

A group of people, mostly women, are sitting in a circle outdoors on a wooden bench or similar structure. They are surrounded by trees and foliage, suggesting a park or campus setting. The scene is captured in a slightly desaturated, blue-tinted style. The text is overlaid on the upper portion of the image.

STAFF AND FACULTY
HEALTH AND WELL-BEING PROGRAM

ANNUAL REPORT 2019

Table of Contents

EXECUTIVE SUMMARY	1
BACKGROUND	2
PARTICIPATION	3
PROGRAM HIGHLIGHTS	4
Well-being Series and Offerings	
Midday Mindfulness Meditation	
Mindful Awareness Practices	
Tai Chi	
Gentle Yoga	
Financial Well-being Series	
Seeds of Well-being	
Biking with Confidence	
Nature Rx	
Diabetes Prevention Program	
Group Lifestyle Balance Program for Weight Loss	
Flu Clinic	
Know Your Numbers	
UC Walks	
Wellness Ambassador Program and Mini-Grants	
Healthy Department Certification	
UC Davis Farmers Market	
Outreach, Consultations, and Presentations	
Nutrition	
Emotional Well-being	
Email Marketing	
Tabling Events	
Email Campaigns	
HEALTHY UC DAVIS COLLABORATION	17
STUDENT IMPACT	19
PARTNERSHIPS	20
SURVEY RESULTS	21
CHALLENGES	22
NEXT STEPS	23
REFERENCE LIST	24

Executive Summary

The Staff and Faculty Health and Well-being Program strives to maximize the potential of each individual within the University of California, Davis (UC Davis) community by offering a range of programs and services. The Program was launched during the summer of 2016 with a mission to develop, promote and support a thriving culture of health and well-being so that our staff and academics can learn, teach, innovate and contribute. Our mission is based on recommendations presented to the Chancellor through Staff Assembly and the Academic Senate. With this in mind, the Staff and Faculty Health and Well-being (SFHWB) Program continues to utilize the resources available to meet the needs of as many UC Davis employees as possible.

Throughout the 2018-2019 fiscal year (FY 2019), the SFHWB Program built on its success by continuing to offer popular programming from the previous years, as well as introducing 16 new programs, classes or outreach events that addressed interests and/or needs expressed by staff and faculty. Our participation rates indicate a 2% decrease in participation as compared to the previous year, however, when taking into account the increased employee headcount of FY 2019, we remained essentially steady with participation numbers. Additionally, we continue see a higher percentage of staff than faculty (88% vs. 5%) and more participants from the Davis area than Sacramento area (62% vs. 33%). Overall, the SFHWB Program served 9.4% of the reported employee headcount at UC Davis (9.7%, FY 2018).

The year also saw campus leadership step up to fund Healthy UC Davis, the UC Davis branch of the systemwide University of California, Healthy Campus Network. The collaborative partnership between SFHWB and Healthy UC Davis will continue to serve as a platform to maximize the impact of SFHWB programming by allowing the Program to more effectively communicate with staff and faculty, while leveraging existing resources at UC Davis. Partnership between the systemwide Healthy Campus Network and local Healthy UC Davis initiatives provides insight into what is working at other UC campuses, facilitates knowledge sharing and ultimately enhances existing and new SFHWB programming.

Despite the many successes this year, challenges remain. The geographical separation of UC Davis into multiple campuses and locations hinders the ability to reach all staff and faculty, as does the limited personnel with an upcoming decrease in full-time equivalent (FTE) staff and resources for programming. Additionally, identifying available space in which to host activities continues to be an ongoing challenge.

Moving forward, the SFHWB Program will continue to serve its mission by offering leading practice programs and identifying new programs that appeal to and meet the needs of our diverse community. Goals for next year continue to be to prioritize increased faculty engagement; optimizing access to programs for staff and faculty working at satellite campuses, including UC Davis Health; building new, lasting partnerships while expanding existing ones; and maintaining an ongoing collaboration with Healthy UC Davis and fostering a learning environment for our student assistants, interns and volunteers.

Background

The UC Davis Staff and Faculty Health and Well-being Program (SFHWB) was launched during the summer of 2016 based on recommendations presented to the Chancellor through Staff Assembly and the Academic Senate. These included:

- Assigning a budget for ongoing assessment, environmental support, incentives, communication, education and evaluation;
- Hiring a Worksite Health Program Manager to direct the initiative and harmonize campus and UC Davis Health wellness efforts; and
- Aligning UC Davis Health and campus resources to coordinate an integrated, comprehensive worksite health and wellness program that covers Sacramento, Davis and remote sites.

The SFHWB Program was developed as an initiative under Occupational Health Services 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.

Goals of the SFHWB Program are aligned with those of Occupational Health Services, wherein successes are measured in part by low worker injury and illness. This is accomplished through effective integration of progressive safety initiatives and health and well-being programs and services.



Wellness Ambassador Training, Fall 2018



Biking with Confidence, Spring 2019



Biking with Confidence, Spring 2019



Healthy UC Davis Celebration, Fall 2018



Nature Rx - Spring Harvest, Spring 2019



Health and Wellness Fair, Winter 2019

Participation

In FY 2019, 3,236 unique individuals participated in SFHWB programming, roughly 9% of the UC Davis employee population. There was a 2% decrease in total unique participants from the previous year (FY 2018). Participant demographics showed a staff-heavy turnout with 88% (87% FY 2018) staff members, 5% (4% FY 2018) faculty members, 5% (8% FY 2018) students and 1% (1% FY 2018) retirees. There was a 33% (33% FY 2018) participation rate from employees located around the Sacramento Campus compared to 62% (61% FY 2018) from the Davis Campus and 1% (6% FY 2018) from remote locations.

