



# WELLCATS ANNUAL REPORT FY 2020



**WELLCATS**  
*Live. Work. Be Well.*

**Joshua Arguelles**  
Human Resources  
Assistant | *WellCats*  
Instructor | Texas State  
University

**Janet Bezner, PT, DPT, PhD, FAPTA** |  
National Board Certified Health &  
Wellness Coach | Professor,  
Department of Physical Therapy | Chair,  
Faculty Senate | Texas State University

**Carolyn C Swearingen, M.Ed.**  
| Senior Lecturer |  
Director of Total Wellness, Department of  
Health and Human Performance | Texas  
State University

**Rose C. Trevino, M.A.**  
Work Life Coordinator  
Human Resources | *WellCats*  
Leadership Team | Texas State  
University

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## INTRODUCTION

### **WellCats Employee Wellness Program**

The *WellCats* program is included in the University Plan, Goal 4: Provide the necessary services, resources, and infrastructure to support the university's strategic direction, Objective 13 (Provide programs and services that support and enhance the health and wellness of the university community). The vision for the *WellCats* program is: *"to become a nationally recognized, evidence-based, comprehensive employee wellness program designed to inspire Texas State employees and the community to enhance wellness, which engages faculty and students in teaching and learning, research, and service."*

### **The mission statement for *WellCats* is:**

*WellCats* is a nationally recognized, evidenced-based, comprehensive employee wellness program designed to inspire Texas State employees and the community to enhance wellness – faculty and students in teaching and learning, research, and service. *WellCats* is Texas State University's comprehensive employee wellness program dedicated to building a worksite culture that makes 'the healthy choice the easy choice'." Total Wellness will be a leader in enhancing the health and quality of life of Texas State employees and residents of the San Marcos community. The mission of Total Wellness is to offer safe and effective programs and services that both promote physical activity, weight control, social interaction, and other positive healthy behaviors and appeal to individuals with diverse interests, fitness levels, abilities, origins, and ages.

***"Texas State University's comprehensive employee wellness program is dedicated to building a worksite culture that makes 'the healthy choice the easy choice.'"***

In 2019-2020, the *WellCats* program experienced a number of modifications, including the unprecedented challenge of the COVID-19 pandemic, which resulted in the transition of all *WellCats* offerings to an online platform during the spring and summer of 2020. Other changes to *WellCats* included the addition of two new faculty to the leadership team (Menge, Burns), transition of a faculty lead to the Round Rock campus (Bezner), and the move of another faculty lead out of state (Burke).

**We made progress on several initiatives in our strategic plan, outlined below.**

- A. Culture of health (Goal 1) – we conducted a university-wide survey of the culture of health (funded by a REP grant to Burke) and based on the analysis, identified that supervisor support for employee participation in *WellCats* is a barrier to employee participation in the program. Supervisor training regarding the benefits of participation in the *WellCats* program was integrated into the new supervisor training program and a unique training program for supervisors has been developed and will be pilot tested in FY 2021. The leadership team has begun reviewing the culture of health survey to identify additional barriers to focus on in 2021.
- B. Assessment of quality of services (Goal 2) – we routinely collect feedback from employees about our services and make changes in the program based on the feedback. The *WellCats* team collected additional feedback from employees in the summer of 2020 about services and support needed in the wake of COVID-19 and made a few changes to our e-newsletter, group exercise schedule, and champions program. The leadership team has begun reviewing this data to identify barriers on which to focus in 2021.
- C. Wellness model (Goal 1) – we identified an 8-dimension model that is comprised of physical, nutritional, financial, spiritual, intellectual, environmental, occupational, and social and emotional components. Programming and services are designed to address all dimensions of the model. We are looking for an assessment instrument to be included in the annual evaluation survey to measure the impact of the *WellCats* program in each of the 8 dimensions.
- D. Evaluation of health and wellness (Goal 2) – we now have 6 years of data on employee participants and have analyzed these data to understand the impact of program participation on measures of health and wellness. We are in the process of writing a manuscript describing the impact.
- E. Operational plan (Goal 3) – we continue to create a one-year operational plan each summer to guide our programming and timeline. In summer 2020 we were able to use program funds to hire a faculty member (Menge) part-time to complete the operational plan and write the annual report.

- F. Marketing (Goal 3) – We collaborated with Bobcat Promotions in 2020 to create a marketing video (<https://wellcats.txstate.edu/about.html>) for our website that highlights *WellCats* services. We plan to use this video in new employee orientation and anticipate using it in additional ways to promote the program.
- G. Student engagement (Goal 4) – each year we recruit and employ undergraduate and graduate students who provide services to *WellCats*, participate in program management, and learn how to create, operate, and market an employee wellness program. One of our first graduate assistants (Lindsey Menge) is now a faculty member at Texas State and serves on the *WellCats* leadership team.





