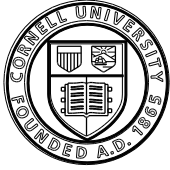


FY 2015-2016



Cornell University

**[CORNELL WELLNESS
ANNUAL REPORT]**

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Wellness Program Annual Report

Cornell Wellness serves staff, faculty, retirees, and their spouses/partners in the areas of fitness, nutrition, and well-being. We provide educational opportunities that empower individuals to make healthy choices for themselves. Cornell Wellness' four full-time, three part-time, and several group fitness instructors interact with Cornell's staff, faculty, and retirees to promote positive lifestyle changes; our interactions focused on nutrition, fitness, and general health education. This year marked the Wellness Program's 27th anniversary.

Strategic Efforts

Cornell Wellness relies on a comprehensive strategic plan to continually meet the needs of our stakeholders. Over the past several years, emphasis was placed on reaching the employees who were less likely to participate in Wellness programming. After three years of exploring a variety of possibilities, a viable solution emerged.

Rebranding

This fiscal year, Cornell Wellness underwent rebranding. The rebranding was a result of several years of effort to engage all employees. The reality was that a majority of the endowed employees selected the Cornell Program for Healthy Living health insurance which offered a free Wellness Recreation membership. Contract college employees did not have this opportunity through their insurance. In an effort to engage participation by all staff and faculty Cornell Wellness decided upon some strategic changes described below.

Name change

Cornell Wellness is the new name, replacing CU Wellness Program. The word "program" was intentionally removed as a way to include all employees, no membership necessary. The web page was also redesigned to promote that Cornell Wellness was available for all staff, faculty, retirees and their spouses/partners.

Wellness offerings to everyone

As part of the rebranding, any employee or retiree could meet with the professional staff for a fitness, nutrition, or well-being consultation. Previously, these were only available to "paying" members. As an added feature to attract employees with less flexibility, the professional staff offered to come to the employee's office if requested. The professional staff planned for an increase in one-on-one meetings; this shift in work duties was made possible by decreasing some campus-wide programming and by hiring an additional part time personal trainer.

Engaged with more departments

By promoting small group sessions for departments, Cornell Wellness was able to connect with a more diverse group of individuals than ever before. The professional staff of four provided a variety of programming from cooking demonstrations to stress management sessions to stretching workshops.

Each department program offered an opportunity to meet with employees and promote the one-on-one offerings for fitness, nutrition, and well-being.

Targeted Educational Workshops

Cornell Wellness developed a certificate program that included a series of 30-minute training sessions to serve departments where release and/or flextime is not as embraced. These outcomes-based sessions were delivered to several departments across many units and included topics such as “Tips and Tricks to Take a Healthy Break at Work”, “Scheduling Successful Walking Meetings”, and “Essentials of Good Nutrition During the Work Day”.

Results

Cornell Wellness was “launched” in August of 2015. Over the next two semesters, participation increased in several areas. First, the number of departmental trainings (lectures, workshops, cooking demos) increased by 36%. One-on-one meetings increased by 32%. We reached substantially more (non-member) employees to discuss fitness, nutrition and well-being and help them along their personal path to improved health behaviors. Overall, the rebranding efforts were deemed a success. Participation and engagement continues to increase. The hope is that Cornell Wellness touches more employees in the year to come.

Initiated inaugural IVY meeting for employee wellness professionals.

For the first time, the Ivy League colleagues met as a group to discuss best practices, challenges, and successes of employee-based wellness programming. This group of 24 professionals met in Boston, MA, and included Harvard, Princeton, Brown, Dartmouth, Cornell, Yale, Columbia. UPenn was unable to attend. This group is planning to meet annually as this was a productive way to network, share our experiences, and collaborate in the future.

Continued building relationships with distance locations, off campus offices, and individual departments.

Through a strategic effort, Cornell Wellness was able to connect and provide one-on-one services and group programming for three New York City offices. These included Cornell Tech, ILR NYC Conference Center, and Alumni Affairs Northeast Corridor. Cornell Wellness also increased engagement with the expanding Geneva Station campus. Cornell Wellness professional staff traveled to these locations providing lectures and workshops, one-on-one fitness consultations, nutrition and well-being counseling, and creating relationships that made these employees feel more a part of Cornell University. As a result, many employees in NYC felt comfortable requesting initial and follow-up one-on-one meetings using the computer technology (Skype, WebEx) thus expanding our outreach.

In addition, an increased number of nearby departments developed their own wellness committees. Cornell Wellness supported each of these committees by providing survey instruments, meeting with wellness leaders, providing programming, and overseeing any exercise/activity initiatives created for employees in that location.

Staffing Update

After 3 productive years, our Wellness and Fitness Specialist, Jenn Bennett, resigned her position. She

was replaced by Keri Johnson who had been working with Cornell Wellness on a part time basis as a personal trainer. Keri is a seasoned fitness professional with a degree in Applied Sciences and Integrated Health Care, additionally holding a NYS license for massage therapy. In her new role, Keri manages the Healthy Aging Program, provides one-on-one fitness consultations, teaches classes, and lectures to employee audiences.

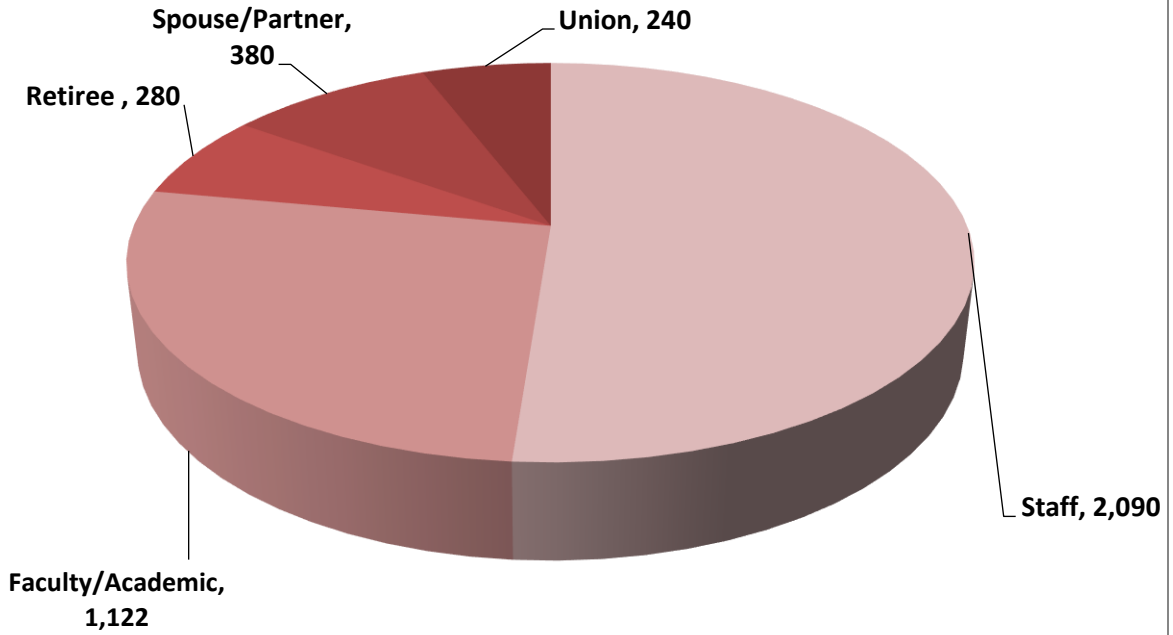
Currently, Cornell Wellness has 4 professional full time staff members, one part time Registered Dietitian Nutritionist and one part time personal trainer. A second part time personal trainer position is currently vacant because of Keri Johnson's new role.

