WELLNESS PROGRAM
ANNUAL REPORT
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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 22nd 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 2010-2011.

Wellness Statistics, Metrics & Evaluation

Membership Statistics

- 3,090 staff, faculty, retirees, and their spouses/partners joined as of June 30, 2011. This represented a 6.7% increase over last year.
- 793 members joined through CPHL (see CPHL details below).
- 45 members received scholarships of 50% off which represents an 11% decrease over last year. (see Toni McBride Scholarship information below).
- 4 members received memberships through Workers Compensation.
- 194 members were retirees and retiree spouses representing an 8.9% increase over last year.
- There were 748 card swipes at Appel (including 254 for classes); 35,835 swipes at Teagle (including 2,248 for classes); 35,595 swipes at Helen Newman (including 6,007 for classes); 4,027 swipes at Noyes (1,022 for classes). 76,205 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. The previous fiscal year 600 CPHL members used the Wellness Program benefit; the number currently participating climbed to 793. This represents a 32% increase.

![Bar chart showing CPHL Members and Total Members for FY 09-10 and FY 10-11](chart.png)

Toni McBride Scholarship
This scholarship fund continued to support a portion of 45 Wellness memberships. This past year, the fund generated $525 annually and supported six scholarships. The Wellness Program was proud to offer this type of assistance to those who could not 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-one appointments and group 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): 971
- Total group classes taught by CU Wellness staff: 313

Development of Program Offerings

Program Offerings Were Determined By:

- In-person feedback from participants.
- Feedback from post-offering on-line surveys.
Wellness & Well-being Questionnaire highlights (Appendix B).
Cornell medical data from Cornell Benefits office on top 15 diseases by total number of claimants and amount paid; and data by utilization of services by major diagnostic category (information from CPHL and PPO) (Appendix C).
Wellness Advisory Committee feedback (Appendix D).
Wellness Strategic Goals 2010-2013 (Appendix E).
Healthy People 2010 focus areas (Appendix F).

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), RTJ golf course (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) and have access to Wellness Specialty group exercise 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 200 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.

- **Consultation and follow-up meetings with Personal Trainers** were encouraged. These meetings were complementary with membership and 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 nearly 800 of these individual meetings occurred between members and the Wellness staff this past year. Evening and early morning appointment options were available.

- **On-going Personal Training** for a fee was added to our offerings after we received requests from our members to have this service. This offering was tailored to individuals that wanted the motivation of a trainer on a regular basis to help them reach their goals. People who were lacking internal motivation to exercise benefitted from this new service. Additionally, individuals who had specific goals who wanted continuous guidance found this service helpful.

- **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.
Transition From Healthy Aging To Specialty Classes
This year, the classes formerly known as “Classes for Healthy Aging” and the classes known as “Wellness Offerings” were combined under the title “Wellness Specialty Classes”. Specialty Classes were offered seasonally as part of our overall programming. These Wellness Program classes offered our members added attention to be successful and promoted an environment of camaraderie and personal success. Any member had the opportunity to participate and the classes embodied our visions of inclusion (listed below).

Wellness Specialty Classes – Open to Wellness Program Members Only

- **Advanced Strength Training** - this 4 week class was aimed at those individuals who had previous experience in strength training and were looking for more in-depth knowledge on the subject.
- **Arthritis Water** – a class held in the pool which helped to loosen up stiff joints and strengthened muscles while stamina was built.
- **Functional Fitness & Core Conditioning** - resistance training class which helped build bone density, reduced the risk of falling, and strengthened muscles.
- **Jazzercise Lite** - low-impact aerobic dance class.
- **Pilates Matwork** – controlled endurance training that built spinal stability, posture, and core strength.
- **Ripples** – Exercise in shallow and deep water kept impact low while muscles were strengthened.
- **Staying Strong** – Guided instruction on strength equipment in the HNH fitness center.
- **Sustainable Fitness** – 6 week class focused on education and the development of clean eating, a physically active lifestyle, and a sustainable exercise routine.
- **Tai Chi** – 8 week class that introduced this traditional Chinese martial art form.
- **Yes You Can! Exercise during and after cancer treatment.** – physical fitness class held in the fitness center geared towards individuals with cancer.
- **Yoga** – class participants explored body alignment and placement within each yoga posture at a slow pace.
- **Zumba/Cardio Classic** – Latin rhythms of Zumba gave a fun upbeat backdrop to this aerobics class.

Visions Of Inclusion
The following visions of inclusion were developed this year to address diversity and ageism in the workplace and to promote a more welcoming environment.

The Individual
The Cornell University Wellness Program respects and supports the unique needs of each individual while providing opportunities for joy, balance, and well-being. Embracing similarities and differences in a common endeavor enables individuals to share their strengths, wisdom, and experience. Recognizing and respecting the individuality of goals and abilities creates an environment that promotes personal success. Whether participants are engaging in individual wellness pursuits or seeking the social camaraderie of a class environment, the Wellness Program is ready, willing, and able to facilitate a successful experience.
The University

The Cornell University Wellness Program believes in the university’s commitment to a culture of belonging in which individuals can achieve their fullest potential. The Wellness Program exists to support the well-being of all faculty, staff, retirees, spouses, and same-sex partners. To that end, the Wellness Program does not separate participation by age, race, ethnicity, religion, gender, sexual orientation, class, disability, nationality group, or status of any kind. We invite anyone to participate and enjoy in any of our programming. The Wellness Program acknowledges that individuals, each with their own unique experience, may not feel comfortable participating in such a diverse and open environment. However, we believe this is an opportunity for personal growth. Our staff are eager to assist individuals who desire to step outside their comfort zone and toward a more caring and inclusive Cornell Community.
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. 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. One of the main departments we focused on this year was Facilities.

Blood Pressure Machine
An automatic blood pressure machine was available to the Cornell community in the Helen Newman Hall fitness center. 9,372 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.

Classes – Open to the Cornell Community

- **Advanced Running Techniques** – during this 6 week class runners learned and practiced techniques that increased speed and endurance.
- **Vegetarian Cooking** – over 5 sessions people increased and diversified their vegetarian meal repertoire.
- **Walk This Way** – participants explored the area by foot while they took in the natural beauty of Cornell’s campus.
- **Walk To Run** – people transitioned from walking to running 3 miles during this 12 week class.

Lectures, Workshops & Webinars

- **Eat Better Feel Better - 4 part live lecture and webinar** – based on basic healthy nutrition, people learned how to consume balanced diets and were given tips to maintain or decrease caloric intake.
- **Erectile Dysfunction Education** – through our collaboration with Guthrie medical, Dr. Estill provided this lecture on the basics of erectile dysfunction.
- **Heart Health - What You Can Do** – Dr. Estill informed those who attended about controllable risk factors for heart disease.
- **How To Quit Smoking – I Might Quit One Day** – Attendees discussed what to expect when quitting, how to prepare, and what tools and medications were available.
- **Everything You Wanted To Know About Pain Medications** – over the counter and prescription medications were discussed by Cornell pharmacist Phil Cornell and a Pharm D intern.
- **Strength Training For General Fitness** – overview of all aspects of strength training including terminology, benefits, training specificity, and key principles was given.
- **Talking About Cancer** – Bob Riter, representative from the Cancer Resource Center of the Finger Lakes, and local cancer survivors, helped to demystify what it is like to go through cancer.
- **Training For A Tri** – attendees left with tips and techniques for how to train for a triathlon.
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.

Massage Therapy
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.

Support Groups and e-lists
Monthly support groups and e-lists for diabetes, cancer, and weight loss surgery continued to be aided by the Wellness Program and co-facilitated by Wellness staff. A fibromyalgia e-list was added in the spring. These groups and e-lists provided an informal setting for people to share their questions, thoughts, and experiences.

Tobacco Cessation Options
Wellness staff coordinated smoking cessation offerings which included one-on-one counseling, tele-counseling, 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.

