



South Puget Sound COMMUNITY COLLEGE

South Puget Sound Community College Wellness Plan

Mission Statement

It is the mission of the South Puget Sound Community College Safety and Wellness Committee to promote the safety, health, and wellness of faculty and staff through education and initiatives that:

- Encourage habits of wellness
- Increase awareness of factors and resources contributing to well-being
- Inspire and empower individuals to take responsibility for their own health
- Support a sense of community

Goals and Objectives:

The Wellness Plan will provide the entire campus community with programs, health assessments, classes, workshops and lectures directed at addressing health concerns, providing participants with the skills, knowledge, and opportunity to sustain a healthy lifestyle.

- Building community through health and wellness program
- Promote healthy lifestyle choices
- Get the college community to be healthy

Program Management:

1. Wellness Coordinator - Program Development, marketing, coordination internal/external groups.
 - a. Volunteers through committee participation to assist in activities
 - b. Coordinate with various community groups and create a yearly calendar of events
 - c. Human Resource Consultant – maintain website

Budget Overview and Funding Sources:

Funding for program activities, equipment and supplies has come from South Puget Sound Community College Foundation this year. This is the first year for the wellness program on campus; therefore, we may need to look at additional funding sources, such as grants and in-kind gifts.

Programs:

Health Screenings and Assessments

- 1) Flu shots
- 2) Red Cross Blood Donations
- 3) Diabetes prevention
- 4) Health and Wellness Fair

Workshops and Lecture Series

Adventure Activities

- 1) Walking Challenge
- 2) – tie in with Foundation and make it a fundraiser
- 3) Weight Watchers Meetings
- 4)

Weekly Classes

- 1) Yoga
- 2) Open Gym
- 3) Zumba
- 4) Walking Group



Lecture Series

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|-------------------------------|-------------------------------|
| 1) Smoking Cessation | 6) Wellness Components |
| 2) Drug and Alcohol addiction | 7) Balancing work/family/life |
| 3) Protecting your identity | |
| 4) Understanding Credit | |
| 5) Budgeting for a home | |

Partnerships:

Internal: Health and PE, Human Resources, IT, Safety and Health Committee

External: Washington Wellness Coalition, Seattle Visiting Nurses Association, Red Cross, YMCA, Employee Assistance Program, Financial Institutions

Program Assessment:

- Develop assessments matrix
- maintain staff/faculty participation records
- coordinate one annual Employee Health Fair
- coordinate three annual Employee Health Assessments
- manage and update Employee section of the Wellness website
- coordinate and communicate wellness insurance company benefits and promotions



Wellness Plan for SPSCC employees

September 2014

Rationale:

The CDC recently predicted that obesity rates that ranged between 10-15% in 1985, will increase to 42% by 2030. The medical interventions required to treat health related issues associated with obesity are crippling our nation's healthcare systems and economic solvency. There is ample evidence documenting the prudence of prevention versus the exorbitant cost of treating these diseases which stimulated development of an important component of the Federal "Affordable Healthcare Act" under President Obama. An important component of the Washington State Employee Health and Wellness Program will be that **"by January 1, 2014, all state employee health care benefit plans must be offered in conjunction with an employee wellness program."** Governor Inslee has just released an executive order to that effect – EO13-06.

There is an informal wellness program at South Puget Sound Community College through collaboration between the Safety and Health Committee, IT, Human Resources and the Health/PE Department. South Puget Sound Community College employees work hard and many find it very difficult to establish exercise time outside of the work day. Although workplace technological advances may increase productivity to a degree, they also foster sedentary lifestyle habits. The simple truth is that a majority of SPSCC employees won't achieve the recommended 30 minutes a day of moderately intense exercise 6 days a week unless state institutions can somehow include opportunities during the work day.

An Employee Wellness Program at South Puget Sound Community College would provide the following benefits:

1. Improve the quality of life of employees of SPSCC.
2. Foster healthy lifestyles which will result in cost savings related to healthcare, reduced absenteeism and increased work productivity. (Research indicates there is typically a \$3 return for every \$1 spent on employee wellness programs.)
3. Promote opportunities for physical activity and healthy behaviors to:
 - i. improve cognitive function.
 - ii. improve self-efficacy and personal motivation.
 - iii. reduce stress, anxiety and depression.
 - iv. decrease risk of leading chronic diseases in the US, including obesity, diabetes, heart disease, stroke, cancers, Alzheimer's
 - v. become less reliant on healthcare intervention and focus more on prevention.
 - vi. improve immunity to diseases.
4. Empower employees to adopt healthy behaviors through knowledge, research and practice of wellness behaviors.
5. Support faculty and staff and continually adapt and improve the program to fit the needs of the community.