DEMOGRAPHICS



- 88% Staff**
- 5% Faculty**
- 5% Students**
- <1% Retirees**
- <1% External**
- <1% Unknown**

LOCATION



- 62% UC Davis Campus**
- 33% UC Davis Health**
- 5% Unknown**
- <1% Remote Campuses**

Program Highlights

WELL-BEING SERIES AND OFFERINGS

Midday Mindfulness Meditation

Led by the Staff and Faculty Health and Well-being Behavioral Health Consultant, twelve mindfulness meditation sessions were held, attracting a total of 275 participants and 106 unique participants, with an average of 68 participants per class. The per class average increased by nearly 48% as compared to that of FY 2018. In post-program surveys, 99% of the survey respondents found the program content to be valuable. In addition, 91% of strongly agreed or agreed that these series had a positive impact on their health, 98% strongly agreed or agreed that the series had a positive impact on their well-being, and 85% strongly agreed or agreed that the series had a positive impact on their work performance. Finally, similar to FY 2018, 95% strongly agreed or agreed that they plan on making mindfulness a part of their lifestyle.

“It was beyond lovely to see a community of people so in touch with self-love and care. It was inspiring. Helped me to rework my priorities, I wish everyone would take just a moment for themselves every once in a while.”

Participant of Mindful Awareness Practices, Winter 2019

“It has kept my own meditation practice on track and been helpful in managing work-related stress.”

Participant of Midday Mindfulness Meditation, Winter 2019

Mindful Awareness Practices

Mindful Awareness Practices (MAPs) is a six-class course that covers the fundamental ideals of mindfulness and incorporates practical exercises. Sessions included six weekly 2-hour classes including a combination of lecture, practice, group feedback and discussion. MAPs concepts include: an overview of mindfulness; mindfulness of the body; obstacles to mindfulness; mindfulness to help with physical pain; working with difficult emotions; cultivating positive emotions; and working with difficult thoughts and mindful interactions. Two courses were offered, in the evenings in Fall 2018 and midday in Spring 2019. In total, 38 staff, faculty, and students participated on the UC Davis campus. This course was associated with increased mindfulness and decreased burnout. In a post-program survey, 89% of survey respondents strongly agreed or agreed that this class had a positive impact on their health and 89% strongly agreed or agreed that the class had a positive impact on their work lives. In addition, 100% of found the program content to be valuable, and strongly agreed or agreed that they plan on making mindfulness a part of their lifestyle.

Program Highlights

Tai Chi

Tai Chi continued to be offered in FY 2019 with an increase in the number of offerings to three times per week, including one offering located at an off-campus site. Participants perform basic warm-up exercises, stretches, forms, and martial art technique. Two former participants-turned-instructors offered over 150 sessions; each session had an average of 8 participants attend. Post-program surveys indicated that 100% of the survey respondents believe that Tai Chi has a positive impact on their health and well-being and 60% agree or strongly agree that it has a positive impact on their work performance. Finally, 86% of the survey respondents plan on making Tai Chi part of their life.

“Just been grateful to attend the class available on the campus.”

Participant of Tai Chi,
Winter 2019

“As a yoga beginner, this class was a great introduction for me to learn more about the poses and how breathing can play a large role in how we can stretch and push our bodies. I enjoyed the pace of the class; the instructor made you feel welcome and relaxed, yet focused.”

Participant of Gentle Yoga, Winter 2019

Gentle Yoga

Twelve gentle yoga classes were hosted over the year with 201 participants. There was a total of 118 unique participants, a 55% decrease from FY18 (263 unique participants). The average number of attendees per class was 67 participants. Post-program surveys indicated that 97% of survey respondents found the program content to be valuable. Additionally, 95% strongly agreed or agreed that the classes had a positive impact on their health, 97% strongly agreed or agreed that they had a positive impact on their well-being, and 90% strongly agreed or agreed that they had a positive impact on their work performance. Inclement weather and changing to a smaller capacity venue may have contributed to lower total and unique participation during this fiscal year.

Financial Well-Being Series

Now in its second year, a three-part financial well-being workshop series was held in Spring quarter, offered at the Davis campus and at the UC Davis Health campus in Sacramento. The series was presented by SAFE Credit Union and topics included how to understand and protect a credit score; how to buy a car; and how to position oneself to buy a home. In total, there were 150 unique attendees, with an average of 36 attendees per session, a 266% increase in participation from FY 2018. Of all unique participants; 64 attendees (42%) participated in two or more workshops. At each location, the home-buying workshop offering had the most number of attendees as well as the highest interest in terms of number of registrants.

Program Highlights

Evaluations of the series showed that more than 90% of survey respondents found the program content to be valuable, with more than 79% strongly agreeing or agreeing that the workshops had a positive impact on their well-being. In terms of positive impact on health and work, most respondents neither agreed nor disagreed, with only 49% citing a positive impact on their health, and 37% citing a positive impact on their work. Overall, at the beginning of each workshop, 56% of the survey respondents had none or were slightly knowledgeable of the topic, while after having attended the workshop, 94% shared that their knowledge increased to moderately, very and extremely knowledgeable. And finally, more than 90% of would recommend this class to a colleague.

The evaluation asked for suggestions of other financial topics for future workshops. The most popular suggestions included saving for college, creating a budget, paying off student loans/debt, building one's savings/financial planning for the future. There were also multiple requests to have more than one credit score-focused class offered per year. These requests demonstrate a need to increase financial advising or workshop-based services offered for working professionals.

“The facilitator explained the content in a format that reminded me I need to give myself a break and practice Self-Compassion on myself. We give to others so much but forget about ourselves.”

Participant of Self-Compassion for Well-being, Winter 2019

“Talking about credit/personal finances is never that fun but the instructor made the class enjoyable so I feel like it had a positive impact on my day.”

