

WHAM Committee Meeting



Thursday, November 5, 2020

Attendees: (right click the box to change it to a check mark)

Minute taker: **Stephanie A**

- | | | | |
|------------------|------------------|-------------------|----------------|
| ✓ Kelly Fang | ✓ Jason Dempster | ✓ Lisa Broek | ✓ Steve-Murray |
| ✓ Dylan Walker | ✓ Susan-Fox | ✓ Sarah Schmidt | ■ Tracy Arndt |
| ✓ Annie McBurney | ✓ Randi Hartman | ✓ Stephanie Alden | |

Agenda

Review Health Assessment Summary Data & Plan for 2021

- See slides from [Kelly's Open Enrollment presentation](#)
- A copy of the [full Health Assessment Summary Results](#) is saved in our shared drive

Well-being Program Update

- We had an 18% increase in Health Assessment participation this year, including spouses (40% in 2019 to 57.9% in 2020)
- Every division had a significant increase in their activity participation this month.
 - Advancement had the highest percentage of first activity completion this year with 82%.
 - While Admissions had the lowest first activity completion rate at 69%, they had a 23% increase this month.
- Our overall incentive achievement went from 23% in 2019 to 40% in 2020.

We're doing in better in high-risk diagnosed than "normal" population

In the moderate population we're doing much better than the "normal" population

Physical activity improved

Sub-optimal sleep/stress both took a dip and then went back up last year

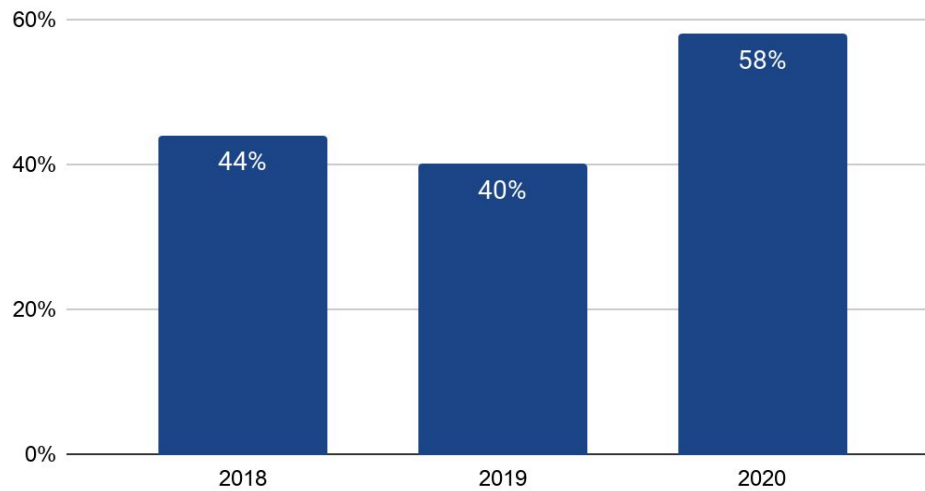
Of those participants that are high-risk, the majority of them are planning or working on making a change

Keeping many of the same well-being activities as last year - added working with Taylor (trainer) on a regular basis, Facebook group wellness support, Home Harmony, Plant Based nutrition, Make a Move challenge for the Fall

Incentive stays the same, what's required stays the same

Load preventive visit as activity ("freebie")

Health Assessment Participation



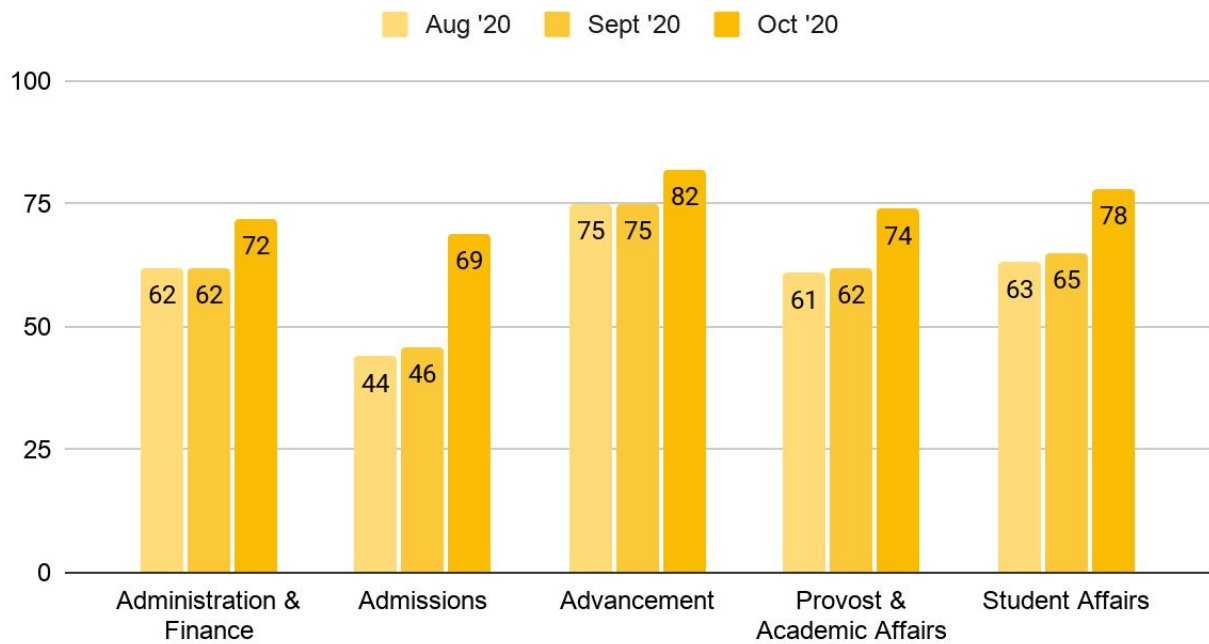
Kelly was surprised by the 18% increase in participation - spouse's were brought in, so expected an increase but not this much

