

UCR Faculty/Staff Wellness Program Outcomes Report

January 2015 – December 2015

The UCR Faculty/Staff Wellness Program encourages all members of the UCR community to lead and maintain a healthy lifestyle and to access the wellness activities and programs offered. UCR recognizes faculty and staff are our greatest asset and that health and well-being is critical to the University's overall success.

An integral component of the UCR's wellness initiative is the multitude of wellness efforts that take place to improve health and productivity and reduce risks. These include:

- Awareness campaigns
- Educational opportunities
- Behavior change programs
- Healthy culture initiatives
- Partnerships to establish healthy work environments

These efforts create multiple opportunities for engagement and often result in positive behavior change and health outcomes.

UCR Workplace Health & Wellness/Human Resources is pleased to share highlights from the UCR Faculty/Staff Wellness Programs.

MISSION: POSSIBLE 2

The Mission: Possible 2 program was a team-based wellness challenge that was designed to support teams in adopting and practicing health behaviors and lifestyle. From January – April 2015, teams of four received a weekly mission to track a different healthy habit for 7 days.

A total of **402 participants signed up for the challenge** and **370 participants completed the challenge** with a staggeringly high, **92% completion rate**. **As a result of the program, we saw an increase in the frequency ALL of the healthy behaviors that were measured.**

- **25% increase** in participants eating at least 5 servings of fruits and vegetables 5-7 days per week
- **18% increase** in participants taking 5 minute stretch breaks 5-7 days per week
- **26% increase** in participants eating a healthy breakfast 5-7 days per week
- **22% increase** in participants drinking at least 64 ounces of water 6-7 days per week
- **25% increase** in participants sleeping at least 7 hours per night 5-7 days per week
- **32% increase** in participants engaging in at least 30 minutes of physical activity 5-7 days per week
- **19% increase** in participants flossing 5-7 days per week

"I love this Wellness Program – Mission POSSIBLE! Some were easy, others challenging, but all fun and made me more mindful of my health and health of the friends I work alongside. I felt like a member of a community and felt an obligation to be supportive of others. Thanks you all ☺"

I Heart Wellness Change bad habits and live heart healthy!

From February 1 – 28th, participants completed heart healthy habits and returned heart health-e-grams for every habit completed! Hearts were entered into a drawing for raffle prizes. A total of **127 employees** participated in the program. A grand total of **898 hearts** were collected in February!

Changes as a result of the program: (Top 3 listed)

- 78% Increased water intake
- 67% Increased oral hygiene
- 67% Increased relaxation/meditation techniques
- 67% Tried a new workout routine
- 67% Improved sleep habits
- 67% Made healthier meal choices
- 56% Increased quality time with spouse, child, friend, or pet
- 56% Moved more during the work day
- 56% Increased exercise frequency



*“It has helped me continue to eat healthy and walk more.
I am more conscious about what I consume and about what I provide to my family like healthier food”.*



Vitamin D and Your Health

On March 4, 2015, the UCR Faculty and Staff Wellness Program, the School of Medicine, and the UCR Global Food Initiative sponsored the “**Vitamin D and Your Health**” seminar presented by Dr. Anthony Norman, Distinguished Professor of Biochemistry & Biomedical Sciences, *Emeritus*. A total of **75 faculty and staff** attended the session.

Results included:

- 35% stated that they were likely or very likely to make a lifestyle/behavior change as a result of attending the program.
- 36% stated that they were likely or very likely to apply the information and skills learned from the program.
- 36% were satisfied or very satisfied with the event

“It was a great subject matter. Although a lot of it was a bit over my head, it was very informative. I would say something a bit more interactive would be an approach that I would probably like and be able to retain more of the material and apply to my daily routine. I appreciated the Professor, and all the knowledge that he had on the subject. He was very passionate about it, and it made me appreciate all the years of research and writing that have gotten us to today in our knowledge of Vitamin D even more. I am very curious about it now, and more so because of this session. Thank you! :)”



Your Health From A to Z Scavenger Hunt

In April 2015, the UCR Faculty/Staff Wellness Program challenged UCR employees to be more active by offering a self-paced 30-day scavenger hunt style program. The goal of the program was to encourage all UCR faculty and staff to be less sedentary at work, move more, and get out and about on campus.

