

# WHAM Committee Meeting



Wednesday, August 18, 2021

**Attendees:** (right click the bullet point to change it to a check mark)  
(Randi helped to finish up!)

**Minute taker:** Stephanie Alden

## Admin & Finance

- Jason Dempster
- Kelly Fang
- Deanna Seppanen

## Student Affairs

- Jen Jacobsen
- Steve Murray
- Kyllian Griffin

## Academic Affairs

- Susan Fox
- Stephanie Alden
- Ariel James

## Admissions

- Sarah Schmidt

## Advancement

- Dylan Walker

## Information Tech. Services

- Ian Robinson

## Additional support

- Randi Hartman
- Annie McBurney

Note: Jen, Steve, Kyllian and Sarah were all in our meeting via Zoom

## Agenda

### Welcome new committee members

- **Introductions - All**
  - Name, role at Mac, years of service at Mac and on WHAM
  - Warm-up: Come up with one word that describes what career well-being means to you.

Passion; fulfilling; balance; happiness; productive, drive, sustainability, growth,

Kelly added: belonging, connectedness

### Goals/Themes for the Year

- **Goals as a Committee:** (Kelly asked us for our goals as a committee)
    1. Jason - put forth more **engagement**. He sees the same people attending events/WHAM activity classes, etc. Kelly wants more engagement also from committee members
    2. Kelly wants each division to know who their committee members are - wants us as WHAM committee members to be more **visible**. More available for questions, for promoting events. Examples of ideas: standing time on divisions' agenda to promote WHAM goals/events (Kelly is willing to help us supply key points)
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3. Next focus will be on leadership engagement - may not be able to get there this year with all of the transitions on campus

Jen J asked a question about goals of the committee - whether or not we are able to make policy changes at the college level. Jason emphasized that we are a “recommendation” committee, we serve as a voice, but ultimately the decision goes to the senior leadership team.

Kelly - brought up that one of our committee goals was to get committee members more involved in getting speakers for our events. This was tested out last year (Dylan contributed a lot to our speakers). Dylan also helped to coordinate the events.

Kelly would like us to continue in this vein this year; shout out to Dylan for all of their help coordinating events and speakers.

- **Areas of health & well-being to focus on: (based on data)**
  - Career well-being - dissatisfaction was pretty high over the past year because of Covid  
Kelly spoke about “great resignation” over this past year because of Covid  
She wants her colleague (Blake) to speak to us about what data is telling us about Macalester staff  
Kelly attended a Gallup workshop this past year - career well-being IS your health and well-being - i.e. you suffer in your life if you are not fulfilled at work
  - Physical activity & Back health - risk level increased over the last year
  - Stress & Emotional health - risk level increased over the last year

### Activity Classes - In Person

- **Summer Session 2: July 12 – August 20, 2021**
  - Circuit Training: 19 participants
  - Yoga W: 7, cancelled
- **Fall Session 1: September 13 – October 22** *(will be in person with masks until further notice)*
  - Strength training:
    - Circuit Training MW

- Boot Camp TTh
  - Flex any 2 days
- Yoga W
- Mindfulness Th
- Dance Cardio F
- Recommendation: Do not bring back more yoga until attendance/demand increases (based on past 2x cancellations for Monday class)
- Recommendation: Pilot a once/wk 30 minute back strengthening class  
Wants to set the bar low - to accommodate everyone who would be interested
  - Instructor: Taylor (Kelly is suggesting he could lead this class); Scott as back-up?; hope to also involve the athletic trainers in this class
  - Timing: either Friday lunch hour or 11:30 before another M-Th class; we discussed waiting until the second fall session to help recruit for the new class. Should we consider a non-lunch time for this class (before or after work). We never reached consensus on the best time.

Sarah brought up lack of flexibility in her division over the lunch hour. She is wondering if there is a way to have class participants do activities in their own office, without changing clothes, for 10 minutes at a time.

Could we build a challenge around this idea - from Well-Beats - (from Sarah)

Deanna also brought up having WHAM instructors visit department meetings and share wellness activities/moments as a way to promote their classes and share their knowledge.

- Price: other 50 minute classes 1x week are \$25; so for a 30 minute class 1x week should be at least \$15 - Kelly/Jason are pushing for \$20
- Request for consideration (Kelly brought this up with the committee): Bring back the email reminders to register since we are enforcing the registration deadline  
Message would be sent only to previous participants  
Who sends the reminder email (in the past Randi/Annie) - but could be anyone on the committee. Do we want to continue these reminders?  
There was a discussion about this - Kelly said that only one person made this request, but that person said that others had shared they wanted the email reminders.