## OVERVIEW OF *WELLCATS* OFFERINGS - PROGRAMS AND SERVICES

- A. Group Exercise: 30 to 60-minute classes offered on both campuses throughout the day at several sites designed to meet the different needs, interests and fitness levels of our members.\*
- B. Health Behavior Change Coaching: One-on-one sessions designed to support health behavior change for employees who desire to prioritize healthy behaviors, especially related to eating healthfully and exercising consistently. Sessions are scheduled weekly, conducted in person, via telephone or Zoom, and the typical employee is coached for 3+months.\*
- C. Nutrition Consultation: One-on-one sessions with a trained nutrition professional designed to assess an individual's current nutritional intake and to provide support in identifying goals to improve nutrition, overall health, and well-being. Consultation provided in-person on the San Marcos campus and via Zoom or telephone.\*
- D. ProActive Nutrition (PAN): Monthly hands-on cooking sessions focusing on whole foods, healthful options for popular dishes, and exploring new possibilities in the kitchen. PAN cooking sessions are available to individuals, as well as to departments/offices as a fun team-building meeting alternative.\*
- E. Racquetball: Offered at Jowers Center, Monday through Friday, 12-1 PM for all faculty and staff.
- F. Subsidized Student Recreation Center membership: Provides a limited number of *WellCats* members a \$25/year or semester SRC membership subsidy.
- G. Wellness Education Series: One-hour sessions offered monthly through Organizational Development and Communications covering topics ranging across all eight dimensions of wellness. These sessions are open to non-*WellCats* Members and are delivered by *WellCats* team members or by members of the Texas State University or San Marcos community.\*

\**WellCats* services were moved to virtual offerings via Zoom/Facebook Live beginning in April 2020 to accommodate safety protocols due to COVID-19.

## PARTICIPATION/DATA

- [see Appendix I](#)

## PROGRAM ASSESSMENT

### A. Overall Program Outcomes Data

- A. Compared with the employees who did not continue, those who participated in the *WellCats* program performed significantly more exercise (30.975 kcal/kg/week vs. 26.145 kcal/kg/week,  $t=2.33$ ,  $p=0.02<.05$ ).
- B. There were no significant differences in body mass index (BMI), sleep, or stress and energy, though the differences between employees who participated and those who did not were all in the expected direction. The *WellCats* participants had lower BMI, better sleep, less stress and more energy.
- C. Year to year data of *WellCats* members were also compared. At the second year of membership, *WellCats* members were engaging in more exercise, had lower BMI, and better sleep; however, all of these differences were not significant.

### B. Member Retention Data

1. Annual Registration Data
  - 426 registered in 2014
  - 855 registered in 2015
  - 550 registered in 2016
  - 503 registered in 2017
  - 578 registered in 2018
  - 543 registered in 2019
  - 492 registered in 2020
2. Retention Report
  - In total 1711 employees have registered since program inception (January 2014)
  - 775 continued after one time of participation ( $775/1711=45.30\%$  retention rate)
  - 936 people participated only one time, however, among them, 325 left the university. So, the number of employees who did not continue is 611 (936-325).
  - Given that 775 continued, and 611 did not continue, the actual retention rate is more than fifty percent (55.92%) ( $775/(775+611)=55.92\%$ )
  - For those 775 who continued, 383 participated two times, 392 participated three or more times.

### **C. *WellCats Virtual* Group Exercise member survey for Spring 2020**

- [see Appendix II](#)

### **D. Health behavior coaching summary data**

- [see Appendix III](#)

### **E. One-on-one nutrition consultation summary data**

- [see Appendix IV](#)

### **F. *WellCats* Educational Series Surveys Summary - see Appendix V for summary**

1. Number of *WellCats* Educational Series provided in fiscal year 2020 = 9
2. Average rating for quantitative questions (1 (low) – 4 (high)) = 3.8
3. Number of attendees in fiscal year 2020 = 198

### **G. *WellCats* COVID-19 Support Member Survey Summary**

- [See Appendix VI](#)

## **MAJOR OBJECTIVES FOR 2021**

- A. Implement supervisor training pilot program and evaluate
- B. Assess the impact of supervisor training in OD management training program
- C. Increase *WellCats* membership
- D. Collaborate with ERS to promote Health Select benefits and share resources
- E. Publish data in a peer-reviewed journal (submit 2 articles)
- F. Implement administrative assistant food ordering training program and evaluate
- G. Market and distribute marketing video
- H. Continue to update COVID-19 resources tab for members

## **MAJOR OBSTACLES**

- A. Lack of engagement of males in the program
- B. Supervisor support of employees using wellness time
- C. Parking and transportation to *WellCats* events
- D. Employee ability to balance work life responsibilities
- E. Lack of nutrition knowledge among employees
- F. Rising cost of membership to the Student Recreation Center
- G. Apprehension by employees of feeling welcome at *WellCats* events
- H. Stress
- I. Environmental factors (weather)
- J. COVID-19 modifications