Weight Watchers
Two chapters offered on Cornell’s campus and one chapter off-campus are sponsored through the CU Wellness Program. Weight Watchers provided 17-Week-At-Work sessions during the school year and 12-Week summer sessions.

Welcome to Cornell
Wellness staff continued to manage an informational booth at “Welcome to Cornell” an orientation event for new employees. Interactions with new hires at the event continued to be informative in nature and well received.

Work By Request

- **Athletics Department Collaborations**
  - Equestrian Center – advertised pony rides fund raiser
  - Reis Tennis Center – discounted membership
  - Robert Trent Jones designed Cornell Golf Course – golf lessons and discounted membership
  - Sailing center – sailing lessons and discounted membership
  - Outdoor Education – Wellness rock climbing class
  - Cornell Lacrosse – advertised blood drive

- **Cancer Resource Center Event at Island Health & Fitness** – presented “Medications, Cancer, and Exercise” as panel discussion expert – 12 people.
- Cayuga Medical Center Wednesday Night Cancer support group – presented “Cancer and Exercise” – 15 people.
- CU Police – Lead fitness testing - 20 people.
- Facilities Department – presented and gave demonstrations during their inaugural Wellness day (food demos, BP checks, strength training) – 50 people.
- Facilities Department – presented “Tobacco Cessation” – 8 people.
- Facilities Department – asked to lecture by the facilities diversity & inclusion group – presented “Wellness Program 101” – 12 people.
- Vet School (Dean’s Admin Networking Grp) – presented “General Wellness Talk” including Incentive Fund & Finding Personal Motivation – 12 people.
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
- Certified in AED, CPR, and First Aid through the American Red Cross
- Volunteered at Ithaca’s Free Clinic, nutrition counseling
- Completed Intrinsic Coaching Advanced Hours

Kerry Howell

- Attended ACSM Health & Wellness Summit & Expo
- Completed 6 week Photoshop CS5 on-line class through Boces
- Assisted with veteran’s initiative and co-lead veteran’s CNG.
- Certified in AED, CPR, and First Aid through the American Red Cross

Ruth Merle-Doyle

- Completed Excel computer class
- Certified in AED, CPR, and First Aid through the American Red Cross

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 (Certified NYS EMT-B)
- Volunteer Firefighter (Completed Emergency Vehicle Operator Course)
- Achieved ACSM/NCPAD Certified Inclusive Fitness Trainer (CIFT)
- Obtained Zumba® Levels 1 and 2 training and license
- Obtained Aqua Zumba® training and license
- Completed Yoga Fit Level 1 Instructor training
- Currently pursuing Masters in Applied Clinical Nutrition (MACN)
Director’s Notes

Office of Workforce Diversity and Inclusion (WDI)

The Wellness Program continued its relationship with WDI located within the Division of Human Resources. The success of this transition was exemplified by increased collaborations in programming, communication, and shared goals (Appendix G). The WDI and Wellness staff worked as a team to influence the work culture and promote diversity, quality of work and life, and overall wellbeing. Collaborative projects this year included:

- Educated academic and administrative department leadership on the “business case” for promoting healthy life styles of faculty and staff
- Designed and piloted a new “flex” initiative that optimized organizational effectiveness and efficiency, environmental and personal sustainability, and diversity as well as utilization at all levels that promoted an agile organization
- Increased partnerships and programs with broader reach (city, county, region) that established diversity/inclusiveness as a priority
- Increased connection between Wellness offerings and University’s Commitment to Diversity

Wellness Advisory Committee

The Wellness Advisory Committee was created in Fall 2011 to provide input to the Wellness Program on topics of interest and ideas for programming improvements. Members were tasked with being our eyes and ears in the Cornell community. In addition, the committee helped ensure programming was meeting the needs of a Cornell population that encompassed faculty, staff, spouses/partners, and retirees. This committee was comprised of approximately 20 members that represented views from a diverse demographic population. The committee will continue to meet twice per year. See Appendix D for notes from the first meeting.

Technology

Web-based services continued to be a priority. 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. 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 who signed up for our offerings. This was a necessary metric for us to determine if we were reaching the goal of offering programming that is appealing to faculty as well as staff.

Health Information

The Wellness Program used national, local, and bi-annual survey data to assess the needs of its population. 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.

**Bi-Annual Survey**

This year, 816 people completed the comprehensive Wellness and Wellbeing Questionnaire including staff, faculty, retirees, spouses and same-sex partners, and members and non-members. For our general population, the survey asked what programs and services people were wanting in the six areas of wellness – physical, social, emotional, financial, occupational, environmental, and intellectual. Results were incorporated into our programming needs data. In addition, results were shared with both the work/life area and the Faculty Staff Assistance Program. For Questionnaire highlights see Appendix B.

Over 500 respondents answered questions directed toward Wellness Program members. This data provided useful information about our population’s interests and concerns. Facility concerns and suggestions were shared with the Cornell Fitness Centers.
## Appendix A

### Demographic Data

<table>
<thead>
<tr>
<th></th>
<th>Wellness Program Number</th>
<th>Percentage</th>
<th>Cornell University Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian/Alaskan Native</td>
<td>4</td>
<td>0.15%</td>
<td>16</td>
<td>0.16%</td>
</tr>
<tr>
<td>Asian</td>
<td>227</td>
<td>8.38%</td>
<td>589</td>
<td>5.99%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>94</td>
<td>3.47%</td>
<td>286</td>
<td>2.91%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>58</td>
<td>2.14%</td>
<td>245</td>
<td>2.49%</td>
</tr>
<tr>
<td>Native Hawaiian/Oth Pac Island</td>
<td>2</td>
<td>0.07%</td>
<td>5</td>
<td>0.05%</td>
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<tr>
<td>Not Specified</td>
<td>50</td>
<td>1.85%</td>
<td>107</td>
<td>1.09%</td>
</tr>
<tr>
<td>White</td>
<td>2263</td>
<td>83.54%</td>
<td>8536</td>
<td>86.81%</td>
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<tr>
<td>Multicultural</td>
<td>49</td>
<td>0.50%</td>
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<tr>
<td>Endowed</td>
<td>1889</td>
<td>69.73%</td>
<td>6273</td>
<td>63.80%</td>
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<tr>
<td>Statutory</td>
<td>820</td>
<td>30.27%</td>
<td>3560</td>
<td>36.2%</td>
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<tr>
<td>Exempt</td>
<td>1964</td>
<td>72.50%</td>
<td>5769</td>
<td>58.67%</td>
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<tr>
<td>Nonexempt</td>
<td>745</td>
<td>27.50%</td>
<td>4064</td>
<td>41.33%</td>
</tr>
<tr>
<td>Female</td>
<td>1417</td>
<td>52.31%</td>
<td>5109</td>
<td>51.96%</td>
</tr>
<tr>
<td>Male</td>
<td>1291</td>
<td>47.66%</td>
<td>4723</td>
<td>48.03%</td>
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<tr>
<td>Other</td>
<td>1</td>
<td>0.04%</td>
<td>1</td>
<td>0.01%</td>
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<tr>
<td>Academic</td>
<td>940</td>
<td>34.70%</td>
<td>2605</td>
<td>26.49%</td>
</tr>
<tr>
<td>Retired</td>
<td>81</td>
<td>2.99%</td>
<td></td>
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<tr>
<td>Staff</td>
<td>1534</td>
<td>56.63%</td>
<td>5903</td>
<td>60.03%</td>
</tr>
<tr>
<td>Union</td>
<td>154</td>
<td>5.68%</td>
<td>1325</td>
<td>13.48%</td>
</tr>
<tr>
<td>Spouses/Trustees</td>
<td>382</td>
<td>14.10%</td>
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</tr>
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</table>
Appendix B

Wellness & Wellbeing Questionnaire Highlights

To review the entire survey results see the Wellness web site

More than 50% of people were very interested or somewhat interested in the following topics:

Blood Pressure Testing
Metabolic Testing
Accessing Health Information on the Internet
Staying Mentally Sharp as We Age
Active Aging
Back Care
Cholesterol Education
Food Safety Education
Healthy Cooking
Healthy Eating
Heart Disease Education
Sleep Education
Weight Management
Dealing With Financial Hardship
Financial Planning
Retirement Planning
Long Term Care Insurance
Creating a Will
Budgeting Basics
Balancing Work and Life
Career Building Resources at Cornell
Flexible Work Options
Assertive Communication
Anxiety
Depression
Sustaining a Positive Attitude
Workspace Ergonomic Assessment
Blood Cholesterol Testing
Blood Sugar Testing
Carotid Ultrasound (stroke screening)
Hearing Testing
Lung Function Testing
Osteoporosis Screening (DXA scan)
Volunteer Opportunities in Community
Wellbeing Opportunities in Your Community (Tompkins and surrounding counties)
Time Management Skills
Environmentally Friendly Cleaning Products
Environmentally Friendly Health Care Products
Going Green in Your Home
Making Your Home More Energy Efficient
Going Green in Your Workplace
**Appendix C**

**CPHL – 2010 Disease Prevalence (Top 15)**

<table>
<thead>
<tr>
<th>Top 15 Diseases</th>
<th>Number of Unique Claimants with Disease</th>
<th>Prevalence</th>
<th>BOB Prevalence</th>
<th>Total Paid Amount for Claimants with Disease</th>
<th>Total Paid Amount Per Claimant with Disease</th>
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<tbody>
<tr>
<td>Total Continuously Enrolled Members in Population²: 2,879</td>
<td></td>
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<tr>
<td>Hypertension</td>
<td>111</td>
<td>5.3%</td>
<td>13.6%</td>
<td>$676,250</td>
<td>$8,795</td>
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<tr>
<td>Hypertension</td>
<td>134</td>
<td>6.4%</td>
<td>13.1%</td>
<td>$688,379</td>
<td>$7,227</td>
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<tr>
<td>Low Back Pain</td>
<td>118</td>
<td>5.7%</td>
<td>5.0%</td>
<td>$799,761</td>
<td>$6,778</td>
</tr>
<tr>
<td>Depression</td>
<td>141</td>
<td>6.6%</td>
<td>4.7%</td>
<td>$733,022</td>
<td>$5,199</td>
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<td>Anxiety</td>
<td>129</td>
<td>6.2%</td>
<td>2.3%</td>
<td>$647,597</td>
<td>$5,020</td>
</tr>
<tr>
<td>Allergy</td>
<td>169</td>
<td>5.2%</td>
<td>8.0%</td>
<td>$643,018</td>
<td>$5,899</td>
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<tr>
<td>Diabetes Mellitus</td>
<td>46</td>
<td>2.3%</td>
<td>4.9%</td>
<td>$551,517</td>
<td>$11,490</td>
</tr>
<tr>
<td>Asthma</td>
<td>73</td>
<td>3.5%</td>
<td>3.8%</td>
<td>$501,162</td>
<td>$6,865</td>
</tr>
<tr>
<td>Chronic Thyroid Disorders</td>
<td>65</td>
<td>3.1%</td>
<td>4.6%</td>
<td>$495,673</td>
<td>$7,626</td>
</tr>
<tr>
<td>Migraine and Other Headaches</td>
<td>42</td>
<td>2.0%</td>
<td>2.9%</td>
<td>$372,632</td>
<td>$5,877</td>
</tr>
<tr>
<td>Osteoarthritis</td>
<td>14</td>
<td>0.7%</td>
<td>1.9%</td>
<td>$329,760</td>
<td>$23,566</td>
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<tr>
<td>Ischemic Heart Disease</td>
<td>11</td>
<td>0.5%</td>
<td>2.2%</td>
<td>$318,382</td>
<td>$28,944</td>
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<tr>
<td>Non-specific Gastritis/Dyspepsia</td>
<td>33</td>
<td>1.6%</td>
<td>6.0%</td>
<td>$309,079</td>
<td>$9,366</td>
</tr>
<tr>
<td>Breast Cancer</td>
<td>10</td>
<td>0.5%</td>
<td>0.6%</td>
<td>$251,214</td>
<td>$25,121</td>
</tr>
<tr>
<td>Obesity</td>
<td>42</td>
<td>2.0%</td>
<td>0.6%</td>
<td>$249,637</td>
<td>$5,944</td>
</tr>
</tbody>
</table>

²All measures are based only on members continuously enrolled in a specific product for at least 12 months. ²²This BOB norms are generated by product category, but are not adjusted for demographics. BOB results include populations with and without Rx benefits. Reported prevalence rates are generally higher when Rx data is available. ⁴Total paid amount are not limited to disease-specific claims, but also include any claims incurred by that claimant with the disease during the reporting period.
## PPO – 2010 Disease Prevalence (Top 15)

<table>
<thead>
<tr>
<th>Top 15 Diseases</th>
<th>Number of Unique Claimants with Disease</th>
<th>Prevalence</th>
<th>BOB Prevalence</th>
<th>Total Paid Amount for Claimants with Disease</th>
<th>Total Paid Amount Per Claimant with Disease</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hypertension</td>
<td>204</td>
<td>10.0%</td>
<td>13.6%</td>
<td>$1,514,389</td>
<td>$7,423</td>
</tr>
<tr>
<td>Anxiety</td>
<td>119</td>
<td>5.8%</td>
<td>2.3%</td>
<td>$963,783</td>
<td>$8,099</td>
</tr>
<tr>
<td>Hyperlipidemia</td>
<td>184</td>
<td>9.0%</td>
<td>13.1%</td>
<td>$952,510</td>
<td>$5,177</td>
</tr>
<tr>
<td>Depression</td>
<td>105</td>
<td>5.1%</td>
<td>4.7%</td>
<td>$896,950</td>
<td>$8,539</td>
</tr>
<tr>
<td>Allergy</td>
<td>130</td>
<td>6.4%</td>
<td>6.0%</td>
<td>$743,631</td>
<td>$5,720</td>
</tr>
<tr>
<td>Low Back Pain</td>
<td>122</td>
<td>6.0%</td>
<td>5.5%</td>
<td>$717,794</td>
<td>$5,584</td>
</tr>
<tr>
<td>Nonspecific Gastroesopea</td>
<td>63</td>
<td>3.1%</td>
<td>6.0%</td>
<td>$618,900</td>
<td>$9,824</td>
</tr>
<tr>
<td>Diabetes Melitus</td>
<td>70</td>
<td>3.4%</td>
<td>4.9%</td>
<td>$544,293</td>
<td>$7,776</td>
</tr>
<tr>
<td>Chronic Thyroid Disorders</td>
<td>69</td>
<td>3.4%</td>
<td>4.6%</td>
<td>$496,651</td>
<td>$7,198</td>
</tr>
<tr>
<td>Obesity</td>
<td>30</td>
<td>1.5%</td>
<td>0.6%</td>
<td>$495,624</td>
<td>$16,527</td>
</tr>
<tr>
<td>Migraine and Other Headaches</td>
<td>91</td>
<td>2.5%</td>
<td>2.9%</td>
<td>$438,465</td>
<td>$8,597</td>
</tr>
<tr>
<td>Asthma</td>
<td>82</td>
<td>4.0%</td>
<td>3.8%</td>
<td>$413,075</td>
<td>$5,038</td>
</tr>
<tr>
<td>Ischemic Heart Disease</td>
<td>33</td>
<td>1.8%</td>
<td>2.2%</td>
<td>$359,527</td>
<td>$10,895</td>
</tr>
<tr>
<td>Breast Cancer</td>
<td>13</td>
<td>0.6%</td>
<td>0.6%</td>
<td>$340,172</td>
<td>$26,659</td>
</tr>
<tr>
<td>Iron Deficiency Anemia</td>
<td>6</td>
<td>0.3%</td>
<td>0.4%</td>
<td>$347,003</td>
<td>$57,834</td>
</tr>
</tbody>
</table>