A total of 92 participated in the program.

Changes as a result of the program: (Top 3)

- 75% moved more during the work day and became more familiar with campus
- 50% improved mood and increased energy level
- 40% increased daily healthy habits and increased social interactions

"I loved the Scavenger Hunt. We got to see new areas of the campus and areas we hardly ever get over to. Thank you for another fun Challenge!!"



6th Annual Systemwide UC Walks

In support of the 6th annual system-wide UC Walks event, "**UC Walks... Riverside**" was held on May 20, 2015. UC Walks... Riverside was open to all **faculty, staff, and students**. **The goal of the event was to promote an active lifestyle and build community and campus spirit.**

A total of 419 participated from the main UCR campus, Palm Desert, UC Path, and Child Development Center.

- **Grand Total miles walked: 860.25**
- **Equivalent to almost 33 marathons!**
- Each participant walked an average of 2 miles each and we increased our total mileage by about 50 miles!!

"UC Walks is always a yearly, cheerful event that brings our campus together whether walking or volunteering! So the success is due to your leadership and all who are responsible in making it happen!!!"

"The event was a success! Thanks for letting me cheer on the track..lol. It was fun! BTW-love the T-shirts. .I've been getting lots of compliments on them".



Fit for Life Challenge

In July and August 2015, the UCR Faculty/Staff Wellness Program challenged employees to be more active by offering a 6 week physical activity challenge to encourage all UCR faculty and staff to move more. Participants joined as individuals or pairs (teams of 2) and tracked their MINUTES of physical activity to earn rewards. 3 interactive sessions were offered during the program focused on:

- Injury Prevention
- Sports Nutrition
- Behavior Change/Healthy Habits

A total of 168 participated in the program accumulating 369,848 minutes of physical activity!

Changes as a result of the program: (top 4 listed)

- 89% experienced an increase in physical activity
- 56% experienced improved daily healthy habits
- 56% experienced an improved mood
- 52% experienced an increase in energy

“This is really exciting and encouraging! I want to share with you that the work you’re doing is making a difference in the lives of many. There are points in life where we hit hard spot and that’s when it’s easy to let health go down. Having an encouraging environment with reminders to eat well, exercise daily, drink water...etc....certainly does help. The fact that the reminders and encourage are consistent and long-term, is significant: because once there’s a life-crisis, it takes a while to pull out of it. Your encouraging programs has helped. Thanks for your encouragement!”

“Great program - definitely increased the amount of exercise I get per week.”



Rejuvenate Challenge

In September 2015, the UCR Faculty/Staff Wellness Program (partnering with The WELL, Student Health Services, and School of Medicine) challenged employees to be manage their stress and find ways to rejuvenate by offering a 4 week challenge promoting stress management/stress reduction techniques, tips, and resources. Participants were provided with a Bingo Style Calendar and participated in various activities throughout the month.

A total of 301 participated in the program with 52 completing the entire program (17% completion rate).

Comparing pre and post surveys, at the end of the challenge the following habits were practiced more frequently by majority of survey respondents:

- Participate in a stress reducing activity

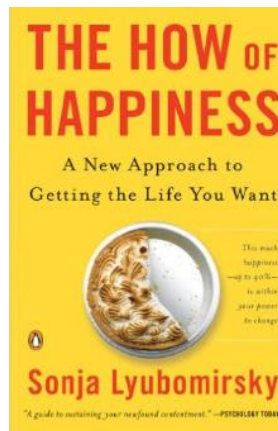
- Spend quality time with the people you love (family, friends, pets, etc.)
- Relax (meditate, read a book, listen to music)
- Take 3 5-minute stretch breaks throughout your day at work
- Sleep at least 7 hours at night:
- Participate in at least 30 minutes of physical activity (does not have to be all done at once)
- Balance work/personal life

Comparing pre and post surveys, at the end of the challenge the following habits were practiced less frequently by majority of survey respondents:

- Practice media detox days (no TV, no cell phone, no Internet)

“I just love that you do this stuff. We get so busy thinking about everything else, we forget about ourselves.”