## Appendix I | Participation Data

	2015	2016	2017	2018	2019	2020
# of WellCats members	495	347	327	359	543	492
# of group exercise classes attended (total)	2293	9807	9150	7999	7684	5089
# of WES* offered	12	9	16	14	11	9
Average attendance at WES	35.16	21	15.3	14.28	12.42	22
Total attendance at WES	211	126	245	200	145	198
# of one-on-one health coaching sessions (total)	236 (group coaching only)	47 (group coaching only)	104	99	101	97
# of members participating in one-on-one health coaching	236 (group coaching only)	47 (group coaching only)	9	10	10	10
# of one-on-one dietary consultations provided (total)	8	21	17	15	14	14
# of one-on-one dietary consultations provided (# of individuals served)	8	21	15	14	11	14
# Male/Female – SM	392 Females 97 Males 0 Others	287 Females 56 Males 1 Other	257 Females 67 Males 2 Other	258 Females 97 Males 3 Others	436 Females 91 Males 4 Others	362 Females 109 Males 8 Others
# Male/Female – RRC	6 Females 0 Males 0 Others	2 Females 1 Males 0 Others	1 Female 0 Males 0 Others	1 Female 0 Males 0 Others	12 Females 0 Males 0 Others	12 Females 1 Males 0 Others
# of members – SM	489	344	326	358	532	478
# of members – RRC	6	3	1	1	12	13
BMI@ (average)	28.10	27.49	28.10	28.42	27.98	27.35
Sick Leave Taken – Members (n=total sick leave hours)	24,326.17	17,936.54	18,017.90	16,639.30	22,081.31	22,515.28
Sick Leave – Non-Members (n=total sick leave hours)	133,404.99	144,539.55	157,128.55	158,638.94	164,932.03	140,272.46

\*WES = WellCats Education Session

@BMI = body mass index

## Appendix II | WellCats Virtual Group Exercise Member Survey Summary - 2020

N=61

### I. Respondents completed the survey using the Likert scale below.

Excellent	Good	Average	Poor	Terrible	Not Applicable
5	4	3	2	1	0

### II. Survey Questions

1. Rate the degree of connection that you feel with your virtual instructors as it relates to motivation and engagement...**AVG 3.94**
2. Rate the degree to which you feel motivated by participating in our virtual workouts...**AVG 3.58**
3. Rate your overall experience with our virtual classes...**AVG 4.00**

### III. Respondents completed the survey using the Likert scale below.

Extremely comfortable	Somewhat comfortable	Neither comfortable nor uncomfortable	Somewhat uncomfortable	Extremely uncomfortable
5	4	3	2	1

### IV. Survey Questions

1. Keeping safety measures in mind, rate the degree to which you would feel comfortable going back to in-person classes...**AVG 2.64**

### V. Respondents completed the survey using the Likert scale below.

Extremely easy	Somewhat easy	Neither easy nor difficult	Somewhat difficult	Extremely difficult
5	4	3	2	1

### VI. Survey Questions

1. Rate how easy it is to locate the group exercise schedule online...**AVG 3.51**

### VII. Survey Questions

1. Which of the following virtual platforms are you currently utilizing? Please check all that apply.
  - Zoom – 30 (49%)
  - Facebook Virtual – 22 (36%)
  - Youtube – 18 (29.5%)
  - None of the above – 13 (21%)
2. Which virtual classes do you frequently (once a month or more) participate in? Check all that apply.
  - AOA Fitmix – 5 (8%)
  - Barre Fusion – 6 (10%)
  - Circuit Training – 3 (5%)
  - Core Strengthening – 8 (13%)
  - Flash Friday – 4 (6.5%)
  - Joint Series – 2 (3%)

- Kickbox Bootcamp – 2 (3%)
- Meditation and Relaxation – 4 (6.5%)
- R&R yoga – 10 (16%)
- Rest, Relax, and Restore – 6 (10%)
- Step it up – 4 (6.5%)
- Strength 101 – 6 (10%)
- Yoga Flow – 11 (18%)
- Zumba – 8 (13%)

3. How long have you been attending our virtual classes? Check all the months that apply.

- March – 10 (16%)
- April – 13 (21%)
- May – 15 (24.5%)
- June – 17 (28%)
- July – 13 (21%)
- August – 17 (28%)
- September – 13 (21%)
- October – 15 (24.5%)

### **VIII. Survey Questions (Free Response)**

1. What type of tools and/or exercise equipment do you currently have access to? List all that apply:

- Free weights
- Yoga Mat
- Resistance Bands
- Steps
- Balance ball
- Treadmill
- Bike
- Household items as weights
- Trampoline
- Kettlebell
- Foam roller
- Jump rope
- Pull up bar

2. Are there additional resources and/or modifications that may be helpful to your exercise/wellness experience?

- In-person group fitness classes
- Beginner course/classes, e.g. beginner classes for obese people
- More vegetarian meal recipes
- Pin a current schedule with links to the fb page
- More information on availability of classes and how to access classes.
- Outdoor/in-person classes
- Low-impact, joint and mobility exercises/stretching

3. At this time, we plan to continue offering classes virtually. Do you plan to continue participating in our virtual classes, Yes/No? If no, would you please let us know, why?