Participant of Credit Scores Workshop, Spring 2019, Davis Campus

Seeds of Well-Being

Formerly called *Seeds of Happiness*, this series was renamed *Seeds of Well-being* in FY 2019 and led by the Staff and Faculty Health and Well-being Behavioral Health Consultant. Five sessions were held between November 2018 and April 2019. The first session in November focused on the science and practice of gratitude and its effect on well-being, and was developed in collaboration with Campus Community Book Project. This large lecture-style event introduced over 70 attendees to the work of Dr. Robert Emmons, professor of psychology at UC Davis who is considered by many to be the world's leading scientific expert on gratitude. The remaining four sessions were offered once a month between January and April 2019. Each of the four sessions focused on one facet of well-being: kindness, self-compassion, generosity and focus. In total, 49 participants attended at least one workshop of the series, with self-compassion and the focus topics having the highest number of participants with 18 and 17 participants, respectively. The post-series survey found that 100% of survey respondents found the program content to

Program Highlights

be valuable, with 72% strongly agreeing or agreeing that the sessions had a positive impact on their health, 100% expressing the sessions' positive impact on their well-being, and 88% expressing the sessions' positive impact on their work.

Biking with Confidence

Biking with Confidence returned in FY 2019 to provide staff, faculty, and students the opportunity to learn more about bicycle maintenance and identify issues and potential fixes. This five-part series was offered in partnership with Transportation Services and the City of Davis Bike and Pedestrian Program in April 2019. The first three sessions covered bike anatomy, gear maintenance, and brake maintenance. The fourth session focused on flat tire repair; participants were each provided tools and instruction in this hands-on session. The fifth session was a group ride through campus led by representatives from the City of Davis, covering safety and rules of the road. JUMP Bikes provided ten pedal-assist electric bikes for participants to trial for free on the group ride. There was an average of nine participants per session, and a total of 22 unique participants over the course of the series. The post-series evaluation revealed 100% of the survey respondents strongly agreed or agreed that the program content was valuable. Many felt that the instructors were very knowledgeable, offering easy, practical tips and tricks for bicycle maintenance.



Biking with Confidence, Spring 2019

“I found the hands-on part very helpful and fun. Furthermore, I appreciate that there is always time for questions, even if they are unrelated to the topic of the day.”

Participant of Biking with Confidence, Spring 2019

Nature Rx

Nature Rx was launched in October 2017 in collaboration with the Arboretum and Public Gardens, the Botanical Conservatory and the Student Farm to provide staff and faculty an opportunity to use nature as a means of decreasing stress levels. Due to the popularity of the series, the SFHWB Program offered the series twice in FY 2019, in Fall 2018 and in Spring 2019. The four class topics included: watercolor painting in the UC Davis Arboretum; potting mini succulent gardens; building a terrarium; and harvesting seasonal herbs, fruits and vegetables. The watercolors and succulent sessions were led by the Arboretum and Public Gardens, the terrarium session was led by the Botanical Conservatory and the harvest session was led by the Student Farm. There were 101 total participants and 46 unique participants in the Fall 2018

Program Highlights

series, and an average of 25 participants attended each session, a 120% increase in participation from FY 2018. In the Spring 2019 series, there were 84 unique participants, and an average of 21 participants attended each session. Combined post-class evaluations revealed that 96% of survey respondents strongly agreed or agreed that the program content was valuable. Of all respondents across the two series, 90% strongly agreed or agreed that the classes contributed positively to their health, 95% strongly agreed or agreed that they contributed positively to their well-being, and 81% strongly agreed or agreed that they contributed positively to their work performance.



Mini Succulent Gardens, Spring 2019

“I came back to work in a great mood and ready to work. It was a wonderful break in the day.”

Participant of Terrariums Workshop, Spring 2019

Diabetes Prevention Program

The Diabetes Prevention Program (DPP) is designed to help prevent individuals from developing type 2 diabetes by promoting healthy eating and physical activity habits, resulting in weight loss. Participants must qualify for the program using the Centers for Disease Control and Prevention (CDC) risk assessment. The DPP goal is an increase in physical activity to 150 minutes per week or more and 5-7% weight loss at the conclusion of the 12 month program. This level of weight loss has been shown to contribute to a reduced risk of developing type 2 diabetes by 58% (71% for people over 60 years old).¹

During FY 2019, graduates of our original FY 2018 6-month hybrid DPP program were invited to attend a twice per month support group. At each meeting there are anywhere from two to seven participants and the agenda is open to any discussion topics desired by the participants. The group is facilitated by Staff and Faculty Health and Well-being's Registered Dietitian. As we graduate more DPP participants, they will have the opportunity to join in this support group.

The SFHWB Program began the first full-year cohort in June 2018 (cohort #1). In this cohort, 53% of the participants finished the program and lost 2.1% of their body weight. Additionally, there are two groups that began in January 2019 (cohorts #2 and #3) and another (cohort #4) that began June 2019. Most of the cohorts are offered from noon to 1 p.m. with the exception of one evening offering from 5:30 to 6:30 p.m.

A Diabetes Prevention Program internship for senior Clinical Nutrition students is planned to begin in September 2019. The program will feature training during Fall quarter and hands-on practice delivering information and facilitating the program sessions in Winter and Spring quarters 2020 under supervision of the Registered Dietitian. During FY 2019, one Student

Program Highlights

Assistant assisted with CDC record-keeping and program administration and three other clinical nutrition students helped deliver the program under supervision of the Registered Dietitian. Although all students become trained Prevent T2 Lifestyle Coaches through a 12-hour training, it was identified that the student experience could be enhanced by providing more in-depth training with practice sessions and theory discussion.

This work is supported by funding from UC Office of the President UC Health (first four cohorts) and will continue to be funded by UC Office of the President, Human Resources for additional cohorts.

The DPP program at UC Davis is pending recognition with the CDC; full recognition is expected by January 2021. Graduates are welcomed into a support group held twice per month at Occupational Health.

“Thank you so much for everything you did with this program! I found it so beneficial and motivating. It came exactly when I needed it.”

Participant of Diabetes Prevention Program, 2019

Group Lifestyle Balance Program for Weight Loss

In addition, FY 2019 marked the first Weight Loss Support Program implemented by the SFHWB Program. The cohort is one year in length, utilizing the Group Lifestyle Balance curriculum personalized by the Registered Dietitian. The group has 10 participants and will continue through October 2019.

