Proposed Wellness Program for ACC

The Wellness Committee Report
Proposed Wellness Program at ACC

Executive Summary
After four decades of wellness programming in America, it is well-documented that a workplace wellness program will improve modifiable health risk factors in the employee population, decrease medical costs, and reduce absenteeism. Yet often overlooked are the indirect benefits, such as boosts to presenteeism, morale, productivity, higher levels of employee engagement, and the recruitment and retention of key talent. The Faculty and Staff of Austin Community College District play a vital role in making ACC a nationally recognized community college. This report suggests that by creating a thriving employee wellness program within the college, the administration demonstrates their active support for the health and well-being of these vital constituents. This report also outlines the recommended program elements and preliminary costs as determined by a wellness committee (see Appendix 6) composed of 19 members, representing all of the employee associations.

Wave of Wellness Programs
The Wellness Wave is surging and companies having been jumping on. According to MetLife’s 9th annual employee benefits trend survey (April 2011), 72 percent of employers with more than 500 workers have workplace wellness programs. One of the major reasons is financial. After the City of Austin allocated 750,000 dollars for wellness, they reported a 3.2 million dollar savings. This is a 4:1 ROI which comes to about a $62 annual investment per employee. (See Appendix 1 for City of Austin program overview.) But unhealthy choices also negatively impact absenteeism and productivity, and conversely, wellness programs reduce the obstacles that prevent employees from showing up and creating results.

The wave of wellness programs in Texas could be partly due to House Bill 1297. This piece of Texas legislature, passed in 2007, contains amendments to the 1983 State Employees Health, Fitness, and Education Act. Primarily, it calls for the creation of a model statewide wellness program, upon which state agencies' wellness programs can be based, and recommends that agencies/organizations affiliated with the State create wellness programming for their employees. (See Appendix 2 for more information.)

Indicative of this surge of wellness programming is the proliferation of programs in the Austin area. (See Appendix 3). The University of Texas, Texas State University and St. Edwards all have wellness programs. Appendix 3 looks at the different services some of the colleges, hospitals, companies, and city programs offer their employees.
What Works
Before the wellness committee began designing a program, we examined the research on what really works in wellness programming. The research came from a wide variety of sources but in particular from a group out of the University of Michigan that studied 20 years of research on 2.5 million people.

The key elements found included:

<table>
<thead>
<tr>
<th>Establishing baseline measurements in a population</th>
<th>Engagement Strategies that focused on</th>
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<tbody>
<tr>
<td>Biometrics</td>
<td>Wellness Teams</td>
</tr>
<tr>
<td>HRA – Health Risk Appraisal</td>
<td>Social Networking</td>
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<tr>
<td>Participation and Results Report</td>
<td>Challenges</td>
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<tr>
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<td>Recognition – (Awards, stories)</td>
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<td>Online Programs</td>
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<td>Providing Multiple Opportunities</td>
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<td>to Participate</td>
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<tr>
<th>Wellness Coaching and Assessment</th>
<th>Cultivating a Culture of Wellness</th>
</tr>
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<tbody>
<tr>
<td>One on one</td>
<td>Facilities that promote wellness</td>
</tr>
<tr>
<td>Goals and Strategy Set</td>
<td>Policies that promote wellness</td>
</tr>
<tr>
<td>Follow Up Meetings</td>
<td>Striving for health becomes the</td>
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<tr>
<th>Wellness Training and Education</th>
<th>Accountability</th>
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<tr>
<td>Workshops and Classes</td>
<td>Set Metrics of Success</td>
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<tr>
<td>Lunch and Learns</td>
<td>Have health outcome stats</td>
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<td>Supervisor Education</td>
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For more research collected and reviewed by ACC’s Wellness Committee, go to:
http://www.austincc.edu/hr/wellness/research/index.php.
Proposed Wellness Program Components
The Wellness Committee proposes the program include the following elements:

- Health Education Classes
  - Workshops
  - Classes
  - Lunch-and-Learns
- Wellness Assessments
  - Health Risk Appraisals
  - Wellness Assessments
    - Baseline Measurements
    - Lifestyle Assessment
    - Readiness to Change Evaluations
- Wellness Coaching
  - Goal and Strategy Development
  - Follow Up Meetings (scheduled at initial visit)
- Wellness Advisory Committee
  - Design Program including
    - Program Elements
    - Program Goals
    - Establish Metrics of Success
    - Recommend Model Components
  - Analyze Goal Completion and Health Outcome Statistics after one year
  - Revise Program as needed
- Campus Wellness Teams
  - Participate in
    - Health Challenges and Initiatives
    - Team Events (Runs/Walks/Rides)
    - Wellness Activities (Health Fair)
  - Communication involving Wellness Activities and Health Drives
  - Create campus events and activities
- Incentives
  - Prizes, Time Off, Connection, Recognition, etc.
- Wellness Tools
  - Online Program
  - Website
  - Newsletter
  - Social Networking Site
- Supporting a Culture of Wellness
  - Initiate, Measure & Report on Culture and Environmental Improvements
  - Conduct a Wellness Survey

Wellness Program for Austin Community College District, 2012
• Conduct, at a later date, an Organizational Satisfaction Survey (Appendix 4)

