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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 20th year, the Cornell University Wellness Program continues to have a positive influence on health behaviors of the staff, faculty, and retiree population at the University as well as their families. The financial crisis that occurred during fiscal year 2008/2009 affected many areas of Cornell. With departments reducing both workforce and expenditures, we found that staff and faculty hunkered down at work. Participation in several offerings was lower than expected most likely as a result of the economic downturn. Following is a synopsis of the Wellness Program’s activities for the fiscal year 2008-2009.

Wellness Statistics & Metrics

Membership Statistics

- 2,751 staff, faculty, retirees, and their spouses/partners joined as of June 5, 2008. This represented a 16% increase over last year.
- 345 members joined through CPHL.
- 19 members received scholarships of 50% off. 13 received full scholarships.
- 6 members received memberships through Workers Compensation.
- 167 members were retirees and retiree spouses representing a 7% increase over last year.
- 2,265 (82%) members used their memberships to access the fitness centers and take group fitness classes.
- There were 1,010 card swipes at Appel; 37,176 swipes at Teagle (including 2,701 for classes); 38,827 swipes at Helen Newman (including 6,173 for classes); 2,840 swipes at Noyes (1,329 for classes). 81,182 total swipes for fitness centers and fitness classes.
- Attached, please also find demographic data for the Wellness Program (Appendix A).
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): 1440
- Total CPHL nutrition appointments: 88
- Total group classes taught by CU Wellness instructors: 780
Member Programming
Wellness members are allowed access to the fitness centers and group fitness classes managed by the Cornell Fitness Centers. Members are also allowed access to the pools, ice skating rink, climbing wall (at a deeply discounted rate), privilege card services, and have the registration fee for PE classes waived through the Athletics Department. Members are eligible for individual meetings with the Wellness Program’s staff for nutrition counseling and consultation with a personal trainer, group orientations to the strength and cardio equipment in the fitness centers, and access to the Healthy Aging program. Members may also attend workshops and classes offered by the Wellness staff.

Nutrition Services
Nutrition services were provided in a variety of ways and were accessed by Wellness members and Cornell Fitness Center members, including students.

- **Medical Nutrition Therapy** (MNT) conducted by a registered dietitian was offered to Wellness members and CFC members. 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 374 meetings with a registered dietitian (7% increase over last year).

- **Graduate Student Nutrition Internship.** The Wellness Program was a community nutrition placement for a dietetic internship offered through Cornell University’s Division of Nutritional Sciences. Megan Daw was the intern during the fall semester, working approximately 30 hours per week. Meghan conducted diet analyses, developed a web-based nutrition training program, and did a research project: Determinants of Successful Nutrition Behavior Changes in Cornell University’s Wellness Members.

Personal Trainer Services
Members were encouraged to meet individually with personal trainers up to six times per year to discuss their goals and individual needs. These meetings were intended to empower the member while gently encouraging positive behaviors using coaching techniques. Based on individuals’ needs, these meetings may have resulted in personalized exercise prescriptions. The personal trainers on staff were able to provide exercise prescriptions for those wanting to use the fitness centers, take group fitness classes, or exercise at home. A total of 1440 of these individual meetings occurred between members and the Wellness staff this past year.

Physical Fitness Testing
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.
Fitness Center Orientations
In order to meet the deluge of requests for fitness center orientations the Wellness Program receives during January and February, staff offered group orientations to the training equipment. Eight group orientations were held with 38 total participants.

Arthritis Water Class
This six-week class held at the Teagle pool offered an introduction to exercises appropriate for arthritis. The eight participants reported a decrease in pain and stiffness and requested that the class be offered on an on-going basis.

Post-Holiday Conditioning Class
This class, taught by Wellness staff, offered very high intensity workouts twice per week to approximately 30 people. Those who took part enjoyed the variety of workouts which included spinning, agility drills, running, and strength training.

