



UNIVERSITY OF DELAWARE

# EMPLOYEE HEALTH & WELLBEING

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2017 - 2018  
ANNUAL REPORT



## MESSAGE FROM THE DIRECTOR



It brings me absolute joy each year to reflect on the progress in the Employee Health and Wellbeing Department here at the University of Delaware. It is important to revisit our “why” in delivering the work that we do. Our department exists to help individuals – as well as the University – understand the value of building a thriving culture where employees, spouses and retirees are healthy, fueled and inspired to bring their best selves to work each day. This year, in particular, has me glowing with pride.

Our programs have grown in size and popularity as we continue to address the changing needs of University employees. This past year, we offered more than 60 unique programs, a 25 percent increase from last year. We have also grown our weekly fitness classes from 20 classes a week to over 35 and have expanded the locations of our offerings across campus. The passion for health and wellbeing at UD is visible on several fronts – through the growth of our Wellbeing Ambassador network; having more individuals advocating on behalf of their own health needs; and with our partnerships across campus to collaborate and leverage the great work we do. Together, these efforts allow us to holistically touch the lives of our employees, retirees and their families every day.

Many of our programs, like Walktober and Conversations in Healthcare, Wellbeing and Prevention, used to be headlining events. Today, they are part of our standard platform. Scalability for returning programs has been a major success this past year, and it has helped us grow our network and build trust with our employees. Actively, we have close to 2,000 UD employees utilizing our services.

Much of this success has been made possible through our unique structure of reporting through the College of Health Sciences (CHS). Due to this intentional framework design, CHS health experts, faculty and clinicians are able to advise our work and we are able to leverage their expertise and resources to produce sustainable impact.

Our employees participate in multiple fitness challenges throughout the year. Each week, they choose from nearly 40 fitness classes across campus, in addition to social and emotional health workshops, fun programs with student groups and more. We are grateful for these programs keeping us engaged year over year and building a presence of health right here on campus.

Over the next few years, the focus of Employee Health and Wellbeing will shift to organizational effectiveness. Imagine being part of an organization where all employees feel valued, where they find their purpose, and where they feel energized to come in every day!

By continuing to assess our current culture and helping to fill any gaps between where we are and where we want to be, our unit will play our part (and get other units motivated) to create a place where employees can truly thrive.

In the coming year, we will “sit at the right tables” to make sure health and wellbeing is not an afterthought. Our mission is to keep wellbeing stakeholders engaged and focused on our employee needs. We will do this through many of the networks and partnerships we have already built while also forging new ones.

**Health and Wellbeing is a resource to all employees, and we want to make sure they are getting every ounce they need out of our unit. I encourage you to step forward with me in an effort to make the UD a place where we are all healthy, fueled and inspired from the inside out.**

**ELIZABETH FINKLE**

Director,  
Employee Health and Wellbeing

YOUR

WELLBEING

IS OUR

MISSION

“We aspire to build a thriving culture where you are healthy, fueled and inspired to bring your best self to work each day.”



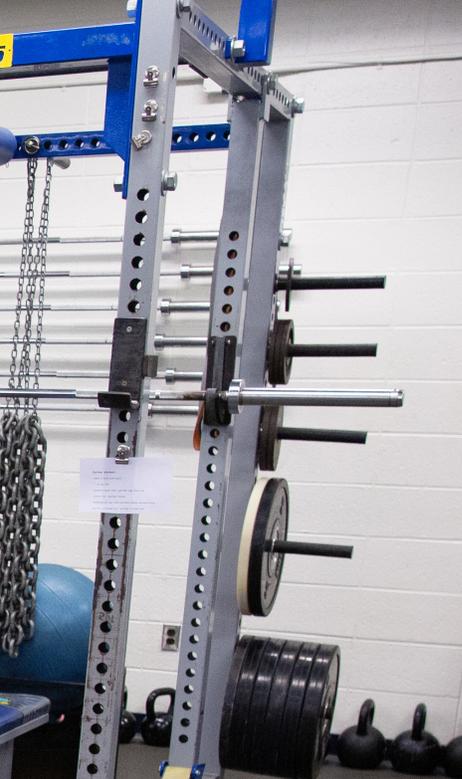
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engaged persistent diverse related kind optimistic Welcoming  
Inclusive Positive Proud Growing friendly  
recognized spirited fun evolving  
engaging helpful warm innovative love flexible  
pleasant support **Supportive** creative  
caring valued enthusiastic committed  
informative interactive Collaborative progressive  
dedicated adapting

\*Words employees used most to describe our culture when asked during Employee Appreciation Week



## INVESTMENT HIGHLIGHTS

The department added two key positions this year to bolster engagement and better meet the needs of employees across the University. Chelsea Finch our fitness coordinator and Laura Gimbutas, our wellbeing coordinator hit the ground running with programs. We grew the fitness class reach extensively and also added a number of new and exciting programs across campus. We have also started to engage our satellite locations in health and wellbeing.