• Support Groups
  o Health Improvement Support Groups
  o Hobby Support Groups

• Communication
  o Of Existing Wellness Resources
    ▪ CE Classes
    ▪ Credits Classes-Kinesiology, Nutrition, etc.
    ▪ Wellness Website
    ▪ City of Austin Wellness Services and Resources
    ▪ State Wellness Program Offerings
  o Of ACC Wellness Opportunities and Services
    ▪ Coaching
    ▪ Classes
    ▪ Groups

**Key Aspects of the ACC Wellness Program**
The Wellness Committee felt it was important for the ACC Wellness Program to have several key elements that might differentiate it from other programs in the Austin area. These elements include:

1. Social Networking
2. Nontraditional Programming
3. Incentives geared toward our population
4. Time to Engage in Wellness Activities

**Social Networking**
Social networking means working together within a defined group of individuals—a social network—to achieve a common purpose. In terms of wellness, it could mean a group that comes together, across the campuses, to lose weight, or perhaps play golf. The preliminary means of connection might be via the internet, and while many online relationships stay there, it could also mean the eventual face-to-face meeting. This is critical because of the distance that separates each campus and this would support the “one-college” model.

According to the 16th annual National Business Group on Health, and the Towers Watson Employer Survey on Purchasing Value in Health Care, social media is one of the key emerging strategies employers are using to improve employee wellness and reduce health care costs. Today 10% of employers are already using social networking to improve employee health and well-being, and as the survey notes, “It is likely more employers will embrace this vehicle to provide their workforce with expanded education and support.” *From the Report: How to Add Social Networking to Your Wellness Program | Shape Up The Nation*
Nontraditional Programming
The saying “Keep Austin Weird” was not only coined by an Austinite, but by one of ACC’s librarians, and is indicative that ACC faculty and staff have a definite non-traditional bent. Therefore, the committee felt that wellness programming for this community should be innovative and nontraditional in keeping with our creatively inclined employee population.

Incentives Geared Toward our Population
Incentives are a critical component of a wellness program. As seen in the chart below, incentives can radically affect motivation, and therefore performance. The research comes from a company called ShapeUp, Inc. and shows how participation radically improved when a health insurance premium incentive was offered.

While this company was offered a financial incentive, incentives can also come in the form of connection, recognition, parking spaces, and time off. The committee suggests that time off would be highly valued by our employee population.

Time to Engage in Wellness Activities
Texas House Bill 1297 recommends that agencies affiliated with the State of Texas:

1. allow each employee 30 minutes during normal working hours for exercise three times a week
2. allow all employees to attend on-site wellness seminars when offered
3. provide eight hours of additional leave time each year to an employee who
   a. receives a physical examination; and
   b. completes either an online health risk assessment conducted in person by a worksite wellness coordinator.
The Committee agrees with House Bill 1297 that it is important that employees are given motivation and reinforcement for wellness activities by getting time off to exercise and recommends 2 ½ hours each week for this purpose. This happens to equal the time needed to take a kinesiology class, which is one of the ways employees could get their fitness needs met within our system.

One way this wellness incentive could be tracked is by using a Smart Phone App like MapMyRun or MyFitnessPal. The App could be used as an electronic activity log, and one could be selected that verifies location using the internal GPS.

One Proposed Model
One of the challenges of wellness programming for ACC is that there are multiple campuses spread across several counties. To solve this problem the Wellness Committee proposes the following model.

A Wellness Coordinator would be housed under HR/Benefits. This staffing position would supervise an Administrative Assistant and possibly a College Associate 2 (CA2). This central team would oversee the wellness website, wellness education classes, social networking sites, and the campus wellness teams, which would be headed by volunteer Health Team Leaders (HTLs). The HTLs would assist with wellness challenges, events, initiatives, and communications. Each campus would also have a part-time Wellness Specialist (WS), possibly outsourced to a vendor, who would do wellness assessments, coaching, and classes. Together, these two roles, the WS and HTL would assist in creating and helping to maintain the health and well-being of the campus.
The program would be significantly augmented by an online component that would connect participants to resources, support groups, wellness information and opportunities, as well as other wellness participants who they could partner with.

**What Does this Program Look Like?**

In the beginning of a wellness program, you often have “early adopters” utilizing the services. Let’s imagine that John Doe, an avid runner, finds out he can get release time to exercise and that the portal for receiving this and other incentives is to make an appointment with the Wellness Specialist on his campus. When he goes to his appointment, he brings his Health Risk Appraisal and spends the first 30 minutes doing a biometric assessment to ascertain some of his health risk factors. Between the subjective feedback of the Health Risk Appraisal and the feedback of the Biometric Assessment, Mr. Doe, with the help of the Wellness Specialist, will then set some goals, a strategy for accomplishing the goals, and schedule a follow-up appointment to see if the goals are reached. At this time, the Wellness Specialist will recommend resources, such as workshops, support groups, websites, or even a noon-time exercise class, depending on Mr. Doe’s needs and goals.

John Doe’s colleague Sherry Smith sees Mr. Doe losing weight and upon asking, finds out about the college wellness program. Not being inclined to join groups or seek an advisor, Ms. Smith avoids the wellness office but goes to the wellness website and then joins an ACC online diabetes support group using her avatar name, “Healthseeker.” Ms. Smith’s Administrative Assistant, Mary White, sees Ms. Smith eating better and finds out while talking to her about the wellness program and the website. When the Assistant goes to the website, she finds out who her campus Health Team Leader is and decides to join her campus wellness team. She then helps to create the spring wellness event with the group as well as bring healthy workshops to the campus, solving her wellness issue of feeling isolated and out of shape. It becomes her crusade to start a noon-time nutrition support group. As you can see by this fictional scenario, that between the website, the workshops, the classes, the online communities, the coaching, and the events, there is something for everyone to assist them in their wellness journey. It is in this way that the organization grows healthier as well.