Classes for Healthy Aging
The Classes For Healthy Aging program continued to show growth. Several of the classes reached capacity and all of the classes saw an increase in participation. This past year, the Senior Fitness Testing was expanded to include the NASM Squat Test. Each of the more than thirty participants received individualized corrective exercise programs based on their personal test results. The aggregate test results were used to inform the instructors of the needs of the group and the choreography and exercise emphasis evolved accordingly. In addition to the shift toward intentional exercise prescription, each of the instructors for the Classes For Healthy Aging program strived to create an inclusive environment where positive social interaction was encouraged and participants could achieve their goals by working to their own unique abilities.

Swim Classes
This past year, 2 swim classes were offered each semester to Wellness members. The classes were instructed by Robin Dyer, Cornell’s men’s assistant swimming and diving coach. The classes offered throughout the year included learn to swim, swim refresher, intermediate, and advanced levels. Each class ran for 8 weeks. Class size ranged from 15 to 30 participants.

The Program is Evaluated Using the Following Metrics:
- Feedback from the 2009 Wellness/Work-Life/Employee Assistance Program Questionnaire, see page 11.
- 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.

Cornell Program for Health Living
The Wellness Program completed its second 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 membership fees to Island Health and Fitness and the Ithaca YMCA.
Last year, 90 CPHL members used the Wellness Program benefit; currently the number participating climbed to 344.

**Toni McBride Scholarship**
This scholarship fund continued to support a portion of 33 Wellness memberships. Currently, the fund generated $428 annually and supports six scholarships. Fundraising continued this year through soliciting emeritus professors who receive complimentary Wellness Program memberships. Many did contribute generously to this fund.
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.

Blood Pressure Machines
Automatic blood pressure machines were available to the Cornell community in two of the fitness facilities on campus. The automatic blood pressure machine in the Helen Newman Hall fitness center recorded 9,113 blood pressure readings taken this past year; the Teagle machine recorded 4,990. For fy10, the Teagle machine will be eliminated for budgetary cost-cutting purposes.

Blood Pressure Screening/Offerings
Formal blood pressure clinics were discontinued as of 2008. However, Wellness staff continued to facilitate blood pressure screenings, both to groups and individuals, by request only. Two groups, from the Law school and Sage Hall, requested formal BP clinics.

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

Cooking Classes were offered during both semesters. These five-week cooking classes held at MVR Hall were very popular. The fall class included a fee of $30 for non-Wellness members. The Spring class had no fee, however, it was a cooking demo class. The prep and clean up time was virtually the same for both formats, and the class will revert back to the participation format for increased hands-on activities.

CPR/AED Training
Two classes, for eight participants each, were filled. This class was offered as a result of its high rating on the bi-annual needs assessment survey. A total of 16 employees completed the training.

Destination Walks
These interesting walks were designed to expand people’s knowledge of the Cornell University surroundings as well as increase activity. Destinations of the walks included:

- **Sage Chapel** - Approximately 10 people were given an insiders tour of Sage Chapel by Joe Tagliaferre, from Cornell United Religious Works (CURW). Joe spoke about the history of the chapel and the symbols covering the ceiling, walls, and floor.
- **Cornell Outdoor Education** - This walk took the group to Cornell Outdoor Education (COE) where Todd Miner presented a thorough description of what COE offers, including the gear rental shop.
- **Ithaca Commons** - In an effort to promote multi-modal transportation, the Wellness Program collaborated with Transportation & Mail Services to offer a Destination Walk
down to the Commons. The four participants enjoyed a lively discussion and lunch on the Commons, then rode the TCAT #10 bus back to campus.

- **Willard Way** - 12 participants walked from Day Hall to a delightful falls overlook located on Willard Way, near west campus. This was combined with a brief historical talk about the Bertt House and the overlook by CURW chaplain, Tom Brown.

- **Snee Hall** - The Snee Hall destination walk was well received with 6 participants. Muawia Barazangi, a Cornell professor emeritus and seismologist, gave the group a comprehensive look into his work and world geology/seismology.