“Rushing always is stressful and getting to the gym is ‘just one more thing’ but this program helped me see that meditating, breathing or meditating at my desk for even 3-5 minutes helped me feel more relaxed, less stressed, and better!”



The How of Happiness: Happiness not only feels good; it is good.

Presented by Professor Sonja Lyubomirsky, Department of Psychology

In October 2015, the UCR Faculty/Staff Wellness Program, Student Wellness Partners, UCR Retiree Association, and Association for Women in Science collaborated to offer the “How of Happiness” to UCR faculty, staff, students, and retirees. Professor Sonja Lyubomirsky, Department of Psychology, introduced a dozen uniquely formulated “happiness strategies” that can be practiced on a regular basis and presented brand new research on how small and simple activities can transform people into happier and more flourishing individuals. Her findings have significant implications for increasing happiness at school, work, and home.

Approximately 200 staff, faculty, students and retirees attended the event.

Results included:

- 97% were very satisfied/satisfied with the program.
- 98% were very satisfied/satisfied with the presenter.
- 86% stated that they were likely or very likely to make a lifestyle/behavior change as a result of attending the program.
- 92% stated that they were likely or very likely to apply the information and skills learned from the program.

“This presentation was a dream come true! I have read all UCR press releases about Dr. Lyubomirsky’s research in happiness and I have participated in a couple of actual studies in her lab. So it was great to hear the information from her,

and in such a useful summarized way!! I will be writing gratitude letters and using my yo-yo during moments of stress, and I, and my family and loved ones, will cherish my picture from the "Happiness Booth" at the event. Thanks for continuing to ask Dr. Lyubomirsky to speak for a wellness event, and even if it is another seven years before she comes back,, keep trying to bring her back!!! I could listen to talks on this subject over and over again. And Dr. Lyubomirsky is an EXTREMELY engaging speaker!"

"Thanks for providing this awesome workshop. Happy strategies were so helpful--can be applied anywhere. Professor S.L. was fantastic!"



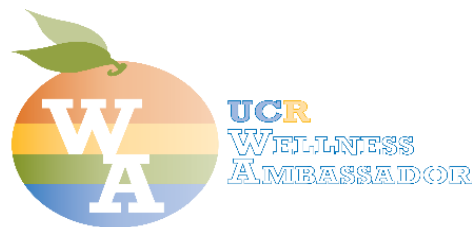
Gentle Yoga Practices with Diane Del Buono

Diane Del Buono, Associate of the Chancellor, has been teaching the Gentle Yoga/Meditation series since Fall of 2014. The classes include gentle yoga poses where a chair replaces the yoga mat. The chair becomes an extension of your body allowing you to take full advantage of yoga's fitness and health benefits while wearing casual work clothes. Practices includes a mix of gentle yoga asanas, meditation and other mindful practices.

Classes average about 20-25 participants.

"My co-worker and I have been attending every session of the Gentle Yoga class this summer and it has been an extraordinary experience. It has greatly reduced the stress in our day. Please, PLEASE consider having more gentle yoga classes on a regular basis. Ideally it would be wonderful if it were available twice a week in that same time slot. I can't tell you how much we've enjoyed it and would continue to attend if offered on a permanent basis."

"Definitely helpful (therapeutic and relaxing) especially with your meditative guidance! Since I lift weights 5 days a week, it really helped release some of the tension."



UCR 2015 Wellness Ambassador Program Summary

Wellness Ambassadors are UCR staff and faculty that volunteer time to serve as liaisons between their departments and the Faculty/Staff Wellness Program. Wellness Ambassadors play a vital role in supporting the promotion of health and wellness and serve as key communicators of the wellness program helping to direct employees to programs, activities, and resources.

As of December 31, 2015 there are a total of 104 Wellness Ambassadors.

- 97% stated being a Wellness Ambassador improved their lifestyle/behaviors.
- 92% offered a wellness activity or event for their department or unit.
- 82% created a healthier environment in their area/department.

