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Wellness Program Annual Report

The Cornell University Wellness Program provides employees and retirees with diverse opportunities that foster joy, balance and well-being. Specifically, the Wellness staff interacts with Cornell’s staff, faculty, and retirees to promote positive lifestyle changes; our interactions focus on nutrition, fitness, and general health education. In completing its 21st year, the Cornell University Wellness Program continues to have a positive influence on health behaviors of the staff, faculty, and retiree population.

Following is a summary of the Wellness Program’s activities for the fiscal year 2009-2010.

Wellness Statistics, Metrics & Evaluation

Membership Statistics

- 2,895 staff, faculty, retirees, and their spouses/partners joined as of June 25, 2010. This represented a 5% increase over last year.
- 600 members joined through CPHL (see CPHL details below).
- 51 members received scholarships of 50% off which represents a 55% increase over last year. (see Toni McBride Scholarship information below).
- 1 member received a membership through Workers Compensation.
- 178 members were retirees and retiree spouses representing a 7% increase over last year.
- There were 656 card swipes at Appel (including 212 for classes); 33,131 swipes at Teagle (including 1,953 for classes); 39,346 swipes at Helen Newman (including 7,770 for classes); 3,391 swipes at Noyes (861 for classes). 76,524 total swipes for fitness centers and fitness classes.
- Attached, please also find demographic data for the Wellness Program (Appendix A).

Cornell Program for Health Living (CPHL)

The Wellness Program completed its third year of collaboration with CPHL. Working with the Benefits Office and the Cayuga Area Physicians, the plan was designed so that doctors put more emphasis on behavioral changes to decrease health risks. To support this initiative, CPHL insurance covered the cost for CPHL members who joined the Wellness Program. CPHL also offered $15 per month off of membership fees to Island Health and Fitness and the Ithaca YMCA. Last year, 344 CPHL members used the Wellness Program benefit; the number currently participating climbed to 600.

Toni McBride Scholarship

This scholarship fund continued to support a portion of 51 Wellness memberships. This past year, the fund generated $428 annually and supported five scholarships. Requests for scholarships has virtually doubled since one year ago; the Wellness Program was proud to offer this type of assistance to those who cannot afford the full annual membership fee. Fundraising continued this year through soliciting emeritus professors who received complimentary Wellness Program memberships.
Wellness Staff Metrics

Below is documentation of one-on-ones, group meetings and classes conducted by the Wellness staff to assist members with meeting their wellness goals.

- Total individual contacts (one-on-ones) by CU Wellness staff (including 2 part time personal trainers and one part time registered dietitian): 1,199
- Total group classes taught by CU Wellness instructors: 408

Program Evaluation

The Program was Evaluated Using:

- Feedback from surveys conducted at events and programs.
- Tracking of participation in Wellness outreach and member programming.
- Testimonials and success stories from individuals and departments.
Member Programming

Wellness members have access to the fitness centers and group fitness classes managed by the Cornell Fitness Centers. Members are also able to use the pools, ice skating rink, Lindseth climbing wall (at a discounted rate), Reis tennis center (at a discounted rate), Merrill Sailing Center (at a discounted rate), privilege card services, and have the registration fee for PE classes waived through the Athletics Department. In addition, members are eligible for individual meetings with the Wellness Program’s staff (detailed below), access to the Healthy Aging program, and admittance to members only classes.

Individual Meetings

- **Medical Nutrition Therapy** (MNT), conducted by a registered dietitian on the wellness staff, was offered to staff and students. MNT typically included a nutrition assessment and follow-up counseling for a variety of problems including but not limited to weight management, sports nutrition, cholesterol reduction, and general health. Michele Wilbur, RD, continued as our part time nutritionist, working approximately 8 hours per week. There were over 250 meetings with a registered dietitian. In addition, the Wellness Program provided a community nutrition placement site in the fall for a dietetic internship offered through Cornell University’s Division of Nutritional Sciences as well as an independent study for an undergraduate nutrition major in the spring.

- **Consultation and follow-up meetings with Personal Trainers** were encouraged. These meetings were intended to empower the member while gently encouraging positive behaviors using coaching techniques. Based on individuals’ needs, meetings may have resulted in personalized exercise prescriptions. The personal trainers on staff provided exercise prescriptions for those wanting to use the fitness centers, take group fitness classes, or exercise at home. A total of 941 of these individual meetings occurred between members and the Wellness staff this past year. Evening and early morning appointment options were added.

- **Physical Fitness Testing** was offered by request to Wellness members. The fitness testing included: blood pressure and resting heart rate measurement; height, weight, and percent body fat measurement; hand grip strength testing; sub maximal treadmill testing; flexibility testing; and sit-up and push-up testing. Upon completion, a six page report with explanation of results was mailed to each participant.

Classes for Healthy Aging

The Classes for Healthy Aging program continued to exemplify diversity and inclusion. In addition to Cornell Retirees, the classes were attended by current faculty and staff, their spouses and same-sex partners, and students with physical activity challenges. The Instructors and Wellness Staff continued to create a welcoming environment where positive social interaction was encouraged and participants achieved their goals by working to their own unique abilities. The inclusion of the NASM Squat Test in the Senior Fitness Testing protocol had realized an emphasis on corrective exercise prescription. As a result, Wellness Staff and Instructors saw an increase in collaboration with local physicians, specialists,
and physical therapists. This level of integrated care demonstrated a standard of excellence that was applauded by local medical professionals and appreciated by the members.

**Members Only Class - Introduction to Fitness for Weight Loss**

This class reached out to those who wanted to lose weight but felt intimidated by taking the first steps of entering a locker room, using a fitness center or taking part in a group exercise class. With sensitivity and humor (and a bit of tough love), Wellness staff answered the embarrassing questions and covered everything participants needed to know about getting started with an exercise program. Armed with knowledge and the support of the group, 30 participants gradually experienced various forms of exercise in several fitness environments.
Wellness Outreach

Wellness outreach included a broad range of Wellness programming and services that were available to the entire Cornell community. This included staff, faculty, retirees, and their families. Below is a review of outreach services provided by the Wellness Program to the Cornell community this past fiscal year. A special effort continued to be made to meet with representatives to get to know the needs of staff in individual departments, and to provide programming for staff with less flexibility. In addition, staff, faculty, and retirees were encouraged to reach out to one another through “workout buddy” web page postings.