**Recommended Timeline**

**PLANNING**
- **Summer 2012**
  - Research Successful Wellness Programs
  - Investigate Wellness Vendors and Services
  - Establish Program Goals and Metrics of Success
  - Survey ACC Employees

**EXECUTION**
- **2012-2013**
  - Hire Staff
  - Establish Programming
Initiate Wellness Coaching Program
Conduct One Health Campaign/ Challenges
Host Workshops and Events
Establish Connection Structure - support groups, teams, networking
Establish Incentive Program
Create Online Program
Establish Senior Level Support
Develop Communication/Marketing Plan

OPTIMIZATION

2013-2014
Reassess program
Redesign as needed

Budget
What is it that really creates health behavior change? Many of us seem to have the information we need to lose weight or eat better, but we don’t always do it. Research indicates that human interaction is often the critical component of behavioral change. It also takes human beings to design and execute a wellness program. For this reason, the committee recommends a college investment of several staffing positions for this program, as well as allocating money for the part-time, possibly contracted, Wellness Specialists who will be doing assessments, coaching, and teaching. Attached (Appendix 5) are preliminary figures associated with establishing a strong wellness program for Austin Community College District.

Summary
With employer healthcare costs skyrocketing, and unhealthy choices negatively impacting absenteeism and productivity, wellness is no longer a “nice to have”; it is a business strategy that American companies are adopting. Hopefully, Austin Community College District can join this national trend and institute a solid wellness program that will positively impact the people that serve and educate our students.
Appendix 1
Health & Wellness

HEALTH ASSESSMENTS - A Health Assessment is a key component in achieving a healthy workforce. This standard tool evaluates results from a non-fasting finger stick (total cholesterol, LDL and glucose) plus height/weight and blood pressure, along with information from an online questionnaire.

The employee gets a customized health report and the City receives group data to use for program planning. Health Assessments are scheduled at worksites throughout the year and at Citywide Expos.

TOBACCO CESSATION - Employees and spouses have access to a 90-minute tobacco cessation class to support their effort to kick the tobacco habit. After taking the class, individuals can receive prescription and over-the-counter medication free for six months.

FLU SHOTS - This popular benefit is offered free to employees, spouses, retirees and dependents age 18 and older, in the fall at City worksites.

CHAIR MASSAGE - Employees can sign up for a 15-minute head, neck and shoulder massage at the worksite for $15. This benefit, provided by registered massage therapists, is excellent for relieving stress.

STRATEGIC PLAN - The City spends about $121 million per year on medical claims. About half of those claims could be eliminated through healthier lifestyles.

HealthyConnections helps employees reduce their health risks; the top three are body weight, blood pressure and stress. A reduction in health risks reduces the City’s medical costs and improves quality of life for our workforce. City benefits cover preventive care 100% and offer resources for disease management and healthy living.

FOR REGISTRATION AND MORE INFORMATION:
(512) 974-3284
HealthyConnections@austintexas.gov
http://cityspace.ci.austin.tx.us/services/healthyconnections
Nutrition

**WEIGHT WATCHERS AT WORK** - The City offers access to this nationally-recognized program to help participants make wise food choices for long-term healthy living. WW provides convenient weekly meetings at the workplace, confidential weigh-ins, educational material and group support. The cost is subsidized by the City if certain conditions are met.

**FARM TO WORK PROGRAM** - In partnership with the Sustainable Food Center, FTW offers weekly delivery of pre-ordered baskets of fresh produce at two City worksites: Waller Creek and One Texas Center.

**WRITEFIT CHALLENGE** - This event challenges employees to keep track of their food and exercise in a 30-day diary called the WriteFit Journal. Each page includes a health or fitness tip. Nutrition seminars are offered, in conjunction with the challenge, at worksites.

Exercise & Fitness

**PE PROGRAM** - This popular program offers free exercise classes at a variety of locations to help employees improve their fitness and health. Focused on beginners, PE encourages participants to go at their own pace and have fun. Classes, which are organized into spring, summer and fall sessions, offer walk, run, bike, swim, strength, yoga, tai chi, Zumba, kickball, kickboxing and more.

**FITNESS CHALLENGES** - These events are designed to motivate employees to be active and eat healthy. Examples include the 10,000 Step Challenge and the President’s Challenge.

**Expos** - Citywide Health & Lifestyle Expos offer employees an opportunity to discover health and fitness. 100+ vendors, free screenings, and more!

Awareness Campaigns & Seminars

Each year HealthyConnections sponsors activities based on national health awareness campaigns and City employee health needs (top three: body weight, blood pressure and stress). The activities provide educational information and opportunities for engagement such as campaigns and seminars. Examples include:

- Jan - Resolution Run
- Feb - Heart Health Month
- March - Nutrition Awareness
- May - Health & Fitness Month
- June - Men’s Health Month
- July - Sun Safety Month
- Oct - Breast Cancer Awareness
- Nov - Diabetes Awareness
- Dec - De-stress Month

Employees are encouraged to establish a relationship with a doctor and to schedule recommended preventive screenings and annual physical exams.