The committee discussed that they said they thought this was going too far, especially since the instructors are informed if their class is in danger of being cancelled, they still have a day to recruit extra members.

Dylan also brought up the issue that if we were to generate an auto-generate email, we would need to create an unsubscribe method, which is problematic and becomes an ITS problem.

- Request for consideration: Accommodate flexible work schedules by allowing registered participants to join and follow along on Zoom if working from home. (Kelly is going to sideline this for now - we'll return to it at another meeting)

Jen: let us know that for students there will still be a Yoga for Anxiety remote offering (for students)

### Lunch and Learns - Weyerhaeuser Boardroom & Zoom

- **September 22 (optional) -**

Kelly thinks we should cancel this one and focus on planning the October date - all committee members agreed

- **October 20**
- **November 18**
- **February 2**
- **February 23 (back-up date)**
- **March 24**
- **April 27**

### Well-being Program Update:

- **Wellness incentive deadline: 10/31**
  - 38% completed the health assessments so far vs. 48% this time last year
  - Only 17% (n=95) have qualified for the Reward Card

We still have an opportunity to push the goal, because of the decrease from last year, we have more work to do! Dylan is putting the MacDaily announcements at the top to make them more visible

### Make a Move Team Challenge

#### Flyer Content:

Register starting August 30

MAC GETS MOVING!

Get ready to challenge yourself—and your teammates—to move more. Sign up for the Make a Move team challenge to add a dose of friendly competition!

#### GATHER YOUR COLLEAGUES

Sign up and join a team by September 11

1. Log on at [healthpartners.com/wellbeing](https://healthpartners.com/wellbeing)
2. If you haven't already done so, complete your Health Assessment
3. Select the Make a Move Challenge
4. Join a team. You'll compete against other divisions at Mac
5. Track your activity or sync your fitness device

All done through the WellBeing portal,

ALL ACTIVITY COUNTS.

CHALLENGES RUNS SEPTEMBER 12 - OCTOBER 23

The goal is to move as much as possible in six weeks. Walk, bike, lift weights, do whatever makes you happy and feel good! The team that tracks the most steps—on average—wins. Complete the challenge by tracking at least once a week. The winning team will receive bragging rights and some sweet Macalester swag.

ALL EMPLOYEES AND THEIR SPOUSE/DOMESTIC PARTNER WHO PARTICIPATE IN MACALESTER'S BENEFITS PLAN HAVE ACCESS TO JOIN.

THE MAKE A MOVE CHALLENGE COUNTS AS A QUALIFYING WELL-BEING ACTIVITY FOR YOUR WELLNESS INCENTIVE.

THE DEADLINE TO EARN YOUR INCENTIVE IS OCTOBER 31, 2021.

VISIT [WWW.MACALESTER.EDU/WHAM](http://WWW.MACALESTER.EDU/WHAM)

All done through the WellBeing portal, registration opens August 30. Kelly wants us to be cheerleaders for our division. Each division is its' own team; only for subscribers of Macalester's health insurance plan

Kelly is creating wording/talking points to share out with our division/department. We'll have it as our tool-kit for promotion to our division.

- **Why?**
  - Our health assessment data shows that physical activity, strengthening, and stretching have all decreased, while back pain increased
  - After a year of working from home, colleagues are looking for ways to feel more connected and ways to contribute or rally around a shared goal

- September is a great time to establish new routines that will support their well-being all year long
- **How?**  
Our roles as WHAM committee members - cheerleader. Ideally some face-to-face promotion, but we'll have to use email too  
During the first week, people can still sign up. At the end of the first week, too late to sign up.  
We could consider organizing a team-walk for our divisions  
Kelly got a google group set up for this challenge - which allows her to invite everyone to join the group; allows for the chat feature - could be friendly form of encouragement

#### Other important dates:

- **Flu Shots: 9/23** (May need WHAM volunteers to staff this event. Kelly will receive the flu shot appointment scheduling link next week and start promotions)
- **5K: Family Fest 5K scheduled of 10/17** (Need WHAM volunteers for this event)
- Mamma a-go-go: 10/12
- **Benefits Fair: 10/27** (Usually have a few WHAM volunteers staff this event with Kelly)

#### Budget Update (Randi)

FY 21/22 Reserve Dollars	\$3,000.00
FY 21/22 Revenue to Date	\$1,885.00
FY 21/22 Expense to Date	\$700.32
Balance	\$4,184.68

\*Expenses include instructor payments and printing/postage for flyers

#### Next Meeting Date & Agenda Items:

Wednesday, September 15, at 1:30