**Fall Walking Contest**
The Fall In To Step Walking Contest asked participants to track every step taken throughout the month of October. Wellness did not sell pedometers for this event; we asked people to use their existing pedometers, purchase their own, or convert distance to steps. Over 300 individual participants walked over 78 million steps. In addition, 28 teams of four competed for the glory of winning.

**Lectures & Workshops**

- **Guthrie Medical Group Lectures** - Physicians from Guthrie Medical Group offered two lectures on campus which each drew 60 participants. Dr. Donna Sandidge talked about strategies to reduce allergy. Dr. Reilly Coch, discussed prevention and treatment options for asthma.

- **Eat to Lose Weight** - This four-lecture series was held both live and via teleconference during the spring semester. Over 99 people registered for the series, indicating an increased interest in distance learning.

- **Environmental Estrogen Series** - This three 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.

- **Know Your Numbers Series** - This four lecture series offered discussion on diabetes, body mass index, cholesterol, and blood pressure.

- **How do I Know Which Running Shoe or Walking Shoe is Right For Me?** - Ian Golden, proprietor of a local running store, Finger Lakes Running Company, facilitated a shoe fitting workshop. About 20 people attended and received information useful to those looking to buy the most appropriate pair of shoes for them.

- **Meal Planning for Busy Families** - Wellness staff presented a variation of a previous meal planning workshop called Meal Planning for Busy Families. This new workshop was an outreach opportunity provided to about 40 local teachers as part of the BOCES Education Day. The focus of this offering was meal planning suggestions and how to add “punch” to your regular and favorite meals.

- **Diabetes Lecture: Tell Me What I’m Supposed to Eat** - Presented by Faith McMahon, RD, CDE from Guthrie Medical, over 30 participants attended this informative session.

- **Losing 100 Pounds Series** - Originating with (CU employee) Mary Mulvanerton’s idea of sharing her personal weight loss story in a single lecture, there emerged three lectures and a future support group. After the initial lecture drew over 80 people, and their interest and enthusiasm on the topic was overwhelming, two other Cornell employees came forward to
share their stories. The three lectures included: Making It Happen For Me - Sharing Weighty Issues by Mary Mulvanerton; Success is Possible - Counting Down to Goal by Cynthia Rich; and Weight Loss: Al And Shayne Share Their Successful Experience - by Al Gonzalez and Shayne Miller.

- **We've Got Your Back** - This lecture was a collaboration of the Wellness Program, the Musculoskeletal Injury Prevention Program (Ergonomics), and Gannett Physical Therapy. Todd Baker and Susan Geisler joined Wellness staff for an interactive presentation that showed a clear path to accessing services for individuals in the Cornell community who might be experiencing back pain. More than forty attendees appreciated the emphasis on creating a personalized approach instead of being offered yet another "one size fits all" solution.

**Life Coaching**
Half-hour coaching sessions were offered to employees upon request. Three of the Wellness staff have been trained as Intrinsic Coaches®, a fourth received training through Wellcoaches. Five people participated in the coaching-sessions by request either in person or by telephone. The coaching skills continued to be most useful when integrated with the 1400 one-on-one nutrition and fitness consultation appointments performed over the last year.

**Meditation Circle for Women**
This interfaith, multiracial circle, sponsored by the CU Wellness Program, is made up of primarily Cornell staff members. Meditation topics varied each meeting; book group discussions were added.

**Meditation/Relaxation Courses**
Meditation/relaxation courses for departments were offered by request, for a fee. This year, two departments requested this service.

**National Employee Health and Fitness Day**
Over 200 employees participated in the Wellness Keep It Simple Stroll around Beebe Lake in celebration of National Employee Health & Fitness Day. In an effort to eliminate paper waste and to reduce cost, advertising for the event was done through e-lists and web postings, and prizes were discontinued. A representative from Transportation services and the Plantations each had a booth with information and exhibits. Despite the beautiful weather, turnout was low.