Blood Pressure Machine

An automatic blood pressure machine was available to the Cornell community in the Helen Newman Hall fitness center. 8,791 blood pressure readings were taken this past year.

Blood Pressure Screening/Offerings

Wellness staff continued to facilitate blood pressure screenings, both to groups and individuals, by request.

Chair Massage

Ongoing clinics were successful this year for massage. Cornell community clients paid fees for chair massages offered every Thursday throughout the year by Matty Termotto, LMT. Chair massages were also offered, by request, to individual departments.

CPR/AED Training

Two classes, for eight participants each, were offered. Due to low enrollment the sessions were cancelled.

I Can Run a 5K, Now What?

Over an 8 week period, 20 participants learned and practiced different strategies that helped them increase in both speed and endurance. Classmates were given the option of joining a running e-list to keep in touch with each other.

Lectures & Workshops

- **Back Care Lecture** - Dr. Bauman from the Guthrie Medical Group discussed back anatomy, what causes back strain/sprain, and when to seek treatment. Approximately 30 people attended. [1] webinar view.
- **Blood Pressure - What’s Important to You? Lecture** - This lecture, by CU staff, was cancelled due to low enrollment. Registrants were contacted and consulted individually.
- **Environmental Estrogen Series** - This 4 part series, conducted by Dr. Suzanne Snedeker from Breast Cancer and Environmental Risk Factors (BCERF) explained why people should be concerned about environmental estrogens in cosmetics, plastics, and in our wastewater system.
About 10 attendees enjoyed each lecture.

- **Diabetes Lecture: What Should I Eat?** - Presented by Faith McMahon, RD, CDE from Guthrie Medical Group. This one-hour session gave attendees ideas on how to balance eating, medications, and activity. 25 participants. 9 webinar views.

- **Eat Better Feel Better - 4 part live lecture and webinar** - Based on healthy nutrition, participants learned about consuming balanced diets and tips for maintaining or decreasing caloric intake. 20 in-person. Webinar views by session (1: 101; 2: 56; 3: 22; 4: 15).

- **Eat To Lose Weight Class - 4 part webinar series** - Those enrolled received group coaching and had the opportunity to track their intake via computer program for instant feedback. Webinar views by session (1: 124; 2: 26; 3: 20; 4: 17).

- **Healthy and Active Living - 6 week workshop for people with chronic health conditions** - Sue Olmstead and Staci Earl, who have training from the School of Medicine at Stanford University, lead this 6-week intensive self-management course for those suffering from chronic health conditions such as arthritis, MS, cancer, emphysema, and more. 20 attendees.

- **Irritable Bowel Syndrome - 2 part webinar series** - Dr. Maria Gentry, DO, and Michele Wilbur, RD, presented this 2 part series. The first part focused on what IBS is and treatments while part 2 centered around nutrition-related suggestions for managing symptoms. Webinar views by session (1: 105; 2: 16).

- **Lyme Disease - Keeping Yourself, Your Family, and Your Pets Safe** - Presented by Dr. Yung-Fu Chang, Cornell faculty, this lecture discussed the increasing number of cases of Lyme disease in Tompkins County, how to safely remove a tick, and what you can do if you suspect Lyme disease infection. 35 participants.

- **Preparing for a Medical Emergency at Home** - Attendees received information on identifying the things they could do to prepare for, recognize, and respond to an emergency. Wellness staff lectured to about 20 people.

- **Smart Eating for Busy Families Lecture & Webinar** - Over 35 staff and faculty were engaged by Wellness staff as they discussed providing healthy meals for families on the go and what to do with picky eaters. 40 webinar views.

- **Stress Reduction Workshop - Focus on Meditation 4-wk series** - Diane Hecht instructed both this lecture series and Stress Reduction – Focus on Personal Wellbeing. Each series had about 15 participants. Both series encouraged attendees to explore healthy ways to reduce stress and increase personal resilience.

- **Women and Heart Disease Event - in person and webinar** - Guthrie Medical internist, Dr. Matthew Estill and cardiologist, Dr. Kishore Harjai, gave an in-depth presentation about the internal workings of your heart and how to optimize its functioning for years to come. 30 in-person. 20 webinar views.

**Life Coaching**

Half-hour coaching sessions were offered to employees upon request. Wellness staff are trained as Intrinsic Coaches® or Wellcoaches. Throughout the year a few people participated in the coaching-sessions either in person or by telephone.
Meditation Circle for Women

This interfaith, multiracial circle, sponsored by the CU Wellness Program, was made up of primarily Cornell staff members. Meditation topics varied each meeting. In winter 2010, the facilitator stepped down from her position and the group dissolved.

Smoking Cessation

Wellness staff coordinated smoking cessation offerings which included one-on-one counseling, telecounseling, and group counseling upon request. A couple of people contacted Wellness staff throughout the year to consult on smoking cessation. The Wellness Program continued to be involved with T-Free Tompkins in association with the Tompkins County Health Department.

Spring Walking Contest

The Spring In To Step Walking Contest asked participants to track every step taken throughout the month of April. 300 people registered; 200 contest entries were received. Prizes were awarded to the top stepping 4-person team and individual.

Support Groups

Monthly support groups for diabetes, cancer, and weight loss surgery continued to be aided by the Wellness Program and co-facilitated by Wellness staff. These groups provided an informal setting for people to share their questions, thoughts, and experiences. Many have been well attended and are typically held in conference room settings around campus. However, due to low attendance, the weight loss surgery support group will turn into an e-list only format for next semester.

Tour De Cornell Event

The Transportation Department and Wellness Program teamed up for the first time to offer a campus-wide biking event in celebration of National Bike to Work Day. Approximately 50 bikers showed up for the fun 2-mile ride around campus. Transportation and CU Wellness staff handed out maps, energy bars, and water along the course.

Vegetarian Cooking Class

This class was designed for those trying to increase and diversify their vegetarian meal repertoire. Each semester, 5 sessions were filled with 20 participants.

Weight Watchers

This chapter, offered on Cornell’s campus is sponsored through the CU Wellness Program. Weight Watchers offers a 17-Week-At-Work session during the school year and a 12-Week summer session.
Welcome to Cornell

Wellness staff continued to manage an informational booth at “Welcome to Cornell” an orientation event for new employees. There were fewer sessions held this year due to decreased hiring. Interactions with new hires at the event continue to be informative in nature and well received.

