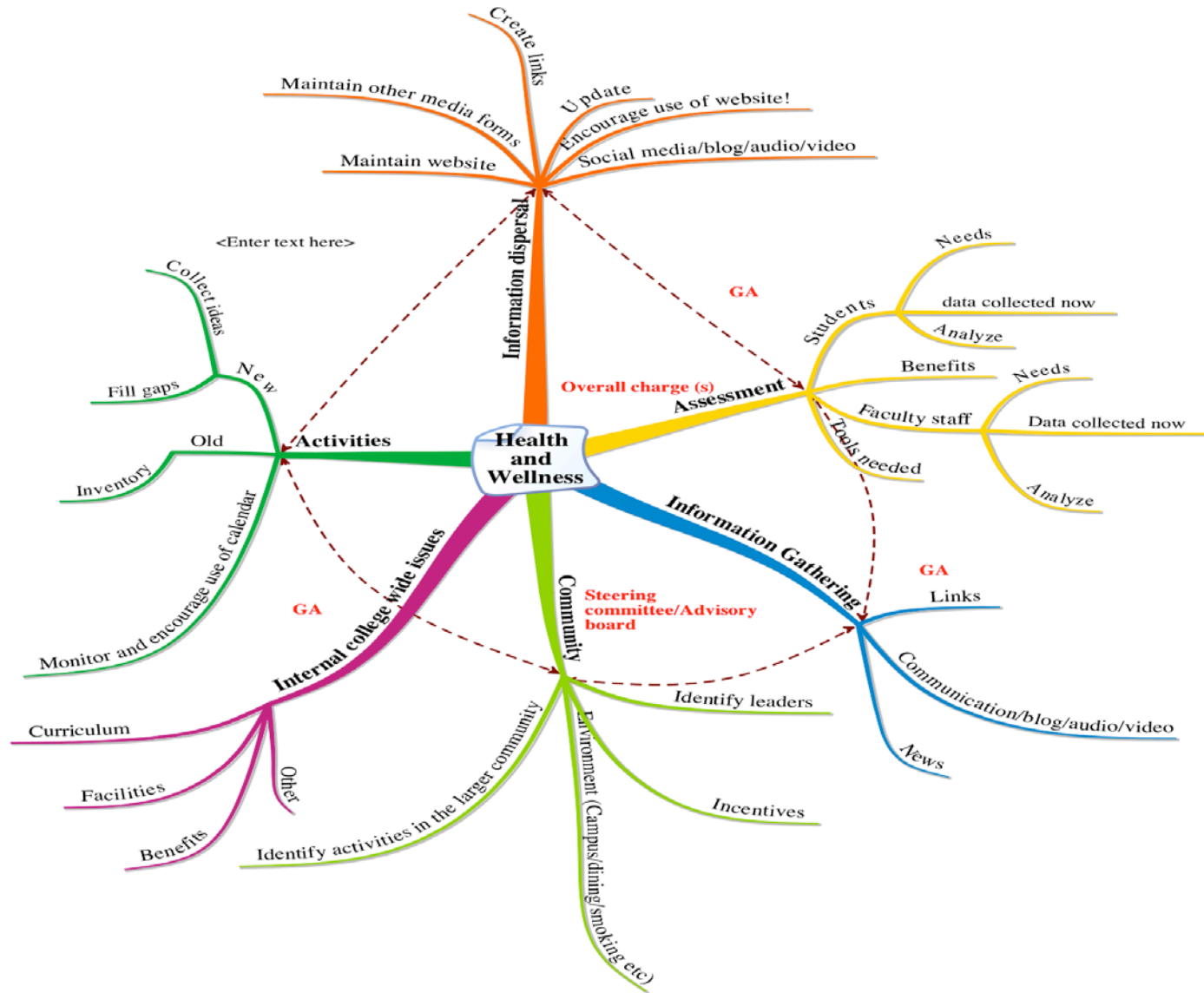
Goal: Serve as the researchers who secure reliable and timely information resources that will be useful to the internal constituent groups.

- **INFORMATION DELIVERY**

Goal: Serve as the publishers of information directed to the Nazareth community of faculty, staff, students, and contract service employees for the purpose of increasing awareness and understanding of: (1) regional and national health trends and issues, and (2) health and wellness programs and initiatives on the campus.

- **ACTIVITIES**

Goal: Serve as both coordinators and leaders of Nazareth College health and wellness activities for faculty, staff, students, and service contract employees through: (1) coordinating information with regard to health and wellness activities that are currently initiated by College departments/offices, and (2) leading efforts to initiate new health and wellness programs and activities.



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## NEEDS

New or repair old equipment...



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# Oh there was a caveat...

President and HR will discuss and suggest allocation of resources for the start-up phase of the wellness program.

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# 2010-11

Organized sub-committees

Got on the college strategic plan

Campus run

Mental Health week.

Signs

We had traction. Awareness!

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# Did not...

...get a logo/mark/symbol created

...did not get a webpage

...did not get any budget for equipment

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2011-12

Low hanging fruit...

