



12TH ANNUAL OHIO

*Employee
Health &
Wellness*
CONFERENCE

Workshop B

Fundamental Practices –Tips for
**Making Worksite Wellness Work at the
University of Cincinnati ... Strategies for
Integrating Wellness into Everyday Work
& Empowering Employees to Build Their
Own Self Efficacy Toward Wellness**

9:45 a.m. to 11:00 a.m.

Biographical Information

Ashley M. Varol, PhD
Employee Wellness Manager, University of Cincinnati
51 Goodman Dr., Suite 340, Cincinnati, OH 45219
513-556-3729 **Ashley.Varol@uc.edu**

Ashley began her career at the University of Cincinnati within Campus Recreation while completing her undergraduate program in 2005. After serving in various capacities up to Assistant Director of Fitness & Wellness, Ashley found herself on a wellness committee which was seeking to find a wellness portal vendor and an individual to help launch a comprehensive wellness program. Ashley transitioned to Human Resources in April of 2015 to help design and implement the Be Well UC which went live August of 2015. Her primary responsibilities include overseeing a wellness portal, content development and maintenance on the Be Well UC website, building relationships and assisting employees across multiple campuses and providing opportunities for engagement for employees including presentations, challenges, and other collaborations with on-campus partners.

Ashley is involved in health & wellness in additional capacities as a certified health coach, personal trainer and group fitness instructor. She has taught as an adjunct faculty member at Xavier University and works as a National Master Trainer for the American Council on Exercise (ACE) and serves on their Exam Development Committee. Ashley is a true Bearcat with three degrees from the University of Cincinnati: a B.S. in Health Science (Sports & Biomechanics), a M.Ed. in Health Education (Community Health) and a Ph.D. in Health Education (research focus: Chronic Pain).

Elizabeth S. Aumann, M.Ed., CEBS, SPHR
Benefits Director, University of Cincinnati
51 Goodman Drive, Suite 340, Cincinnati, Oh 45219
513 556 1381 **Elizabeth.Aumann@uc.edu**

Liz started her career in employee benefits communication and administration at the Ohio Casualty Insurance Company. In addition to her responsibilities in benefits administration and compliance, Liz implemented the organization's first employee wellness program which included lunch-n-learns, health screenings, a fitness facility and walking path.

Liz joined the University of Cincinnati in 2008 as Benefits Director. While overseeing many of the same areas of benefit and leave responsibilities at UC, Liz oversaw the implementation of UC's first employee wellness program. The program started in 2010 as a grass roots effort coordinated primarily by a Graduate Assistant. In 2014, Liz was able to obtain management's support for program expansion which culminated in the launch of Be Well UC in August 2015. Since that time, the program has grownin depth and breadth. Be Well UC is now staffed by a Wellness Manager and Wellness Coordinator.

The UC Benefits Team and Wellness Team members work together on many initiatives including two components of the Be Well UC program - Work Well and Save Well which bring coordinated programming and initiatives – such as return to work assistance and financial education - to UC employees.

Liz earned her undergraduate degrees (English [B.A.] and Secondary Education [B.S]) from Miami University and her graduate degrees (Labor/Employment Relations [M.A.] and Health Education [M.S.]) from the University of Cincinnati.

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Tips for Making Worksite Wellness Work from the University of Cincinnati

*Strategies for Integrating Wellness Into Everyday
Work & Empowering Employees to Build their Own
Self Efficacy Toward Wellness*

Ashley M. Varol, Ph.D.

Elizabeth S. Aumann, M.Ed., CEBS, SPHR



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Today's Learning Objectives

- Discuss strategies for incorporating wellness into everyday work
- Demonstrate how building partnerships throughout the organization increases engagement
- Examine addition of non-traditional elements to your wellness program



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UC Fun Facts

- Established 1819
- Student/Faculty Ratio is **17:1**
- Ranked as one of America's **Top 30** public research universities
- Consistently recognized as one of the world's **most beautiful** campuses
- UC **Firsts!**
 - Bachelor's Degree in Nursing
 - Oral histamine (Benadryl)
 - Co-operative Education (1906)