Every division had a significant increase in their participation in their final month.

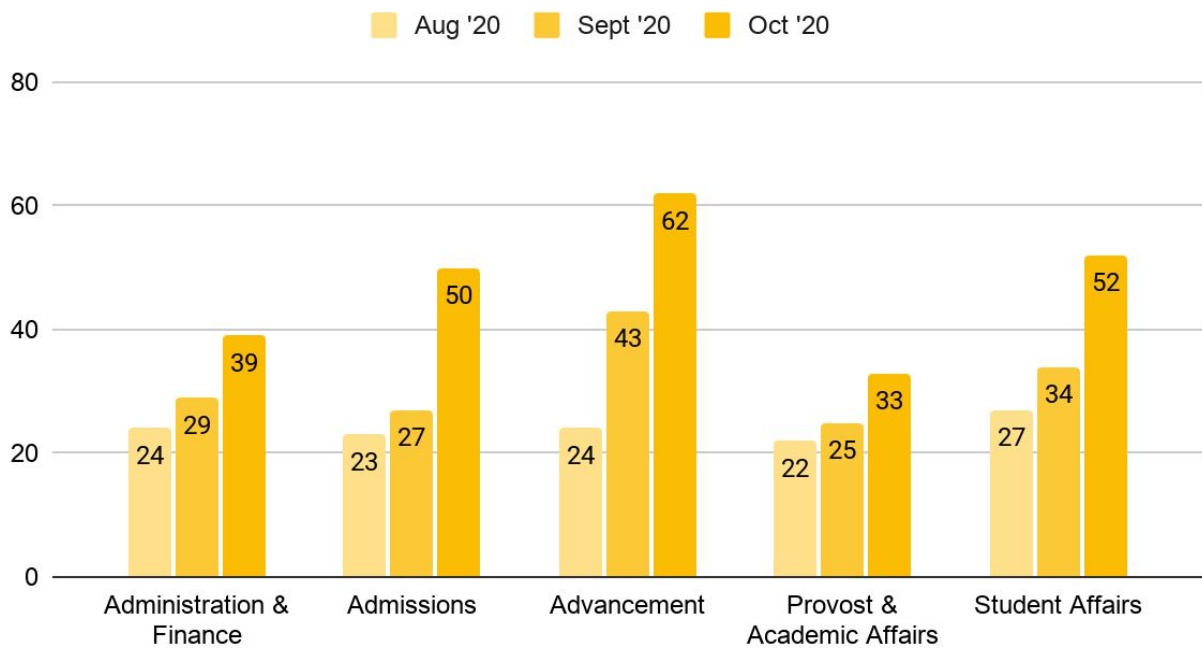
Kelly is very happy about those numbers, and hopes that we can sustain and build on these numbers.

Factors for increase? Increasing dollar amount of incentive, and tying together spouses for eligibility, maybe Zoom/remote has created more visibility for Wellness programming.

Percentage of Activity Completion by Division



Percentage of Incentive Achievement by Division



Activity Classes - Using Zoom

- Fall Session 2: November 2 – December 11
 - Dance Cardio: 7 initially, but more joined late allowing it to continue. Final number ended up @ 12!
 - Mindfulness: 10
 - Yoga Monday: 7 - cancelled
 - Yoga Wednesday: 10
 - Yoga for Resilience, Thursday: 15!!! This was all last minute - email to free sample class helped to recruit in final hours.
 - Strength training total: 25
 - Boot Camp: 3
 - Circuit Training: 2
 - Flex pass: 9
 - Semester pass: 11

- Discuss cancellation process and reactions -

Steve suggested that it's important to let instructors know the day before if their class enrollments are low. Just because they are being paid.