**Smoke Free Campus Document Presented to University Assembly (UA)**
The Wellness Program was asked by the Employee Assembly to look into whether the CU campus should become completely smoke free (no smoking indoors or outdoors). The document that was produced reflected the pros and cons of going smoke free as well as examples of other universities that have done so. The document was presented to the UA in February 2009 for their consideration.
Smoking Cessation
Wellness staff coordinated the smoking cessation offerings which included one-on-one counseling, tele-counseling, and group counseling upon request. Four people contacted us 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.

Support Groups
Monthly support groups for diabetes, cancer, and weight loss surgery continued to be supported 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. They have been well attended and are typically held in a conference room setting. By employee request, a brainstorming session for how to conduct a support group on the topic of weight loss was held and a weight loss e-list generated.

Walk to Run Class
Over 25 participants enrolled in Walk to Run for 2009. With Wellness staff coaching the class, this year the enthusiasm was higher than ever. The format remained consistent from last year with training people to run from just 1 minute, to running well over 30 minutes. Along the way, coach-like questions were asked to help participants clarify what was most important to them, and in the end, that made the class special to each individual. In addition, specific and technical feedback was given. Many ran races throughout our area including the Ithaca Mile, the Dryden Women’s 5K, and the Filmore 5K.

Weight Watchers
This chapter, offered on Cornell’s campus is sponsored through the CU Wellness Program. Weight Watchers offers a 16-Week-At-Work session in Warren Hall that provides weight loss information and support to its participants. A second location in Sage Hall was recently added.

Welcome to Cornell
This year, the Recruitment and Employment Center continued the recently redesigned new employee orientation process called “Welcome to Cornell”. A Wellness professional staffed a booth at the benefair-style sessions held 11 times this past year.

Wellness Funding Request Pilot Program
Final approval was received to launch a new initiative that offers monetary support for departments to create their own wellness programming. Initially developed to serve distance locations, it will be made available to any Cornell University department starting July 2009.

Wellness Guideline
The Wellness Guideline was developed to replace the “memo from Mary Opperman.” With assistance from the HR community, this document was created to give guidance to supervisors and employees on the use of flex and/or release time to participate in wellness related activities. It suggests that a minimum of 90 minutes per week be given for such activities. The guideline resides alongside the flex policy instructions on the Human Resources web page.
Work by Request
The Wellness Program staff are often asked to provide tailored programming for departments and/or groups. Our goal is to reach out and serve at least eight departments each year. Following is a brief synopsis of the work Wellness staff performed by request for fiscal year 2008/2009:

- **Johnson School** - Wellness information session.
- **Johnson School** - Mystery Walk to Sage Chapel for their employee appreciation week.
- **Johnson School** - Blood pressure clinic for their employee appreciation week.
- **Admissions Office** - Wellness information session.
- **Campus Life** - Eat Your Way to Better Health lecture.
- **Office Professionals Class** - Stress Management lecture.
- **Sharing Our World/Women** - Presentation on diet and exercise.
- **Geneva** - Tabled at the Benefair and provided blood pressure clinics at various sites throughout the Station.
- **East Hill Office Building** - The entire EHOB staff were invited to join in on the Lean Challenge and Wellness staff took on a supportive role. Wellness staff offered lectures and supervised confidential “weigh-ins”.
- **Engineering Admissions** - Todd Baker, of the Musculoskeletal Injury Prevention Program (MIPP), referred the staff of Engineering Admissions to Wellness staff for evaluations and a workshop.
- **Olin Library** - Todd Baker, of MIPP, referred the staff of Collections Maintenance to Wellness staff for an evaluation and a workshop.
- **Alumni Affairs and Development** - Requested Wellness staff expertise to provide a workshop on the topic of travel and exercise.
- **Graduate School and Caldwell Hall** - Wellness information session.
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
- Intrinsic Coaching Advanced Hours
- Employee Assembly
- Employee Trustee
- Trustee Nominating Committee
- Work/Family Committee of University Assemblies
- Cost Saving and Efficiencies Committee
- Certified in AED, CPR, and First Aid through the American Red Cross
- Diversity session with Maria Wolff