Work By Request

- **Nutrition Department** – supported graduate study on weight loss by providing the sole recruitment mode.
- **CU Police** – trained staff in preparation for the required physical fitness test for promotion. Proctored fitness test.
- **Gannett Health Services** – general education lecture on the Wellness Program and its offerings – 40 people.
- **Kendal at Ithaca** – consulted and brainstormed programming and collaboration opportunities.
- **Engineering** – presented “Lighthearted Look at Stress”, 2 separate dates – averaged 12 people at each.
- **RHD’s Campus Life** – presented “Lighthearted Look at Stress” – 22 people.
- **Campus Life Kickoff** – presented “Smart Eating for Busy Families”, 2 separate lectures – 45 people total.
- **Vet School** – brainstormed ideas for and helped to promote Pedal for Pets bike-a-thon.
- **Cornell Retirees Association** – presented on the topic of using technology to spread the message of Wellness – 100 people.
- **Office Professionals** – presented “Lighthearted Look at Stress” – 23 people.
- **Athletics Department Collaborations**
  - RTJ Golf Course – promoted price break
  - Equestrian Center – pony rides fund raiser
  - Reis Tennis Center – tennis classes
  - Intramural Sports – Wellness soccer team
  - Sailing center – sailing lessons
  - Outdoor Education – Wellness rock climbing class
  - Cornell Lacrosse – blood drive
Professional Development/Committee Work/National Recognition

The Wellness Program values the importance of continuing education for our staff members. Wellness core competencies include the abilities to listen, teach, coach, educate, and serve. Professional development keeps our staff current on new trends, best practices and research as well as keeps us connected with a network of colleagues nationwide. Below is a list of professional development completed by our staff this past fiscal year.

Beth McKinney

- Employee Assembly
- Employee Trustee
- Chair of Work/Family Committee of University Assemblies
- Completed Intrinsic Coaching Advanced Hours Training
- Attended ADA’s Food and Nutrition Conference and Expo
- Completed ILRHR2660 Desktop Essentials
- Certified in AED, CPR, and First Aid through the American Red Cross
- Volunteered at Ithaca’s Free Clinic, nutrition counseling

Kerry Howell

- Obtained Certified Cancer Exercise Trainer certification through ACSM
- DreamWeaver CS4 on-line class through Boces for web design
- Certified in AED, CPR, and First Aid through the American Red Cross

Ruth Merle-Doyle

- Certified in AED, CPR, and First Aid through the American Red Cross
- Completed Intrinsic Coaching Advanced Hours Training

Christa Albrecht

- Certified Instructor of AED, CPR, and First Aid through the American Red Cross
- Certified in CPR and AED through the American Heart Association
- Volunteer Emergency Medical Technician (achieved NYS EMT-B)
- Completed Wellcoaches Group Coaching training
- Completed ACSM Certified Inclusive Fitness Trainer training
- Volunteer Firefighter (completed Auto Accident Victim Extrication training)
Director’s Notes

Office of Workforce Diversity and Inclusion (WDI)

The Wellness Program completed its goal of creating a new relationship within the Division of Human Resources. The prior year, reporting lines were changed. Instead of the Wellness director having a “dotted” reporting line to the VP of Human Resources, that “dotted” reporting line was redirected to the Associate VP for Workforce Diversity and Inclusion (WDI). The success of this transition was exemplified by increased collaborations in programming, communication, and strategic planning. The WDI and Wellness staff worked well together as a team to influence the work culture and promote diversity, quality of work and life, and overall wellbeing.

Technology

This past year’s goals also included adding more web-based services. With the current climate of limited resources and major strategic change at the university, staff and faculty were less likely to attend Wellness and WDI offerings in person. In addition, this was an opportunity to reach out to distance locations to the many Cornell offices nation and worldwide. The technology expanded in three areas. Webinars were used for providing web-based lectures as well as recordings of live lectures. Podcasts were created by the Wellness staff to educate Cornellians about various wellness-related opportunities. And video links were added to the Wellness website from high quality providers that offered fitness tips and instructions. In addition Google docs was used by participants as a mode of registering for outreach programming. Using Google docs allowed tracking of the number of faculty signing up for our offerings. This is a necessary metric for us to determine if we are reaching the goal of offering programming that is appealing to faculty as well as staff.

Availability of Health Information

The Wellness Program uses national data, local data, and a bi-annual survey to assess the needs of its population. This is the “off” year for the bi-annual survey; it will be repeated next fiscal year.

In addition to national health statistics, research, and other data, the Wellness Program was able to access aggregate information about our endowed employee population. This information, provided by the Benefits Office, helped to target wellness programming to areas where Cornell either spends the most healthcare dollars or to medical issues that affect many Cornell staff and faculty.

Staffing

Staffing included four professional staff members, two part time personal trainers, and one part time registered dietitian. As this fiscal year came to a close, Ruth Merle-Doyle, from the professional staff, went out on a maternity leave. Greg Borzilleri, one of our part time trainers, was hired to fill in for Ruth. In addition, our second trainer left the position, leaving us with no additional trainers. In early fy11, the plan is to hire two new trainers to fill this gap. Michele Wilbur, the registered dietitian, will continue in
her role. Interestingly, she accepted a full time position with Dining that includes working for Wellness approximately 4 hours per week in the position description.
Wellness Priorities 2010-2011

Goal 1: Participate with WDI to complete strategic goals
Objective 1: Where appropriate, Wellness professional staff will participate on teams with WDI staff to accomplish goals that improve quality of work life for staff, faculty and retirees. See Appendix B for a comprehensive list of WDI goals.

Goal 2: Reach out to a more diverse population
Objective 1: Promote the Wellness Funding Assistance Request to off campus units. This endeavor allows departments and units to request funding from CU Wellness to support their own wellness initiatives. Although developed primarily for off campus locations, this opportunity is open to all areas of the University.

Goal 3: Benchmarking
Objective 1: Contact five comparable universities to benchmark wellness programming.