“The program is outstanding. By recruiting more faculty members and including administrators in the meetings, we can really promote the priority of wellness on campus. I would also like to see some sort of program and/or acknowledgement of all the faculty and staff on campus who may not participate in sponsored wellness activities, but who pursue wellness on their own volition during the day (e.g. those who regularly run, swim, workout, walk, etc. during lunch)”.



UCR Smoke/Tobacco-Free Campus Survey Results (2012/2014)

Findings: There has been a **drop in people being exposed to second hand smoke** multiple times a day and once a day. (These people seem to be shifting to a few times a month). Increase in “Never” being exposed.

Findings: Over **80% think that the policy has had some sort of impact of the health** on campus

Findings: Increase in non-smokers, reduction in current smokers. Of the smokers, **34% reduced tobacco use as a result of policy. 11 individuals stated they QUIT because of the policy.**

Findings: Majority feel that education and awareness, such as thorough signage have been effective strategies

- **65% support fines/citations**
- **95% of respondents are aware** that smoking and tobacco use is not allowed anywhere on campus.

“I was somewhat weary to the effectiveness of the original roll-out of this initiative; however, smoking on campus has decreased significantly. Great job!”

“I am so glad that UCR implemented this. A few years ago, when UCR had one of those surveys about campus life and suggestions to improve it, I said that the single best thing UCR could do to make itself better was to ban smoking. It was disgusting to bike through campus and get a lungful of smoke. Now I rarely experience that. Thank you guys. In terms of enforcement, fines, citations, and academic censure would be the most effective, in my opinion.”

“People need to be left alone, they have the right to smoke and should be allowed to exercise that right. People here are adults and they should be treated like so. Please leave smokers alone and let them live their life. Student pay a lot of money to go to school and if they want to smoke let them.”

“This ban on smoking is a terrible idea. The smokers on campus now have nowhere to go smoke, so they congregate outside of certain areas near the street, ultimately amassing a large cloud of smoke, creating an even more dangerous environment for students.”



UCR FarmShare

UCR FarmShare is a Community Supported Agriculture (CSA) Program – part of a national trend that brings fresh seasonal fruits, vegetables, and herbs straight from local farms to universities, businesses and municipalities. Sponsored by the UCR Wellness Program for Faculty and Staff, Dining Services, Sustainability and the UCR Global Food Initiative Committee.

Spring Quarter – Approximately 100 shares ordered.

Summer Quarter – Approximately 65 shares ordered.

Fall Quarter – Approximately 40 shares ordered.

“I just wanted to let you know how wonderful my first visit to Farm Share was today. What a terrific selection of fruit and veggies. I can’t wait to see what will be available next week. I only signed up for the two week trial, but I think I may just go ahead and go for the whole program. It’s very convenient and fresh”.



Walk and Talk with Leadership

Monthly 30 minute walk and talk with UCR leadership. Get healthy, get moving, and get to know the campus!

Participation:

- Walk with Paul D’Anieri, EVC/Provost – 18
- Walk with Chancellor Wilcox – 35
- Walk with Shaun Bowler, Interim Dean of the College of Humanities, Arts & Social Sciences – 12
- Walk with Steven G. Brint, Vice Provost, Undergraduate Education – 4
- Walk with Dean Wang, SoBA – 68
- Walk with Dean Thomas Max-Smith, GSOE – 94
- Walk with Dean Anil Deolalikar, SPP – 39
- Walk with Steven Mandeville-Gamble, University Librarian – 13

A **total of 283** participated in the 8 walks. Participation varied from 4 to 94. Internal organizational support varied for each walk, with more support resulting in a positive impact on participation.



WalkingFit is a free program for all UCR faculty and staff employees designed to promote lifelong fitness and improve health and well-being through daily cumulative movement. Each participant receives a free pedometer to track their daily activity; as they accumulate steps they are rewarded for their progress. Participants can earn prizes such as a water bottle, t-shirt, lunch bag, and more! Each quarter, the top walker(s) and top department are recognized for their achievement.

Participation and Outcomes

- Since program inception in 2007, **1566 participants** have joined the WalkingFit Program, of which 55% are or have been active over the last 8 years.
- A total of **1,772,635,650 steps** have been logged!