- Yes – 25 (41%)
  - No – 7 (11.5%)
    - Why No:
      - No. I lack the motivation and focus to workout from home (other than walking outside). If I'm at home I do other stuff instead. Also I live with other people in the house and it is difficult to find a small quiet or free space to work out in.
      - No, because I am working from home and wasn't sure I can request wellness time when not in the office.
      - No. I love the *WellCats* offerings but I am on the computer all day and cannot tolerate virtual anything after a whole workday.
      - There's a lot of classes I would like to take that require Facebook, which I don't use. I would prefer if all were over Zoom or Youtube since those are more accessible.
      - No they don't fit my time schedule and they are too long
4. Would you recommend, or have you recommended, the *WellCats* virtual platform to colleagues? Please explain in the space provided.
- Yes – 26 (42.5%)
  - No – 3 (5%)
    - I told a couple of people about it but since I don't like virtual workouts, I just provided the information.
    - The facebook videos in the video section seem in random order, if they could be categorized would help.
    - I would, if they are virtual kind of people. (I know I was doing much better in person.)
5. Please provide any additional suggestions for how we can meet your group exercise/wellness needs.
- Step and kickboxing take some space. Most people who would take those probably already know that. I have that but maybe showing modifications for those who don't (although, when I move from the step to the floor I also have to move my computer).
  - If you had good classes at noon, even virtually, I may participate.
  - I'm not crazy about doing exercise with a group. I'm fine and prefer the virtual recordings. There is structure without having an audience, sort of.

## Appendix III | 1-on-1 Health Coaching Feedback Summary

*# of “Health Behavior Change Coaching Feedback Surveys” returned = 6*

Surveys were included if the individual finished coaching between September 2019 to August 2020

- I. Participants were asked to rate coach’s effectiveness on a scale of 1-10 (10 = very effective; 1 = not effective) in the following categories.

Category averages

<b>Knowledge</b>	9.83
<b>Helpfulness</b>	9.83
<b>Empathy and connection</b>	9.83
<b>Quality of change support</b>	9.67
<b>Quality of guidance</b>	9.67
<b>Quality of resources</b>	9.5
<b>Competence</b>	10

### II. Survey questions, summary and direct quotes.

- i. In what area(s) can the coach improve?
  1. Based on the responses, individuals stated that Dr. Janet Bezner did a great job and had little room for improvement overall. One of the few suggestions for improvement was to focus on discussing barriers and the reasons behind why they had the behavioral patterns they did.
  2. Direct quotes:
    - a. *“She pushed me but also helped me to see that we were just conducting experiments and if they didn’t work, then it wasn’t the end of the world.”*
    - b. *“Janet did a fabulous job. I cannot think of any improvements needed.”*
- ii. In what ways has coaching benefited or changed you the most? Describe “before” and “after” if possible.
  1. Many individuals stated that Dr. Janet Bezner assisted them in their physical health as well as their mental, emotional, and social wellness. They also found that it was easier than they had previously imagined making small changes that added up and made a large impact over time.
  2. Direct quotes:
    - a. *“Coaching has helped me to feel in control of my health and wellness again...”*
    - b. *“Working with Janet helped me gain some clarity about my life circumstances and how to incorporate my activity goals into my life.”*
    - c. *“I realized I was far more capable of making small sustainable changes than I previously recognized...”*
- iii. What goal is most important to you now? (That you are going to focus on post-coaching)