Flu Clinic

Two flu immunization clinics were offered in Fall 2018. Each clinic was held in the lobby of the Occupational Health Services Clinic. Kaiser Permanente, a provider of health benefits to UC Davis employees, was on-site on the first day and offered 179 shots. UC Davis Health, another provider of health benefits, was on-site on the second day and offered 200 shots. All shots were free to UC Davis staff, faculty and student employees. In total, 379 shots were administered, an increase of nearly 44% from FY 2018 (264 shots).

Know Your Numbers

Three Know Your Numbers biometric screening events were held in FY 2019. At each screening, participants complete a questionnaire, are weighed and their blood pressure and waist circumference are taken. In addition, fasting blood glucose and blood lipids are measured through a finger stick lipid profile. Participants then consult with a health educator regarding their results and responses to the questionnaire.

The first Know Your Numbers event was coordinated with Facilities Management staff to be offered during their “Week of Wellness” in October 2018. In total, 22 Facilities Management staff attended the health screening. Fourteen participants responded to the survey, and 100% indicated that results presented to them by the health educators were explained in an

Program Highlights

understandable way. They also all agreed that they would recommend colleagues to participate in future Know Your Numbers events. When asked if the information provided will change their outlook on health, 10 respondents (71.4%) indicated “yes,” two participants (14.3%) indicated “maybe,” and two (14.3%) participants indicated “no.”

The second and third screenings were held in January 2019 and were open to the campus. In total, 60 participants attended the screening. Forty-eight participants completed the post-event survey, 46 participants (95.8%) were extremely or somewhat satisfied with the screening. Forty participants (86.9%) expressed that they were extremely or somewhat satisfied with recommendations posed by the health educators during their consultation. When asked whether this screening would inspire participants to make lifestyle changes, 28 (63.6%) indicated “yes,” 14 (31.8%) indicated “maybe,” and two (4.6%) indicated “no.” More than 95% of participants would recommend this health screening to their colleagues.

For their practicum project, a Master of Public Health student analyzed the effectiveness of biometric screenings and found that when coupled with wellness coaching, these biometric screenings are good investments for workplace wellness programs. Their findings have sparked SFHWB to develop online wellness self-coaching tools for UC Davis employees.

“I was reminded of how important it is to exercise and eat healthily. I have started the walking challenge as a result of the screening and plan to be more active. I reactivated my Fitbit and started tracking my calories.”

Participant of Know Your Numbers, Winter 2019



UC Walks, Spring 2019, Davis Campus

UC Walks

UC Walks is a systemwide event designed to promote wellness and an active lifestyle. It encourages faculty, staff and retirees to take time out of their day to walk and build community and campus spirit. At UC Davis, the tenth annual UC Walks was split into two dates, occurring at UC Davis campus on May 1st, and at UC Davis Health on May 2nd, 2019. The walk was also coordinated by volunteers at multiple off-campus sites in Davis and Sacramento, as well as at Primary Care Network clinics. On May 1st, we had many leaders taking part in the Davis event that saw 425 walkers. On May 2nd, UC Davis Health had 524 walkers participate with leadership joining in as well. The total number of walkers across UC Davis was 949, a 21% increase from 2018. This year marked the first time a volunteer coordinated an early evening walk for their building's night shift staff which was very well received.

Program Highlights

Wellness Ambassador Program and Mini-Grants

Wellness Ambassadors serve as representatives of the SFHWB Program while supporting and engaging with their colleagues in wellness messaging, programs, activities and resources. In FY 2019, there were 144 Wellness Ambassadors (17% increase from FY 2018), who represent 103 departments (14% increase from FY 2018). Our Wellness Ambassadors are present in 12% of all UC Davis departments. Of the total Wellness Ambassadors, 91 (63%) represent Davis campus departments, 51 (35%) represent UC Davis Health departments, and two (less than 2%) represent remote locations. Trainings are offered each quarter, one on the Davis campus and one on the UC Davis Health campus. In total we had 116 participants in our quarterly trainings in FY 2019. An annual mini-grant program provides up to \$500 to qualifying departments to help the Ambassadors create and implement health and well-being initiatives in their departments. In FY 2019, 31 grants totaling \$13,832 were awarded. Examples of funded grants included: a do-it-yourself lightsaber session for use in Tai Chi, mini succulent gardening, and a healthy books resource library which included nutrition and recipe books.



Wellness Ambassador Training, Spring 2019

Healthy Department Certification

Launched in Fall 2018, the Healthy Department Certification was the first of its kind at UC Davis. The Certification process seeks to assist UC Davis departments in recognizing best practices in the workplace to support employee health and well-being in eight categories, Department Leaders, Communications and Promotions, Physical Activity and Movement, Food Environment, Physical Environment, Stress Management and Emotional Health, Ergonomics and Safety. Twenty-seven Departments participated in the inaugural Healthy Department Certification, nine from UC Davis Health, 18 from main campus or in the City of Davis.



Healthy Department Certification, Spring 2019

Of those departments that participated, eight achieved the Gold Certified Healthy category, nine in the Certified Healthy category and 10 in the Striving for Certified Healthy category. In FY 2020 the Healthy Department Certification will become a prerequisite for a Wellness Ambassador mini-grant. An inaugural celebration was held in May with Chancellor Gary May and Finance, Operations, and Administration's Vice Chancellor Kelly Ratliff delivering remarks and taking photos with recipients.

Program Highlights

UC Davis Farmers Market

The FY 2019 market season saw a visit from Chancellor Gary May who posed for photos with the Healthy Aggies promoting recipes utilizing products available at the market. The Healthy Aggies program, a Campus Recreation program, is comprised of students who encourage healthy nutrition as part of overall wellness.