## SPOTLIGHT

Addition of Wellbeing Coordinator:

- 38% increase in program offerings
- Wellbeing services integrated into various departments across campus
- Wellbeing education integrated into 2 existing platforms across campus including the benefits fair, Development and Fusion software

Addition of Fitness Coordinator:

- 35% increase in class visits by (to date)
- 127% increase in class size
- Creation of Georgetown fitness program

## GROWTH

	2016-2017	2017-2018
Wellbeing Programs/Events/ Workshops	40	65
Fitness Class Visits	3,600	5,232

**Fitness Class Grew by 100% Since 2016/2017**

# OPERATIONAL EFFICIENCY



We have seen tremendous growth in our All-Access membership model. **Over 1000 employees** have purchased the membership using their wellness dollars, allowing them to participate include Wellbeing Programs, fitness challenges and classes throughout the year, along with a free health coaching and biometric screening session. We also partnered with **Athletics and Recreation** to purchase a new software called Fusion. This software has allowed us to safely monitor our members who are signing up for workshops, programs, and fitness classes while also providing efficiency with program financials and participation records. As a result of fusion, we have moved to an entirely paperless program.

**16-17**

- 924 used wellness dollars
- \$35,796 generated

**17-18**

- 960 used wellness dollars
- \$72,000 generated

**18-19**

- 1260 used wellness dollars
- \$91,000 generated

# BUILDING HEALTH INTO THE UD CULTURE



Through the **Campus Wellbeing Collaborative**, we provided a variety of health and wellbeing events and resources across campus. The collaborative consists of health-focused groups that join forces to push out events to students and staff, such as **Love your Heart, Blue Hens Go Green** for St. Patrick's Day and more.

## KEY CAMPUS EVENTS

- 2rd Annual Homecoming 5K
- 3rd Annual Love Your Heart Event
- Campus Blood Drive
- Blue Hens Go Green Week!
- National Public Health Week
- Mental Health Awareness Month
- 2nd Annual Screening Zone
- 3rd Annual Employee Appreciation Week

## WELLBEING AMBASSADORS

	2017-2018	2018-2019
Total Ambassadors	45	65
Fiscal Year Growth	5	28
Departments Represented	15%	25%

# INTEGRATING HEALTH AND WELLBEING SERVICES



This inaugural screening zone event was held in conjunction with the **Employee Benefits and Wellness Fair**. Nearly 350 employees walked through and connected with health resources here on campus. More than 300 screenings were provided, and each table reported they easily had 125-150 individual conversations with employees. Over 100 massages were given to employees on this day - what a stress buster!

*Over*

**350**

*Employees attracted to  
Health and Wellbeing  
Screening Zone*

## INNOVATION THROUGH PARTNERSHIPS 2ND ANNUAL EMPLOYEE APPRECIATION WEEK

The **2nd Annual Employee Appreciation Week**, a collaborated effort with The Office of Human Resources, was a huge success. The week included a variety of events for faculty, staff and their families. Most notably, the self-care day was extremely well received. We had two full yoga classes (with 40 participants in one), brought in therapy dogs, provided more than 250 massages to faculty, staff and even senior administrators, and offered other services to help people learn to manage their wellbeing.

New this year was a “make your own boutique” station where many employees took the opportunity to create an expression of gratitude to their fellow colleagues.



# DEPARTMENT OUTREACH



**Our employees** often express the need for improved workplace culture, including a greater understanding from managers about the need for taking breaks, tending to self-care, and participating in wellness programs both at work and at home. This year, we built wellbeing programs that focused on mindfulness/breathing/relaxation, self-care, stress management, learning how to build harmony between work and life, social health and wellbeing, financial health programming and more.

## OUTREACH INITIATIVES

- EHS Wellbeing Day
- NDEHS Conference
- Dover and Georgetown programs
- FREAS Screenings
- Working Well: Mindfulness and Leadership Training within teams
- ~10 department programs



# ENHANCING STUDENT EXCELLENCE

Our office continues to be a practicum home for over 20 students per semester. During their time with us we truly immerse them in work-site health promotion and treat them as employees of our unit.