1. Many of the participants had goals primarily concerning physical activity and the continuation of self-care. Some created entirely new goals in order to continue striving towards the course of progression that they had experienced with Dr. Bezner.
  2. Direct quotes:
    - a. *"I've been focusing on maintaining all the habits I've built..."*
    - b. *"To stay focused on taking time for my self-care to better serve myself and family."*
    - c. *"I am going to focus on continuing to build on physical activity."*
- iv. Participants were asked to comment on the following topics and how health coaching with Dr. Bezner has benefitted them in each of these realms of wellness. In general, participants felt that coaching was multifactorial in the sense that they made progress in more than one aspect of health and wellness. Below, we have listed direct quotes in relation to each component of wellness.
1. Confidence:
    - a. *"Coaching has definitely improved my confidence in my abilities to set goals... [and] meet them."*
    - b. *"I feel more confident that I can take on things that were intimidating to me before."*
    - c. *"By regaining control of my health, I have the confidence to keep going."*
  2. Motivation:
    - a. *"I find more motivation for living a healthy lifestyle the more I work on it. I keep finding new goals to strive for."*
    - b. *"Knowing that I would be accountable to my coach increased my motivation to complete my weekly goals."*
  3. Energy:
    - a. *"I have a lot more energy and drive to do things."*
    - b. *"Energy is improved with better nutrition (not eating out as much) and weekly exercise."*
  4. Work performance/productivity:
    - a. *"Productivity is better due to increased energy."*
    - b. *"I am able to be a lot more focused at work and have found productive outlets for de-stressing from work and work-related conflicts."*
  5. Physical activity habits:
    - a. *"I am able to maintain a steady exercise schedule and have even made comebacks from a few obstacles."*
    - b. *"Janet helped me determine realistic goals each week."*
    - c. *"I am more active now than I have been in the past 5 years, which was due to the coaching!"*
  6. Eating habits:
    - a. *"I have made a conscious effort to have healthier eating habits due to the coaching. It is still a work in progress, but I am happy to continue to work on it."*
    - b. *"I have eaten so much better now. I have gotten better at mindful eating and make healthier choices overall."*
  7. Sleep:
    - a. *"I am continuing to improve my sleep habits through trying to maintain a regular sleep/wake time, which has been very helpful."*



- b. *"I sleep better now, because I am actually tired, and I have been working on building sleep routines and getting 8 hours of sleep."*
- 8. Stress management:
  - a. *"Dr. Bezner taught me the value of meditation for stress and it's been great."*
  - b. *"This was a big focus during my coaching. I've got a steady journaling habit now and regular exercise helps me with stress too."*
  - c. *"I have begun therapy appointments to continue to improve my stress management. I do notice an improvement in this area!"*
- 9. Self-compassion:
  - a. *"... I think that coaching helped me have a healthier perspective to reaching my fitness goals and being kinder with myself."*
  - b. *"I have learned to cut myself slack and be less hard on myself."*
- 10. Health:
  - a. *"As I told my coach, I recently went to the doctor and had lost 12 lbs and brought my A1C level down to almost normal range! My doctor was very impressed and has encouraged me to continue what I have been doing."*
  - b. *"Not only have I lost a few pounds, I became motivated to address other health issues that have gone unexplored for years."*
  - c. *"I feel way healthier overall... I just have more desire to go out and live my life."*
- 11. Life satisfaction:
  - a. *"I don't think I realized how much life was just passing me by. By connecting with physical activity again I am finding more fulfillment and I am seeking out more opportunities for new and exciting things."*
  - b. *"I feel like I did coaching long enough that I can use these principles for new goals and things I want to accomplish. It helps me feel less like I'm wasting my efforts and more like I'm making real progress toward a goal."*
  - c. *"Learning to deal with stress and self-care has greatly improved my quality of life."*

### III. Participant questions, summaries and direct quotes continued

- i. What are your coach's best qualities?
  - 1. Each of the individuals expressed their gratitude for how kind, compassionate, and patient Dr. Bezner was throughout their coaching experience. In addition, many participants felt that Dr. Bezner created an environment that was judgement-free and allowed them to realize that their missteps were not failure, but rather opportunities to learn.
- ii. How could your coach improve?
  - 1. The majority of individuals stated that there was no room to improve as the coaching was great as it is. Out of the little feedback that was received regarding this topic, a couple of individuals expressed their desire to have longer coaching sessions.
- iii. How did the coaching experience differ from expectations?
  - 1. Many individuals had the expectation that they would be told what to do and how to change their behaviors. They were surprised by the amount of independence and autonomy associated with the health coaching. These participants felt that this aspect allowed them to take charge in their own lives and continue their health behaviors independently.

2. Direct quotes:

- a. *“Dr. Bezner’s ability to make me look deeper at my thoughts and behaviors significantly improved my outlook on myself and my health.”*
- b. *“I was expecting to work on goals but I wasn’t expecting the positive impact it would have on all aspects of my wellness.”*

## Appendix IV | One-on-one nutrition consultation and ProActive Nutrition (PAN) summary data

### I. # of “PAN Session cooking class feedback surveys” returned = 27

#### A. Summary of surveys

1. Overall, *WellCats* members indicated that they thoroughly enjoy the classes.
2. The members who attend the classes have typically been *WellCats* members for at least 1 year with a majority having been members for more than two years. Moreover, these members had attended an average of three classes.
3. Survey results indicated that the location of the cooking classes was moderately easy to find and that the timing of the class was convenient. All but one member strongly agreed that they were promptly greeted when they arrived at the class, given clear instructions for the class, the recipes and ingredients were displayed at their respective cooking station, and received help when needed.
4. Class themes - respondents agreed that the themes were of interest to them, the recipes reflected the class theme, and that they intended to use at least one of the recipes at home.
5. 24 respondents (92%) strongly agreed and 3 respondents (8%) agreed that the instructor was friendly and engaging with the class, found the cooking class to be helpful, and that they plan to attend another class in the future.