Had a discussion with the group that WHAM is more consistent about letting instructor's know the day before whether or not their enrollment was low the day before.

Steve made the suggestion that we forward the enrollment numbers to the instructors within a day or two before classes close to help recruit.

Plan we discussed:

Jason's office will get a message out to the WHAM committee within 2 days of class registration deadline. If any instructor's class enrollments are below 10, we'll rotate on the WHAM committee emailing instructors to let them know if their enrollment numbers are low and they want to take on the recruiting. This is a change in WHAM's process.

Steve talked about a few different options. Should we close our registration or keep it open until classes start? Should we even cancel classes? How important is our budget?

Jason's opinion is that there are other options available - even if one class is cancelled. He also reminded us that we need 15 to break even so having a limit of 10 we are still not covering all of our costs. We need to keep to our strict deadline.

? Is everyone comfortable with keeping the 10 person threshold

? Is everyone comfortable with having a firm enrollment deadline and not changing it?

? Can we add people after the deadline if the class is already going and they forgot to register?

Steve suggested that we just don't run a class the next session if the enrollment doesn't meet the threshold of 10+.

We had to table this discussion - because of time. Did not come up with a resolution.

As a committee, we'll still need to decide how we want to rotate the responsibility for notifying instructors if their enrollments are low 2 days ahead of time.

- Devavani is interested in offering a Yoga for women of color or all BIPOC staff & faculty

We discussed trying to do this one time. If low enrollment, won't run again. Make that clear that we want to make this opportunity possible for the community. Also decided to let Devavani decide if she wants to do it now in a remote setting or wait until we can be in person.

- Do we want to offer a 4-week series in January?
Circuit training yes. Boot camp no.
Yoga - which class? Randi is checking what we did last year. But yes we'll offer a class
Decision made to offer class during January
- Next 6-week series wouldn't start until February

Lunch and Learns - Using Zoom

- **Wednesday, October 21, 2020**
 - The Revolution Starts from Within: Self-Care through Deep Listening with Rebeka Ndos, alifeinpractice.com
 - 25 Attended
 - Feedback:
 - *"Today's Lunch and Learn was helpful. I like finding new ways to breathe and reflect. Thank you and Rebeka."*
 - *"Loved this today. Thank you."*
 - *"Thank you, Kelly - it was a fantastic session, and I am grateful for it."*

Kelly gave a shout out to Dylan for offering up so many great ideas for upcoming Lunch and Learns. Kelly chose the Nov. speaker from this list. Kelly will host this meeting. In the future, she'd love to have help with this.

She would like a behind the scenes person to help and also a back-up host/chat monitor

Kelly will send out this request in an email because we are short on time.

- **Wednesday, November 18, 2020**
 - Speaker: [grey doolin](#), MEd. (pronouns: they, them, their)
 - Topic: Looking Back in Order to Move Forward. A Workshop of Review, Celebration, Integration, and Intention-Setting.
 - Roles and responsibilities for this meeting:
 - Registration/RSVP Lead: Kelly
 - Communications Lead: Kelly
 - Host: Kelly
 - Back-up host, technical support, records meeting:
 - Chat monitor:
 - All those participating in the lunch and learn will need to attend a 30 min practice meeting.

Recap Events

- Open Enrollment Meeting: 145 attended
 - Recording is posted on the Employment Services website.
 - Deadline to review and choose your benefits for next year is November 13, 2020.
 - Reward card clarification: Cards do not expire, however there is a monthly maintenance fee applied to the balance starting in the 13th month so employees should try to use them in full within a year of issue.

Budget Update (Randi)

Revenue 7785

Expenses to date 5125

Future expenses 2070 (which include instructor expenses, Nov. lunch and learn, WHAM 5k t-shirts)

Still positive budget!

Follow-up items (Jason/Randi)

- Have EAP utilization rates changed/increased with the attempts to make extra promotions for the services?

Randi reported that our numbers aren't great



Q1 - 4

Q2 - 12

Q3 - 4

Top presenting issue - Stress and Anxiety, Info only, Legal, Eldercare

80% of those that did call were employees themselves, other 20% were dependents (0% were spouse/partners)

Kelly was pleased at the large increase in participation numbers in Q2.

Continue to promote them

Proposed Next Meeting Date & Agenda Items:

- Meet the week of December 7

Sarah requested specific times -Tuesday best day because it's reading season for admissions. Kelly will try to accommodate this request.