The UC Davis Farmers Market is an on-campus extension of the Davis Farmers Market held in partnership with the Davis Farmers Market Alliance during Fall and Spring quarters on the West Quad. Market hours are from 11 a.m. to 1:30 p.m. The UC Davis Farmers Market aims to boost the health of the UC Davis community by making nourishing and locally grown fruits and vegetables readily available on campus. The SFHWB Program contributes staff management time to the market and five additional departments provide financial sponsorship to cover additional costs associated with bringing it to campus. Continuing sponsorship from Healthy UC Davis helps take some of the financial burden off of these operating departments; our hope is that this support continues.

Thirteen UC Davis Farmers Markets occurred in FY 2019, five during Fall quarter and eight during Spring quarter. FY 2019 marked the sponsorship of a market voucher program used not to increase sales and awareness of the existence of the market, but to support those experiencing food insecurity. Vouchers are distributed exclusively by The Pantry, Aggie Compass and Fruit and Veggie Up! on behalf of the market in an attempt to connect students in need with access to subsidized healthy food. Two Clinical Nutrition undergraduate students assist with day to day management of market operations.



UC Davis Farmers Market, Spring 2019

OUTREACH, CONSULTATIONS AND PRESENTATIONS

Nutrition

In FY 2019, the SFHWB Registered Dietitian, with assistance from student interns and other staff members, presented one lecture to the MPH Graduate Group and four workshops to campus community members.

UC Davis Diabetes Prevention Program

In January 2019, the SFHWB Registered Dietitian, Director and Program Coordinator presented the rationale, pilot results and future direction for our Diabetes Prevention Program. There were three faculty members and 34 students that attended this lecture.

Plant-Powered, a Beginner's Guide to Plant-Based Eating, was presented on May 29th, by Senior Clinical Nutrition Student Rebekah Shulman under supervision of the Registered Dietitian.

Program Highlights

Seventy-one participants joining in-person or online, and post-program evaluations revealed that 89% of survey respondents agreed that having participated in the workshop would positively influence how they plan meals for themselves and their family and 72% agreed the information would influence their grocery shopping decisions. Furthermore, 83% of them felt empowered by the information and 95% would attend another similar event.

Healthy Eating and Setting Attainable Nutrition Goals was presented for the Undergraduate Admissions Early Academic Outreach Program on April 2nd for 11 attendees. Post-program evaluations revealed that 100% of survey respondents agreed that the information would positively influence their health and well-being and that 75% of respondents planned to use the information to work towards a specific small change.

Well-being at Work: Setting Ourselves Up for Success was prepared for Safety Month 2019 with focus on Ergonomics, Nutrition and Physical activity. This was a collaborative presentation created by Viktoria Cojan, a UC Davis alumni spending 10 weeks with Occupational Health Services as part of her Dietetic Internship. There were two presentations held on May 7th and 9th with nine and 12 attendees respectively.

Nine staff members took advantage of the opportunity for individualized nutrition counseling as part of the Nutrition Services offered by the Staff and Faculty Health and Well-being program for a total of 13 hours of individual consultations.

Emotional Well-being

In FY 2019, the SFHWB Behavioral Health Consultant offered several mindfulness-based consultations and trainings outside of the Midday Mindfulness Meditation series and the Mindful Awareness Practices course.

Mindful Moment

In preparation of the October 11th Healthy UC Davis campus-wide kick-off celebration, the Behavioral Health Consultant led a Mindful Moment, which included a brief explanation of mindfulness, followed by a brief exercise, and concluding with sharing campus resources. In addition to the kick-off celebration, the Mindfulness Instructor lent their expertise to assist the Healthy UC Davis Steering Committee leads in developing a campus-wide Mindful Moment Program.

“Simply having a class on the topic of plant-based eating was great; it felt validating. Learning about the health benefits of plant-based, whole-food eating was encouraging.”

Participant in Plant Based Eating, a Guide for Beginners

“I like how it ties back to our Green Initiative for our Environment.”

Participant in Plant Based Eating, a Guide for Beginners

Program Highlights

Graduate Student Outreach

The Behavioral Health Consultant presented the topic of mindfulness to Holistic U, a two-day UC Davis Graduate Studies orientation program held for graduate students committed to diversity. This training focuses on a holistic approach to the student, to their communities, and including the university environment applied to equity, inclusion and diversity. Approximately 45 students were in attendance.

In addition to Holistic U, the instructor also presented a special mindfulness session during a separate leadership program geared toward faculty and graduate students. Twelve attendees participated in this session.

Mindful Eating

In collaboration with the Diabetes Prevention Program (DPP) instructor, the Mindfulness Instructor offered four mindful eating trainings to DPP and the Group Lifestyle Balance (weight loss) cohorts.

Stress Reduction Workshop at the Tahoe Environmental Research Center

New for FY 2019 was a coordinated workshop at the Tahoe Environmental Research Center (TERC). Staff members at this remote site expressed high stress levels due to climate change concerns and lack of available health and well-being resources. The TERC is located in a low population density area and is two hours away from the main UC Davis campus. A 4-hour stress management toolkit workshop was developed by Staff and Faculty Health and Well-being and the director of the Academic and Staff Assistance Program and was presented in June 2019. Topics covered included stress management, physical activity, mindfulness and nutrition. An evaluation survey was sent to participants and 100% of survey participants felt that the workshop was useful to them, and 75% of survey participants indicated that they strongly agree that they feel more connected to the UC Davis community. In addition to evaluating the workshop, participants were asked to indicate the UC Davis resources that they would like more access to – of these, participants were most interested in stress management, counseling, and mindfulness resources, including one mention of depression and suicide prevention resources.

“It made me better aware of ways to reduce stress and take better care of myself.”

Participant of the Stress Management Toolkit Workshop, June 2019

Email Marketing

Email marketing remains the top communication method that the SFHWB Program utilizes. Emails are sent once or twice a week to SFHWB listserv subscribers to notify them of upcoming health- and well-being-related events and newly published resources. Since its establishment in March 2016, the listserv it has grown to 3424 subscribers, showing a 304 subscribers (9.7%) increase from FY 2018 to FY 2019.