Department Health Promotion Teams

Employees volunteer to support wellness by participating as part of their department’s Health Promotion Team.

These individuals serve as Captains for PE classes and Weight Watchers meetings, disseminate educational material and conduct targeted events at the worksite. Once a quarter, Health Promotion Team members meet Citywide to receive training and recognition.

Employees interested in participating as a Health Promotion Team member should contact the wellness program by phone or email.
AN ACT
relating to the creation of the state employee wellness program.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:
SECTION 1. Chapter 664, Government Code, is amended by
designating Sections 664.001 through 664.006 as Subchapter A and
adding a subchapter heading to read as follows:
SUBCHAPTER A. STATE EMPLOYEES HEALTH FITNESS
AND EDUCATION PROGRAMS
SECTION 2. Section 664.001, Government Code, is amended to
read as follows:
Sec. 664.001. SHORT TITLE. This subchapter [chapter] may
be cited as the State Employees Health Fitness and Education Act of
1983.
SECTION 3. Section 664.003, Government Code, is amended to
read as follows:
Sec. 664.003. DEFINITION. In this subchapter [chapter],
"state agency" means a department, institution, commission, or
other agency of the state.
SECTION 4. Chapter 664, Government Code, is amended by
adding Subchapter B to read as follows:
SUBCHAPTER B. STATE EMPLOYEE WELLNESS PROGRAM
Sec. 664.051. DEFINITIONS. In this subchapter:
(1) "Board" means the Worksite Wellness Advisory
Board.
(2) "Department" means the Department of State Health
Services.
(3) "Executive commissioner" means the executive
commissioner of the Health and Human Services Commission.
(4) "State agency" means a department, institution,
commission, or other agency that is in the executive, judicial, or
legislative branch of state government.
(5) "State employee" means a state employee who
participates in a health benefits program administered under
Chapter 1551, Insurance Code.
Sec. 664.052. RULES. The executive commissioner shall
adopt rules for the administration of this subchapter, including
rules prescribing the frequency and location of board meetings.
Sec. 664.053. CREATION OF MODEL PROGRAM; DESIGNATION OF
COORDINATOR. (a) The department shall designate a statewide
wellness coordinator to create and develop for use by state
agencies a model statewide wellness program to improve the health
and wellness of state employees. The wellness program may include:
(1) education that targets the most costly or prevalent health care claims, including information addressing stress management, nutrition, healthy eating habits, alcohol and drug abuse, physical activity, disease prevention, and smoking cessation;

(2) the dissemination or use of available health risk assessment tools and programs, including surveys that identify an employee's risk level for health-related problems and programs that suggest to employees methods for minimizing risks;

(3) the development of strategies for the promotion of health, nutritional, and fitness-related resources in state agencies;

(4) the development and promotion of environmental change strategies that integrate healthy behaviors and physical activity, including recommending healthy food choices in snack bars, vending machines, and state-run cafeterias located in state buildings; and

(5) optional incentives to encourage participation in the wellness program, including providing flexibility in employee scheduling to allow for physical activity and participation in the wellness program and coordinating discounts with gyms and fitness centers across the state.

(b) The statewide wellness coordinator shall:

(1) coordinate with other agencies that administer a health benefits program under Chapter 1551, Insurance Code, as necessary to develop the model wellness program, prevent duplication of efforts, provide information and resources to employees, and encourage the use of wellness benefits included in the health benefits program;

(2) maintain a set of Internet links to health resources for use by state employees;

(3) design an outreach campaign to educate state employees about health and fitness-related resources, including available exercise facilities, online tools, and health and fitness-related organizations;

(4) study the implementation and participation rates of state agency worksite wellness programs and report the findings to the legislature biennially; and

(5) organize an annual conference hosted by the department for all state agency wellness councils.

(c) The statewide wellness coordinator may consult with a state agency operating health care programs on matters relating to wellness promotion.

(d) A state agency shall designate an employee to serve as the wellness liaison between the agency and the statewide wellness coordinator.

(e) A state agency may implement a wellness program based on
the model program or components of the model program developed under this section.

(f) The statewide wellness coordinator may assist a state agency in establishing employee wellness demonstration projects that incorporate best practices for encouraging employee participation and the achievement of wellness benefits. A wellness program demonstration project may implement strategies to optimize the return of state investment in employee wellness, including savings in direct health care costs and savings from preventing conditions and diagnoses through better employee wellness.

Sec. 664.054. WORKSITE WELLNESS ADVISORY BOARD; COMPOSITION. (a) The board consists of the following 13 members appointed by the executive commissioner:

1. five state agency employees, including one employee of each of the following agencies:
   A. Department of Agriculture;
   B. Texas Education Agency;
   C. Texas Department of Transportation;
   D. Texas Department of Criminal Justice; and
   E. the department;

2. one other employee of the department who is involved in worksite wellness efforts at the department;

3. one employee of the Employees Retirement System of Texas;

4. two state employee representatives of an eligible state employee organization described by Section 403.0165 with at least 10,000 active, dues-paying members;

5. one worksite wellness professional;

6. one representative of the American Cancer Society;

7. one representative of the American Heart Association; and

8. one representative of the Texas Medical Association.