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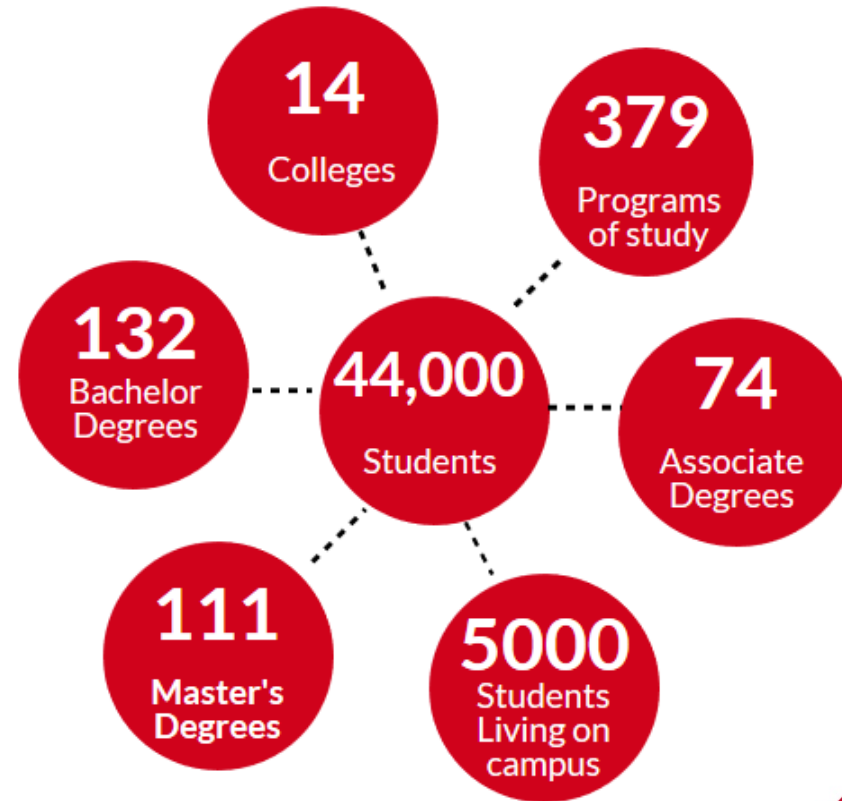
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UC By the Numbers



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Health Plan Information

- Two medical plans: HSA/HDHP and PPO
 - 40% HSA/HDHP Enrollment
- 15,000+ covered lives
- Medical (\$64M) and Pharmacy (\$14M) Claims = \$78M
- High Cost Claimants = \$27M (42% of total)
- 1.7% of membership drove 40% of all costs
- Average employee age: 34.5
- Member cost share
 - HSA/HDHP: 21% - PPO: 8%



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Health Plan Information, cont'd

- HDHP members are consuming health care more efficiently than those in PPO
- Older, high risk PPO population has higher prevalence of chronic conditions
- Screening rates are near norm for all metrics
- Diabetes and maternity are **top conditions** across both populations



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Chronic Condition Profile – by Plan

	PPO	HDHP	Total
Dec 2015 - Nov 2016	9,504 Members	5,091 Members	14,595 Members
Mental Health (per 1,000)			
Anxiety	45.2	29.4	40.5
Bipolar	6.8	4.1	5.8
Depression	68.5	43.4	61.0
Cardiovascular / Metabolic (per 1,000)			
Hypertension	69.9	45.0	62.7
Coronary Artery Disease	13.7	3.6	10.4
Congestive Heart Failure	3.6	1.0	2.8
Diabetes	57.5	28.6	48.6
Respiratory (per 1,000)			
Asthma	21.2	16.2	20.0
COPD	3.2	1.5	2.6
Musculoskeletal (per 1,000)			
Osteoarthritis	43.4	31.5	40.3
Rheumatoid Arthritis	4.2	2.4	3.7
Low Back Disorder	64.9	48.5	60.6



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The WHY of UC Wellness

- Lower health claim costs
 - Focus on high risk and chronic conditions (diabetes, mental health)
- Attract and retain talent
 - Impact morale and loyalty
- Impact absenteeism and presenteeism
 - Healthier employees are more productive
- Build a culture of health



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Employee Wellness Timeline

Variety of uncoordinated programming

- Utilized graduate assistant
- Participation prizes vs. incentives

Sum 2015-Spr 2015

- RFP for Wellness Portal Vendor
- Dedicated FTE Hired

August 2015

- BE Well UC Launched



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Be Well UC participants

Greater Population vs. Year 1 & 2 Cohort (as of 5/1/17)



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Sharing Our Best Practices *to date...*



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Learn about your employees

- Obvious answer – check your **demographics & data**
- Then – craftily learn about ***what they want***
 - Consider any barriers and interpersonal challenges that exist to prevent participation
 - Learn who/what they share their “spare” time with
 - Offer rewards for feedback – enter into drawing, points toward your program, recognition on website
 - Variety of ways to learn about people – survey, focus groups, ambassador meet-ups, challenges, testimonials



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Match Topics and Programming – Tailor

- Address departmental/individual needs and interests
 - Sit/Stand desks (as desks are being delivered)
 - Sedentary lifestyle effects (offices considering desks)
 - Safety/Injury prevention (based on WC claim data)
 - Sleep safety (Public Safety department)
 - Finding the time (deadline/high-demand department)



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Bring Wellness to Them

- Integrate wellness via meetings or trainings where groups are already gathering
 - Department meetings
 - Luncheons/lunchroom
 - Awards ceremonies
- Make it mobile
 - Courses or programs online
 - Downloadable, do it yourself challenges (don't always have to follow a schedule – check out our “Be the Change” or “Eat Under \$40 a Week” challenge!)