#### B. Suggestions on improvement

1. Ensure that EVERY attendee is greeted when entering the class.
2. It would be advantageous to send out several reminders per month about when the open cooking classes will be held. Utilizing Microsoft Teams to do this would be ideal.
3. A couple of survey respondents indicated that they would like a bit more variety in dish types and themes. Recommendations included increasing vegan choices and incorporating Indian and Greek dishes.
4. Some members mentioned that they wish a night class were occasionally offered.
5. Members mentioned that they would like an online portal to register for the classes. They felt that this would streamline the registration process.

### II. One-on-one nutrition consultations

#### A. Summary of surveys

1. Feedback about consultations has been positive.
2. During the consults, clients have felt comfortable with expressing their concerns about their dietary habits.
3. Overall, it seems that member's questions have been competently answered and recommendations have been provided to meet the client's goals.
4. Consultations are always scheduled at times that are convenient for the *WellCats* member and directions to the office are always provided. Further, phone and Zoom calls are offered.
5. Since the start of COVID-19, consultations have been conducted via Zoom. Clients have been appreciative of not only the nutrition guidance, but also interaction they receive when engaging in consultations. Some participants have stated that it is almost therapeutic.

#### B. Consultation guide

1. A semi-structured consultation guide is used to collect nutrition-related information during the consultations. However, it is up to the discretion of the *WellCats* nutritionist to direct the consult as they see fit.

**C. Suggestions for improvement**

1. Create a follow up form to be sent to clients after consultations.
2. Frequently check in on clients to track progress.
3. Encourage clients to schedule follow up consultations.

## Appendix V | WellCats Educational Series 2020 summary data

*Note – All session evaluation results have been combined.*

### I. Facilitators

- A. Lacy Wolff
- B. Kristen Farris
- C. Janet Bezner
- D. Cynthia Mayberry
- E. Millie Cordaro
- F. Carolyn Swearingen
- G. Heather Aidala
- H. Lindsey Menge
- I. Katie Kainer
- J. Uriel Navarrete

### II. Totals

- A. # of total WellCats Educational Series Sessions took place in 2020 = 9
- B. # of employees registered = 172
- C. # of participants who completed a WellCats Educational Series Session = 198
- D. # of participants who completed a session evaluation = 127

### III. Evaluation

- A. Respondents completed the evaluations using the Likert scale below.

Excellent	Good	Fair	Poor	No Response
4	3	2	1	0

- B. Questions, averages, and overall totals for all sessions based on completed evaluations.

#### 1. To what extent did this workshop meet its objectives? – AVG 3.74

- 4 Excellent 97 (76.4%)
- 3 Good – 27 (21.3%)
- 2 Fair – 3 (2.3%)
- 1 Poor – 0
- 0 No Response – 0

#### 2. What is your overall impression of the workshop? – AVG 3.76

- 5 Excellent – 101 (79.5%)
- 4 Good – 22 (17.3%)
- 3 Fair – 3 (2.4%)
- 2 Poor – 1 (0.8%)
- 1 No Response – 0

**3. How would you rate presenter(s) as to knowledge of subject? – AVG3.90**

- 5 Excellent – 115 (90.6%)
- 4 Good – 11 (8.7%)
- 3 Fair – 1 (0.8%)
- 2 Poor – 0
- 1 No Response – 0

**4. Has this workshop provided you with information/motivation to do something differently in your job or personal life?**

- a. Yes – 124 (97.5%)
- b. No – 3 (2.5%)

Consolidated workshop feedback organized into themes to provide brevity.

**A. Course Handouts/pdf for participants**

- I appreciated the visual aids of the pyramid and color circle. I would like to review those again if the PowerPoint will be provided. Thanks!
- The course content and presenters were great. It would be nice if the presentation pdf was provided to us prior to the course.

**B. Duration of course**

- This session should be 2 hours long. There are a lot of concepts that can be discussed which can take more than an hour
- The content was great, I think in order to cover the content fully the training should be longer than an hour in the future. This will prevent the need to rush and ability to take the same amount of time on each subject. It is a great training, I would have enjoyed attending longer.
- There was so much great information in this course and I wanted to keep going. I think 1.5 or 2 hours with more interactivity and tools would have made it even better.
- Perhaps longer to allow for more discussion, but frankly, it was really good.