Goal 4: Technical/Technology Goals
Objective 1: Complete part two of the on-line enrollment process. This involves working with HRIS and CU Dining to connect the two databases behind the scenes for an automatic enrollment and activation of a Wellness membership.
Objective 2: Streamline health, fitness and nutrition education by increasing use of innovative tools such as podcasts and webinars. Improve the quality through learning and practice of its applications.
Objective 3: Improve access to personalized workout plans for members using comprehensive web-based programs.
Objective 4: Streamline data management and program evaluation in collaboration with WDI.
## Appendix A

### Demographic Data

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Appendix B

Workforce Diversity & Inclusion Goals

Office of Workforce Diversity and Inclusion Priorities and Enhanced Departmental Responsibilities for 2010 - 2011

Priority One: Establish work/family advisory committee to address outcomes of faculty ad hoc advisory committee and to develop comprehensive child care initiative to address needs of faculty and staff.

University Strategic Plan Drivers: Faculty Excellence Obj 2 and 7, Staff Excellence Obj 2

Lead: Linda Croll Howell

Team: Beth McKinney, Rose Braman, Janet Henry

Action Steps:

- Review recommendations of faculty ad hoc child care center committee and develop strategy for a sustained improvement of customer service at the Cornell Child Care Center as well as a strategy for utilizing the center as a recruitment and retention tool for faculty
- Establish a faculty work/family advisory committee and work with them and the UA Family Services Committee to develop comprehensive strategies to address the child care support needs of faculty and for staff
- Compile research and trend analysis related to projected child care needs for faculty and for staff in gen 2020, gen X, genY, and baby boomers and develop “best practices” for addressing the unique child care needs of each of these groups

Priority Two: Clarify role of HR in the faculty hiring process and increase awareness of university’s affirmative action compliance obligations.

University Strategic Plan Drivers: Faculty Excellence Obj 2

Lead: Marie Garland

Team: Cassie Joseph, Lynette Chappell Williams

Action Steps:

- Benchmark how other universities address faculty hiring, including the roles played by various offices in this process
- Develop goals for gender, race and ethnic diversity of faculty that take into account pipeline, critical mass within units and fields, and federal reporting requirements (i.e., availability and utilization)
- Work with provost’s office to develop recommendation for the roles/responsibilities for the hiring as well as effective components of the faculty hiring process
- Design and obtain approval for a strategy for an effective faculty recruitment process

**Priority Three:** Develop and implement recruitment and retention strategies for faculty and for staff in bands A-F.

**University Strategic Plan Drivers:** Faculty Excellence obj 12, 2b-g; Staff Excellence Obj 2

*Lead:* Cassie Joseph

*Team:* Marie Garland, Rose Braman, Linda Croll Howell

**Action Steps:**
- Assist AVPWDI in working with administrative units to develop diversity strategic plans
- Coordinate completion of “best employer” applications and analyze outcomes of the application processes to make recommendations for enhanced programming to support recruitment and retention of staff and faculty
- Design, obtain approval, and pilot components of a comprehensive recruitment strategy for staff positions
- Design a retention strategy for faculty, based on best practices from other universities
- Design, in conjunction with Organizational Effectiveness, obtain approval, and pilot a retention strategy for staff positions that includes regularly assessing the experiences of women and individuals of color, particularly in upper management positions
- Develop and pilot a recruitment ambassadors program for staff and faculty
- Form recruitment/retention based employee resource groups for staff and measure their effectiveness
- Implement annual diversity update meeting with participation of 75% of colleges and administrative units

**Priority Four:** Design a new “flex” initiative that optimizes organizational effectiveness and efficiency, environmental and personal sustainability, and diversity as well as utilization at all levels to promote an agile organization

**University Strategic Plan Drivers:** Staff Excellence Obj 3

*Lead:* Michelle Artibee

*Team:* Linda Croll Howell, Eileen Whang, Beth McKinney

**Action Steps:**
- Complete benchmarking of organizations with effective “organizational agility” programs and develop recommendations for components of a new strategy for creating agility within the organization
- Create a new design for a program that provides for greater organizational effectiveness and agility
- Revise the current flex policy to better incorporate the role of supervisors and to outline a revamped process for implementing the strategy that promotes agility
- Develop an action plan for piloting the revised program for the 2011-2012 fiscal year

**Priority Five: Increase partnerships and programs with broader (city, county, region) to establish diversity/inclusiveness as a priority**

**University Strategic Plan Drivers:** Public Engagement Obj 5, Faculty Excellence Obj 4, Staff Excellence Obj 6

Lead: Lynette Chappell-Williams

Team: Christa Albrecht, Kathee Shaff, Cassie Joseph

**Action Steps:**

- Re-establish Sharing Our World as a support system for Cornell’s, and the broader community’s, diverse population
- Work with municipalities and school districts (City of Ithaca, Cortland, Ithaca School District, and Dryden) to implement diversity initiatives and/or strategic plans
- Chair county’s diversity roundtable and increase participation of organizations by 10%
- Establish diversity discussion meetings with three municipalities (Candor, Lansing, and Trumansburg) to raise the awareness of “business case” for diversity and inclusiveness

**Enhanced Departmental Responsibility One: Improve efficiency and effectiveness of mental health and crisis management services**

Lead: Linda Croll Howell

Team: Janet Henry

**Action Steps:**

- Revise FSAP program to create “one stop” mental health services in conjunction with Gannett
- Explore ENI/local provider coordination of mental health services

**Enhanced Departmental Responsibility Two: Review and implement a revised affirmative action compliance program**

Lead: Marie Garland

Team: Darren Jackson

**Action Steps:**

- Provide data support to align AAP and Inclusion Report into one, or comparable, documents that also align with other internal and external demographic reporting documents
- Develop effective, user-friendly system for measuring progress in achieving staff diversification goals, that are aligned with affirmative action requirements
- Work with HR of colleges to help academic departments revise faculty search processes to be more in compliance with EEO and affirmative action requirements
- Develop measurements and monitor progress in implementing 10-11 disability strategic plan
- Analyze termination data for faculty and staff and develop program for “next steps” (including exit interviews, surveys) for providing feedback to retention strategy
- Conduct audit of all relevant faculty and staff employment practices, under the direction of the Office of General Counsel, and in conjunction with the Provost’s Office to ensure compliance with affirmative action regulations

Enhanced Departmental Responsibility Three: develop comprehensive generational diversity strategy that incorporates needs of retirees