Kerry Howell
- Completed In-Design Training Class
- Online professional development through ACSM webinars
- Took on leadership role in round-robin style educational meetings of personal training staff
- Certified in AED, CPR, and First Aid through the American Red Cross
- Diversity session with Maria Wolff

Ruth Merle-Doyle
- Collaborating with HRIS to learn improved reporting methods in a succession sharing effort
- Completed In-Design Training Class
- Intrinsic Coaching Advanced Hours
- Desktop Essentials 2007 class
- Online professional development through GSSI tutorials
- Certified in AED, CPR, and First Aid through the American Red Cross
- Diversity session with Maria Wolff

Christa Albrecht
- Attended SCW Fitness Mania in Philadelphia with the CFC Group Exercise staff and instructors. Focused on emerging research and water exercise
- Completed WellCoaches Wellness Coach training program
- Certified Instructor for AED, CPR, and First Aid through the American Red Cross
- Diversity session with Maria Wolff
**Survey Response**

908 people responded to this year’s bi-annual Wellness, Work/Life, EAP Questionnaire which served as one of our needs assessment tools. Below are charts indicating the levels of interest for Wellness programs. Work/Life and EAP data was shared with their respective departments. Although it was clear to see the top choices our staff, faculty and retirees selected, when compared to the 2007 survey, there emerged some differences.

In comparing the two surveys, we found that overall, employees are less interested in their health and wellbeing than they were two years ago. The one area that respondents showed an increased interest in was stress management; and the one area that had a similar response to the last survey administered two years ago was time management. The rest of the topics that appeared on both surveys had less of a percentage of people interested.

<table>
<thead>
<tr>
<th>Health Education (908 Responses)</th>
<th>Radio Buttons</th>
<th>Very Interested</th>
<th>Somewhat Interested</th>
<th>Not At All Interested</th>
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<tbody>
<tr>
<td>Back Care and Safety</td>
<td></td>
<td>252 (27.75%)</td>
<td>371 (40.86%)</td>
<td>260 (28.63%)</td>
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<td>Cancer Prevention</td>
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<td>220 (24.23%)</td>
<td>428 (47.14%)</td>
<td>229 (25.22%)</td>
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<tr>
<td>Cholesterol Reduction</td>
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<td>195 (21.48%)</td>
<td>377 (41.52%)</td>
<td>301 (33.15%)</td>
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<td>Cold/Flu Prevention and Treatment</td>
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<td>119 (13.11%)</td>
<td>386 (42.51%)</td>
<td>367 (40.42%)</td>
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<td>CPR/First Aid/AED</td>
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<td>303 (33.37%)</td>
<td>363 (39.98%)</td>
<td>215 (23.68%)</td>
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<td>Diabetes Prevention and Care</td>
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<td>122 (13.44%)</td>
<td>299 (32.93%)</td>
<td>450 (49.56%)</td>
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<td>Headache Prevention</td>
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<td>177 (19.49%)</td>
<td>306 (33.70%)</td>
<td>381 (41.96%)</td>
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<td>Healthy Cooking</td>
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<td>428 (47.14%)</td>
<td>294 (32.38%)</td>
<td>167 (18.39%)</td>
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<td>Healthy Eating</td>
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<td>444 (48.90%)</td>
<td>285 (31.39%)</td>
<td>158 (17.40%)</td>
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<td>Heart Disease Prevention</td>
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<td>210 (23.13%)</td>
<td>385 (42.40%)</td>
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<td>Home Safety</td>
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<td>100 (11.01%)</td>
<td>336 (37.00%)</td>
<td>428 (47.14%)</td>
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<td>Self Defense</td>
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<td>246 (27.09%)</td>
<td>352 (38.77%)</td>
<td>282 (31.06%)</td>
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<td>Smoking Cessation Programs</td>
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<td>49 (5.40%)</td>
<td>76 (8.37%)</td>
<td>740 (81.50%)</td>
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<td>Stress Reduction Programs</td>
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<td>316 (34.80%)</td>
<td>341 (37.56%)</td>
<td>224 (24.67%)</td>
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<td>Stroke Prevention</td>
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<td>150 (16.52%)</td>
<td>340 (37.44%)</td>
<td>382 (42.07%)</td>
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<td>Substance Abuse Prevention</td>
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<td>39 (4.30%)</td>
<td>131 (14.43%)</td>
<td>692 (76.21%)</td>
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<td>Weight Management</td>
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<td>347 (38.22%)</td>
<td>290 (31.94%)</td>
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<td>Diagnostic Testing (899 Responses)</td>
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<td>-----------------------------------</td>
<td>---------------</td>
<td>----------------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Very interested</td>
<td>Somewhat Interested</td>
<td>Not At All Interested</td>
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<td>Blood Pressure Testing</td>
<td>329 (36.60%)</td>
<td>330 (36.71%)</td>
<td>226 (25.14%)</td>
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<td>Blood Sugar Testing</td>
<td>297 (33.04%)</td>
<td>318 (35.37%)</td>
<td>268 (29.81%)</td>
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<td>Colon Cancer Testing</td>
<td>220 (24.47%)</td>
<td>323 (35.93%)</td>
<td>334 (37.15%)</td>
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<td>Fasting Blood Cholesterol Testing</td>
<td>321 (35.71%)</td>
<td>298 (33.15%)</td>
<td>253 (28.14%)</td>
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<td>Metabolic Testing</td>
<td>545 (60.62%)</td>
<td>237 (26.36%)</td>
<td>105 (11.68%)</td>
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<td>Prostate (PSA) Test</td>
<td>102 (11.35%)</td>
<td>161 (17.91%)</td>
<td>593 (65.96%)</td>
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Wellness Priorities 2009-2010