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# 2011-13

Tobacco Task Force

Core Requirement in  
Health and Wellness

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# *Charge to the Task Force for a Tobacco-Free Campus*

- Conduct and analyze an inventory and establish baselines related to constituent behaviors and the environment.
- Determine best practices for a supportive, non-punitive approach to a tobacco-free campus.
- Recommend policies and procedures for a tobacco-free campus, including: expectations for compliance, and enforcement.
- Develop an implementation plan with recommendations, including: timeline, and strategies for communication and education.

Recommend membership of an oversight group of stakeholders that is responsible for:

- (1) Implementing the tobacco-free policies and procedures;
- (2) informing and advising on important research, trends, and high impact practices;
- (3) periodic review of the tobacco-free policies and procedures;
- (4) helping the College make the best use of assessment data.

Develop two budgets: (1) one-time costs for start up, and (2) incremental budget for anticipated continuing expenses.

Recommend assessment processes to measure outcomes.

**It is anticipated that the proposal for implementation, budgeting, oversight, and assessment will be submitted to President Braveman by November 1, 2012 for review by the senior staff.**

# Tobacco Survey

***If Nazareth became Tobacco-Free, I am more likely to transfer to another institution?***

Students: 570 answered

- 3.7% Strongly Agree
- 3.7% Agree
- 11.6% Neutral
- 12.8% Disagree
- 68.2% Strongly Disagree
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***If Nazareth became Tobacco-Free, I am more likely to seek other employment***

Staff/Faculty: 410

- 2.0% Strongly Agree
- 3.4% Agree
- 14.4% Neutral
- 13.4% Disagree
- 66.8% Strongly Disagree

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## ***I am bothered by Second Hand Smoke***

Students: 519 responded

- Total respondents: 853
- 29.3% Strongly Agree
- 24.9% Agree
- 20% Neutral
- 14.5% Disagree
- 11.3% Strongly Disagree

**YES IT IS IN THE BAG**

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# Health and Wellness in new Core

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# *Pathways to Health and Wellness*

- Non-credit bearing HW course (formerly known as PE)
  - **Three-credit HW designated course offering**
  - Participation on a Nazareth athletic team for at least one year
  - Each Pathway requires successful completion of ACS.
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# Proposal for Health and Wellness: Credit-bearing Course



Incorporate at least 3 of the above. Experiential. Reflection

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# ***Objectives no matter what pathway***

Successful students are able to:

- Identify the multiple components of living well
  - Identify the benefits of a healthy lifestyle
  - Possess basic health literacy skills
  - Advocate for health and wellness at an individual and societal level
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# 2011-13

Tunnel

Cookbook

Bikes@Naz

Snowshoes@Naz

Health and Wellness in the Core



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# Did not.....

...get smoke free campus established (but almost there)

...start walking groups (started in summer)

...get money for incentives

...get money for HRA

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# Did not...

...get a logo/mark/symbol created(bike logo)

...did not get a webpage(but almost there)

...did not get any budget for equipment

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# 2013-14

How to get departments to populate our webpage?

How to get people to look at use the webpage?

Establish Tobacco Free campus

Social media

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Log or is it mark or is it symbol!

**wellness**  

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**@Naz**

Oh no wrong, font on the  
logo/mark/symbol?

Wellness  
@Naz

Nazareth  
COLLEGE

# Wellness Wednesday videos

## **Week 1 - 1/15** – Where is everything?

- Ex. Pool, Bikes @ Naz, Stadium, Shults Fitness Center, Raquetball courts, equipment rental

## **Week 2 - 1/22** – Intramurals, Fitness Classes

## **Week 3 – 1/29** –

## **Week 4 – 2/5** – Food Chartwells

## **Week 5 – 2/12** – Wellness Clinics on Campus

## **Week 6 – 2/19** – Yoga – Stress Relief

## **Week 7 – 2/26** – Fighting the Flu – Health and Wellness Center

## **Week 8 – 3/5** – Spring Break Tips

## **Week 9 – 3/12** – What does the Center for Spirituality Offer?

- Ex. Zen meditation, yoga, labyrinth

## **Week 10 – 3/19** – Use social media the RIGHT way for your future – Career Services

## **Week 11 – 3/26** – Running Paths on Campus

## **Week 12 – 4/2** – Bikes @ Naz

## **Week 13 – 4/9** – Financial Wellness Piece (Right before taxes)

## **Week 15 - 4/23** – Geared towards Graduates → Career Services – Resume Tips?

## **Week 16 – 4/30** – Stress Relief for Finals → Emotional Wellness



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# 2013-14

Youtube channel

Facebook

Walking Groups. 5K race, Mental Health Weeks.