Lead: Eileen Whang

Team: Michelle Artibee, Kathee Shaff, Cassie Joseph

Action Steps:

- Compile research and trend analysis related to employment related needs of gen 2020, gen X, gen Y, baby boomers, and traditional and develop recommendations and “best practices” for how to address the needs of these populations
- Benchmark effective elder care programs throughout the nation (and internationally), develop recommendation(s) for implementation of a robust elder care program at Cornell, and pilot implementation of one component of the strategy, taking into account current budgetary constraints
- Coordinate implementation of a cost effective expansion of retiree programming, expansion of retiree connections throughout the nation, and capitalization on Ithaca as a top retirement destination for African Americans (see Black Enterprise magazine)
- Develop strategy for “connect care” program tailored to the needs of each generational group
- Look at existing policies and determine if there is a need for revision or addition

Enhanced Departmental Responsibility Four: Increase Connection Between Wellness Offerings and University’s Commitment to Diversity

Lead: Kerry Howell

Team: Wellness Staff

Action Steps:

- Review current wellness programs and services and categorize these offerings based on potential relevance to or target of a diversity group (individuals of color, women faculty/senior
staff, each of the generational groups, individuals with disabilities, working moms, veterans, and LGBT)
- Determine strength areas, related to addressing wellness needs of diverse groups, and develop targeted communication strategies for the diverse groups that benefit from the identified wellness programs
- Identify gap areas, as it relates to addressing the needs of diverse groups, and identify funding sources to enhance existing wellness programs to better meet the needs of diverse populations

Enhanced Departmental Responsibility Five: Increased awareness of university’s commitment to diversity

Lead: Lynette Chappell-Williams

Team: Marie Garland

Action Steps:
- Coordinate publication of diversity articles in different university communications to make university community aware of what is continuing to be done to address diversity on campus
- Work with Cornell community members to encourage their participation in diversity-related efforts in the community and to encourage their use of diverse businesses
- Present at select conferences to share university’s progress in addressing diversity and inclusiveness

Enhanced Departmental Responsibility Six: Establish military service/veterans initiative to ensure compliance with federal regulations and to increase the presence and/or self identification of military service personnel/veterans in the workforce.

Lead: Darren Jackson

Team: Kerry Howell

Action Steps:
- Coordinate existing Cornell and community resources to create a support program for military personnel called up for duty
- Update/enhance the informational web page for military personnel and veterans
- Work with university offices and community organizations to implement a military/civilian transition program for military personnel and veterans recruited to Cornell

Enhanced Departmental Responsibility Seven: Educate academic and administrative department leadership on the “business case” for promoting healthy life styles of faculty and staff

Lead: Beth McKinney

Team: Kathee Shaff, Michelle Artibee, Lynette Chappell-Williams
Action Steps:

- conduct “meet and greets” during departmental meetings and with unit leaders to share resources available through the wellness program and promote the benefits of participation to their employees (Goal: 8 departments)

- compile research that supports the financial, productivity, and retention benefits related to supporting activities that promote a healthy lifestyle

- provide educational sessions to identified departments to address appropriate health/fitness/nutrition topics (Goal: 4 departments)

- enhance current “healthy living” portals (Wellness and Work/Life web pages) with comprehensive information on healthy life styles (nutrition, exercise, proper rest, reduction of stress).
Appendix C

Kudos

“I think the Cornell Wellness Program is tops for employees/retirees, with so many wonderful opportunities at such a reasonable cost.” – Patty Apgar

“You folks were instrumental in keeping me on track and probably for saving my life. I truly am eternally grateful!” – Mary Mulvanerton

“Hey there, I thought a lot about what we talked about today on my way back from campus. Thanks for getting us back together to discuss our journey! From the class I have: lost 30 pounds, stopped taking daily pain killers, gained tons of energy, learned to respect myself, been adventurous, met new friends, and am enjoying life to the fullest” – Connie Cook

“The start of a new year is always a time to inspire better habits. I have really been enjoying my Wellness membership – your staff is SO GREAT! … So, keep up the good work! I have never felt better and I owe much of that to you and your great program!” – Mary Beth Grant

“We [retirees] know that a lot of people work together to make the Wellness Program the success it is; however, Christa is such a visible component of the Program that we see and interact more with her personally. We KNOW how much she gives to the classes and this letter is my opportunity to say “Thank you, Christa, for all that you do for the Wellness Program, for each of us individually, and all of us collectively.” – Martha Smith
Classes
Registration for all classes is required. Register at the Wellness Program website http://wellness.cornell.edu

CPR/AED Training Classes
Two sessions will be offered on campus by the American Red Cross to certify participants in adult CPR and the use of the automated defibrillator. Fee is $45 per participant. Contact Beth with questions, bm20@cornell.edu. Each session will hold six to ten participants. Only register for one session.

- Session I, Friday, Sept. 18, Hagan Room, Schurman Hall, 8:00-12:30 p.m.
- Session II, Friday, Sept. 25, room G01 Biotech, noon-4:30 p.m.

Eat to Lose Weight Class - A 4-Part Webinar Series
Join this class right from your desk! Based on basic healthy nutrition, participants will learn about consuming a balanced diet and tips for decreasing caloric intake. Registrants receive group coaching for positive behavior change and will have the opportunity to track their intake via a computer program that provides instant feedback. Contact Beth at bm20@cornell.edu for more information. Held Tuesdays; noon-1:00 p.m.; Sept. 22, 29, Oct. 6, 13. Webinar participants will be contacted separately with information on how to connect.

Vegetarian Cooking Class
This class is designed for those trying to increase and diversify their vegetarian meal repertoire. Learn how to produce meals that provide a healthy combination of food groups without including meat. Recipes include dairy, butter and eggs; this is not a vegan class. Fee is $30 for the series, free for Wellness Members. Contact Beth at bm20@cornell.edu for more information. The five sessions are held Fridays from noon-1:15 p.m., Oct. 2, 9, 16, 23, 30, room 360 MVR. Class limited to 20 participants.