- Increase collaboration with the Office of Workforce Diversity and Inclusion (WDI). Just as the university has established student welfare as one of its top priorities for students, the Division of Human Resources has established faculty/staff wellbeing as one of its priorities. Wellness and WDI (formerly WDELQ) will be working even more closely than in previous years to support and provide programming to emphasize this priority.
- Develop comprehensive data collection and metrics measurement in collaboration with WDI.
- Pursue increased collaboration with departments within Athletics to provide additional offerings to Wellness members.
- Provide programming based on needs assessment outcomes.
- Purchase a metabolic tester as an enhanced way to provide Wellness member services.
### Appendix A

<table>
<thead>
<tr>
<th>Demographic Data</th>
<th>Wellness Program</th>
<th>Cornell University</th>
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<tbody>
<tr>
<td>American Indian/Alaska Native</td>
<td>0.16%</td>
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<tr>
<td>Asian or Pacific Islander</td>
<td>6.51%</td>
<td>5.47%</td>
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<tr>
<td>Biracial</td>
<td>0.04%</td>
<td>.01%</td>
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<td>Black, not of Hispanic Origin</td>
<td>3.90%</td>
<td>2.93%</td>
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<tr>
<td>Hispanic/Latino</td>
<td>2.72%</td>
<td>2.01%</td>
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<td>Multiracial</td>
<td>0.04%</td>
<td>.01%</td>
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<tr>
<td>Native Hawaiian/Oth Pac Island</td>
<td>0.04%</td>
<td>.02%</td>
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<tr>
<td>Not Specified</td>
<td>0.04%</td>
<td>.01%</td>
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<tr>
<td>Other</td>
<td>0.20%</td>
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<td>Unknown</td>
<td>0.49%</td>
<td>.28%</td>
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<td>White, not of Hispanic Origin</td>
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*note – percentages for Wellness Program based on 2,459 members. No data found for 191 members, most likely trustees, spouses/partners.*
Appendix B

Cornell University Fall In To Step Walking Contest

Name: ____________________________ Email: ____________________________ Phone: ____________________________

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 Nov. 10.
5. Teams: staple 4 entries together and return by Nov. 10.