Wellness Statistics, Metrics & Evaluation

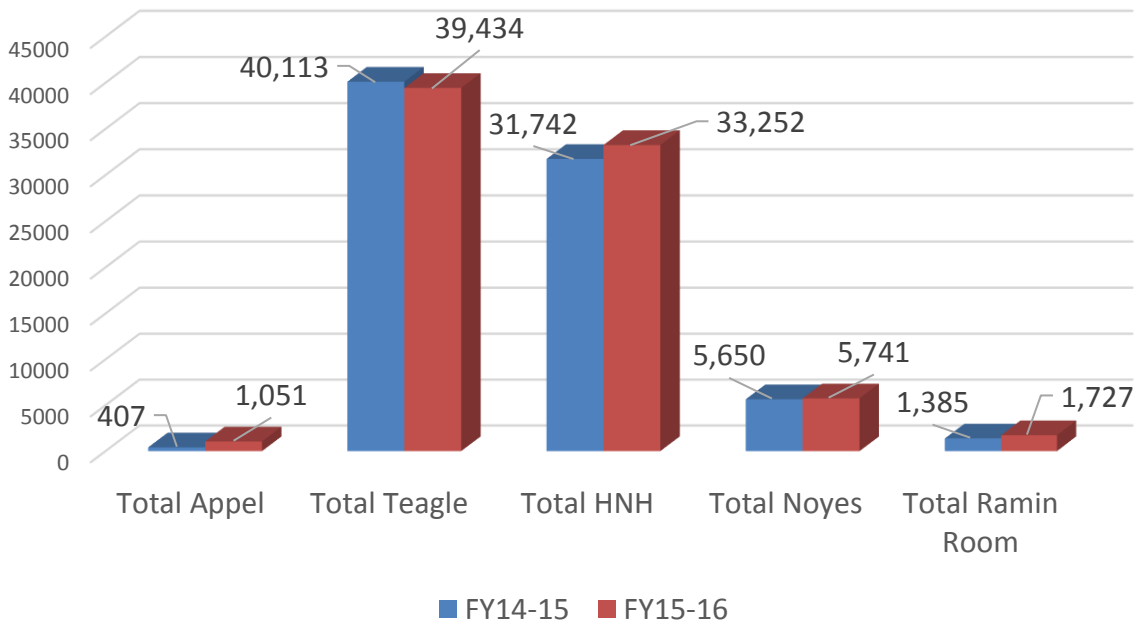
Membership Statistics

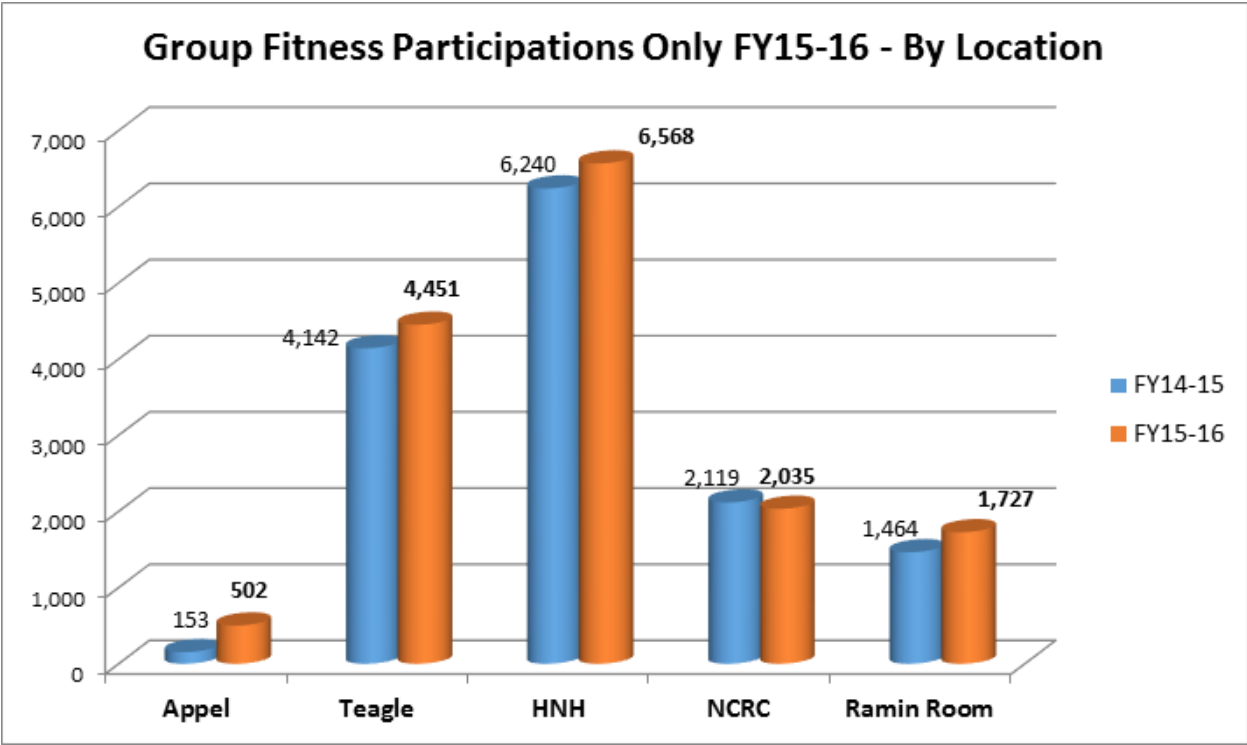
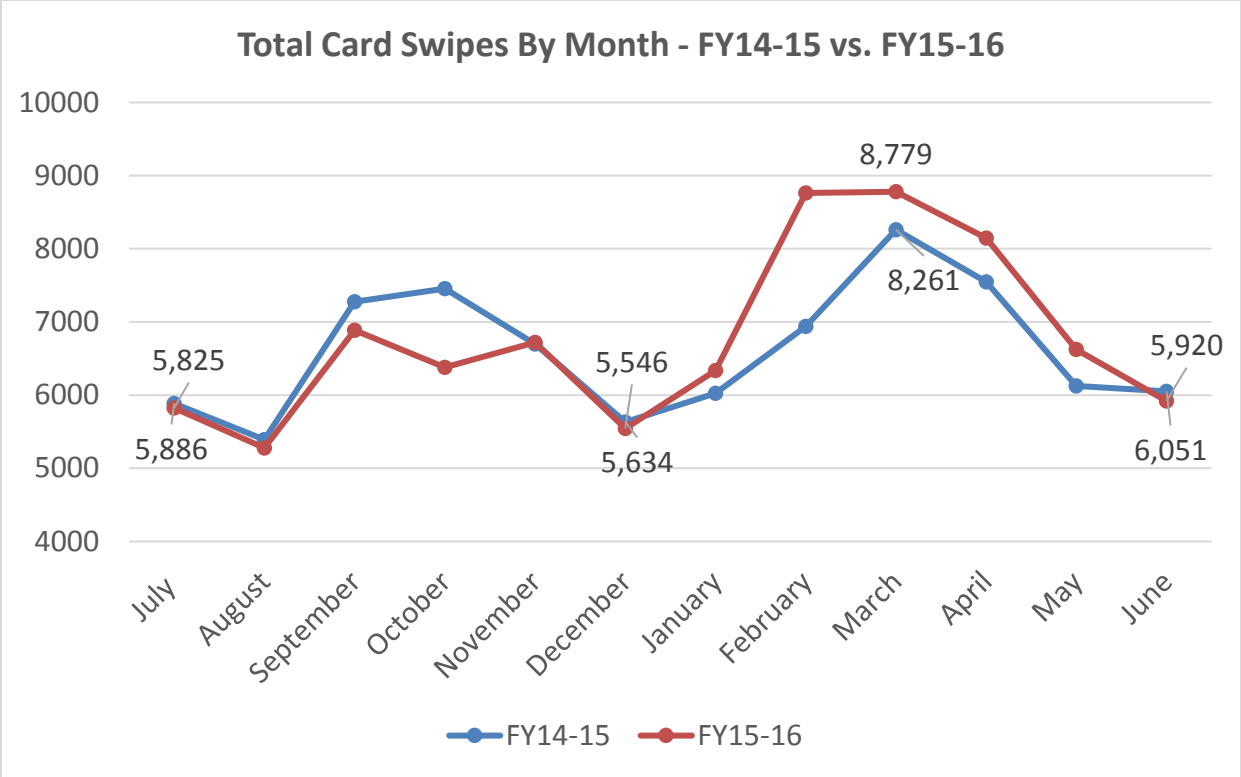
- **4,343 staff, faculty, retirees, and their spouses/partners joined as of June 30, 2016. This represented a 3.96% increase over last year.**
- **2,537 members joined through the Cornell Program for Healthy Living insurance plan (see CPHL details below).**
- **17 members received scholarships of 50% off which represented an 11.76% decrease over last year. (See Toni McBride Scholarship information below.)**
- **2 members received memberships subsidized by Workers Compensation.**
- **280 members were retirees and retiree spouses representing a 6.04% decrease over last year.**
- **There were:**
 - 1,051 card swipes at Appel Commons Friedman Fitness Center (including 502 for classes);
 - 39,434 swipes at Teagle (including 4,451 for classes);
 - 33,252 swipes at Helen Newman (including 6,568 for classes);
 - 5,741 swipes at Noyes (including 2,035 for classes);
 - 1,727 swipes in the Ramin Room for group fitness classes.
 - **81,205 total swipes for fitness centers and fitness classes.**
- Attached, please also find demographic data for the Wellness Program (Appendix A).