Introduction to Fitness for Weight Loss Class
You are not alone. Walking into the fitness center is intimidating. Group exercise classes ARE overwhelming. The locker room REALLY IS your worst nightmare come true. So, if you would like to try this “active lifestyle” thing, and believe your weight is holding you back, this is the class for you. We will start in a comfortable and safe environment. With sensitivity and humor (and a bit of tough love), we will answer the embarrassing questions and cover everything you need to know to get started exercising. Then, armed with knowledge and the support of the group, we will gradually experience various forms of exercise and several fitness environments. There is no fee for this class. Participants must be Wellness members who are willing to have a positive attitude (or at least a sense of humor). Please contact Christa, your fearless leader, for more information cma46@cornell.edu. Class runs Oct. 12 through Nov. 20, Monday through Friday, noon-1:00, location varies*

*The time and location may vary depending on the activity.
Lectures
Registration for all classes is required. Register at the Wellness Program website http://wellness.cornell.edu

Stress Reduction Workshop - Focus on Personal Wellbeing 4-wk Series
Attend these four, one hour sessions, to learn techniques to help reduce your stress and empower yourself. Along with reducing stress, this series will focus on how to create wellness and well-being in your life by learning to take better care of yourself physically, mentally and emotionally. Sessions will be held in room ss-301 Space Sciences from 11:45-12:45 p.m., Wednesdays, Sept. 16, 23, 30, Oct. 7. Class limited to 20 participants.

Stress Reduction Workshop - Focus on Meditation 4-wk Series
This series will focus on teaching you what meditation is and how to begin your own personal meditation practice. There will be time during each class to practice the new skills you learn. Sessions will be held in room ss-301 Space Sciences from 11:45-12:45 p.m., Wednesdays, Oct. 14, 21, 28, Nov. 4. Class limited to 20 participants.

Smart Eating for Busy Families Lecture - Webinar
Learn the basics for providing balanced meals for your family on the go. Tips for planning, preparation, and handling picky eaters will be covered. Registration required. Webinar participants will be contacted separately with information on how to connect.

- Webinar held Thursday, Sept. 17, noon-1:00 p.m.
- Repeat Webinar held Wednesday, Nov. 4, noon-1:00 p.m.

Back Care Lecture
Back strain and back pain are two common complaints among Cornell’s workforce. Join Dr. Bauman, a specialist in chiropractic medicine from Guthrie Health Care System, for a discussion on back anatomy, what causes back strain/pain, and when to seek treatment. Gain an understanding of your body’s mechanics as well as strategies to maintain a healthy back. Lecture held Wednesday, Oct. 21, noon-1:00 p.m., room 225 ILR Conference Center.

Breast Cancer and the Estrogen Connection Lectures - 4-Part Series
This series includes talks, videos, and plenty of time for lively discussion. Presented by Suzanne Snedeker, PhD, from the program on Breast Cancer and Environmental Risk Factors (BCERF).

- Lipstick to Laundry Detergents: Why You Should Be Concerned About Environmental Estrogens in Everyday Products, Monday, Oct. 5, noon-1:00 p.m., Hagan Room, Schuman Hall
- Breast Cancer: Environmental Estrogens in Cosmetics, Monday, Oct. 12, noon-1:00 p.m., Hagan Room, Schuman Hall
- Breast Cancer: Environmental Estrogens in Plastics and More, Monday, Oct. 19, noon-1:00 p.m., Hagan Room, Schuman Hall
- Breast Cancer: Environmental Estrogens that Go in the Dump and Down the Drain, Monday, Oct. 26, noon-1:00 p.m., Hagan Room, Schuman Hall

Blood Pressure - What's Important to You? Lecture
This workshop is designed to help you understand what you can do to address your blood pressure concerns. Specifically, we will focus our discussion on certain controllable factors (such as diet and exercise) that affect BP. Bring your questions and thoughts and come prepared to share ideas. Lecture held Thursday, Oct. 15, room 102 Mann Library (Conference Room), noon-1:00 p.m.

Diabetes - What Should I Eat? Lecture
Join Faith McMahon, RD and certified diabetes educator for Guthrie Medical in Sayre, PA for this informative lecture. Are you struggling with trying to figure out what to eat? If you have diabetes, if you are concerned about someone with diabetes, this session will give you ideas for how to approach balancing eating, medications, and activity. Lecture held Wednesday, Nov. 18, noon-1:00 p.m., room 225 ILR Conference Center.
Healthy Aging Classes

You must have a Wellness Program membership to participate in the Healthy Aging classes listed below. Membership information can be found on the Wellness Program website http://wellness.cornell.edu

Functional Fitness & Core Conditioning
This resistance training class will strengthen muscles, build bone density, and reduce the risk of falling by improving agility and balance. We begin with a warm-up and low-impact cardiovascular exercise. We then strengthen the body's major muscles using dumbbells, tubing, balls, and other equipment. Some of these exercises are done standing and some on the floor. Helen Newman Hall Dance Studio. M, W, 10-11am.

Jazzercise Lite
The original aerobic dance class keeps getting better! Have fun while improving stamina, cardiovascular health, flexibility, and balance. Low impact and easy to learn - you will love Jazzercise! There is no floor work in this class. Helen Newman Hall Dance Studio. T, TH, 9-10am.

Ripples
Gentle movement in both shallow and deep water is ideal for relieving joint pain. Water's resistance strengthens muscles while buoyancy makes this refreshing workout low impact. Helen Newman Hall Pool. T, TH, 10-11am.

Cardio Classic
Aerobics like you remember! Fun music and a variety of formats. There are no floor exercises. Helen Newman Hall Dance Studio. M, 9-10am.

Pilates
Slow and controlled endurance training builds a solid foundation of spinal stability, posture, and core strength. An emphasis on breathing and body awareness reduces stress. Helen Newman Hall Dance Studio. Not running this Spring.

Staying Strong
The Fitness Center in Helen Newman Hall offers a variety of cardiovascular and strength training equipment. This class offers the opportunity to have someone nearby in case you have questions while you exercise. We suggest following an exercise program that is personalized, safe, and effective. It is also beneficial to rewrite that program every few months, or whenever there is a change in medical status. Helen Newman Hall Fitness Center. T, TH, 8:45-9:45am.

Yoga iyengar style
This class encourages students to explore the precise anatomical placement and alignment within each yoga posture at a pace that allows for an intelligent rigor. Students are guided to observe and learn from their individual strengths and challenges. Emphasis is placed on the importance of inner awareness and clarity as personal resources for yoga practice and for life. Attention to safety and a curiosity for learning are promoted in a class environment of self and mutual respect. Helen Newman Hall Classroom. W, 8:45-10am.

