



**Annual Program Report 2014 - 2015**

**As Presented**

**On**

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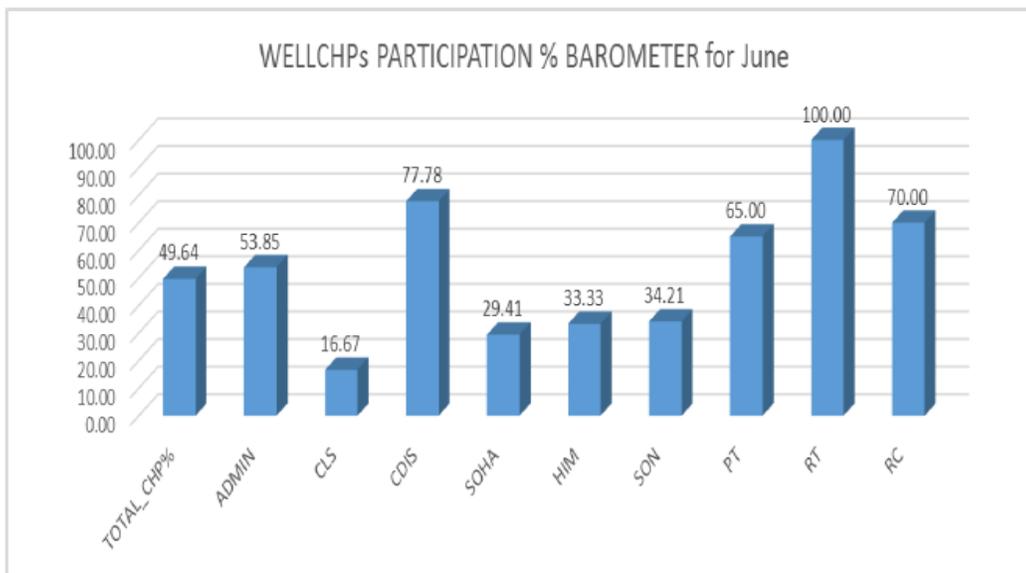
## Program Overview

The College of Health Professions (CHP) developed a new health promotion & wellness program called the “WELLCHPs” program during the school year September 2014 – August 2015. The acronym “WELLCHPs” stands for merit units given to acknowledge health promoting activities by faculty and staff representing nine (9) units in the CHP College: ADMIN, CDIS, CL, HIM, PT, RC, RT, SOHA, SON. The College Health & Wellness task force included at least one representative from each unit.

The program’s primary goal was to increase awareness of health and wellness in the College by encouraging and rewarding healthy lifestyle activities. Therefore participants were able to report and track activities using an online form. Monthly updates and reports were provided to help track both individual efforts and College activities overall. Individual participants were able to use WELLCHPs (or activity merit units) to exchange for program gifts such as sports bags or bottles.

## Program Participation

As of August 2, 2015, 70 participants or 49.6% of the College faculty and staff have enrolled in the program with representatives from each unit (Please refer to unit percentages below). There are 54 females and 16 males with an average age of 47.36 +/- 12.01 yrs. and BMI of 26.68 +/- 4.49. During registration participants were asked three questions about work day activity levels in terms of 1. Level of **Satisfaction** (1-Very Dissatisfied, 5 – Very Satisfied), 2. Percent of Work Day being **Active** (1= 0- 10% through 10 = 90-100%) and 3. Percent of Work Day being **Non-Active** (1= 0- 10% through 10 = 90-100%). All participants were asked the same three questions again during the last activity entry online.



Descriptive statistics of pre-post group characteristics were compared. There was a significant change in group BMI by 14.77% ( $p = 0.036$ ), activity “Very Dissatisfied” changed from 9.9% to 0%, “Dissatisfied” changed from 32.4% to 25.0%, “OK” changed from 32.4% to 0%, “Satisfied” changed from 15.5% to 25.0%, and lastly, “Very Satisfied” changed from 9.9% to 50%. Changes were all found to be significant ( $\chi^2 = 12.834$ ,  $p = 0.023$ ). It should be noted that perceived “Active” levels decreased during the typical work day from an average 6.34 +/- 2.04 to 5.75 +/- 2.71 rating while “Non-Active” levels changed

from an average 3.43 +/- 2.80 to 4.25 +/- 2.05 rating. Satisfaction with overall health activities however increased from an average 2.83 +/- 1.12 to 4.0 +/- 1.31, which was found to be significant ( $p= 0.007$ ).