Team Name: ____________________________

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

Wellness Tracking Calendar - October 2008

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Win Prizes! See inside for details.

Drop in campus mail by Nov. 10 to be eligible for prizes.

Monthly Total: ____________________________

Weekly Total: ____________________________
Cornell University Fall In To Step Walking Contest

Contest Rules

- This contest runs from October 1–31, 2008.
- 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 November 10, 2008.

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 November 10. Members of the team will automatically be entered as individuals.

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

Prizes Include:
- Lunch for two at Taverna Banfi restaurant
- $25 gift certificate to the Cornell Store
- $25 gift certificate to Cornell Orchards
- A week of free lunch at Cornell Dining
- Wellness t-shirt (10 will be given out)

Cornell University Wellness Program
303 Helen Newman Hall
Ithaca, NY 14853
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 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? Just want to learn more about this disease? 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 cca2@cornell.edu or Beth at bm20@cornell.edu. If you would like to be added to the diabetes-L email list, please contact Beth at bm20@cornell.edu. Upcoming meeting dates are: January 21, February 18, March 18, April 15, May 20. Please come and learn with us and/or share your experiences.

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 E435. For additional information contact Lianne at lac9@cornell.edu or Beth at bm20@cornell.edu. If you would like to be added to the cancer-support-L email list, please contact Beth at bm20@cornell.edu. Upcoming meeting dates are: January 16, February 20, March 20, April 17, May 15.

Weight Loss Surgery Support Group
This group meets from noon-1 p.m. on the 2nd Tuesday of every month in F631. 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 hkm78@cornell.edu or Beth at bm20@cornell.edu. If you would like to be added to the wls-group-L email list, please contact Beth at bm20@cornell.edu. Upcoming meeting dates are: January 13, February 10, March 10, April 14, May 12.

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 Terrio, LMT. Thursdays, 4:00-6:30 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 kh253@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 machines in the Teagle and HNH fitness centers

Cornell University Wellness Program

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

Know Your Numbers Lecture Series
The following lectures are presented by CU Wellness staff and are held from noon-1 p.m. in G01 Biotech.

Blood Pressure - What's Important To You? – January 29
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.

Diabetes Basics – February 12
What is diabetes? Learn about the symptoms, diagnosis, and treatment. Beth McKinney, RD, will talk in simple terms so that you can easily understand more about this complex disease. There will be time to answer your specific questions.

The Skinny On Body Mass Index – February 19
What does it mean when you have a BMI of 30? What about a BMI of 20? Is higher better or worse? This lecture will unravel the mystery of body mass index and other common weight measurements used to assess health risk. In addition we will discuss the pros and cons of dieting, weight loss pills, and physical activity.

The Clear Path to Improved Cholesterol – March 26
Have you been told to lower your cholesterol, but feel like the pathway is a bit cloudy? Come to this interactive workshop to discuss how you can reduce your LDL and raise your HDL. Bring your questions and thoughts and come prepared to share ideas.

Asthma: The Basics for Children and Adults
March 19, 423 ILR Conference Center, noon-1 p.m.
Join Reilly Coch, MD, a pediatrician from Guthrie Healthcare, for a discussion about asthma. This overview will touch upon causes and symptoms of asthma, treatment and prevention options, and when to seek medical care.

Classes*
*Registration for all classes is required. Register at: http://wellness.cornell.edu. Classes are free of charge except for the CPR/AED class.

Eat to Lose Weight! New - Teleconference Option
Mondays, noon-1 p.m.; Mar. 2, 9, 16, 23; 229 ILR Conference Center and via teleconference. Join the class right from your desk! Our teleconferencing option links you directly into the classroom or you may choose to attend in person. Based on basic healthy

Highlight

National Employee Health & Fitness Day
• Save the date
• May 20, Meet at Toboggan Lodge, 11 a.m.-1 p.m.
• Win prizes and have fun!