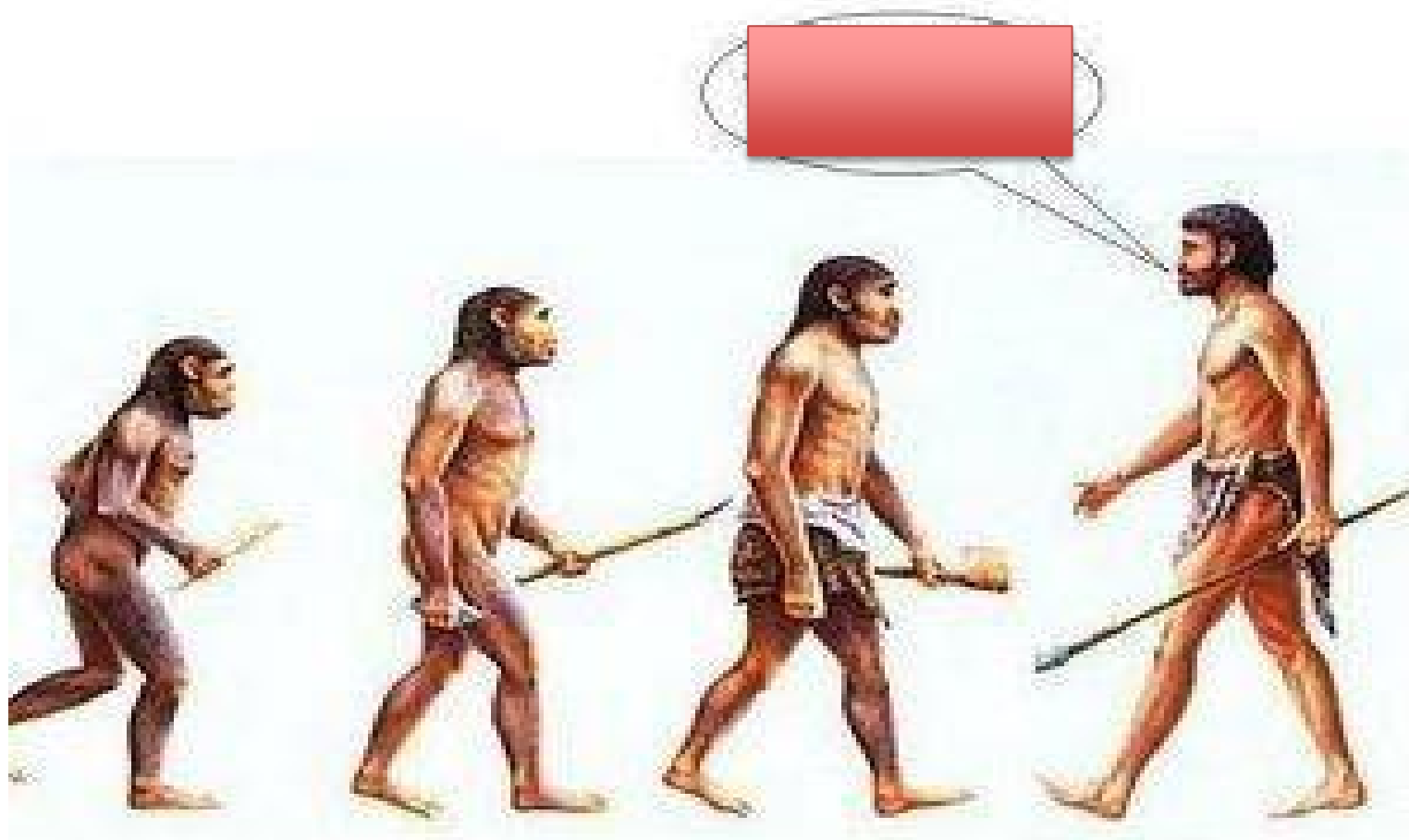
New logo.... 4 months

New webpage...3 months

Decreased size of committee.

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# New mission

We recognize that achieving optimal individual and collective health and wellness is a multi dimensional and life long process. Nazareth College is committed to:

providing an environment in which its members have resources, opportunities, and encouragement to develop and maintain healthy behaviors and health literacy, and advocating for health and wellness at individual and **community** levels.

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***GOAL 1: Plan – establish a long term plan resulting in enhancement of healthy behaviors and health literacy of the community of Nazareth College faculty, staff and students.***

**Strategy 1.1:** Create a **new** position, or re-allocate staff resources, to coordinate, support and **sustain** wellness initiatives that enhance healthy behaviors of faculty and staff.

***GOAL 2: Communicate and Engage with the community of Nazareth College faculty, staff and students in issues, programs and services regarding health and wellness***

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Oh....

...and we lost our logo again... and the webpage....

But activities have continued...



# Steps to take

1. Leadership/Ownership. Support from the top!
2. Get as many people involved as possible! **Too many?? Invested?**
3. Acknowledge what is already happening (formal and informal) at the workplace and use that as baseline **Collect data. Gather everything on one site. 1, ONE, UNO, EIN, ETT place.**
4. Identify needs and expectation. **How do we make H &W the normal way**
5. Develop a detailed plan. **Incentives**
6. Action.. **but not until you are absolutely sure you are ready**
7. Monitor, evaluate, maintain **Sustain**
8. **Persistence. Slow cooking process.**