(b) In appointing members to the board, the executive commissioner shall:

1. make an effort to appoint at least one member from each of the health and human services regions; and

2. consider input received from state agency employees.

(c) The members of the board shall elect a presiding officer.

(d) Each member of the board who is not a state officer or employee serves a two-year term expiring February 1 of each odd-numbered year and may be reappointed. Each member of the board who is a state officer or employee serves on the board at the pleasure of the executive commissioner.

(e) If a vacancy occurs, the executive commissioner shall
appoint a person to fill the vacancy.

(f) A state officer or employee appointed to the board serves on the board ex officio as an additional duty of the member's office or employment.

Sec. 664.055. REIMBURSEMENT. A member of the board may not receive compensation for service as a board member but is entitled to reimbursement of the member's travel expenses:

(1) under the rules for reimbursement that apply to the member's office or employment, if the member is a state officer or employee; or

(2) as provided by the General Appropriations Act, if the member is not a state officer or employee.

Sec. 664.056. ADMINISTRATION. The board is administratively attached to the department. The department shall provide the staff necessary for the board to perform its duties.

Sec. 664.057. APPLICABILITY OF OTHER LAW. Chapter 2110 does not apply to the size, composition, or duration of the board.

Sec. 664.058. DONATIONS. The board may receive in-kind and monetary gifts, grants, and donations from public and private donors to be used for the purposes of this subchapter.

Sec. 664.059. DUTIES. The board shall advise the department, executive commissioner, and statewide wellness coordinator on worksite wellness issues, including:

(1) funding and resource development for worksite wellness programs;

(2) identifying food service vendors that successfully market healthy foods;

(3) best practices for worksite wellness used by the private sector; and

(4) worksite wellness features and architecture for new state buildings based on features and architecture used by the private sector.

Sec. 664.060. STATE AGENCY WELLNESS COUNCILS. (a) A state agency may facilitate the development of a wellness council composed of employees and managers of the agency to promote worksite wellness in the agency.

(b) A wellness council may work to:

(1) increase employee interest in worksite wellness;

(2) develop and implement policies to improve agency infrastructure to allow for increased worksite wellness; and

(3) involve employees in worksite wellness programs.

(c) Members of a wellness council may review the recommendations of the board and develop a plan to implement the recommendations.

(d) A state agency may allow its employees to participate in wellness council activities for two or more hours each month.

(e) The department shall provide technical support to each
state agency wellness council and shall provide financial support to councils if funds are available.

(f) A wellness council may annually identify best practices for worksite wellness in the agency and report the practices to the board.

Sec. 664.061. AGENCY WELLNESS POLICIES. A state agency may:

(1) allow each employee 30 minutes during normal working hours for exercise three times each week;
(2) allow all employees to attend on-site wellness seminars when offered; and
(3) provide eight hours of additional leave time each year to an employee who:
   (A) receives a physical examination; and
   (B) completes either an online health risk assessment tool provided by the board or a similar health risk assessment conducted in person by a worksite wellness coordinator.

SECTION 5. The executive commissioner of the Health and Human Services Commission shall adopt rules under Subchapter B, Chapter 664, Government Code, as added by this Act, not later than January 1, 2008.

SECTION 6. Section 664.006, Government Code, is repealed.

SECTION 7. This Act takes effect September 1, 2007.

_________________________________________  _______________________________________
President of the Senate                      Speaker of the House

I certify that H.B. No. 1297 was passed by the House on April 26, 2007, by the following vote: Yeas 142, Nays 0, 1 present, not voting; and that the House concurred in Senate amendments to H.B. No. 1297 on May 23, 2007, by the following vote: Yeas 144, Nays 2, 2 present, not voting.

_________________________________________
Chief Clerk of the House

I certify that H.B. No. 1297 was passed by the Senate, with amendments, on May 18, 2007, by the following vote: Yeas 29, Nays 0.

_________________________________________
Secretary of the Senate

APPROVED:

_________________________________________
Date

_________________________________________
Governor
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<th>Structure</th>
<th>Number of Staff</th>
<th>Classes/Workshops</th>
<th>Types</th>
<th>Incentives</th>
<th>Health Risk Assessment</th>
<th>Facilities</th>
<th>Wellness Coaching?</th>
<th>Comments</th>
<th>website</th>
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<td>St. Edwards</td>
<td>Andrew John Lemons Coordinator of Campus Recreation</td>
<td>16 classes a week for $25 a semester (4 1/2 months)</td>
<td>The Fitness program focuses on providing additional instruction to the St. Edward's community for getting the most out of a workout. The program includes the GroupX classes, St. Edward's version of group fitness - classes include Yoga, Zumba, Abs and Tone, amongst others. Personal training and nutritional guidance are also made available through the Fitness program. St. Edward's community for getting the most out of a workout. The program includes the GroupX classes, St. Edward's version of group fitness - classes include Yoga, Zumba, Abs and Tone, amongst others. Personal training and nutritional guidance are also made available through the Fitness program.</td>
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<td>St. Edward's is committed to the health and well-being of its employees. They provide a monthly health newsletter, campus fitness options, online resources through Humana Health &amp; Wellness, Seton Good Health and participation in the Recreation and Convocation Center (RCC) facilities.</td>
<td>The RCC's Fitness Center is equipped with strength and cardio equipment. The RCC pool was renovated in the summer of 2009, including a new plaster pool bottom, new tile, and repainting of the natatorium. The pool has six lanes and is 25 meters long.</td>
<td>The Campus Recreation Training Program is available to all faculty and staff at St. Edwards, 7 days a week. Participants can sign up for sessions with a personal trainer for $25/hr. Sessions focus on weight loss, sport training, recovery, nutrition plans, and chronic pain.</td>
<td><a href="http://think.stedwards.edu/campusrecreation/fitness">http://think.stedwards.edu/campusrecreation/fitness</a></td>
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<td>UT-Austin</td>
<td>Wellness Coordinator - Claire Moore, 475-7207; Staff consists of</td>
<td>FIT - 12-wk exercise/weight loss program administered by FIT staff. Involves 3 workouts and 1 luncheon seminar each week. Workouts consist of a balanced mix b/w cardiovascular and resistance training, goal being to maximize weight loss from fat and improve the daily functioning for each participant; Programs: GET FIT, GET FIT Diabetes, Lunch n Lose, Breakfast n Lose, Weight Loss Express</td>
<td>Done through Living Well Health Manager &quot;WebMD&quot;. Begin by taking the HealthQuotient assessment to determine your current health status and compare yourself to your peers.</td>
<td>Cost employee $396 yr for Fitness Center</td>
<td>The mission of the Fitness Institute of Texas (FIT) is to enhance the quality of lives through research, service, training and educational programs in physical activity, nutrition, and behavioral health. FIT is an integral part of the Department of Kinesiology and Health Education in the College of Education at The University of Texas at Austin.</td>
<td>Living Well Health Manager <a href="https://www.webmdhealth.com/ut/default.aspx?secure=1">https://www.webmdhealth.com/ut/default.aspx?secure=1</a></td>
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<td>Structure</td>
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<td>Classes/Workshops Types</td>
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<td>Facilities</td>
<td>Wellness Coaching?</td>
<td>Comments</td>
<td>website</td>
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<td>City of Austin</td>
<td>2547</td>
<td>Fitness Seminars, Smoking Cessation - 90-minute overview helps smokers take the first step toward quitting by identifying their own reasons for quitting, and discussing daily triggers associated with smoking. Incentives are offered. • Weight Watchers at Work • Vegetable Delivery - If you place a pre-paid order, vegetables are delivered from farmers with other employees’ orders. • PE Program - Exercised with other employees in programs such as Walking, Running, Biking, Yoga, Tai Chi, Kickboxing and Strengthening. • Chair Massages - these are offered at various city buildings. • Cancer Survivorship Notebook from LIVESTRONG • Flu shots</td>
<td>Completion of health assessment or 10 hours of the P.E. Program rewards the city of Austin employees 4 hours work leave.</td>
<td>PE PROGRAM - This popular program offers free exercise classes at a variety of locations to help employees improve their fitness and health. Focused on beginners, PE encourages participants to go at their own pace and have fun. Classes, which are organized into spring, summer and fall sessions, offer walk, run, bike, swim, strength, yoga, tai chi, Zumba, kickball, kickboxing and more.</td>
<td>Employees volunteer to support wellness by participating as part of their department’s Health Promotion Team. These individuals serve as Captains for PE classes and Weight Watchers meetings, disseminate educational material and conduct targeted events at the worksite. Once a quarter, Health Promotion Team members meet Citywide to receive training and recognition. Employees interested in participating as a Health Promotion Team member should contact the wellness program by phone or email.</td>
<td></td>
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<td><a href="http://www.mdanderson.org/about-us/for-employees/employees-resources/employee-health-and-well-being/programs-and-services/employee-health-well-being-programs.html">http://www.mdanderson.org/about-us/for-employees/employees-resources/employee-health-and-well-being/programs-and-services/employee-health-well-being-programs.html</a></td>
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<tr>
<td>MD Anderson</td>
<td>This program covers all the dimensions of wellness. In addition to the exercise classes they make sure people are connected with each other through interest clubs. They have five core program components: physical activity, diet &amp; nutrition, parenting, stress, and disease management. They have quite a few paid positions including the manager, the program coordinator, a fitness center liaison, a program coordinator, and an employee wellness coach. They also recruit volunteer wellness “champs” to help disseminate information and assist with events. The champs make 1 year commitments.</td>
<td>Fitness Center with over 25 group exercise classes, yoga, personal training, healthy back, commit to get fit, speed up your metabolism, diet classes, grocery store tours, KidsHealth, Stress Resilience, elliptical Machines, precor stretch trainers, smokefree support group, Nicotine Replacement therapy, disease management, interest groups like monthly book clubs, restaurant lunch groups, tennis, wine tasting, playgroup for mom’s with little kids etc. They also do independent wellness coaching.</td>
<td>Faculty reimbursement for stress management and wellness classes at Canyon Ranch Spa, Institute for Religion &amp; Health, 24-Hour fitness, weight watchers etc. They give prizes monthly to people nominated for the Wellness Works! Award</td>
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<td><a href="http://www.mdanderson.org/about-us/for-employees/employees-resources/employee-health-and-well-being/programs-and-services/employee-health-well-being-programs.html">http://www.mdanderson.org/about-us/for-employees/employees-resources/employee-health-and-well-being/programs-and-services/employee-health-well-being-programs.html</a></td>
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<tr>
<td>Dell</td>
<td>Dell delivers multiple programs that help employees keep themselves and their families healthy. We monitor our programs for effectiveness and compliance. Global Benefits and Environmental Health and Safety (EHS) teams engage employees through voluntary, on-site programs that offer medical screenings, vision checks, immunizations, smoking cessation and stress management programs and events.</td>
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<th><strong>Wellness Coaching?</strong></th>
<th><strong>Comments</strong></th>
<th><strong>Website</strong></th>
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<tr>
<td>Dell</td>
<td>At least 8 fitness instructors in Austin &amp; Round Rock. Not sure about program staff</td>
<td>Health and wellness educational seminars featuring topics, such as smoking cessation, nutrition and exercise, and disease prevention. Employee and community events such as blood drives and home safety fairs. Seasonal flu vaccines for employees and dependents</td>
<td>Opportunities to improve health and reduce out-of-pocket medical insurance costs through participation in targeted health improvement programs</td>
<td>Voluntary blood pressure, cholesterol and breast cancer screenings. Fitness assessments at the fitness center.</td>
<td>On-site fitness or wellness centers where employees can exercise or receive information on staying healthy. There is a fitness center at both their Round Rock and Parmer locations; the website is wellatdellfitnesscenter.com. The main page lists 4-week yoga series, small group boot camp, personal trainers, group exercise classes, exercise machines, nutrition counseling, massage. Employee cost to join: $7.50 per pay period.</td>
<td>Personal trainers at fitness center, nutrition counseling, not sure about &quot;wellness coach&quot;</td>
<td><a href="http://content.dell.com/us/en/corp/d/corp-comm/cr-diff-employee-health-wellness.aspx">http://content.dell.com/us/en/corp/d/corp-comm/cr-diff-employee-health-wellness.aspx</a></td>
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<tr>
<td>Cap Metro</td>
<td>Out of the 1,150 employees, none are full-time wellness staff. Capitol metro outsources it's wellness program to a vendor. Wellness center FY2012 budget: $315,239</td>
<td>On-site weight watchers, smoking cessation, massage and health and fitness classes</td>
<td>Financial incentives for weight loss, smoking cessation, physical activity and healthy eating. Well Day awarded for no sick time usage in the first or second 6 months calendar period; Employees who remain employed for at least five years who leave in good standing are eligible to receive payment for their unused sick leave balance</td>
<td>Health risk assessments and customized programs to improve health</td>
<td>Onsite wellness and fitness center</td>
<td>&quot;customized programs&quot; sound like wellness coaching but have not confirmed</td>
<td>Also have bike loan program, annual flu shots, and access to Employee Assistance Program</td>
<td><a href="http://capmetro.org/jobs/ebp.asp">http://capmetro.org/jobs/ebp.asp</a></td>
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</table>