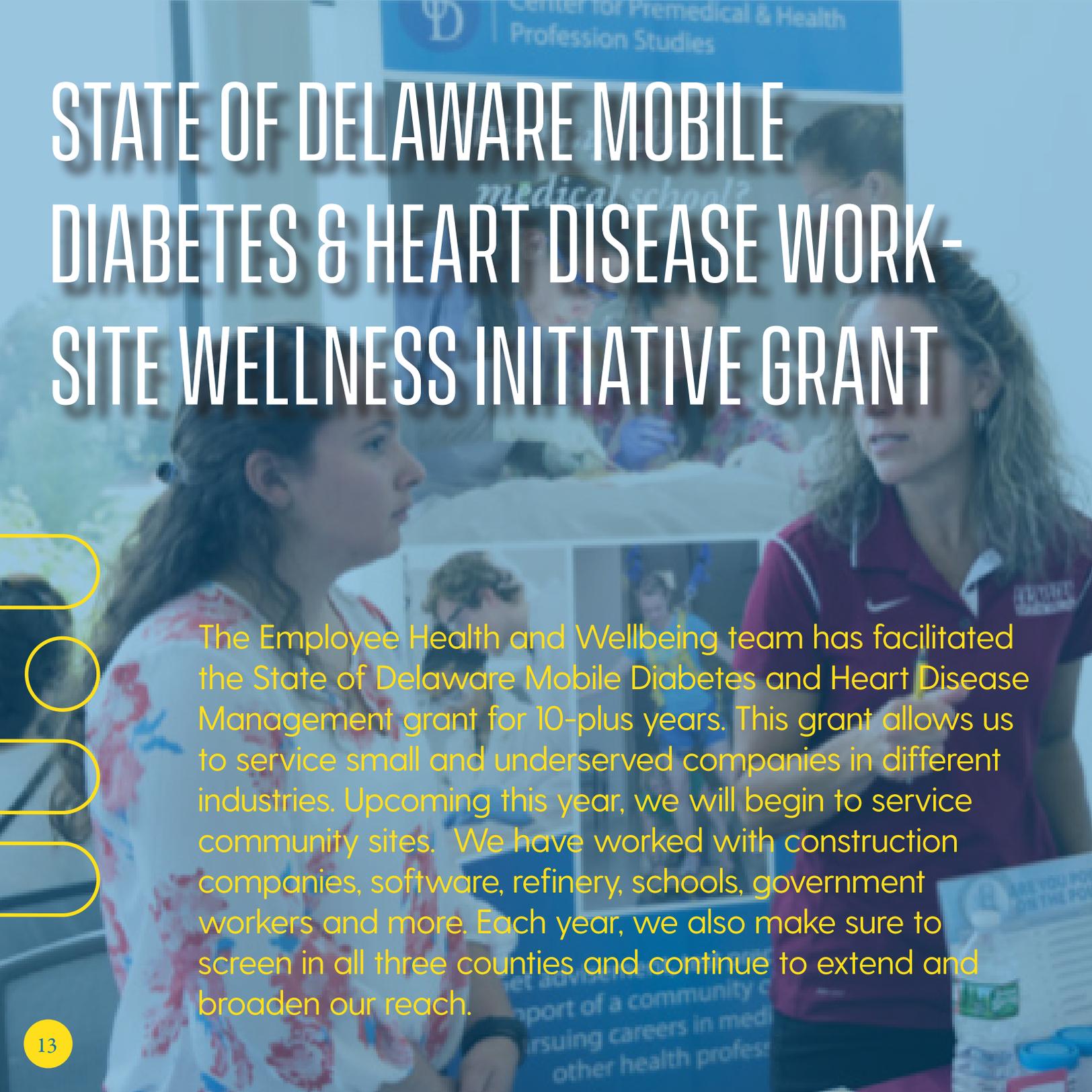
GRADUATE ASSISTANT — 640 HOURS

INTERNS- 720 HOURS (2 STUDENTS)

PRACTICUM STUDENTS — 480 HOURS (12 STUDENTS)

COMMUNITY NUTRITION STUDENTS- 60 HOURS

TOTAL OF 1,900 STUDENT HOURS/PER  
SEMESTER



# STATE OF DELAWARE MOBILE DIABETES & HEART DISEASE WORK- SITE WELLNESS INITIATIVE GRANT

The Employee Health and Wellbeing team has facilitated the State of Delaware Mobile Diabetes and Heart Disease Management grant for 10-plus years. This grant allows us to service small and underserved companies in different industries. Upcoming this year, we will begin to service community sites. We have worked with construction companies, software, refinery, schools, government workers and more. Each year, we also make sure to screen in all three counties and continue to extend and broaden our reach.

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- 11 years overseeing grant (2008-present)
  - From June 2010 to April of 2018:
    - 43 companies participated
    - 3,190 participants screened
  - (2016-2017):
    - 10 companies participated
    - 408 participants screened
  - (2017-2018)
    - 12 companies participated
    - 553 participants screened



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& WELLBEING**



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