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Utilize a Network of Ambassadors

- Push your message through engaged colleagues
 - Provide them with the exact information to copy/paste
 - Create materials they can post in high traffic areas
 - Provide ways for them to lead programming
 - Involve them in decision making
 - Elicit their feedback often
 - Recognize their efforts – printable certificates, breakfast, champions, website, newsletter/listserv, meetings



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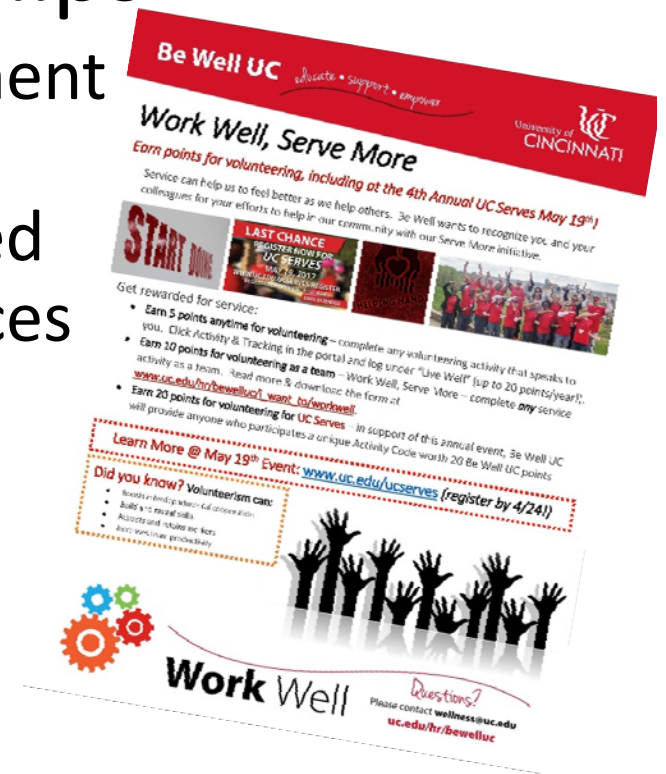
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Connect & Build Relationships

- Work with colleagues that compliment what you do, share your mission, breaking down silos, creating unified messaging and streamlined resources for employees.
 - Employee Leave + Return to Work
 - Environmental Health
 - Facilities Management
 - Public Safety



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It's Not Just Food & Fitness

- Reward time spent for professional development, community building and engagement within the organization.

Our unique offerings have included:

- Meditation
- Drumming
- Coloring & Vision Boarding
- Volunteering/UC Serves/Helping Hands
- Invest in Yourself (financial event participation)
- Benefits vendor utilization (e.g., EAP or Castlight, self-report)

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This February
Invest in Yourself
Want to improve your financial wellness, be a better healthcare consumer and plan for retirement?
JOIN US! Wednesday, Feb. 8 from 10a-2p at Tangeman University Center (Great Hall).
Details at www.uc.edu/hr/bewelluc/savewell

Remember you should always put yourself first, find opportunities to invest in yourself by creating time, saving money or increasing or improving self-care to help you become the best version of yourself.

Work Well - Work toward wellness with your team through education, interaction and service, for details please visit www.uc.edu/hr/bewelluc/workwell
Health Coaching - Invest in yourself by using a health coach. Based on your personal needs, a health coach can help guide you in the right direction with your health and wellness goals, visit www.uc.edu/hr/bewelluc/healthcoaching
America Saves - February 27-March 4 is America Saves Week. AmericaSaves.com provides information on saving money, debt & credit and offers many tools/resources to help you invest in yourself!

Heart Health Month
Invest in yourself by taking care of your heart and your health. Encourage yourself and others to live heart healthy lives. Visit www.heart.org for more information!
Planning ahead and saving money can reduce stress and prepares you for the unexpected. Taking care of your health also means you are less likely to have expenses related to health care needs.