2 All measures are based only on members continuously enrolled in a specific product for at least 12 months. 2Aetna BOB norms are generated by product category, but are not adjusted for demographics. BOB results include populations with and without Fx benefits. Reported prevalence rates are generally higher when Rx data is available. Total paid amount are not limited to disease-specific claims, but also include any claims incurred by that claimant with the disease during the reporting period.
### CPHL – 2010 Utilization of Services by Major Diagnostic Category

<table>
<thead>
<tr>
<th>Major Diagnostic Category</th>
<th># of Claimants</th>
<th># of Claims</th>
<th>Inpatient Paid</th>
<th>Ambulatory Paid</th>
<th>Total Paid</th>
<th>Total Paid % of Total</th>
<th>Total Paid Per Claimant</th>
<th>Total Paid Per Member</th>
</tr>
</thead>
<tbody>
<tr>
<td>Musculoskeletal/Connative</td>
<td>762</td>
<td>4,817</td>
<td>$397,006</td>
<td>$785,222</td>
<td>$1,082,227</td>
<td>14.4%</td>
<td>$1,402</td>
<td>$449</td>
</tr>
<tr>
<td>Selected Factors</td>
<td>1,916</td>
<td>6,057</td>
<td>$40,303</td>
<td>$1,050,943</td>
<td>$1,091,246</td>
<td>14.3%</td>
<td>$570</td>
<td>$447</td>
</tr>
<tr>
<td>Circulatory System</td>
<td>303</td>
<td>1,188</td>
<td>$488,636</td>
<td>$312,746</td>
<td>$601,371</td>
<td>10.5%</td>
<td>$2,045</td>
<td>$328</td>
</tr>
<tr>
<td>Newborns</td>
<td>53</td>
<td>211</td>
<td>$562,898</td>
<td>$11,453</td>
<td>$574,351</td>
<td>7.81%</td>
<td>$11,214</td>
<td>$243</td>
</tr>
<tr>
<td>Digestive System</td>
<td>353</td>
<td>1,183</td>
<td>$46,658</td>
<td>$418,795</td>
<td>$465,453</td>
<td>6.11%</td>
<td>$1,319</td>
<td>$191</td>
</tr>
<tr>
<td>Nervous System</td>
<td>238</td>
<td>928</td>
<td>$177,422</td>
<td>$287,929</td>
<td>$465,351</td>
<td>6.55%</td>
<td>$1,271</td>
<td>$182</td>
</tr>
<tr>
<td>Skin, Subcutaneous, Breast</td>
<td>786</td>
<td>2,198</td>
<td>$9,963</td>
<td>$429,303</td>
<td>$439,266</td>
<td>5.74%</td>
<td>$556</td>
<td>$179</td>
</tr>
<tr>
<td>Mental Disorders</td>
<td>471</td>
<td>3,172</td>
<td>$17,628</td>
<td>$415,673</td>
<td>$433,301</td>
<td>5.69%</td>
<td>$920</td>
<td>$177</td>
</tr>
<tr>
<td>Pregnancy/Childbirth</td>
<td>91</td>
<td>452</td>
<td>$315,086</td>
<td>$99,748</td>
<td>$414,836</td>
<td>5.45%</td>
<td>$4,559</td>
<td>$170</td>
</tr>
<tr>
<td>Ear, Nose and Throat</td>
<td>817</td>
<td>2,573</td>
<td>$5,432</td>
<td>$372,914</td>
<td>$378,346</td>
<td>4.97%</td>
<td>$463</td>
<td>$155</td>
</tr>
<tr>
<td>Female Reproductive</td>
<td>265</td>
<td>1,410</td>
<td>$41,061</td>
<td>$302,708</td>
<td>$343,769</td>
<td>4.52%</td>
<td>$1,206</td>
<td>$141</td>
</tr>
<tr>
<td>Endocrine, Metabolic</td>
<td>510</td>
<td>1,574</td>
<td>$46,475</td>
<td>$263,703</td>
<td>$310,178</td>
<td>4.67%</td>
<td>$608</td>
<td>$127</td>
</tr>
<tr>
<td>Kidney, Urinary Tract</td>
<td>260</td>
<td>739</td>
<td>$5,078</td>
<td>$161,423</td>
<td>$166,491</td>
<td>2.19%</td>
<td>$643</td>
<td>$66</td>
</tr>
<tr>
<td>Eye</td>
<td>663</td>
<td>994</td>
<td>$0</td>
<td>$154,281</td>
<td>$154,281</td>
<td>2.03%</td>
<td>$233</td>
<td>$63</td>
</tr>
<tr>
<td>Respiratory System</td>
<td>340</td>
<td>849</td>
<td>$31,495</td>
<td>$126,188</td>
<td>$157,684</td>
<td>1.99%</td>
<td>$446</td>
<td>$62</td>
</tr>
<tr>
<td>Injury and Poisoning</td>
<td>157</td>
<td>257</td>
<td>$43,863</td>
<td>$55,910</td>
<td>$99,773</td>
<td>1.31%</td>
<td>$635</td>
<td>$41</td>
</tr>
<tr>
<td>Infectious-Parasitic</td>
<td>170</td>
<td>302</td>
<td>$6,252</td>
<td>$41,916</td>
<td>$48,167</td>
<td>0.63%</td>
<td>$283</td>
<td>$20</td>
</tr>
<tr>
<td>Blood/Organs</td>
<td>87</td>
<td>219</td>
<td>$11,363</td>
<td>$35,513</td>
<td>$46,876</td>
<td>0.62%</td>
<td>$539</td>
<td>$19</td>
</tr>
<tr>
<td>Hepatobiliary Sys/Pancreas</td>
<td>38</td>
<td>111</td>
<td>$20,097</td>
<td>$16,605</td>
<td>$36,692</td>
<td>0.55%</td>
<td>$1,111</td>
<td>$17</td>
</tr>
<tr>
<td>Male Reproductive</td>
<td>79</td>
<td>157</td>
<td>$1,384</td>
<td>$36,433</td>
<td>$37,817</td>
<td>0.52%</td>
<td>$504</td>
<td>$16</td>
</tr>
<tr>
<td>Substance Disorders</td>
<td>15</td>
<td>107</td>
<td>$20,940</td>
<td>$16,859</td>
<td>$37,899</td>
<td>0.50%</td>
<td>$2,527</td>
<td>$16</td>
</tr>
<tr>
<td>Other Neoplasms</td>
<td>20</td>
<td>47</td>
<td>$0</td>
<td>$11,046</td>
<td>$11,046</td>
<td>0.15%</td>
<td>$552</td>
<td>$5</td>
</tr>
<tr>
<td>Burns</td>
<td>6</td>
<td>18</td>
<td>$0</td>
<td>$2,176</td>
<td>$2,176</td>
<td>0.03%</td>
<td>$430</td>
<td>$1</td>
</tr>
<tr>
<td>Unclassifiable</td>
<td>113</td>
<td>314</td>
<td>$0</td>
<td>$907</td>
<td>$907</td>
<td>0.01%</td>
<td>$4</td>
<td>$0</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>2,462</strong></td>
<td><strong>30,217</strong></td>
<td><strong>$2,223,561</strong></td>
<td><strong>$5,388,995</strong></td>
<td><strong>$7,612,556</strong></td>
<td><strong>$3,092</strong></td>
<td><strong>$3,116</strong></td>
<td></td>
</tr>
</tbody>
</table>

*Selected Factors: Factors influencing Health Status and Other Contacts with Health Services (Broader definition included on slide 20)*
## PPO – 2010 Utilization of Services by Major Diagnostic Category