Please let Christa know if you require special accommodations. For more information about offerings contact Christa at 255-3886.

Class schedule is valid from January 4 through May 28, 2010.

CU Wellness Program • 303 Helen Newman Hall • Ithaca, NY 14853 • (607) 255-3886 • http://wellness.cornell.edu
Ongoing Outreach Programs

Tobacco Cessation Options
Looking for some help quitting tobacco? The Wellness Program offers FREE quit tobacco coaching that is customized to meet you where you are in your quit attempt. Some people like to meet one on one, but if you prefer a group meeting or talking over the phone, then you can count on us to provide individualized attention. We'll coach you through this behavior change and give you tips and tricks to make your final try at kicking the tobacco habit. All you need to do is contact Ruth Merle-Doyle at rem6@cornell.edu or call 255-5060.

Support Groups

Diabetes Support Group
Do you have type 1 or type 2 diabetes or know someone who does? Has your doctor told you that you are pre-diabetic? Please join us for a diabetes support group from noon-1 p.m. on the 3rd Wednesday of every month in S3 105 Schuman Hall. This is an informal setting for you to share your questions, thoughts and helpful hints to all who are affected by this disease either directly or indirectly. For additional information contact Cathy at caa2@cornell.edu or Beth at bm20@cornell.edu. If you would like to be added to the diabetes e-mail list, please contact Beth at bm20@cornell.edu.

Cancer Support Group
Whether you have cancer or are a caregiver, family member, or friend of someone diagnosed, take the opportunity to connect with others who know what you are experiencing. We meet from noon-1 p.m. on the 3rd Friday of every month in 812 Day Hall. For additional information contact Lane at lac9@cornell.edu or Beth at bm20@cornell.edu. If you would like to be added to the cancersupport-l e-mail list, please contact Beth at bm20@cornell.edu.

Weight Loss Surgery Support Group
This group meets from noon-1 p.m. on the 2nd Tuesday of every month in E435, The Fern Room, Corson-Mudd Hall. This is a support group for anyone who is contemplating, recovering from, or living with any type of weight loss surgery. For information contact Heather at hm17@cornell.edu or Beth at bm20@cornell.edu. If you would like to be added to the wlsupport-l e-mail list, please contact Beth at bm20@cornell.edu.

Weight Loss Support E-List
Please join our e-list if you are interested in weight loss support. This group currently communicates via email and periodically has programming. To join the list contact Beth at bm20@cornell.edu

Blood Pressure Clinics
The Cornell Wellness Program offers free and confidential blood pressure screenings for the Cornell community. Individual appointments or departmental clinics can be scheduled by contacting Ruth Merle-Doyle at rem6@cornell.edu or 255-5060.

Massage Therapy
Chai massages offered by Matty Termazzo, LMT, Thursdays, 4-6:30 p.m. in Helen Newman Hall. Cost $15 per 15 minutes. For an appointment contact Debbie Gatch at dag7@cornell.edu or 255-5133.

Life Coaching
Would you like to talk to someone from the Wellness Program about a nutrition or physical activity behavior change you are wanting to make? Email Kerry at ke253@cornell.edu or 254-2985 to schedule a free 30 minute life coaching session either over the phone or in person.

On-Campus Services
(sponsored by CU Wellness)

- Weight Watchers
- Massage Therapy for your department
- Meditation classes for your department
- Meditation circle for women
- Automatic blood pressure machine in the HNH fitness center
Programming

Registration for programming is required. Register at the Wellness Program website http://wellness.cornell.edu

Eat Better Feel Better - 4-Part live lecture and webinar series

Join this class right from your desk! Or, come to the Hagan Room in Schurman Hall. Based on basic healthy nutrition, participants learn about consuming balanced diets and tips for maintaining or decreasing caloric intake. Registrants receive group coaching for positive behavior change and have the opportunity to track their intake via a computer program that provides instant feedback. Contact Beth at bm20@cornell.edu for more information. Held Jan. 14, 21, 28, and Feb. 4, noon-1:00p.m. Webinar participants will be contacted separately with information on how to connect. No limit on number of attendees.

Stress Reduction Workshop - Focus on Personal Wellbeing 4-wk Series

Attend these four, one hour sessions, to learn techniques to help reduce your stress and empower yourself. Along with reducing stress, this series focuses on how to create wellness and wellbeing in your life by learning to take better care of yourself physically, mentally and emotionally. This is a 4-wk series, please plan on attending all four sessions in the series. For questions, contact Kerry at kk253@cornell.edu. Sessions held Jan. 20, 27, Feb. 3, 10, fourth floor Cayuga conf. room; Seneca Place, 11:45-12:45p.m. Class limited to 25 participants.

Vegetarian Cooking Class

This class is designed for those trying to increase and diversify their vegetarian meal repertoire. Learn how to produce meals that provide healthy combinations of food groups without including meat. Recipes contain dairy, butter and eggs; this is not a vegan class. Fee is $30 for the series for all participants. Contact Beth at bm20@cornell.edu for more information. The five sessions are held Feb. 5, 12, 19, 26, and Mar. 5, room 360 MVR, noon-1:15p.m. Class limited to 20 participants.

Stress Reduction Workshop - Focus on Meditation 4-wk Series

This series focuses on teaching you what meditation is and how to begin your own personal meditation practice. There is an opportunity during each class to practice the new skills you learn. Discover meditation and lead a calmer more grounded life. This is a 4-wk series, please plan on attending all four sessions in the series. For questions, contact Kerry at kk253@cornell.edu. Sessions held Feb. 22, Mar. 1, 8, 15, room 140 EHOB, noon-1:00p.m. Class limited to 25 participants.