Program Highlights

Tabling Events

SFHWB is often asked to table at events for the UC Davis campus and at UC Davis Health. At tabling events we promote our upcoming events as well as Healthy UC Davis initiatives and the Smoke and Tobacco Free Program. If possible, we collect names to add to our listserv. The following are the events we attended in FY 2019 and the total listserv sign ups per event we were able to compile (total 139 sign ups). We are planning on switching from a paper to a digital sign up and in FY 2020 and will see if this is helpful going forward.

- Healthy UC Davis Kick-off, Oct. 2018 (Davis Campus) – 11 sign ups
- Healthy UC Davis Kick-Off, Oct. 2018 (Health) – 20 sign ups
- Health and Wellness Fair Jan. 2019 (Health) – one sign up
- Soaring to New Heights, April 2019 (Davis Campus) – 19 sign ups
- Thank Goodness for Staff, May 2019 (Davis Campus, Health, Evening) – 59 sign ups
- New Employee Orientations, (Davis Campus, held once a quarter) – 28 sign ups

EMAIL CAMPAIGNS

Fruit and Veggie Fan Club

Now in its second year, the Fruit and Veggie Fan Club offered 920 participants six weeks of challenges, recipes and helpful tips via email starting in April 2019. Participants received weekly emails and were encouraged to join a Facebook group. They were asked to report progress weekly to receive entries into random prize drawings at the close of the campaign. In FY 2018, one Farmers Market voucher was offered per each weekly report submitted. In FY 2019, participants could receive up to seven entries into the prize drawings, one for each weekly report submitted, and one for completion of the final evaluation. Prizes included 60 Farmers Market vouchers, 20 towel and trivet sets, and one pressure cooker. In a post-program survey, 95% of respondents were very satisfied or satisfied with their participation in the Fruit and Veggie Fan Club (an increase from 93% in FY 2018). Furthermore, 89% of participants indicated that they ate more fruits and vegetables as a result of the Fruit and Veggie Fan Club. The survey also indicated that 93% were very satisfied or satisfied with information and resources provided by the Fruit and Veggie Fan Club and 96% were very satisfied or satisfied with the twice-weekly email format (an increase from 91% in FY 2018). Finally, 90% of respondents would recommend a health-related challenge, such as this, to their co-workers.

“I enjoyed participating in the challenge, it gave me an opportunity to be more intentional about incorporating fruits and veggies into my meals. Many of the changes I made are sustainable and will continue after the challenge is over.”

Participant in the Fruit and Veggie Fan Club 2019

Program Highlights

Maintain Don't Gain

Maintain Don't Gain is a systemwide, eight-week program that encourages employees to adopt and maintain healthy behaviors throughout the holidays through confidential weekly "self" weigh-ins, weekly challenges, and supportive tools and tips. The goal of the program is to help participants stay mindful of healthy habits such as incorporating physical activity and healthy eating into their holiday traditions. In FY 2019, Maintain Don't Gain took place Nov. 13, 2018, through Jan. 7, 2019. A total of 935 participants enrolled, of which 43.7% were from UC Davis Health, 53.5% were from the Davis campus, and 2.6% were from remote sites. Overall, 93% of the post-program survey respondents were very satisfied to somewhat satisfied with the program. Furthermore, 59% of indicated that they have healthier eating practices and 52% indicated that they moved more as a result of the program. Nearly two-thirds of the respondents indicated that they felt supported in taking care of their health and well-being with the program. The program continues to be a success with 92% indicating they would recommend Maintain Don't Gain to their co-workers next year.

“The weekly emails provided me great incentive to stay on track and I definitely used the suggestions to keep from overeating when attending all the work and personal holiday parties. I've participated in this last year and would recommend this program to everyone. It truly helped me stay on track.”

Participant of Maintain Don't Gain 2018-19

“I am now packing my lunch for work, placing my snacks in the little snack size baggies. Walking more, and getting ready to up the exercise. I took this on with the mindset that if this could just help me maintain during the holidays I would be so happy. Excited to say I lost 5.2 lbs. I will continue to use the information you all provide me to continue to get to my goal weight.”

Participant of Maintain Don't Gain 2018-19

Healthy UC Davis Collaboration

In 2017, the Healthy Campus Network (HCN) was launched as a pilot across all University of California (UC) campuses with the aim of working within the culture of each UC location to address the need for a strong, sustainable campus-coordinated structure. The pilot initiative was funded by UC President Janet Napolitano and strives “to make UC the healthiest place to work, learn and live.” As stakeholders gathered bi-monthly to work toward this aim, UC Davis renamed their local effort *Healthy UC Davis* and formed a steering committee with four main focus areas; Physical Activity, Nutrition/Food, Mental and Emotional Well-being and Smoke and Tobacco Free.

In FY 2019, Healthy UC Davis secured funding from the Office of the Chancellor and Provost for at least the next five years, through FY 2023. In February 2019, stakeholders and steering committee members were invited to participate in a strategic planning meeting to define goals and objectives. The results of this meeting were five priority areas. These priorities were defined as:

1. Creating “one place” or “hub” for our community to find resources and information about health, well-being and wellness
2. Creating metrics and desired outcomes for health and well-being programs and Healthy UC Davis as a whole
3. Creating ways to keep and increase leadership support for health and well-being efforts
4. Creating and enhancing policies that support the health and well-being of our community, and
5. Creating a physical space for health and well-being programming and community building.

These were established as individual work groups within Healthy UC Davis. Healthy UC Davis also continued some of its existing programming and, funded seven additional projects to support health and well-being for the UC Davis community. The SFHWB Program is integral in this effort as it provides the leadership and staffing for the administration of Healthy UC Davis and is committed to doing so in future years. All information about Healthy UC Davis funded projects and programs can be found at healthy.ucdavis.edu.

In FY 2019, SFHWB provided support for many of the continuing programs funded by Healthy UC Davis. One program, Walker Tracker, gave us important insight into the effectiveness of an online activity tracking program and periodic challenges that would motivate staff and faculty to move more during the workday.