<table>
<thead>
<tr>
<th>Major Diagnostic Category</th>
<th># of Claimants</th>
<th># of Claims</th>
<th>Inpatient Paid</th>
<th>Ambulatory Paid</th>
<th>Total Paid</th>
<th>% of Total</th>
<th>Total Paid Per Claimant</th>
<th>Total Paid Per Member</th>
</tr>
</thead>
<tbody>
<tr>
<td>Musculoskeletal/Connective</td>
<td>784</td>
<td>4,892</td>
<td>$100,754</td>
<td>$852,418</td>
<td>$953,171</td>
<td>13.16%</td>
<td>$1,216</td>
<td>$414</td>
</tr>
<tr>
<td>Digestive System</td>
<td>376</td>
<td>1,574</td>
<td>$168,122</td>
<td>$874,526</td>
<td>$1,042,647</td>
<td>14.87%</td>
<td>$1,975</td>
<td>$322</td>
</tr>
<tr>
<td>Selected Factors</td>
<td>1,540</td>
<td>4,701</td>
<td>$5,700</td>
<td>$648,261</td>
<td>$653,960</td>
<td>9.03%</td>
<td>$425</td>
<td>$284</td>
</tr>
<tr>
<td>Skin, Subcutaneous, Breast</td>
<td>743</td>
<td>2,309</td>
<td>$29,706</td>
<td>$624,092</td>
<td>$653,798</td>
<td>9.03%</td>
<td>$880</td>
<td>$264</td>
</tr>
<tr>
<td>Mental Disorders</td>
<td>386</td>
<td>2,652</td>
<td>$164,060</td>
<td>$439,092</td>
<td>$523,177</td>
<td>7.52%</td>
<td>$1,359</td>
<td>$227</td>
</tr>
<tr>
<td>Ear, Nose and Throat</td>
<td>783</td>
<td>2,712</td>
<td>$8,141</td>
<td>$425,323</td>
<td>$433,464</td>
<td>6.23%</td>
<td>$554</td>
<td>$168</td>
</tr>
<tr>
<td>Circulatory System</td>
<td>373</td>
<td>1,439</td>
<td>$64,362</td>
<td>$331,583</td>
<td>$420,545</td>
<td>6.14%</td>
<td>$1,115</td>
<td>$180</td>
</tr>
<tr>
<td>Nervous System</td>
<td>279</td>
<td>1,375</td>
<td>$70,965</td>
<td>$324,839</td>
<td>$415,804</td>
<td>6.04%</td>
<td>$1,453</td>
<td>$174</td>
</tr>
<tr>
<td>Endocrine, Metabolic</td>
<td>481</td>
<td>1,622</td>
<td>$170,969</td>
<td>$187,501</td>
<td>$358,470</td>
<td>5.13%</td>
<td>$745</td>
<td>$156</td>
</tr>
<tr>
<td>Hepatobiliary Sys/Pancreas</td>
<td>49</td>
<td>404</td>
<td>$110,270</td>
<td>$200,756</td>
<td>$311,026</td>
<td>4.44%</td>
<td>$5,470</td>
<td>$136</td>
</tr>
<tr>
<td>Respiratory System</td>
<td>319</td>
<td>1,951</td>
<td>$67,236</td>
<td>$195,782</td>
<td>$262,018</td>
<td>3.73%</td>
<td>$887</td>
<td>$123</td>
</tr>
<tr>
<td>Female Reproductive</td>
<td>223</td>
<td>986</td>
<td>$12,023</td>
<td>$254,210</td>
<td>$266,234</td>
<td>3.78%</td>
<td>$1,194</td>
<td>$116</td>
</tr>
<tr>
<td>Eye</td>
<td>616</td>
<td>1,078</td>
<td>$0</td>
<td>$254,218</td>
<td>$254,218</td>
<td>3.71%</td>
<td>$413</td>
<td>$110</td>
</tr>
<tr>
<td>Pregnancy/Childbirth</td>
<td>44</td>
<td>334</td>
<td>$162,035</td>
<td>$66,285</td>
<td>$228,320</td>
<td>3.24%</td>
<td>$5,202</td>
<td>$69</td>
</tr>
<tr>
<td>Kidney, Urinary Tract</td>
<td>229</td>
<td>771</td>
<td>$9,405</td>
<td>$196,675</td>
<td>$206,080</td>
<td>2.93%</td>
<td>$513</td>
<td>$81</td>
</tr>
<tr>
<td>Male Reproductive</td>
<td>103</td>
<td>206</td>
<td>$67,271</td>
<td>$76,695</td>
<td>$143,966</td>
<td>2.05%</td>
<td>$1,398</td>
<td>$62</td>
</tr>
<tr>
<td>Other Neoplasms</td>
<td>42</td>
<td>161</td>
<td>$62,005</td>
<td>$125,961</td>
<td>$188,966</td>
<td>2.68%</td>
<td>$5,202</td>
<td>$69</td>
</tr>
<tr>
<td>Newborns</td>
<td>30</td>
<td>103</td>
<td>$37,090</td>
<td>$142,126</td>
<td>$179,216</td>
<td>2.52%</td>
<td>$5,974</td>
<td>$81</td>
</tr>
<tr>
<td>Blood/Organs</td>
<td>84</td>
<td>245</td>
<td>$4,257</td>
<td>$66,658</td>
<td>$70,915</td>
<td>1.00%</td>
<td>$843</td>
<td>$31</td>
</tr>
<tr>
<td>Injury and Poisoning</td>
<td>140</td>
<td>206</td>
<td>$3,063</td>
<td>$48,022</td>
<td>$51,085</td>
<td>0.71%</td>
<td>$365</td>
<td>$22</td>
</tr>
<tr>
<td>Infectious-Parasitic</td>
<td>115</td>
<td>204</td>
<td>$19,207</td>
<td>$22,826</td>
<td>$42,033</td>
<td>0.61%</td>
<td>$344</td>
<td>$17</td>
</tr>
<tr>
<td>Substance Disorders</td>
<td>10</td>
<td>76</td>
<td>$0</td>
<td>$18,944</td>
<td>$18,944</td>
<td>0.28%</td>
<td>$1,894</td>
<td>$8</td>
</tr>
<tr>
<td>Burns</td>
<td>5</td>
<td>19</td>
<td>$1,098</td>
<td>$6,375</td>
<td>$7,473</td>
<td>0.11%</td>
<td>$1,615</td>
<td>$4</td>
</tr>
<tr>
<td>Unclassifiable</td>
<td>151</td>
<td>626</td>
<td>$0</td>
<td>$4,593</td>
<td>$4,593</td>
<td>0.07%</td>
<td>$300</td>
<td>$2</td>
</tr>
</tbody>
</table>

Grand Total 2,212  36,016 $1,276,411 $5,985,957 $7,242,367 $3,274 $3,143

Selected Factors: Factors influencing Health Status and other Contacts with Health Services. (Broader definition included on Slide 20)
Appendix D

Wellness Advisory Committee

Below is a summary of discussion/contributions to the Advisory meeting on May 4, 2011. The notes were transcribed from a recorder.

Ideas shared:

- It would be nice to have an advanced search feature on the web page where you could search for similar classes, what’s available at noon on different days, when else a particular class is offered.
- Like to see R25 staff receive same Athletic/Wellness benefits as Emeritus professors. Maybe benefit can be used to entice retired talent to participate in Encore Cornell.
- Happy to see health screening questions that appeared on survey. Would like to have seen questions about what kind of group exercise classes people would like. HNH too far (takes too much time to get to). Water aerobics classes offered at Teagle would be great. Teagle is more central to more staff. Would like to see more programming there.
- Want additional offerings available on web site targeted to people who travel frequently (ex. more things like myyoga online, strength training programs, staying well during flights, etc.). Create an App? What about promoting other programs (virtual trainer type) that are out there already? May help with reducing liability concerns.
- If want Cornell specific ROI, check with students to see if they can help. It can possibly be a undergraduate or graduate student project.
- More programming offered between 12:15-1 or 1:15 to 2 (with 1 hour lunch break – 45 minute programming is best).
- Have more exercise classes outside.
- Tap more into the professors/staff to give walk and talks about their respective fields of study or collections they oversee.
- Run analysis to see who is accessing what programs to help customize programs and marketing.
- Keep in mind characteristics of those you are trying to reach when developing programming to reach underrepresented populations.
- Would be helpful to have access to long term Barton Hall schedule.
- Would be more convenient to obtain access to fitness centers without Cornell ID card.
- Like to see less changes to facility hours and group exercise schedule during break periods. Difficult when in a routine to switch it during breaks. Noyes is not accessible – takes too much time to get there and no bus goes there during summer.
- Enjoy seeing suggestion boxes near fitness centers or on-line.
- Parking is an issue. Frustrating to take the time to travel to HNH for a class only to not find parking. Maybe Wellness designated parking spots?
- Address inequity of who can vs. who can’t exercise during the work day. Create climate where all people can feel comfortable asking supervisor for wellness release or flex time.