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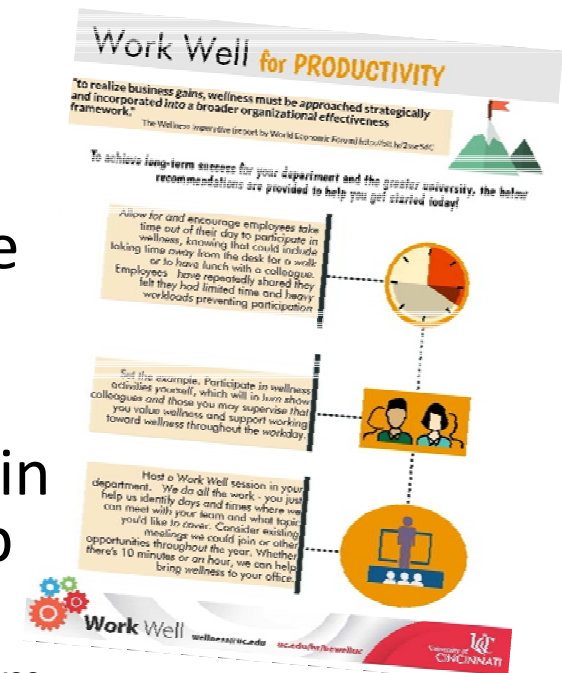
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Encourage & Promote Self-Efficacy

- Help employees know it's ok to participate – “wellness” policies can be very helpful!
- Recognize when they are bringing “more to the table” by improving their health and mood
- Break down barriers that may exist within organization such as policy or leadership (in progress at UC)
 - Engage managers in the process & help them to see the value in a healthier workforce



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Employee Leave & Return to Work Connection

- Enhanced Leave of Absence communications connecting employees on Leave with campus resources
 - Employee & Supervisor Toolkits
- Enhanced Return to Work processes and communications
 - Employee & Supervisor Toolkits
- Connecting Health Coach to employees returning from Leave

UC Benefits
Leave of Absence Resources

There are many resources available to you as a UC employee. When you are prepared to return to work, we will be happy to answer questions and assist you with your transition. We look forward to helping you return to work as soon as it is possible.

Return to Work Process

- If you are returning to work full-time (without restrictions), simply give your supervisor your return to work date for your leave type provided on the date of your return.
- If you are returning to work with restrictions or on the basis of a workplace accommodation, please review the procedures outlined at this web site: <http://www.uc.edu/hr/benefits/leave/return-to-work.html>. It will be necessary for you to visit University Health Services prior to reporting to work.
- Email LOA@uc.edu with any questions which are unique to your situation.

University Health Services (Holmes Clinic)

- Contact UHS at 513.884.4757 to schedule a return to work evaluation, if needed.
- The website is: <http://health.uc.edu/benefits>.

ADA Accommodation Request Procedures

- Visit <http://www.uc.edu/hr/benefits/leave/short-leave-accommodation/ADA.html> for more information about accommodations and to download the request form.
- Contact gloria.stonpaugh@uc.edu or 513.528.4955 with questions.

Employee Assistance Program (EAP)

- Provides unlimited phone consultations, 24/7/365, by calling 800.227.4507.
- Eligible for advice for legal, financial, parenting and other advice, resources and training.
- Visit <http://www.uc.edu/hr/benefits/eap.html> for more information.

Be Well UC Employee Wellness Program

- Earn points for taking steps toward being well including wellness visits, preventive screening, being tobacco free and learning about wellness via courses and online education.
- Health Coaching (<http://www.uc.edu/hr/benefits/health-coaching.html>) can help you set and track your health and wellness goals you may have and create a plan to reach them.
- Contact ashley.yarn@uc.edu or ew@uc.edu for more information.

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Questions?
Please contact benefits@uc.edu
513.536.6381
uc.edu/hr/benefits



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Workers' Comp Connection

- WC Admin & Employee Health and Safety
 - Administered by different units
- Historically have shared claims data and work-related injury stats with selected units
- Established processes for sharing data more proactively
- Added 'work well' component to sessions which addressed potential issues in their area



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Wrap Up & Next Steps!

- Tobacco Cessation programming
 - Tobacco Free campus effective May 1, 2017
- Diabetes Support and Education
- Right Direction, Depression Awareness program
 - In conjunction with EAP
- Financial Education
- Onsite clinic



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Contact Us!

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Ashley M. Varol, PhD
Employee Wellness
Manager

Ashley.Varol@uc.edu

513-556-3729

Elizabeth S. Aumann M.Ed., CEBS,
SPHR
Benefits Director

Elizabeth.Aumann@uc.edu

513-556-1381



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***Thank You
&
Go Bearcats!***



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