Healthy and Active Living – 6-week workshop for people with chronic health conditions

Are you struggling with or caring for someone with arthritis/joint pain, MS, cancer, emphysema, asthma, diabetes, depression, chronic fatigue, rheumatoid arthritis, life after a stroke, or another long-term health issue? Learn to live a healthier and more active lifestyle with chronic disease. Join Sue Olmstead and Staci Earl for a 6-week self-management course offered for the Cornell community. The class will help individuals with chronic health conditions and/or their caregivers learn best practices to manage their condition. Subjects covered include: 1) techniques to deal with problems such as frustration, fatigue, pain and isolation, 2) appropriate exercise for maintaining and improving strength, flexibility, and endurance, 3) relaxation, meditation, guided imagery, 4) communicating more effectively with family, friends, and health professionals, 5) nutrition, and, 6) how to create your own action plan for success. Each participant in the workshop receives a copy "Living a Healthy Life With Chronic Conditions", 3rd Edition, and an audio relaxation tape, Time for Healing. Sue and Staci have extensive training at the School of Medicine at Stanford University. If you have questions about this offering, contact Beth at 255-3703 or bm20@cornell.edu. Sessions held Feb. 23, Mar. 2, 9, 16, 23, 30, Apr. 6 (snow day if needed), 311 East Hill Plaza, DFA training room, 11:30-2:00p.m. Sessions build on one another, please plan on attending all six.
Irritable Bowel Syndrome – 2-part webinar series

Dr. Maria Gentry, Wednesday, Mar. 3, noon-1:00 via computer
Michele Wilbur, RD, Wednesday, Mar. 10, noon-1:00 via computer
Attend one or both sessions right from your computer; anonymous participation is available to learn more about irritable bowel syndrome. IBS is a gastrointestinal disorder with no known cause. Symptoms include pain and GI distress that affects the quality of life. This is a two-part series where you can learn more about IBS and what you can do to alleviate some symptoms. Maria Gentry, DO, will talk and answer your questions about symptoms and treatment. Michele Wilbur, RD, will present nutrition-related ideas to manage symptoms.

Women and Heart Disease Event
Mar. 12, room 229 ILR Conf. ctr., noon-1:00p.m.
Refreshments provided. Join Guthrie Medical Ithaca's internist, Dr. Matthew Ezell, and cardiologist, Dr. Khoree Harahi, for an in-depth presentation about your heart. Many women may not be aware that heart disease is a major threat to their health. But heart disease remains the number one cause of death among women in the United States. Join Dr. Ezell as he discusses the basics of prevention, diagnosis and treatment of heart related issues, followed by Dr. Harahi presenting the latest innovations in repairing the heart that are less invasive and allow a shorter recovery period. The presentation includes plenty of time for questions and answers.

“Lyme Disease – Keeping Yourself, Your Family, and Your Pets Safe”
Presented by Yung-Fu Chang. Lecture held Mar. 17, G01 Biotech, noon-1:00p.m. Did you know that cases of Lyme disease found in Tompkins County jumped from 9 in 2007 to 46 in 2008 according to the Tompkins County Department of Health? And, that of the deer ticks collected in Tompkins County, 30% carried Lyme disease bacteria. New York has two of the three counties in the USA which have the highest rate of Lyme disease. Attend this lecture to find out what you can do to keep yourself, your family, and your pets safe. Learn how to identify deer ticks, and what you should do if you find one attached to yourself or your pet.

Spring In To Step Walking Contest
Join in on the fun. The Wellness Program is challenging you to see how many steps you can take in one month. Beginning April 1, either clip on a pedometer or record 1,000 steps per every 10 minutes you spend walking each day. Print off a copy of the Walking Contest tally sheet (available soon), write down your daily step counts, and at the end of April, send in your completed tally sheet. You may participate individually or participate in a 4-person team. Prizes will be awarded to the individual and to the 4-person team with the most total number of steps taken during the month of April. All participants, who send in their tally sheets, will be entered into a random drawing with fun prizes. More details available soon.

“I Can Run a 5K, Now What?”
Class meets Mondays outside Barton Hall, noon-1:00p.m. for 8 weeks. First class begins Apr. 5. Learn and practice different strategies to help increase both speed and endurance. This class is appropriate for anyone who currently runs 2 or more times per week, 30 minutes or more, and would like to run a faster 5 or 10K. We will cover temps, hill, interval, and long runs during the sessions. For more information, contact Kerry at k-k253@cornell.edu.

Preparing for a Medical Emergency at Home
A medical emergency involving yourself or a loved one can be very stressful. It is challenging to think clearly and act calmly. This workshop is designed to help you identify the things that you can do to prepare for, recognize, and respond to an emergency. Apr. 9, G01 Biotech, noon-1:00p.m. Questions? Contact Christa at cmaa6@cornell.edu

Cornell Wellness Program
Spring 2010 programs providing joy, balance, and well-being to the Cornell community.

Programming
Registration for programming is required. Register at the Wellness Program website http://wellness.cornell.edu

Cornell University Wellness Program

CU Wellness Program • 303 Helen Newman Hall • Ithaca, NY 14853 • (607) 255-3860 • http://wellness.cornell.edu
Cornell University Spring In To Step Walking Contest

Name: ___________________________

Instructions
1. Record your steps walked each day in the Wellness Tracking Calendar.
2. Enter your weekly total of steps at the end of each week.
3. Total up your monthly steps.
4. Individuals: return postcards to CU Wellness by May 12.
5. Teams: staple 4 entries together and return by May 12.

Team Name: ________________________

Questions?
Call 255-3703
or visit wellness.cornell.edu

Wellness Tracking Calendar - April 2010

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Drop in campus mail by May 12 to be eligible for prizes.

Monthly Total: ___________________________
Cornell University Spring In To Step Walking Contest

Contest Rules

- This contest runs from April 1 - April 30, 2010.
- Using a pedometer or step counter, record the total number of steps you walk each day.
- If you do not have a pedometer, convert each 20 minutes of walking to 1,500 steps.
- If you wish to participate but are unable to walk, please contact the Wellness Program at 255-3703 to create an individualized method that works for you.

Individuals
Complete the Wellness Tracking Calendar by filling in each box and campus mail it to 303 Helen Newman Hall by May 12, 2010.
All entries submitted will be eligible to win a prize through a random drawing and for most steps taken.

Teams
Teams of four may compete both as a team and as individuals. To participate as a team, select a team name, staple four forms together, and mail to 303 Helen Newman Hall by May 12. Members of the team will automatically be entered as individuals for the random prize drawing.

Prizes will be awarded for the following:
- Participating! A random drawing will take place on May 14 for all cards received.
- Most steps taken – for both individuals and teams.

Cornell University Wellness Program
303 Helen Newman Hall
Ithaca, NY 14853