Questions for Wellness staff:

- What is the history of the Wellness scholarship? How is it advertised? How is money raised?
• Is Wellness involved in the new On-boarding process?
• ROI discussion. Do you run ROI? How is the Wellness Program situated at the University (ex. who report to? Who controls money?)? What is the history of the Wellness Program?
• How are Wellness offerings marketed?
Appendix E

Cornell University Wellness Program
Strategic Goals 2010-2013 (Updated May, 2011)

Goal 1: To provide best care practices
  Objective: Collaborate with all efforts to promote (universal) flex and release time
  Objective: Collaborate with Gannett Health Services and Benefits Services with the idea of
  expanding into areas that enhance our ability to serve employees
    1. With Benefits Services, explore incentives
  Objective: Collect needs assessment data
    Strategy 1: Gather existing data from collaborators (Benefits, HRIS)
    Strategy 2: Benchmark comparable university Wellness program offerings (completed
    2011, next study 2016)
    Strategy 3: Establish Wellness Advisory group (established May 2011)
    Strategy 4: Conduct bi-annual survey (ongoing, completed June 2011))
  Objective: Be a resource to the local community
    Strategy 1: Provide outreach by request and as appropriate to surrounding community
    Strategy 2: Provide wellness-related consulting to local entities by request
  Objective: Reach a broad and diverse audience including but not limited to education level,
  location, physical abilities, stage of change, SES, work status, nature of job, language barrier,
  age, ethnicity, and race
    Strategy 1: Evolve Healthy Aging Program to reach a more diverse clientele with less
    emphasis on ageism and more emphasis on inclusiveness. (changed name, revised
    description)
    Strategy 2: Utilize building ambassadors to communicate messages to broad array of
    community (antiquated)
    Strategy 3: Work with individual units to provide specialized programming
    Strategy 4: Provide health screenings to units as needed at their locations as appropriate
    (needs to be addressed)
    Strategy 5: Utilize web-based programming and information sharing (ie set workouts on
    web)
    Strategy 6: Explore uses of social networking (major topic for Wellness Advisory Group)
    Strategy 6: Make connections and leverage CNG groups

Goal 2: Evaluate our program's effectiveness
  Objective: Explore possibilities for additional tracking of membership and program usage
  Objective: Gather metrics and data; report out
    Strategy 1: collect metrics related to number of members, number of interactions
    Strategy 2: collect survey data for each program using the standard web based survey
    Strategy 3: collaborate with WDI and Benefits as possible to collect additional data to
    compare

Goal 3: Gain national/international recognition
  Objective: Identify opportunities to speak/present at conferences, write articles, and apply for
  awards

[23]
**Goal 4: Continuous development and training**

Objective: Cross training in the area of physical therapy

*Strategy 1: Shadow Gannett PT practitioners*

Objective: Increase expertise in coaching, medical issues, older adult, diversity, and inclusive fitness

*Strategy 1: Professional staff encouraged to request continuing education*

Objective: Assimilate part time trainers and RD into Wellness Program philosophy and practices

*Strategy 1: Include them in more staff meetings as appropriate*

*Strategy 2: Ask for continuous feedback and input to our program*

**Goal 5: Internal Processes**

Objective: Automate membership application (completed 2010)

Objective: Web page re-design
Appendix F

Healthy People 2010 Focus Areas

Access to Quality Health Services
financial incentives used to encourage health promotion
health screening
health risk assessments (ex. questionnaires about health habits)

Arthritis, Osteoporosis, and Chronic Back Conditions

Cancer
cancer management programs
screening for any form of cancer

Chronic Kidney Disease

Diabetes
diabetes management program

Disability and Secondary Conditions

Educational and Community Based Programs
Physical activity and/or fitness programs and activities
nurse advice lines

Environmental Health
on-site exercising facility

Family Planning
education on balancing work and family

Food Safety

Health Communication
self care books or tools
health awareness information
lifestyle behavior change

Heart Disease and Stroke
hypertension management programs
cardiovascular management programs
screenings for high blood pressure
screenings for cholesterol level
HIV
HIV or aids education

Immunization and Infectious Disease

Injury and Violence Prevention
back injury prevention programs
workplace violence prevention programs

Maternal, Infant, and Child Health
maternal or prenatal programs

Medical Product Safety

Mental Health and Mental Disorders
stress management classes or counseling
depression management programs

Nutrition and Overweight
nutrition or cholesterol education
weight management classes or counseling
lifestyle behavior change programs for weight management
obesity management programs

Occupational Safety and Health
formal policy for occupational protection (ex. seatbelts during workplace travel)

Oral Health

Physical Health Infrastructure

Respiratory Disease
asthma management programs

Sexually Transmitted Diseases

Substance Abuse
alcohol or drug abuse support programs
formal policy for alcohol use at worksite
formal policy that addresses drugs in the workplace

Tobacco Use
smoking management classes or counseling
lectures or informational brochures about smoking
lifestyle behavior change programs to quit smoking
formal policy for tobacco use at the workplace

Vision & Hearing

Additional Considerations
Is the improvement of the health status for employees a stated mission or goal?
What are the challenges to programs success? (ex. Lack access to data/integration with other programs/services)
Company paid, employee paid, shared expenses
How many full-time employees are currently employed at this worksite?
How many part-time employees are currently employed at this worksite?
At least one part-time person is responsible for health promotion or worksite wellness
Appendix G

WDI Goals FY 2011-2012

Developed July, 2011

1. **Enhancing University’s Commitment to Anti-discrimination.** Review universities policies, procedures, and process with the goal of enhancing efforts to eliminate discrimination in the workplace. This will include understanding all of the new federal regulations and what this means for the university, developing a strategic plan and recommendations for implementation for Title 9, completing the vets 100 report, and developing a plan for enhancing our efforts to employ veterans and individuals with disabilities.

   **Lead:** Lynette Chappell-Williams
   **Team members:** Darren Jackson, Rose Braman, AAP (vacant position)

2. **Expanding Efforts to Create an Inclusive Climate.** This priority will include:
   a) influence accessibility for individuals with disabilities
   b) create definition of inclusion
   c) completing benchmarking and review of campus surveys to drive design of inclusion strategic plans with partners across campus
   d) design tools and resources, and review campus development programs to promote inclusive environment
   e) continuation of agility priority including pilot
   f) launch of revised bias program

   **Lead:** Michelle Artibee
   **Team members:** Beth McKinney, Rose Braman

3. **Establishment of Effective Diversity Metrics.** This includes:
   a) create diversity dashboard for all aspects of employment, and work with the “diversity data” team to develop diversity metrics for all of the university’s diversity and inclusion efforts.
   b) revise job groups and availability, on a discipline perspective, to be more user friendly

   **Lead:** Vacant
   **Team Members:** Darren Jackson, Linda Croll Howell

4. **Implement Staff Diversity Strategies.** This priority will address:
   a) working with diversity recruiter to change attitudes about outreach/recruiting
   b) implement veteran initiative
   c) work with REC to implement CORE, including recruitment ambassador program
d) implement retention strategy for underrepresented staff populations, including UAW job rotation program
e) implement CNGs, including Sharing Our World event
f) Implement next phase of national expansion of ENCORE
g) work with municipalities to implement community diversity effort (Ithaca, Cortland, Ithaca School District, Dryden, Candor, Lansing and Trumansburg)