**Structure**
- Number of Staff: Dell delivers multiple programs that help employees keep themselves and their families healthy. We monitor our programs for effectiveness and compliance. Global Benefits and Environmental Health and Safety (EHS) teams engage employees through voluntary, on-site programs that offer medical screenings, vision checks, immunizations, smoking cessation and stress management programs and events. Dell delivers multiple programs that help employees keep themselves and their families healthy. We monitor our programs for effectiveness and compliance. Global Benefits and Environmental Health and Safety (EHS) teams engage employees through voluntary, on-site programs that offer medical screenings, vision checks, immunizations, smoking cessation and stress management programs and events. 

**Class/Workshops Types**
- Dell: At least 8 fitness instructors in Austin & Round Rock. Not sure about program staff. 
- Cap Metro: Out of the 1,150 employees, none are full-time wellness staff. Capitol metro outsources it's wellness program to a vendor. Wellness center FY2012 budget: $315,239.

**Incentives**
- Dell: Opportunities to improve health and reduce out-of-pocket medical insurance costs through participation in targeted health improvement programs. 
- Cap Metro: Financial incentives for weight loss, smoking cessation, physical activity and healthy eating. Well Day awarded for no sick time usage in the first or second 6 months calendar period; Employees who remain employed for at least five years who leave in good standing are eligible to receive payment for their unused sick leave balance.

**Health Risk Assessment**
- Dell: Voluntary blood pressure, cholesterol and breast cancer screenings. Fitness assessments at the fitness center. 
- Cap Metro: Health risk assessments and customized programs to improve health.

**Facilities**
- Dell: On-site fitness or wellness centers where employees can exercise or receive information on staying healthy. There is a fitness center at both their Round Rock and Parmer locations; the website is wellatdellfitnesscenter.com. The main page lists 4-week yoga series, small group boot camp, personal trainers, group exercise classes, exercise machines, nutrition counseling, massage. Employee cost to join: $7.50 per pay period. 
- Cap Metro: Onsite wellness and fitness center.

**Wellness Coaching?**
- Dell: Personal trainers at fitness center, nutrition counseling, not sure about "wellness coach". 
- Cap Metro: "customized programs" sound like wellness coaching but have not confirmed.

**Comments**
- Dell: Also have bike loan program, annual flu shots, and access to Employee Assistance Program. 
- Cap Metro: Also have bike loan program, annual flu shots, and access to Employee Assistance Program.