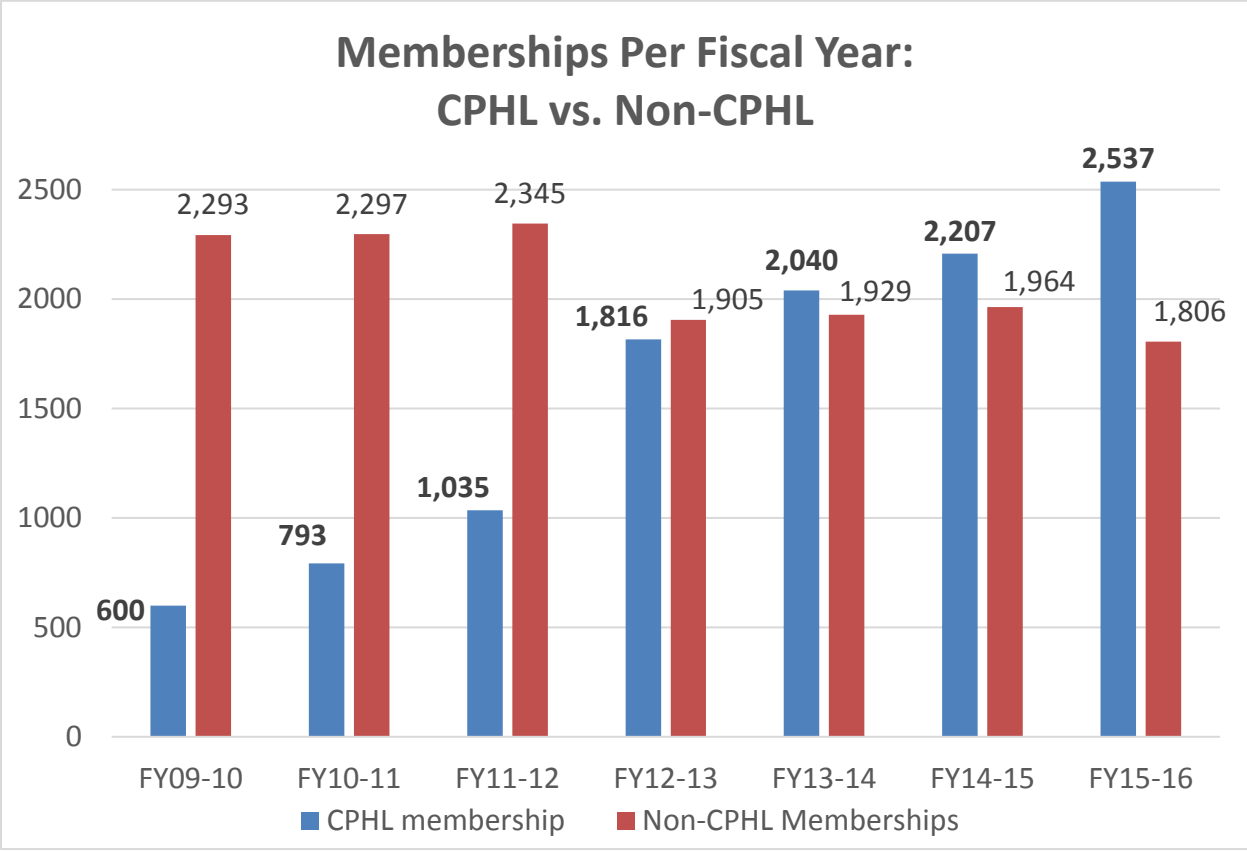
2016 Membership Breakdown (minus Trustees)



Total Participations By location - FY14-15 vs. FY15-16







Cornell Program for Health Living (CPHL)

Cornell Wellness completed its seventh year of collaboration with CPHL. Working with the Benefits Services and the Tompkins County 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 purchased a Wellness Recreation membership. CPHL also offered \$15 per month off of membership fees to Island Health and Fitness and the Ithaca YMCA. In FY 2015, 2,207 CPHL members used the Wellness Recreation benefit; for FY 2016, the number currently participating climbed to 2,537. This represents a 13.07% increase.

Toni McBride Scholarship

This scholarship fund continued to support a portion of 17 Wellness Recreation memberships. Requests for scholarships have been steadily decreasing the past few years due to the CHPL membership option. The scholarship fund continues to generate income; for the third year donations were not solicited.