Lead: Cassie Joseph
Team Members: Kerry Howell, Kathee Shaff, Michelle Artibee

5. **Increase Efforts to Address Personal Sustainability.** This will focus on:
   a) define what is meant by personal sustainability
   b) gap analysis for each aspect of sustainability and for each population
   c) review what is being provided veterans, underrepresented populations
   d) focusing on what wellbeing programs will add to sustainability
   e) implement dependent care programs, including connect care, child care, and elder care, promotion of adoption, helping with children approaching college
   f) promotion of men’s work/life
   g) continuing the business case for healthy lifestyles

Lead: Linda Croll Howell
Team Members: Eileen Whang, Rose Braman, Beth McKinney, Michelle Artibee, Ruth Doyle, Kerry Howell, Christa Albrecht

**Expanded Priorities**

1. Implementation of expanded discount program for employees and retirees, including assessing what discounts are already provided for each population

2. Fundraising for CARE fund in conjunction with Employee Assembly and Dean of Faculty’s office

3. Assessment of the climate/culture in preparation for submission of an application for having a psychologically healthy workplace

4. Working with Benefits to promote healthy lifestyle changes as part of the Cornell Program for Healthy Living

5. Evaluation/overview of “soft” benefits for employees and a determination of which of those benefits are currently offered to retirees and which ones could be added.

6. Research of home sharing and affordable housing options as a retention program
Appendix H

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

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, 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; W 10-11am.

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, F, 9-10am.

Pilates Matwork

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 rework 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
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, 9-10:20am.

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

Class schedule is valid from August 23 through December 17, 2010.
Programming
Registration for programming is required. Register at the Wellness Program website http://wellness.cornell.edu

Sustainable Fitness Class
Join Christa and Greg, CU Wellness staff, for this 6 week class focusing on education and the development of clean eating, a physically active lifestyle, and a sustainable exercise routine. The class will progress through several stages from education/facility orientation, to team building group exercise, to individual workouts in the fitness center with supervision from a trainer. Our goal is to promote a permanent lifestyle change, not temporary results. Consistency is the key to success with exercise, and consistent effort will lead to Sustainable Fitness. Class meets M-F for 6 weeks starting Monday, Sept. 13. Classes will be held from noon-1:00p.m. and will meet in various locations. For more information contact Christa cms46@cornell.edu.

Talking about Cancer - Lecture
Sept. 28, noon-1:00p.m., 329 ILR Conference Center. Cancer affects nearly everyone in one way or another, but it's a difficult topic to discuss. Most of us aren't sure what to say to a friend or family member who has been diagnosed or if it's even appropriate to ask questions. Join Bob Riter of the Cancer Resource Center of the Finger Lakes for this informal session to demystify what it's like to have cancer. Cancer survivors will share their experiences, answer questions, and provide practical suggestions to people who have been newly diagnosed and to those who are trying to support their loved ones.

Yes You Can!
Exercising during and after cancer treatment.
Wednesdays, beginning Sept. 29. Four sessions total, 11:00a.m.-noon, HNH fitness center. Are you going through cancer treatment or have recently ended (within 2 years) cancer treatment? You are an active person and you want to remain active or return to your active lifestyle, right? Let me help you do just that. By joining this exercise class, we will all work together to build strength, improve flexibility, and strengthen our hearts and lungs. Contact Kerry at kkk253@cornell.edu or call 254-2985 with questions. Kerry is a Certified Cancer Exercise Trainer through the American College of Sports Medicine and has worked for the Wellness Program for the past ten years.

Advanced Strength Training Class
This class is aimed at those individuals who have previous experience in strength training and are looking for more in-depth knowledge on the subject. Classes will run Tuesdays and Thursdays for 4 weeks from 11:00a.m.-noon in Teagle Down fitness center. Each class will begin with a short lecture on a different method of strength training (e.g. plyometrics, hypertrophy, speed/agility, etc.) The primary goal of the class is to develop an understanding of training specificity and how different training methods produce different results. Lectures will be followed by a workout designed around the training method covered that day. A certain level of fitness and strength training experience is expected of participants. For more information contact Greg at gpb43@cornell.edu.

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. Some recipes contain dairy, butter and eggs, this is not a vegan class. Fee is $30 for the 5 session series for all participants. Contact Beth at bm20@cornell.edu for more information. Sessions are held Fridays Nov 5, 12, 19, Dec 3, and 10, room 360 MVR, noon-1:15p.m. Class limited to 20 participants.

Strength Training for General Fitness - Lecture
Interested in strength training? Want to learn more? Join us on Sept. 8 for a lecture and Q&A session. The lecture will provide an overview of all aspects of strength training including relevant terminology, benefits, training specificity, and key principles to keep in mind. No previous knowledge or experience necessary. Strength training can be beneficial to all populations so come learn how it can help you achieve your fitness goals. Open to the Cornell community. Lecture will take place in G01 Biotech, noon-1:00p.m. For more information contact Greg at gpb43@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 the behavior change and give you tips and tricks to make this your final try at kicking the tobacco habit. All you need to do is contact Greg at ggb43@cornell.edu or call 255-5060.

Support Groups

Diabetes Support Group - via Audio Conference
Do you have type 1 or type 2 diabetes or know someone who does? Has your doctor told you that you are pre-diabetic? Just want to learn more about this disease? 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. Please dial in to the free call and share your experiences! For information contact Beth at bm20@cornell.edu. Meetings held the third Wednesday of the month. To enter the audio conference, dial 877-760-2048. The participant passcode is 500854. Live calls will be held noon on Wednesdays, Sept 15, Oct 20, Nov 17, Dec 15, Jan 19, Feb 16, Mar 16, Apr 20 and May 18. All sessions are facilitated by a Wellness Program professional.

Weight Loss Surgery Support Group - via Audio Conference
This is a support group for anyone who is contemplating, recovering from, or living with any type of weight loss surgery. Please dial in to the free call and learn with us and/or share your experiences! For information contact Beth at bm20@cornell.edu. Meetings held the second Tuesday of the month. To enter the audio conference, dial 877-760-2048. The participant passcode is 500854. Live calls will be held noon on Tuesdays, Sept 14, Oct 12, Nov 9, Dec 14, Jan 11, Feb 8, Mar 8, Apr 12 and May 10. All sessions are facilitated by a Wellness Program professional.

Support Group E-Lists
The Wellness Program offers e-lists for the following: diabetes support, weight loss surgery support, Lyme disease support, cancer support, and weight loss support. For information on support group e-list sign-up please visit the Wellness web site at http://wellness.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 Greg at ggb43@cornell.edu or 255-5060.

Massage Therapy
Chair massages offered by Matty Terenzo, 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 call 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 kkc253@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
- Automatic blood pressure machine in the HNH fitness center
Wellness Classes
Registration for programming is required. See the website http://wellness.cornell.edu for registration information. Wellness Program membership required unless noted.

Advanced Running Techniques
Class meets Mondays outside Barton Hall, noon-1:00pm for 6 weeks. First class begins April 4. Learn and practice different strategies to help increase both speed and endurance. This moderate to advanced class is appropriate for anyone who currently runs 3 or more miles per week, 30 minutes or more, and would like to run a faster 5 or 10K. We will cover interval, hill, and tempo runs during the sessions. Open to the Cornell community. For more information contact Kerry at kkh253.

Arthritis Water Class
Class held Mondays and Wednesdays, beginning February 7 and running until March 16. This class will meet from 11:30am-12:15pm in the Teagle small pool. Is painfull arthritis keeping you from enjoying life? This six week introductory class will get you moving in a safe and comfortable environment. The goal is to loosen up stiff joints and strengthen neglected muscles while gradually building stamina. There is no swimming during this class. Registration is rolling throughout the semester. Contact Christa at cmra46 for more information.