**Website**
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<tr>
<td>Lone Star College-Tomball</td>
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<td><a href="http://www.lonestar.edu/fitness-tomball.htm">www.lonestar.edu/fitness-tomball.htm</a> Also, click on the &quot;Wellness Center&quot; tab on the following page: video.realviewtv.com/education/lonestar/tomball</td>
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Appendix-4-Organizational Satisfaction Change
This Organizational Satisfactional Survey demonstrates how an employee’s view of their employer can dramatically improve with the addition of a wellness program. It was determined, over a six year period using Holtyn Associates, that a wellness program was positively influencing the employees’ perspective of their employer at Flexfab Corporation.

![Cultural Support – Touch Points](image)

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<tr>
<td>My company leaders are models for a healthy lifestyle.</td>
<td>33%</td>
<td>53%</td>
<td>62%</td>
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<tr>
<td>This company demonstrates its commitment to supporting healthy lifestyles through its use of resources such as time, space and money.</td>
<td>65%</td>
<td>85%</td>
<td>88%</td>
</tr>
<tr>
<td>People at this company are taught skills needed to achieve a healthy lifestyle.</td>
<td>42%</td>
<td>79%</td>
<td>83%</td>
</tr>
<tr>
<td>New employees at our workplace are made aware of the organization’s support for healthy lifestyles.</td>
<td>34%</td>
<td>68%</td>
<td>75%</td>
</tr>
<tr>
<td>People are rewarded and recognized for efforts to live a healthy lifestyle.</td>
<td>35%</td>
<td>75%</td>
<td>82%</td>
</tr>
<tr>
<td>Category</td>
<td>Description</td>
<td>Annual $</td>
<td>Comments</td>
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<tr>
<td>Salary</td>
<td>Wellness Coordinator</td>
<td>$55,000</td>
<td>Fulltime staffing table position. This position supports the Wellness Program by assessing the health needs of Faculty and Staff, evaluating existing educational and other health promotion strategies aimed at promoting and/or supporting healthy lifestyles, and coordinating the communication of resources. With the understanding that faculty/staff are an integral part of a campus community and ultimately impact the student experience, the person in this position will apply a framework to address campus health needs and work in collaboration with stakeholders across the district to execute the strategic goal to create a campus community that values and fosters wellness. This position reports to the Benefits Manager.</td>
</tr>
<tr>
<td>Salary</td>
<td>Support Staff Person</td>
<td>$33,000</td>
<td>Administrative Support Position</td>
</tr>
<tr>
<td>Salary</td>
<td>CA2</td>
<td>$16,000</td>
<td>College Associate 2 position would administer web, facilitate events and trainings, do health education workshops</td>
</tr>
<tr>
<td>Salary</td>
<td>Misc workers</td>
<td>$6,000</td>
<td>Hourlies=$6,000</td>
</tr>
<tr>
<td>Consultants</td>
<td>Outsourced programs</td>
<td>$60,000</td>
<td>Wellness Specialist on each campus administers assessments, biometrics services, fitness classes</td>
</tr>
<tr>
<td>Equipment</td>
<td>Works Stations for Staff</td>
<td>$8,000</td>
<td>Computers, desks, chairs, phones for staff</td>
</tr>
<tr>
<td>Software</td>
<td>Software for Staff</td>
<td>$10,000</td>
<td>Wellness Assessment software, Creative Suite for promotional materials, MS Office, Social networking Software</td>
</tr>
<tr>
<td>Supplies</td>
<td>Office Supplies</td>
<td>$2,000</td>
<td>Paper, staples, folders, notebooks, etc.</td>
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<tr>
<td>Incentives</td>
<td>Prizes for participation &amp;</td>
<td>$6,000</td>
<td>Prizes, social networking, recognition</td>
</tr>
<tr>
<td>Marketing</td>
<td>Promotion</td>
<td>$4,000</td>
<td>Website, newsletters, flyers, promotion related expenses</td>
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**TOTAL:** $200,000
$95/person based on 2106 employees

*(If the 1345 Adjunct Faculty are included in this amount, the price is $58/employee.)*
Appendix 6

**WELLNESS COMMITTEE MEMBERS 2012**

**COMMITTEE CHAIR:** Merrilee Shopland–Media Graphics Specialist, Professional Technical

Ann Palmer–Developmental Reading, Full-time Faculty

Jamee Stewart–Health and Kinesiology, Full-time Faculty

Don Morris–Hospitality Management Travel & Tourism, Adjunct Faculty

Chris De La Ronde–Psychology, Adjunct Faculty

Jon Luckstead –Librarian, Full-time Faculty

Miguel Deleon–Assistant, CE Admissions, Classified

Haydeanna Gaviria– Professional Development Coordinator, Professional Technical

Peg Raiford– Instructional Design Specialist, Professional Technical

Catherine Miller–Technician Science Lab, Classified

Tobin Weingand–Student Services Assistant, Classified

Herb Coleman – Director, Instructional Computing & Technology, Professional Technical

Tracy Partin—Intramurals Coordinator of Student Life, Professional Technical

Stephanie Bogdanich—Specialist, Media Technology, Classified

Lisa Buck—Specialist, Facilities & Construction, Classified

Donna Caraway—Assistant III, Administrative, Buildings and Grounds, Classified

Karen Duncan—Account Executive, Customized Training, Professional Technical

Susan Corbett—Manager, Benefits, Professional Technical

Gerry Tucker—Vice President, Human Resources, Administrative