Wellness Staff Metrics

Below is information on one-on-one appointments and group fitness classes instructed by the Cornell Wellness staff to assist members with meeting their wellness goals.

- Total individual contacts (one-on-ones) by staff (including 2 part time personal trainers and 1 part time nutritionist): 1,343. This represents a 32% increase.
- Total group exercise classes taught by staff (including Classes for Healthy Aging instructors): 783. This represents a 7% decrease.

Program Planning

Needs Assessment To Determine Program Offerings Included:

- In-person feedback from participants.
- Feedback from post-offering on-line surveys.
- Cornell medical data from Cornell Benefit Services (Appendix B).
- Wellness Advisory Committee feedback (Appendix C).
- Wellness Strategic Goals 2016-2019 (Appendix D).
- Healthy People 2020 (Federal Government document released every 10 years) focus areas (Appendix E).

Program Evaluation

The Program was Evaluated Using:

- Feedback from surveys conducted after events and programs.
- Follow-up individual consultation surveys for everyone served during 3 month period.
- Phone survey of randomly chosen participants at conclusion of short duration classes.
- Tracking of registration and participation in Wellness outreach and member programming.
- Testimonials and success stories from individuals and departments.

Member Programming

Wellness Recreation 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, Lynah ice skating rink, Lindseth climbing wall (at a discounted rate), Reis Tennis Center (at a discounted rate), Merrill Sailing Center (at a discounted rate), Robert Trent Jones Golf Course at Cornell University (at a discounted rate), privilege card services, and have the registration fee for PE classes waived through the Athletics Department. In addition, members have access to the Healthy Aging Program which includes group fitness classes and specialty offerings.

Healthy Aging Program

The Healthy Aging Program is open to any Wellness Recreation members, however, the offerings through this program are catered toward the older adult and retiree populations. Offerings include light to moderate intensity group fitness classes called Classes For Healthy Aging (6,738 participations), 1 falling safely workshop (35 participants), 2 senior fitness testing sessions (56 participants), Standing up to Falls lecture (20 participants), Building Strength with PT (25 participants), and 2 social potlucks (44 participants).

Classes For Healthy Aging - These classes are appropriate for individuals who have gone through joint replacement, suffer from arthritis, experience lingering joint pain from injury, and who want to improve their balance and more. Classes embody our vision of inclusion, offer

participants individualized attention to be successful, and promote an environment of camaraderie and personal success.

- **Pilates** – controlled endurance training built spinal stability, posture, and core strength. 564 participations.
- **Ripples** – exercise in shallow and deep water kept impact low while muscles and cardiovascular system were strengthened. 1,281 participations.
- **Strength Training/Barre** - resistance training class helped build bone density, reduced the risk of falling, and strengthened muscles. 2,028 participations.
- **Yoga: Stretch and Strengthen/Iyengar Yoga** – class participants explored body alignment and placement within each yoga posture at a slow pace. 801 participations.
- **Zumba Gold** – heart health, improved balance and coordination, and having fun were emphasized while participants moved to the Latin rhythms of Zumba. 889 participations.
- **Restorative Yoga** – increased range of movement in all joints in the body, and focused on restoring balance to the body. (spring only) 182 participations.
- **Spinning** - indoor stationary cycling class that combines basic cycling movements with motivational coaching, breathing awareness, and heart rate training (spring only) 65 participations.
- **Cardio Dance/Low Impact Aerobics** – low to moderate intensity aerobic dance performed to music. 425 participations.
- **Yoga Flow** - different aspects of yoga were explored in this class that included breathing, posture and alignment. 463 participations.
- **TRX** - functional, small group class designed to build muscular strength and endurance utilizing the TRX training strap. 172 participations.
- **Functional Circuit** – High intensity interval training class utilizing the Escape Fitness equipment to improve muscular strength, cardiovascular fitness, and functional mobility. (spring only) 172 participations.

Group Exercise Classes (not part of the Healthy Aging Program)

- **Sports Conditioning With Tabata Protocol Class** - provided high intensity interval style workouts through running drills, plyometrics and strength training. Participants built speed, agility, and endurance. 2 classes total were offered, each class running weekly for 6-8 weeks. Approximately 11 people participated in each class.
- **Strengthen Your Core To Prevent Back Pain Class** – This core training class emphasized alleviating and/or preventing mild recurring low back pain. Participants progressed through basic movements designed to improve posture, dynamic core stability, body awareness and muscular balance/stability. 4 classes total were offered. Each class had two parts. 18 participants total.
- **Women On Weights** – Held 3 classes, one class in each of three fitness facilities (Teagle Up, Teagle Down, and Helen Newman Hall). Each class had 5 sessions which instructed women on how to increase strength solely through the use of free weight exercises. 18 participants total.

Individual Meetings with Staff

- **Medical Nutrition Therapy (MNT)**, conducted by two registered dietitians, was offered to employees 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. There were over 295 meetings with the registered dietitians. This represents a 36% increase. In addition, Cornell Wellness provided a community nutrition placement site in the fall for a dietetic internship offered through Cornell University's Division of Nutritional Sciences. Membership was no longer required for the nutrition consultation and follow-up meetings beginning August 2015.

- **Consultation and Follow-up Meetings with Personal Trainers** were encouraged. These meetings were intended to empower the individual while gently encouraging positive behaviors using coaching techniques. Five 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 1,001 of these individual meetings occurred between employees and the Wellness staff this past year. This represents a 19% increase. Membership was no longer required for the fitness consultation and follow-up meetings beginning August 2015. However, membership was required if the employee wanted access to the fitness centers or group fitness classes.
- **On-going Personal Training** continued to be a success with 10 people who requested the service. This offering was tailored to individuals who wanted the motivation and guidance of a trainer on a regular basis to help them reach their goals. A fee is charged for on-going personal training; sessions are purchased in 4 packs.
- **Physical Fitness Testing** was offered by request to 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. Individuals sometimes requested the full testing be done, but often asked if they could do only a few of the tests that interested them the most.

Group Equipment Orientations with Staff

- **New Equipment Trainings** - All five fitness centers underwent cosmetic and equipment upgrades this past year. New strength training machines and Escape functional fitness pieces were added. Our staff held 6 group hands-on training sessions that spanned the multiple site locations. 20 participants.
- **Deadlift Workshop** – This specialized single session training taught fitness center users how to properly execute deadlifts using Olympic bars. 8 participants.

Wellness Outreach

As a result of the rebranding, Cornell Wellness was able to serve the entire Cornell community in more ways than ever before. In addition to offering free one-on-one fitness, nutrition, and well-being consultations, Wellness staff served the community in the many ways detailed below.

Bike to Work/School Day

This event was coordinated by Cornell Transportation, Tompkins County Cooperative Extension and Cornell Wellness. Cornell Wellness helped to organize and advertise the event as well as host a food/information table located outside Helen Newman Hall. This annually recognized day was a huge success. For the first time, Mayor Svante Myrick signed a proclamation making May 20th the official Bike to Work/School Day in the City of Ithaca and proclaimed the entire month of May as bike month. 163

participants filled out a post-ride survey that gave them entry into the prize drawing. Many cyclists visited multiple stations.