**C. What can be improved?**

- It'll great over all. Probably add a couple minutes for responses in the end. And highly recommend to use a video clip instead of scripts alone
- I think being provided an outline or overview prior to the training would have been great so that I could take notes on it.
- Watch your language. Not everyone appreciates foul language even if you do apologize first. It is not professional in any way.
- A lot of text in some slides.
- I personally do not feel it's appropriate business etiquette to use profanity of any kind in our conversations with staff, in any work environment
- At one point in the presentation, "U" said pardon my French and said "---- F---ing." This really through me and my understanding of the presentation on managing stress was completely upended. I missed the next few minutes as my mind grappled with the "term" in which the presenter assumed his audience was aware, and therefore lost my understanding.
- I feel that the technology aspect was fine. There was a slide wasn't regarding what was being said in the workshop. However, the dialog was engaging and I didn't notice until the other presenter said something.
- All shared their expertise and suggestions that have helped them, and that is powerful
- I would like to have a copy of the presentation used as it was slightly different than what was printed out. It was still a very great presentation!



#### **D. More such presentations**

- The presentation was great, and the guided meditation was very relaxing. Zoom was great for this, and I would love for courses to continue to use Zoom moving forward.
- It seemed like some Zoom links could be worked out between the presenters - making sure they're both able to see the chat function because it seemed like more people were comfortable chatting rather than talking on screen.
- This course is great on Zoom. No need to make this an in-person class.
- Overall money management skills was the best part. A whole course on that with the same presenter would be wonderful. Her stories and examples helped to add to my understanding.
- One of the best classes I've attended. Excellent presenter and content. Please offer again so that others can attend. I like that she included the basics of budget and managing money as well as just the credit score.
- More of these, life impact courses would be great. Like wills, estates, money market...etc.

#### **E. Specifics about course/presentation**

- Good presenters. Liked the relaxed format and slides were great!
- I found that it is helpful for those who do not acknowledge when they are stressed (i.e. not recognizing physical/emotional responses to stress). As for me, this was a wonderful refresher and an excellent opportunity for me to check-in with myself and my well-being. I really enjoyed the list of activities to combat stress. I also appreciate how they were topical, and had information regarding COVID-19.
- The presenter, Lacy Wolff was very engaged and presented the information in a way that made it enjoyable. In a live setting I believe she would be even better
- The short drill we did was great.
- It was a really positive way to start the day, and left me feeling and relaxed energized right into lunch. It gave me tools to use moving forward that can help me manage my stress and be more productive at work.
- I loved the guided meditation she did during the course. I felt super relaxed afterwards.
- Breathing exercises; self-care; watch working hours, could be working longer.
- The best part was hearing that other people are facing the same struggles during this hard time. It was nice to see friendly faces and talk about our problems and strategies.

#### **F. Feedback on spending habits/financial planning**

- Be contentious!
- Identifying purchase habits, try to break or lessen said habits, work towards using cash only as much as I can.
- Think of myself as a saver instead of a spender who is trying to save. Also, give myself grace when I make a mistake and keep moving forward.
- Be better about saving.
- Small steps and bigger when possible
  - Do not purchase a vehicle on the first visit. Go home and do my research.
  - Forgive myself if I mess up.
  - Avoid peer pressure.
- Seek out a financial advisor; cash only to get back on track
- To make a detailed budget of all my expenses, evaluate them as needs or wants, eliminate any unnecessary expenses and allocate a percentage to savings and/or paying down debt.
- Cutting extra costs that don't provide me a way of helping me reach my money goals.
- Like the comments and recommendation by the instructor and other students
- Identify ways to make and follow a budget.

- Look into different options for paying off student loans.

#### **G. Feedback on gratitude**

- Listing three days I'm grateful for each day
- I need to take the time to show gratitude to the people in my life. I always thought I did, but this course made me think I needed to more thoroughly.
- I want to incorporate practicing gratitude more in my life. I will definitely start by trying the 7 day exercise of picking 3 things I am grateful for
- Just be more mindful of the positive things in my every day life.
- Reflect on the things I am grateful daily.
- The course provided reinforcement to continue my efforts of developing a practice of gratitude. It also gave "permission" to start today and not be so hard on myself when I don't get to sharing gratitude as often as I want. Great exercises - I wish more suggestions were given.

#### **H. General positive feedback**

- The presenter was very knowledgeable and very enthusiastic about the subject. She broke down the ways of support very well and kept everyone engaged.
- The information was beneficial for all during this pandemic.
- I think it was great for people getting started and also for those who just needed a refresher and to help them see if the approach they are using are agreed upon by experts.
- I enjoyed that it was question based and not a presentation.
- I have been trying many of what was mentioned, and glad to have the reinforcements as well as a few other ideas to try.
- Great job and ideal timing. It is helpful to keep the conversation focused on proactive ways to manage stress rather than reactive. Starting off small and building is important. I would encourage you to emphasis healthy sleep patterns and physical activity. Also stretching since many of our work spaces are no longer ideal. Great job!
- Great course. Would recommend offering this course and others to support the TSU community through the COVID-19 issues
- I love that this content is provided for employees of the university. The structure of the workshop was fluid and helpful. I found that the presentation was easy to follow. I especially enjoyed how we were told how to acknowledge stress with our bodies and then how to counteract the stress with self care.
- Glad they related the class to our current work climate.
- Excellent job by all even with the limitations of holding it via ZOOM.