"I'm starting a running program to run my first 5k in 8 weeks.. So I'll have plenty of steps to count! (: I'm so happy to work here at UCR!"

"Thank you for my prize on "Walking Fit". On a personal confidential note, I want to share that I have now lost 81 lbs. from walking and exercising since I started the program. I'm still need more weight to lose to get to my goal, but Thank you for all your encouragement and motivation! It is truly appreciated! You're a doll!"



MobileFit

Bringing Fitness To You

The Mobile Fit program is available for all faculty and staff who are interested in participating in a convenient on-site fitness program to improve overall health and wellness. Employees voluntarily participate in a 30 minute exercise program over their lunch hour. All classes are free and scheduled based on departmental needs and availability. The goal of this program is to reduce the risk of musculoskeletal injuries by increasing body awareness, improving core strength and stability, improving coordination and reaction time, and increasing flexibility.

Participation and Outcomes

- The program began in January 2010 and has been offered 20 quarters.
- **Approximately 400 10-week groups, averaging from 4-15 per group.**

MobileFit **behavior change results** (from 2014/2015 survey will be conducted at the end of this year)

- 82% increased physical activity frequency
- 82% increased flexibility
- 64% have more energy
- 61% increased cardiovascular/aerobic capacity
- 61% feel more productive at work
- 57% increased muscular strength
- 43% increased ability to manage stress

"2 years ago I had major surgery and was in bed for several weeks. Once I was able to be up and about, I had lost so much strength that it interfered with seemingly simple tasks around the house. When I returned to work, I enrolled in the Stretch Well class and later added the Get Fit class as well. Those classes were directly responsible for helping me to get my strength back! Thank you so much for offering them."

"It is great to take your lunch break and be able to work-out with your co-workers. A very positive experience and keeps you focus. You have the opportunity to meet new people on campus."



Maintain Don't Gain is an 8-week healthy holiday challenge that will take place from mid-November to the week after New Years. The program is designed to encourage employees to incorporate nutrition, healthy decisions, increased physical activity, and enhanced stress management into their daily lives during the holiday season.

Participation and Outcomes:

- 207 out of 304 participants returned for weigh out (**68% return rate**)
- **Total pounds lost: 365.7 lbs.**
- 96% of the returning participants stayed w/in the 3 lb. challenge range
- 55% of the returning participants lost weight

"I appreciate the accountability part of this challenge. It really helped me to stay on track knowing that the week after the holidays, I was going to be weighed in. I made a conscious effort to not overdo it, by eating too much junk food. Last year I started a weight loss program in February and lost 13 pounds, but it took me 6 months to lose the weight and keep it off! So I am making greater efforts to be mindful and taking steps to not gain this weight back".

"Sometimes we set big goals and push to achieve them, but struggle or even stop if we don't make progress. Maintain Don't Gain is fairly short-term with a fairly modest goal - just don't gain a lot of weight. For me, I did not make any huge changes to my lifestyle over the holidays. But I think the small changes matter. I less often went back for that second helping, because I thought about meeting the challenge. I chose healthier snacks sometimes, rather than always going for the delicious baked goodies my wife makes (though not always, I still did enjoy these treats, just not quite as often). When I weighed in at essentially the same weight, I was actually very happy. Just a little willpower and work can enable a positive result."

Summary

In addition to the highlights above, the UCR Faculty/Staff Wellness program also conducts presentations, trainings, 1:1 consultations, develops and distributes guides and resources, health education materials, and collaborates with various campus partners and stakeholders to improve health and create a culture of wellness through programs as well as environmental support and culture change.



UCR has been recognized as the **2014 and 2015 American Heart Association (AHA) Platinum Fit-Friendly Employer**. Through the UCR Wellness programs and initiatives, we have demonstrated both quantitative and qualitative positive health and productivity outcomes. We look forward to working with leadership and the UCR community to continue to improve the health of our campus.

How does UCR keep health awareness fun? Watch this 3 minute video.



For more information or details, please contact Julie Chobdee, Wellness Program Coordinator at Julie.Chobdee@ucr.edu or x 2-1488.