Blood Pressure Machine/Screenings

Wellness staff continue to facilitate blood pressure screenings, both to groups and individuals, by request. Additionally, an automatic blood pressure machine is accessible to all Cornell employees inside the Helen Newman Hall fitness center. The automatic machine recorded 3,000 readings this past year. We will be ending our lease and purchasing our own desk model for the upcoming year.

Cold Weather Walk with President Garrett

Cornell Wellness partnered with Cornell Outdoor Education, Nature Rx, and the Cornell Plantations to offer an outdoor event for the entire Cornell community with President Elizabeth Garrett, Provost Michael Kotlikoff, and Vice President Ryan Lombardi. Over 60 students, staff, and community members attended.

Classes/Lectures/Workshops & Webinars

- **Knit2Gether Cornell** – This group met bi-weekly at different locations across Cornell’s central campus and emphasized the stress reducing properties of knitting. Averaged about 5 participants per session.
- **Mid Pack Running Group** – This veterans’ friendly running group was open to the entire Cornell community and offered 3 mile group runs twice per week for approximately 6 months out of the year. fall – 64 participations, spring – 80 participations.
- **Real Food Real Simple (webinar)** – This 6 week webinar series provided in-depth information on how food choices impact energy and stress levels. – Averaged about 15 participants per webinar.
- **Walk To Run Class** – Offered in both the fall and spring semesters. This 19 week class met twice per week to slowly and safely build from walking to running 3 miles. Approximately 20 participants.
- **Eating For Your Best Self** - This in-person, 12 session small group experience helped individuals become more in tune with their personal thoughts and behaviors surrounding food. Mindfulness exercises, group discussions, strategy building and in-depth nutrition education were the focus. Fall – 12 participants, spring – 10 participants.
- **Cooking Demo: Harvest Cooking** – Attendees learned to make kraut with abundant fall harvest vegetables such as greens and beans. 41 participants.
- **Cooking Class** – class was designed for those trying to increase and diversify their quick, easy, healthy meal repertoire. Five fall sessions were offered 14 participants.
- **Staying Active In Cold Weather** – Marc Magnus-Sharpe, Director of Cornell Outdoor Education, presented on clothing and gear that make exercising in the cold Ithaca winter’s fun and enjoyable. 26 participants.
- **The 250 Plan** – Intensive, supportive, 6 week class that focused on encouraging participants with losing weight through increased physical activity. Fitbit zips were utilized for their tracking and educational capabilities. 15 participants.
- **How To Lose Five To Ten Pounds (webinar)** – Four sessions that focused on good nutrition, safely creating a calorie deficit, and the pros and cons of popular diet regimes. Averaged 35 attendees per webinar.

- **Wine Pairing For A Memorable Thanksgiving Dinner** – Participants joined Annemarie Morse, food and wine writer with a Masters in Enology (wine making), for a workshop on good wine picks for turkey day. This offering was part of the social wellness series. 20 participants.
- **Cooking With Wellness** – A series of 14 videos that covered a variety of cooking topics including fermented foods, easy dinners, healthy greens, and stir fry meals. Demos were presented to a live audience by Cornell Wellness staff Beth McKinney, RDN and Erin Harner, RDN. Live demos were recorded and broken up into 14 short videos.
 - **Cooking Demo:** Fermented Foods – 45 participants
 - **Cooking Demo:** Easy Dinners – 40 participants
 - **Cooking Demo:** Healthy Greens – 40 participants
 - **Cooking Demo:** Stir Fry Meals – 35 participants

Spring Into Action: Make Movement Matter

Cornell Wellness hosted another very successful annual movement contest which spanned 6 weeks and saw 688 employees participate. Employees self-selected individual movement goals from one of three categories: health, fitness, or performance. Each category had a target number of activity minutes to achieve per week. The contest was designed to encourage consistency in activity and reporting in throughout the weeks.

Life Coaching

Half-hour coaching sessions were offered to employees upon request. Wellness staff are trained as Intrinsic Coaches®. Throughout the year 47 people participated in the coaching sessions either in person or by telephone. That represented a 4% decrease in coaching sessions over the previous year.

Run/Walk @ (To) Work/School Day

This single day event, in which participants logged 2 miles by running or walking on a path of their choice at some point throughout the day, saw 206 employees complete the challenge and enter themselves into the prize drawing by way of survey. This was the third year Cornell Wellness and Cornell Transportation collaborated to host this fun day and we saw a 37% increase in participation from the previous year.

Tobacco Cessation Options

Wellness staff coordinated smoking cessation offerings which included one-on-one counseling, tele-counseling, and group counseling upon request. 20 people consulted on smoking cessation. This represented a 667% increase.

Work By Request By Departments– Lectures/Workshops/Cooking Demos

Cornell Wellness staff worked to fulfill special requests from individual departments and units. These requests included selections from our new Educational Workshop certificate series, choices from the Department Specific offerings list, and specific tailored unit topics. Departments who requested these offerings are listed below.

- **AAD (NYC)** – 2 lectures and individual wellness consultations
 - “Essentials Of Good Nutrition During The Word Day” – 8 participants
 - “Exercising When Your Schedule Is Nuts” - 4 participants

- Wellness consultations – 3
- **Tech Campus (NYC)** – 2 lectures and individual wellness consultations
 - “Essentials Of Good Nutrition During The Word Day” – 6 participants
 - “Exercising When Your Schedule Is Nuts” - 0 participants
 - Wellness consultations – 4
- **ILR (NYC)** – 2 lectures and individual wellness consultations
 - “Essentials Of Good Nutrition During The Word Day” – 8 participants
 - “Exercising When Your Schedule Is Nuts” - 8 participants
 - Wellness consultations – 4
- **The Station (Geneva)** – 1 lecture, 1 cooking demo
 - “What is Healthy Eating” – 6 participants
 - Cooking Demo “Quick Salads” – 15 participants
- **BTI** – Desk Stretches Demo – 30 participants
- **CALS** – Cooking Demo – Healthy Breakfasts – 12 participants
- **Computer Science** – Cooking Demo – “Make-Ahead Breakfast” – 13 participants
- **DFA (Bursar’s)** – Cooking Demo – “One Pot Meals” – 18 participants
- **DFA (Procurement)** – Cooking Demo – “One Pot Meals” – 13 participants
- **DFA – “Heart Health – Time Is Muscle”** lecture, Dr. Stefek – 17 participants
- **DFA** – Smoothie Making contest – 25 participants
- **EHOB** – “Effective Walking Meetings” lecture – 10 participants
- **EHOB** – “Self-Management In Times Of Increased Stress & Desk Stretches” lecture – 20 participants
- **EHOB** – Cooking Demo – Leafy Greens – 15 participants
- **Engineering** – “Taking Healthy Breaks At Work” – 3 participants
- **Gannett** – “Smart Eating For Healthy Families” lecture – 10 participants
- **HR (Workday group)** – Desk Stretches Demo – 35 participants
- **Human Ecology** - “Heart Health – Time Is Muscle” lecture, Dr. Stefek – 15 participants
- **Human Ecology** – “Taking Healthy Breaks At Work” lecture – 11 participants
- **IPP** – “Smoking Cessation – Tobacco Awareness” workshops (2) – 5 participants; 8 participants
- **Library (Olin)** – Cooking Demo – Healthy Breakfasts – 6 participants
- **MVR** – CSA lecture “Local Food Opportunities”, Avi Miner, CCE – 15 participants
- **Seneca Place** – “Taking Healthy Breaks At Work” lecture – 17 participants
- **Seneca Place** – “Exercising When Your Schedule Is Nuts” lecture – 9 participants
- **University Communications** – Desk Stretches Demo – 5 participants
- **Vet (Bacteriology)** – Strength Training & Stretching Exercises Demo – 20 participants
- **Vet (Diagnostic)** – Strength Training Exercises Demo – 15 participants
- **Vet (Diagnostic)** – Dumbbell & Exercise Tubing Demo – 12 participants
- **Vet (entire complex)** – “Heart Health – Time Is Muscle” lecture, Dr. Stefek – 17 participants
- **Vet (entire complex)** – “Wellness Overview & Effective Walking Meetings” – 10 participants