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.

Cooking Demo Class
Fridays, noon-12:45 p.m.; Mar. 13, 20, 27, and Apr. 3; 360 MVR Hall. This revised 4-part series teaches you how to create a variety of tasty and healthy entrees to add to your repertoire. The new format is designed to accommodate audience participation, and a shorter class to fit in better with your busy life. Participants will have the opportunity to get involved in the preparation and tasting of all dishes.

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. Each session will hold up to ten participants. Cost is $45 per participant.
• Session I, Friday, Mar. 27; G01 Biotech, 8-12:30 p.m.
• Session II, Friday, Apr. 24; G01 Biotech, 12-4:30 p.m.

Walk to Run Class
Tuesdays and Thursdays, noon-1 p.m., Barton Hall, Apr. 14 – July 2. Walk to Run is designed to be a fun fitness training class for those looking to transition from walking to running. Gentle training and lots of encouragement will get you ready to jog a 5K in early summer.

*Registration for all classes is required. Register at: http://wellness.cornell.edu. Classes are free of charge except for the CPR/AED class.

Cornell Wellness Program

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

Wellness Kudos
Hi Christa,
Thank you so much for the great instruction during the Arthritis Water Class! The class helped me to “wake up” muscles that haven’t been used very much and gave me confidence in my ability to exercise on cardio machines without fear of injury. Right now, I would like to focus on improving my endurance, mobility and cardiovascular health. I hope to accomplish that with a 35 minute workout routine 3 times a week and walking 30 minutes on the other days. So far, so good. I’ve noticed a decrease in pain and I’m sleeping better without the aid of pain killers. As the weather improves with the arrival of spring, I’m sure I’ll be more active and feel better. Thanks again!! – Christine

Dear Christa, Beth, Kerry, Jana, and other wellness instructors,
I would like to thank you for all that you do. I am sure that you know that your work is important, but you may not realize just how important your work is. I am convinced that the months of strength training that I have done with Christa’s and the more recent aerobics and pilates helped save my life.

I am the unnamed woman in the attached Ithaca Journal article. People cannot believe that I pulled myself out of the freezing water with my boots and clothes on. I may not have made it if I had not gotten out when I did. The fact that I was able to get out I credit to blessing and to strength training. I can’t come back to work outs until I complete stress tests with a cardiologist later this month. (Blood tests indicated that my heart was affected by the hypothermia, and then the process of warming me.) But as soon as I can, I'll be back with renewed determination. You never know when you need those core muscles to pull you out of a really difficult situation! The wellness program is an essential part of Life! Thank you - Iva

Dear Kerry,
Thanks for working with me yesterday to help me get started on a program and show me how to use the machines. I’m happy to report that today with the assistance of my helper monkey, Hugo, I was finally able to roll out of bed and muster up enough energy to move my fingers and type this email. Just kidding, so far I feel great. I can tell that a few muscle groups got a little more of a workout than others, but I’m looking forward to my next workout to keep the ball rolling. Thanks again for all your help. - Ed

Ruth,
I just wanted to let you know that this Thursday will be my last run with you all, as I will not be a part of the Cornell community as of July 1. I was notified of my layoff just prior to signing up for our class. This class was a “life challenge” for me. Something I didn’t want to do, but somehow knew I had to in order to embark on a new part of my life. I’m so happy that I joined. I never once have felt less than myself when I am running with the group. I have always felt supported and strong. Over the past 11 weeks, this class has given me the challenge to do something more, the group has given me the support to make it happen. I look forward to running now, and miss it when I can’t get a run in. I never would have said that 3 months ago! Ruth – you are an awesome leader, and I will keep in touch to make sure you run Rochester with us on Sept 13, 2009. - Stephanie

Report prepared by Kerry Howell, CU Wellness Program.