Walker Tracker

Walker Tracker is an online step tracking program designed to promote walking and physical activity. Healthy UC Davis introduced this program to the campus community in Winter quarter 2019 as a 6-week pilot. While there was the option to complete the challenge individually or as a group of 4-6 team members, group participation was encouraged to promote social engagement. The program targets an achievement of 8,000 steps per individual daily, which can be achieved by taking active breaks from an office desk, lab or classroom. Generally, there was a lot of enthusiasm about this program amongst the UC Davis community. Participants reported an increase in moderate-level physical activity, and those participating in 150 minutes or more of

Healthy UC Davis Collaboration

vigorous-intensity activity reported higher motivation to participate in physical activity than baseline. Data from the 6-week Winter Pilot showed 486 active users and a total of 520,974,501 total steps walked. In addition, there was an average of 1,071,964 total steps per person and an average of 126 entries per person which amounted to 7,594 average steps/day.

Findings from the post-survey indicated that there was a significant increase in the number of respondents who engaged in moderate-intensity activity for more than 150 minutes (18.4%). In addition, walking increased by 8.5%, while the number of individuals who did not perform any physical activity decreased by 3.1%. Participants were significantly more likely to walk to get some place that took at least 10 minutes. There was also an increase in the amount of activity completed in a group setting. Finally, participants were significantly more likely to respond that they strongly agree with “I have felt free to express my beliefs” and “I have a strong support system.”

Student Impact

In FY 2019 the SFHWB Program was privileged to be able to support a total of 16 undergraduate and graduate students with internships, clinical rotations, trainings and work experience.

Four undergraduate Clinical Nutrition students gained valuable internship experience in their field with the SFHWB Registered Dietitian. They assisted programmatically with several integral pieces of the SFHWB program. These were the Know Your Numbers events, Wellness Ambassador Newsletters, email campaign content (Maintain Don't Gain and Fruit and Vegetable Fan Club); students also supervised UC Davis Farmers Market operations.

Two students completed their dietetic internship rotation satisfying their community and public health experience, and six additional students gained experience teaching the Centers for Disease Control and Prevention's T2 Diabetes Prevention Program curriculum.

Two student assistants, a Master of Public Health (MPH) graduate student and a Clinical Nutrition undergraduate student, were hired for FY 2019 and supervision was given for the graduate student researcher hired for Healthy UC Davis. These students assist with running the Wellness Ambassador Program, provide valuable graphic design skills as well as general assistance.

Three MPH practicum project opportunities were completed with SFHWB. These projects provided an in-depth look into the Know Your Numbers health screenings; an analysis of workplace wellness programs, including data on medical and pharmaceutical claims, presenteeism, absenteeism, workers' compensation and disability claims; and finally, a multidisciplinary approach to promote awareness of the Smoke and Tobacco Free (STF Campus Policy).

The Wellness Committee White Paper and FY 2017 Annual Reports available on the SFHWB website were accessed by a Psychology undergraduate student at Oregon State University for use as background information on wellness programs in the workplace for their technical writing class requirements.

“As a student assistant with the Staff and Faculty Health and Well-being Program, I had the opportunity to learn firsthand about the process of implementing community health initiatives. The program hosts a wide array of offerings, which provided me experience with creating graphics and flyers for our many events, taking anthropometric data at screenings, outreach tabling, and using excel spreadsheets to organize data. My supervisors also made an effort to provide opportunities for growth specific to my areas of interest including dietetics. As a result, I got to contribute content for the Healthy Holiday Challenge and assist with the Diabetes Prevention Program, Maintain Don't Gain campaign, and Fruit and Veggie Fan Club campaign. In addition to providing space for professional development, I benefited from working in such a collaborative, accommodating, fast-paced and positive environment where my colleagues made me feel like a valued member of the team. Having gained insight into the benefits provided by the programs offered by the Staff and Faculty Health and Well-being Program, I am inspired to continue on in public health as I pursue a career in community dietetics.”

Student Assistant for the SFHWB Program

Partnerships

The *Mondavi Center for Performing Arts* generously provided space in their Vanderhoef Studio for the Midday Mindfulness Meditation, Active Aggies Mobile Fitness, and Gentle Yoga series. The “Well-being ticket deal,” a program that allows staff to purchase up to two \$10 tickets to one show per month at the Mondavi Center, continued to be offered. A total of 533 discounted tickets were purchased through this program from October 2018 to May 2019 with 7 Fingers Cirque having the top ticket sales of 174 tickets in February 2019.

Campus Recreation has been a valuable partner for Active Aggies, providing the trainers that lead the five group exercise classes held weekly during fall, winter, and spring quarters, as well as during summer session.

Transportation Services and the *City of Davis* served as partners for the Biking with Confidence Series and Friday Ride Day.

Healthy UC Davis offered staffing and financial support for the Farmers Market and Walker Tracker.

WorkLife continued to offer various lecture topics for staff and faculty as well as Monthly Meditation at UC Davis Health, lactation support and other organizational assistance.

Academic and Staff Assistance Program generously provided their time to an all-day stress reduction workshop held at the UC Davis Tahoe Environmental Research Center in May 2019.

Health Insurance Plans and providers including *UC Davis Health*, *Kaiser Permanente*, *Health Net*, *Anthem*, and *Western Health Advantage* provided a number of incentives for wellness challenges and outreach events throughout the year, including umbrellas, sunscreen, a Fitbit wearable fitness tracker, and gift baskets. *UC Davis Health* and *Kaiser Permanente* generously donated 379 influenza immunizations and staff time to the two flu clinics held in October 2018.