Collaborations

- **University Collaborations**
 - Benefair Health Fair - tabling
 - Vet Gala Health Fair - tabling
 - BTI Health Fair - tabling

- The Station (Geneva) Health Fair - tabling
- Staff Development Day – tabling and lecture
- Cornell Police – fitness testing
- **Athletics Department Collaborations**
 - Reis Tennis Center – discounted membership
 - Robert Trent Jones Cornell Golf Course – golf lessons and discounted membership
 - Merrill Sailing center – sailing lessons and discounted membership
 - Outdoor Education – Wellness rock climbing class and discounted wall pass
 - Cornell Lacrosse – advertised blood drive
- **Community Collaborations**
 - The Ithaca Y and Island Health and Fitness. Promoted deal for employees to be able to utilize either of the facilities at reduced cost during Cornell’s winter break period. The Ithaca Y is a new collaboration.

Professional Development/Committee Work/National Recognition

Cornell Wellness valued the importance of continuing education for our staff members. Wellness core competencies include the abilities to listen, teach, coach, educate, and serve. Professional development kept our staff current on new trends, best practices and research as well as kept 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

- Attended Food and Nutrition Conference and Expo, October, 2015
- Attended Wellness Summit, Binghamton, NY, May 2016
- CPR/AED/First Aid recertification

Kerry Howell

- Attended Escape Fitness Functional Equipment training, August 2015
- Attended TRX training, October 2015
- Presented at Wellness Summit, Binghamton, NY, May 2016
- Completed 6 credits towards Associates degree in Nutrition, DTR, Central Arizona College
- CPR/AED/First Aid recertification

Ruth Merle-Doyle

- Attended Escape Fitness Functional Equipment training, August 2015
- Attended TRX training, October 2015
- Presented at Wellness Summit, Binghamton, NY, May 2016
- CPR/AED/First Aid recertification

Jenn Bennett

- Fitness certifications including: Escape Fitness, TRX, TRX for Active Aging, Barre Above, Shockwave
- American Red Cross First Aid/ CPR/AED Instructor Recertification, Lifeguard Recertification, Water Safety Instructor Certification

Appendix A

Demographic Data FY 2015-2016

	Wellness Program Number	Percentage %	Cornell University Number	Percentage %
American Indian/Alaskan Native	6	0.18%	26	0.22%
Asian	340	9.93%	1228	10.29%
Black or African American	126	3.68%	395	3.31%
Hispanic/Latino	120	3.51%	374	3.13%
Multi-Racial				
Native Hawaiian/Oth Pac Island	5	0.15%	15	0.13%
Not Specified	17	0.50%	117	0.98%
White	2809	82.06%	9784	81.95%
<hr/>				
Endowed	2667	77.91%	8105	67.89%
Contract College	756	22.09%	3834	32.11%
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Exempt	2362	69.00%	7197	60.28%
Nonexempt	1061	31.00%	4742	39.72%
<hr/>				
Female	1940	56.68%	5955	49.88%
Male	1482	43.30%	5980	50.09%
Other	1	0.03%	4	0.03%
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Faculty	464	11.37%	1610	13.49%
Non-Faculty Academic	627	15.36%	2321	19.44%
Retiree	280	6.86%		
Staff	2090	51.21%	6696	56.09%
Union	240	5.88%	1312	10.99%
Spouses/Partners	380	9.31%		

Appendix B

Medical Data - Cornell Benefits Office – FY 2015-2016

Please note when comparing to previous fiscal year medical data: You will notice a big difference in the lifestyle-related spending and affected patients compared with past years. This change occurred due to a clarification from Truven Health Analytics in the correct interpretation of the lifestyle field in the reporting database.

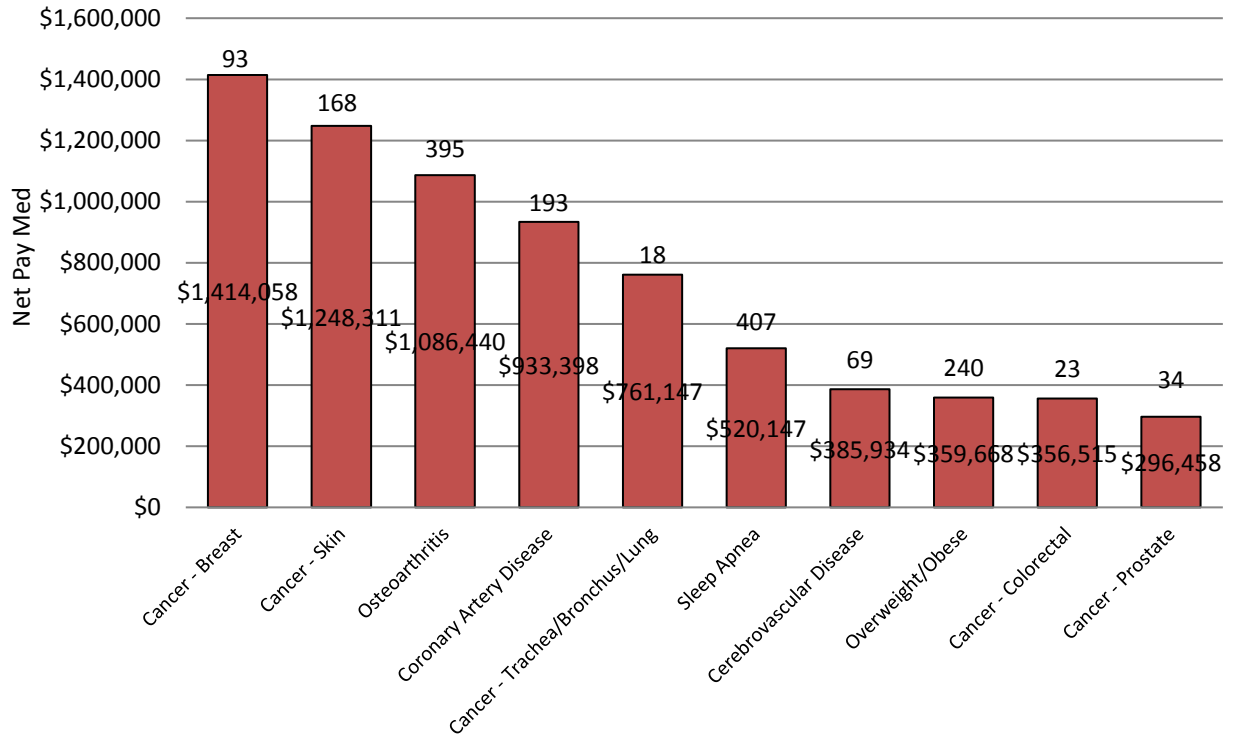
Lifestyle Conditions: Definition and Interpretation

Research shows that people with certain lifestyle risks are statistically more likely to have certain conditions. The purpose of the lifestyle conditions dimension in the Truven Health Analytics database is to show the financial burden of the conditions in the endowed Cornell population that have an association with the one or more of the following 10 modifiable risk factors: obesity, lack of physical activity, tobacco use, alcohol use, poor nutrition practice, noncontrolled lipids, noncontrolled hypertension, excessive sun exposure, stress/anxiety/depression and unsafe sexual behavior.