#### **I. Feedback on setting goals**

- Prep meals in advance, leave exercise clothing/shoes at work, and set goals.
- Make S.M.A.R.T. goals concerning my health. Also, encourage my husband as well.
- - Set SMART goals
  - Do something I enjoy before the new habit
  - Use an instant pot for quick meals

## Appendix VI | WellCats COVID-19 Support Member Survey Summary - Summer 2020

N=296      Surveys Sent=1533

### I. Respondents completed the survey using the Likert scale below.

Strongly agree	Agree	Neutral	Disagree	Strongly disagree
5	4	3	2	1

#### Survey Questions

1. How would you rate your social and emotional well-being right now? - AVG 3.48
2. How would you rate your physical well-being right now? - AVG 3.46
3. How would you rate your nutritional well-being right now? - AVG 3.7
4. How would you rate your financial well-being right now? - AVG 3.69
5. How would you rate your occupational well-being right now? - AVG 3.68
6. How would you rate your environmental well-being right now? AVG 3.85
7. How would you rate your intellectual well-being right now? - AVG 3.9
8. How would you rate your spiritual well-being right now? - AVG 3.85
9. I feel supported by Texas State in my health and well-being. – AVG 3.86

#### Themes of member responses for how we can help at WellCats

##### 1. Mental Health Support

- a. Provide counseling services and mental health resources on *WellCats* website and in content
- b. Content for how to deal with depression/anxiety/stress/fear/isolation/boredom/change/work pressure
- c. Discuss the importance of taking breaks and self-care

##### 2. Need for Social Support/Book/Zoom Groups and Community Connection

- a. Create activities that allow interaction with social distancing
- b. Organize Zoom happy hours or happy hour concerts
- c. Organize Zoom lunch hours/book clubs/walking groups/dance hours

##### 3. Yoga/Meditation support

- a. Provide meditation/spiritual resources
- b. Offer guided meditations
- c. Provide meditation/yoga readings and/or webinars

##### 4. Help with Motivation

- a. Would like more encouragement/affirmations/humor in our content
- b. Provide more positive/inspirational notes/content
- c. Share success stories
- d. Provide content on how to help with finding routine

##### 5. More online exercise classes

- a. Provide short workouts/5-10 minute exercises
- b. Offer more pre-recorded workouts
- c. Provide desk/home workouts/chair workouts
- d. Offer more stretching/relaxing/posture workouts
- e. Provide workouts for beginners
- f. Offer workouts where don't need equipment
- g. Would like more quarterly/walking challenges
- h. Offer classes at different times: evening workouts/classes during lunch
- i. Create a music list for exercise
- j. Post more videos on Youtube/Easy access to FB live/Instagram classes

## **6. More nutrition support**

- a. Want more recipes/cooking classes and tutorials/articles
- b. Create a recipe book
- c. More healthy eating and changing eating habits tips
- d. Home gardening tips
- e. Content on managing weight gain
- f. Meal planning help
- g. Eating out and grocery shopping during COVID
- h. Create nutrition challenges
- i. Provide weekly menus
- j. Provide resources for eating on a budget
- k. Eating for the immune system

## **7. Financial Support**

- a. Content on budgeting/cost savings/setting financial goals/debt management
- b. Offer financial coaching
- c. Provide energy saving tips
- d. Coordinate meeting with a financial advisor
- e. Provide content on dealing with job loss in the household
- f. Offer content on dealing with stress around finances
- g. Provide a better explanation of benefits
- h. List resources on website

## **8. Need for Supervisor Support**

- a. Provide more remote work options
- b. Advocate for extended wellness time/wellness relief time while at home
- c. Provide content on creating a positive work environment

## **9. Intellectual Wellbeing**

- a. Create games/brain teasers/puzzles/quizzes/memory games
- b. Offer resources for how to maintain strong cognitive function

## **10. COVID Support**

- a. Content on how to stay safe at work, social distance, and take proper precautions during COVID
- b. Provide guidance on understanding the Roadmap to Reopening
- c. Provide COVID updates
- d. Offer content on how to deal with working from home – weekly videos
- e. Provide parenting tips on keeping a positive household during COVID
- f. Provide resources and content regarding lack of childcare and managing work demands with children

## **11. Miscellaneous**

- a. Provide suggestions for alternatives to screen time/social media time
- b. Create movie lists
- c. Guidance for how to create healthy work spaces
- d. Help and encouragement for finding hobbies and learning something new
- e. Provide resources for how to get enough sleep
- f. More accessible resources on the website
- g. Combating racism resources

***Live. Work. Be Well.***