UC Davis Health’s *UC Living Fit Forever*, *Health Management and Education*, *Food and Nutrition Services*, *School of Medicine’s Dean’s Office*, *Faculty Development and Diversity*, *Academic Staff Assistance Program* and *WorkLife* serve as important partners at UC Davis Health. Monthly meetings are held to accomplish the following goals:

1. Communication and Cross Promotion of programs, initiatives, resources
2. Support and help finding solutions
3. Advocacy to leadership
4. Feedback and ideas for programs, initiatives and resources we all offer

Survey Results

2019 Academic and Staff Satisfaction Survey

As a unit under Finance, Operations, and Administration (FOA), the SFHWB Program participated as a division in the 2019 Academic and Staff Satisfaction Survey, a customer satisfaction survey for all staff and faculty. This survey was first administered in Spring 2018. The SFHWB Program was in the top 10 for respondents (1,340) of all FOA units that were surveyed, tied for ninth highest mean score and received the fifth highest net promoter score out of all 45 FOA departments surveyed. Results indicate a high level of satisfaction with 78% of respondents indicating they were extremely satisfied or very satisfied with the SFHWB Program.

Three supplemental questions were included in the 2019 survey. Two of the three questions were unchanged from the 2018 survey, and regarded importance of receiving UC Davis campus support for the respondent's health and well-being and importance of continuing SFHWB programming and services in FY 2019. Respectively, 90% and 86% of respondents, felt that receiving this support and continuation of programming and services was extremely and very important. The third question was a new question regarding how important it is that they have supervisory support to attend events that support their health and well-being. More than 86% of respondents felt that supervisory support was extremely and very important to them.

Strengths included helpful staff and providing effective advice and guidance, which was an opportunity for improvement in the Spring 2018 survey. Additionally, respondents felt that the SFHWB Program is moving in a positive direction. Opportunities for improvement included understanding needs and requirements, facilitating problem resolution, and responding to requests within an acceptable amount of time. The SFHWB Program aims to address survey feedback by continuing to increase offerings with alternative hours and locations and improving request response time. In the next fiscal year, evening classes and some earlier morning programming will be offered. Live webcast or recordings of our programs will begin to be offered to increase our reach and services. SFHWB will continue to promote best practices for managers and supervisors to more easily support their employees' health and well-being.

2019 Council of University of California Staff Assembly's (CUCSA) Engagement

The 2019 CUCSA results revealed that the UC Davis campus is making positive progress on two key wellness measures: Supervisor Support for participation in wellness related initiatives and programs offered at their location, and that UC Davis promotes an environment of physical, mental, and social well-being. Supervisor Support increased by 4% compared to 2017 and Environmental Support increased by 3% for a total increase overall of 4% for the "wellness" measure. We are benchmarked with other UCs combined and show equivalent results.

Challenges

The SFHWB Program has continued to build successfully in FY 2019, but success does not come without its challenges. Our programming is in high demand and we must offer lotteries for many programs and services to be able to serve our population fairly on campus. UC Davis Health employees have consistently asked for more to be offered on the Sacramento Campus. It is a demand that we cannot currently fill. Three of the largest limitations to our growth and ability to have a larger impact include inadequate access to space, program funding, and a lack of presence on the Sacramento Campus.

Inadequate Access to Space

Finding fee reduced or waived spaces on campus that can provide programming on the UC Davis main campus has proven difficult. Geographical proximity to programming has been a recurring theme when asked about barriers to participation for employees. While staffing and budget are still overarching drivers of these gaps, we work diligently on building partnerships with other resources on campus to make programming more efficient and hope to offer more programs and resources in a virtual format.

Program Funding

Staffing and program funding continue to limit the growth of the SFHWB Program. In 2013, University of Michigan's benchmark report on nationwide wellness programs at universities and university health systems showed that \$65-\$178 per employee was spent on operations/programming alone. In FY 2019, UC Davis spent \$1.63 per employee for the SFHWB program's operations and programming and had 2.55 FTE for 34,511 (1:13,534) campus and health employees.² In comparison, staffing levels at UC Berkeley has a 1:6110 staff to employee ratio without a health system to support. Unfortunately, our FTE specifically for the Program will be diminished to 1.8 in FY 2020 as resources are spread across the Healthy UC Davis effort.

Lack of Presence on the Sacramento Campus

Without a physical presence and champion on the UC Davis Health campus it is difficult to align, grow programming and offer resources. SFHWB attempts to coordinate as much as possible gathering partners and resources monthly, but this has proven to be inadequate to completely align resources and promote awareness.

Lastly, although the SFHWB Program continued to add more programs in FY 2019, further reach may not be possible in its current state. The participation data shows steady rates from FY 2018 to FY 2019. We may also be at a point where we have reached many of the employees that are open to participating in a health and well-being program and we need to begin more targeted strategies to reach those that may be more hesitant. This takes focusing on inclusive messaging and analyzing the feedback from various surveys, evaluating where we are spending our limited resources if our aim is to increase our reach and impact.

Next Steps

The SFHWB Program will strive to continue making advances in well-being for staff and faculty to accomplish our mission to develop, promote and support a thriving culture of health and well-being throughout the UC Davis community. We will continue to advocate for additional staffing and financial resources to ensure health and well-being programs are comprehensive and support the needs of the UC Davis population as well as continuously improve our customer service in alignment with FOA objectives. In addition, we will aim to build out our virtual offerings in order to serve all of our locations, including remote UC Davis sites.

Objectives to achieve our intended goals include:

- Continuing to build a collaborative relationship with Healthy UC Davis, and further program objectives that leverage and advance the objectives of each independent entity;
- Engaging faculty participation in addition to staff and faculty working on the UC Davis Health campus;
- Employing strategies to engage staff and faculty at satellite campuses by offering more inclusive and virtual programming and building partnerships with leadership at remote campuses;
- Continuously evaluating the Program's value and return on investment to the university by compiling and presenting available data sets; and
- Building on student impact by offering internships, positions, and practicum placement opportunities for students pursuing fields related to health and wellness.

Reference List

1. Knowler WC, Barrett-Connor E, Fowler SE, et al. Reduction in the Incidence of Type 2 Diabetes with Lifestyle Intervention or Metformin. *New England Journal of Medicine*. 2002;346(6):393-403.
2. UC employee headcount. University of California. <https://www.universityofcalifornia.edu/infocenter/uc-employee-headcount>. Accessed Feb. 20, 2020.