One may interpret the results of this report as follows: Cornell is spending approximately \$10.1 million on certain diagnoses that have been shown to be associated to some degree with at least one of the modifiable risk factors shown above.

The report is not saying that future money spent on these conditions could be prevented if only people reversed their modifiable risk factors. That perspective would assume a direct causal relationship between the risk factors and the prevalence of these conditions, and the report should not be interpreted as such. Furthermore, wellness programming should not be expected to achieve total reversal of all harmful lifestyle factors among all individuals with those factors.

**Cornell University Endowed Active Plans' Leading 10 Medical Diagnoses
With Lifestyle Implications by Net Pay Med, Number Patients Listed,
CY2015**

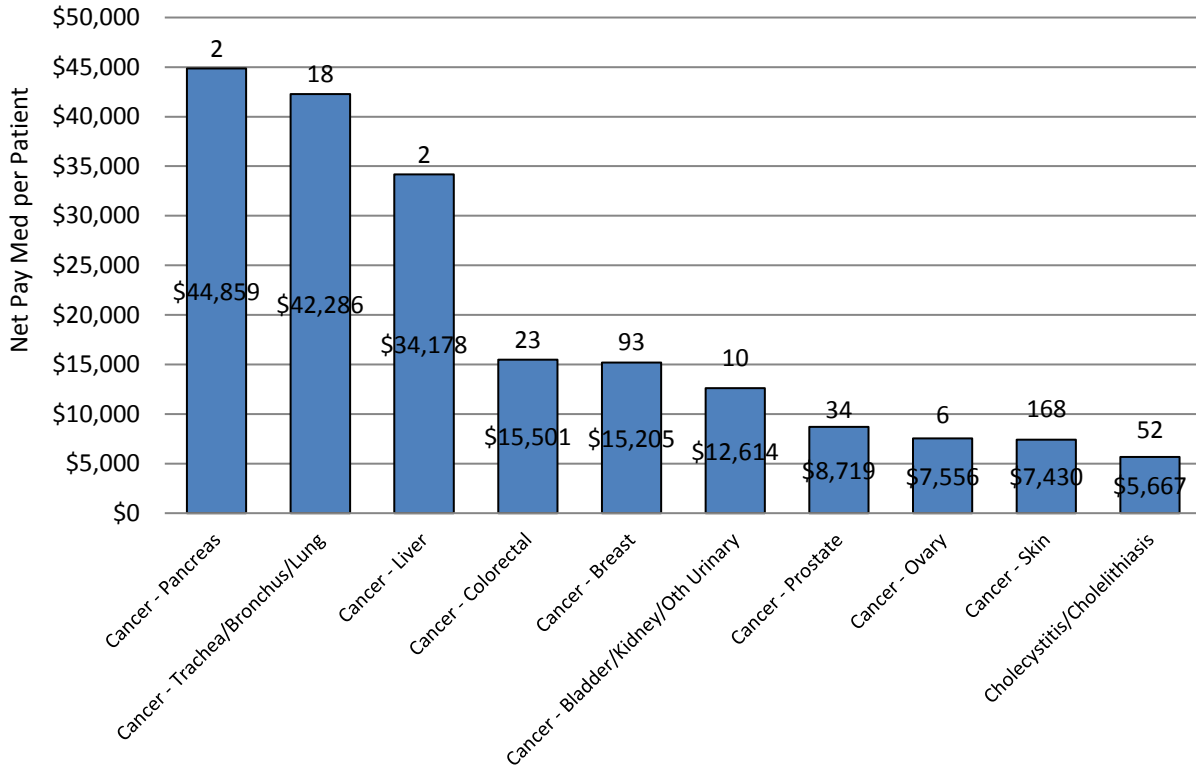


Data Source: Cornell University, Office of Benefit Services

Notes: Figures reflect medical payments (excluding Rx) made during the latest incurred rolling year for the top 10 most expensive medical conditions where epidemiological research has demonstrated a lifestyle role sorted on an aggregate basis incurred by members covered under the endowed active health plans. The numbers of patients associated with these conditions are also provided.

NOTE: Total medical spending (excluding prescription drugs) on all lifestyle related conditions was \$10,121,356 in CY2015, incurred by a total of 4,085 patients.

**Cornell University Endowed Active Plans' Leading 10 Medical Diagnoses
With Lifestyle Implications by Average Net Pay Med per Patient, Number
Patients Listed, CY2015**



Data Source: Cornell University, Office of Benefit Services

Notes: Figures reflect medical payments (excluding Rx) made during the latest incurred rolling year for the top 10 most expensive medical conditions where epidemiological research has demonstrated a lifestyle role sorted on an average per patient basis incurred by members covered under the endowed active health plans. The numbers of patients associated with these conditions are also provided.

NOTE: Total medical spending (excluding prescription drugs) on all lifestyle related conditions was \$10,121,356 in CY2015, incurred by a total of 4,085 patients.

Active Plans' 20 Leading Medical Conditions With Lifestyle Implications Sorted by Number of Patients, With Medical Net Payment Listed, CY2015

Clinical Condition	Patients	Net Pay Med	Net Pay Med per Pat
Lipid Metabolism Disorders	911	\$186,700	\$205
Hypertension	869	\$261,828	\$301
Bronchitis, Acute	486	\$65,345	\$134
Asthma	441	\$160,529	\$364
Diabetes	438	\$293,956	\$671
Sleep Apnea	407	\$520,147	\$1,278
Osteoarthritis	395	\$1,086,440	\$2,750
Malnutrition/Nutritional Disorders	264	\$59,640	\$226
Overweight/Obese	240	\$359,668	\$1,499
COPD	224	\$85,299	\$381
Coronary Artery Disease	193	\$933,398	\$4,836
Cancer - Skin	168	\$1,248,311	\$7,430
Pneumonia	152	\$226,133	\$1,488
Constipation	111	\$58,927	\$531
Oral Disease	106	\$76,555	\$722
Cancer - Breast	93	\$1,414,058	\$15,205
Venous Embolism/Thrombosis	78	\$172,726	\$2,214
Cerebrovascular Disease	69	\$385,934	\$5,593
Alcohol Abuse	68	\$179,393	\$2,638
Osteoporosis	64	\$24,374	\$381
Top 20 Conditions	3,932	\$7,799,360	\$1,984
Total Lifestyle Conditions	4,085	\$10,121,556	\$2,478
Percentage of Total Lifestyle Conditions	96.3%	77.1%	
Top 20 Lifestyle as % of All Conditions	30.5%	14.4%	