### **Program Tracking System**

Seventy College faculty and staff registered online to participate in the program. Registration included a health status survey to document initial level of health promoting behaviors, i.e. physical activity vs. sitting during a typical work day. Information included the participant's college unit and perception of satisfaction about current health promoting behaviors. All participants were asked to record health promoting behaviors over the 2014 - 2015 school year including events, daily step numbers, or any other activity to promote a health conscious lifestyle.

### **Program Accomplishments**

There were several program outcomes and accomplishments achieved over the year to support health and healthy behaviors in the College.

- **A Walk Across America** effort was initiated to combine all participant step activities together as a College. Participants were able to walk 6,324.13 miles from the state of Delaware to the California coast which was 1,276 more miles than the set goal.
- **Step Walk Maps**
  - Step Walk Maps specific to the Health Professions building and various key locations on the Texas State campus were developed through a collaboration with the Texas State Society of Geographic Information Science (SOGIS) student organization. These maps are available online and will be displayed by building stairwells to encourage use of stairs.
- **Program Monthly Seminars**
  - There were ten lunch and learn seminars provided to help encourage health promoting behaviors with topics including healthy eating, technology for activity tracking, sleep habits, hydration and benefits of exercise as related to heart and brain health. Seminars used simulcast, video streaming to the School of Nursing to allow live participation. All seminars were well attended with an average of 20 -25 during the lunch sessions.
- **Public Display Monitor**
  - In order to increase health awareness within the College, there will be a public television monitor in public areas to provide special announcements and daily health and wellness messages.
- **Program Recognition**
  - We are being considered by the American Heart Association to be recognized as a Fit-Friendly Worksite in the Gold Category (Code# COLL84925).

## **Building a Culture of Health** (Lifegain Wellness Culture Report, Human Resources Institute, LLC.)

The program goals were assessed by using an external review of participant perceptions of the work culture at registration and again during the last month, August 2015.

There were 88% of respondents who reported attempts to make lifestyle changes such as managing stress, eating healthier, increasing physical activity and losing weight, in the past 12 months. 57% - 70% reported being engaged in such activities with only 20% of these change attempts resulting in lasting, positive lifestyle changes. Highlighted results of the follow-up survey indicated that although faculty and staff were aware of healthy lifestyle opportunities and benefits, there were 3 dimensions that needed improvement in the College work environment, including:

1. Shared wellness values: The scores in this category improved into the high zone from the moderate zone, indicating that respondents are perceiving employee wellness is a top priority at Texas State and that living a healthy lifestyle is valued.
2. Cultural norms: The scores in this category improved to the high zone from the moderate to high zone. Scores for physical activity increased from 50% to 80% of the respondents indicating they engage in regular physical activity and from 36% to 56% for practicing some type of stress management.
3. Cultural touch points: The scores in this category improved into the moderate to high zone from the low to moderate zone, indicating that respondents are perceiving the culture to be more supportive of health and healthy behaviors.

## **Program Conclusions and Future Recommendations**

Based on internal and external reviews of the program, there were several positive improvements realized by participants at both personal and College levels. The health and wellness program can therefore be viewed as a successful collaborative effort by faculty and staff.

Recommendations are for continued administrative effort in support of health and wellness endeavors including measures of faculty and staff accountability.

- As stated by one participant: “I must say that I got used to getting back to my office after a workout and calling up the link to record my pedometer readings. It was a really good habit and I found it enjoyable to see monthly stats. I now find myself without a reason to wear a pedometer during my workouts. It was a good habit that this instilled in me!”- WELLCHPs Participant- 8/13/2015

Future considerations should include the following:

1. Develop an App using university resources to facilitate an easier, interactive reporting system for individual daily, weekly and monthly activity tracking.
2. Expand the WELLCHPs merit exchange system.
3. Expand health and wellness lunch and learn seminars to broader topics and use of external resources.

4. Continue consideration of stairwell enhancements to encourage use.
5. Encourage College faculty and staff to participate in the university Employee Wellness Program and support the EWP through participation and provision of faculty resources.
6. Consider development of “green spaces” for College internal and external areas.
7. Continue exploration of grant opportunities to fund innovations in workplace health and wellness efforts.

The forgoing summary is being presented to Dr. Ruth Welborn, Dean of the College of Health Professions to use according to her discretion in behalf of faculty and staff health and wellness.