Functional Fitness & Core Conditioning
This exercise training class is appropriate for all ability and fitness levels and will strengthen muscles, build bone density, and reduce the risk of falling by improving agility and balance. We strengthen the body’s major muscles using a variety of exercises and equipment, with special focus on the “core” muscles. Some of these exercises are done standing and some on the floor. Mondays, 10:00-11:00am, and Wednesdays 10:00-10:30am, January 3–May 27 in the Helen Newman Hall Dance Studio. Registration is rolling throughout the semester. Contact Christa at cmra46 for more information.

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—all you need is a pair of sneakers! Tuesdays & Thursdays, 9:00-10:00am, January 3 – May 27 in the Helen Newman Hall Dance Studio. Registration is rolling throughout the semester. Contact Christa at cmra46 for more info.

Pilates Matwork
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. All abilities and fitness levels are welcome! Wednesdays, 10:30-11:00am, and Fridays 10:00-11:00am, January 3–May 27 in the Helen Newman Hall Dance Studio. Registration is rolling throughout the semester. Contact Christa at cmra46 for more information.

Ripples
Exercise 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. The most popular Wellness class for a reason, this group is well known on campus for laughing as hard as they exercise. You will leave refreshed and smiling! The pool at Helen Newman Hall is a comfortable 83 degrees and is accessible for all abilities by chair lift. Tuesdays & Thursdays, 10:00-11:00am, January 3–May 27 in the Helen Newman Hall pool. Registration is rolling throughout the semester. Contact Christa at cmra46 for more information.

Tai Chi
Wednesdays, noon-1:00pm, begins March 2, 8 wks total (skip 3/23), HNH classroom. Tai chi ch’uan is a traditional Chinese martial art that incorporates into its training system a slow, fluid, graceful series of motions, called a “form”. Long-term practice of this gentle, elegant, circular form will develop sensitivity, centeredness, proper skeletal alignment, strength, and agility, which enhance well-being, fitness, and equanimity. Recent scientific studies report that a regular tai chi program can help lower stress and high blood pressure levels, aid management and reduction of pain associated with fibromyalgia and arthritis, and lead to establishing a stable, healthy weight as one’s metabolism and awareness improve. Contact Christa at cmra46 for more information.

Cornell Wellness Program
Spring 2011 programs providing joy, balance, and well-being to the Cornell community.

Cornell University Wellness Program
CU Wellness Program • 303 Helen Newman Hall • Ithaca, NY 14853 • (607) 255-3886 • http://wellness.cornell.edu
Wellness Classes (continued)
Registration for programming is required. See the website http://wellness.cornell.edu for registration information.
Wellness Program membership required unless noted.

Vegetarian Cooking
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. Some recipes contain dairy, butter and eggs; this is not a vegan class.
Fee is $30 for the 5-session series. Contact 6th at bm20 for more information. Sessions are held: Fridays Feb. 4, 11, 18, 25, and March 4. Classes held in 360 MVR, noon-1:15pm. Class limited to 20 participants. Open to the Cornell community.

Walk This Way
If you are interested in exploring campus on foot with a group of people, join this class. We will take in the sights and sounds of spring while we walk through gardens and down dirt paths. This group will meet Tuesdays in front of Barton Hall (doors facing Toogood), 12:1-00pm, beginning March 29 for 6 weeks. Open to the Cornell community.

Yes You Can! - Exercising during and after cancer treatment.
Tuesdays. beginning Feb. 15. Four sessions total; 11 noon, HNH fitness center. Are you going through cancer treatment or have recently ended (within 2 years) cancer treatment? You are an active person and you want to remain active or return to your active lifestyle, right? Let me help you do just that. By joining this exercise class, we will all work together to build strength, improve flexibility, and strengthen our hearts and lungs. Contact Kerry at kl253 with any questions.

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. Wednesdays, 9:00-10:20am, January 1-March 27 in the Helen Newman Hall classroom. Registration is rolling throughout the semester. Contact Christa at cma46 for more info.

Zumba/Cardio Classic
This fun combination of aerobics you remember, and the new Latin rhythms of Zumba, will really get you moving! Exercise at your own pace in an environment that is fun, encouraging, and welcomes all abilities and fitness levels. Mondays, Wednesdays, and Fridays, 9:00-10:00am, January 3 - May 27, in the Helen Newman Hall Dance Studio. Registration is rolling throughout the semester. Contact Christa at cma46 for more information.
Wellness Lectures/Webinars
Registration for some lectures is required. See the website http://wellness.cornell.edu for registration information.

Eat Better Feel Better – a 4-Part Webinar Series
Join this class right from your desk! Based on basic healthy nutrition, participants learn about consuming balanced diets and tips for maintaining or decreasing caloric intake. In-depth explanations will cover topics such as high fructose corn syrup, omega-3 fatty acids, probiotics, and more. 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 bmd20@cornell.edu for more information. Held Jan. 11, 18, 25, and Feb. 1, noon-1:00pm. Once registered, participants will be contacted with a passcode for the webinar.

Erectile Dysfunction Education - via Webinar
Tuesday, February 15, 12:00-1:00pm Via Webinar
Listen to Guthrie internists, Dr. Matt Estill talk about ED – determine if you may have it, how to talk with your doctor about it, and ways in which medications work. This is a confidential, but live webinar. Participants will be asked to sign on with fake names, and will be able to ask questions by phone during the session. The session will also be recorded and available on the Wellness Program website. To enter the webinar, go to this link: http://cornellwellnessprogram.na4.acrobat.com/ed/. No registration is necessary for this webinar.

Heart Health – What you can do for yourself
Tuesday, March 15, 12:00-1:00pm, 225 ILR Conference Center/Concurrent Webinar
Guthrie’s internists, Dr. Matt Estill, returns to talk about the controllable risk factors for heart disease. Learn what cholesterol numbers, your age, weight, and gender mean and what small changes you can do to make a big difference in your risk. Dr. Estill will also talk about cholesterol and blood pressure medications as well as answer any questions that you have. Questions? Contact Beth at bmd20@cornell.edu.

Everything You Want to Know About Pain Medications
Thursday, March 10, 12:00-1:00pm, 225 ILR Conference Center/Concurrent Webinar
Aspirin? Ibuprofen? Acetaminophen? Learn about these as well as prescription pain medications right from the pharmacist’s mouth. Join Gannett Health Services’, Phil Cornell and their pharmacist intern for an explanation that you can understand. Come with questions about specific medications; there will be plenty of time for questions. Questions? Contact Beth at bmd20@cornell.edu.

How to Quit Smoking
Tuesday, March 22, 10:00-10:45am, Location TBD
“I might quit one day.” If you’ve ever had this thought, come learn more about this simple yet complex decision. Join Wellness expert, Ruth Merle-Douglas, for a discussion about what to expect, how to prepare, and what tools or medications are available to help you with the process of quitting nicotine. For more information contact Ruth at rmd@cornell.edu.

Training For A Triathlon
February 2, noon-1:00pm, G01 Biotech
Training for your first triathlon? Or, wanting to know how to train to improve your times for your next triathlon? Attend this fun interactive workshop led by Kerry Howell. Kerry coached a Cornell triathlon class for several years and is herself a triathlete and half-marathoner. Questions? Contact Kerry at kkh253@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 this your final try at kicking the tobacco habit. All you need to do is contact Ruth Merle-Doyle at rem64@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. 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. To find out the meeting location, to request to be added to the e-list or for other questions 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 room 121 Well Hall. To request to be added to the e-list or for other questions 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. This is a support group for anyone who is contemplating, recovering from, or living with any type of weight loss surgery. To find out the meeting location, to request to be added to the e-list or for other questions 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 rem64@cornell.edu or 255-5060.

Massage Therapy
Chair massages offered by Matty Teramoto, 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 nutrition or physical activity behavior change you are wanting to make? Email Kerry at klk253@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
- Automatic blood pressure machine in the HNH fitness center