Active Plans' 20 Leading Drug Categories Sorted by Number of Patients, With Scripts & Rx Net Payment Listed, CY2015

Therapeutic Class	Scripts	Net Pay Rx	Patients
Antibiot, Penicillins	3,114	\$10,626	2,206
Psychother, Antidepressants	11,901	\$372,050	1,833
Adrenals & Comb, NEC	3,509	\$567,691	1,474
Analg/Antipyr, Opiate Agonists	3,517	\$183,061	1,437
Antibiot, Erythromycin&Macrolid	1,768	\$18,531	1,394
Sympathomimetic Agents, NEC	2,227	\$194,198	1,273
Antihyperlipidemic Drugs, NEC	6,970	\$437,263	1,260
Analg/Antipyr, Nonstr/Antiinflm	2,394	\$81,948	1,237
Antiinflam Agents EENT, NEC	2,487	\$207,636	1,190
Gastrointestinal Drug Misc, NEC	4,732	\$560,618	1,088
Antiinflam S/MM Agnts&Comb NEC	1,343	\$167,338	851
Contraceptive, Oral Comb, NEC	5,573	\$238,234	770
Antibiot, Cephalosporin & Rel.	902	\$12,008	746
Thy/Antithy, Thyroid/Hormones	5,065	\$36,830	724
Cardiac, ACE Inhibitors	4,288	\$8,898	723
Cardiac, Beta Blockers	4,018	\$66,744	701
Antibiot, Tetracyclines	1,189	\$126,489	692
ASH, Benzodiazepines	1,642	\$8,721	686
Antivirals, NEC	1,571	\$1,018,628	680
Quinolones, NEC	865	\$4,747	670
Top 20 Drug Categories	69,075	\$4,322,258	8,273
Total Drug Categories	124,256	\$14,648,099	9,613
Percentage of Total Drug Categories	55.6%	29.5%	86.1%

Active Plans' 20 Leading Drug Categories Sorted by Rx Net Payment, With Scripts & Number of Patients Listed, CY2015

Therapeutic Class	Scripts	Net Pay Rx	Patients
Biological Response Modifiers	114	\$1,344,965	23
Immunosuppressants, NEC	411	\$1,182,604	69
Antivirals, NEC	1,571	\$1,018,628	680
Antidiabetic Agents, Insulins	977	\$757,400	155
Molecular Targeted Therapy	57	\$636,717	10
Antidiabetic Agents, Misc	2,879	\$571,049	443
Adrenals & Comb, NEC	3,509	\$567,691	1,474
Gastrointestinal Drug Misc, NEC	4,732	\$560,618	1,088
Stimulant, Amphetamine Type	2,807	\$437,307	409
Antihyperlipidemic Drugs, NEC	6,970	\$437,263	1,260
Psychother, Antidepressants	11,901	\$372,050	1,833
Phosphodiesterase Inhibitors	980	\$332,520	313
Psychother, Tranq/Antipsychotic	939	\$308,755	141
CNS Agents, Misc.	795	\$259,241	124
Gonadotropins, NEC	105	\$255,093	27
Coag/Anticoag, Anticoagulants	956	\$242,382	174
Contraceptive, Oral Comb, NEC	5,573	\$238,234	770
Antiinf S/MM, Antifungal & Comb	1,179	\$235,125	603
Estrogens & Comb, NEC	1,776	\$230,861	356
Antiinflam Agents EENT, NEC	2,487	\$207,636	1,190
Top 20 Drug Categories	50,718	\$10,196,139	6,243
Total Drug Categories	124,256	\$14,648,099	9,613
Percentage of Total Drug Categories	40.8%	69.6%	64.9%

Appendix C

Wellness Advisory Committee

Advisory Committee Meeting Notes From December 4, 2015

Attendees: Kerry, Annemarie, Lynda, Kathy, Trey, Chris, Bruce, Stephen, Erin, Leslie, Beth, Heather, Clara, Gina, James, Jennifer, Sarah, Diane, Kimberly, Chris, Jen, Carrie, Stefana, Mary, Shawna, Mark, Ruth, Lorrie, TJ, Melissa, Janice, Andrea

Intro: You are Cornell Wellness' eyes and ears across the Cornell campuses to let us know what you and your colleagues are wanting.

A warm and sincere thank you for the time you are volunteering to serve on this committee

The Advisory Committee is intentionally made up of a diverse group of people. When we say diversity we are referring to: union employees, statutory employees, endowed employees, faculty, staff, retiree, spouses, partners, on central campus, off central campus, socioeconomic, age, race, ethnicity, representatives from colleague network groups.

Report Out: Update On Cornell University Wellness Program Re-Branding Project

- Serve staff, faculty, spouses/partners in the areas of fitness, nutrition, and well-being. We serve both members and non-members. Wellness is more than the fitness centers and facilities.
- History leading to Re-Branding: The University sent out an employee climate survey to all employees in 2012. Questions had to do with several topics including engagement, workload, supervisor feedback, recognition. Wellness came up in the survey results and specifically feedback was given on the inequality of access to services and programs (ex. some employees are allowed release time to participate, some are allowed flex time, and some cannot use either). A committee was formed to come up with a solution to this problem. The committee submitted a proposal to the President's office for 90 minutes per week of release time to be available to all employees to participate in Wellness activities. The proposal was brought to the Deans and it was rejected on the basis of financial implications to units, and the difficulty of trying to manage this policy with employees that have such broad and differed work appointments and job descriptions. When the official response from leadership came back on the proposal, leadership encouraged units to continue offering what they already offer (release/flex time for Wellness) and supported units who did not offer something to raise the bar towards offering something. However, instead of this happening, there are now several colleges that did offer release and/or flex time, that now no longer offer what they did to their employees. Now the standard is for many departments to offer flex time if anything at all.
- There is still a Guideline for flex/release time requests for Wellness activities. This document resides on the Cornell Wellness website. Employees can use this guideline to request time for participating in Wellness activities from their supervisor.
- Re-Branding 2015 (launched in September):
 - Changed our named from Wellness Program to Cornell Wellness

- Every employee can now access free Wellness consultations (no membership needed)
- Visually minimized the fitness center and facility component on our website
- Changed the name of membership from Wellness Program membership to Recreation membership
- Emphasized on our website the offerings Cornell Wellness provides to Departments and Individuals (no membership needed). Offerings now include 15-30 min. Department Trainings
- Promoted that our staff will travel to locations outside of Helen Newman, Teagle, Noyes, and Appel. “We’ll come to you and your department to offer wellness consultations, workshops, and programs”
- We continue to provide the same offerings and services to our members that we always have

Advisory Committee comments/questions after Re-Branding Update

- Building care employees – Are they all part of the endowed health insurance plan? I see a lot of unhealthy behaviors within that group of employees (ex. smoking)
- Building Care and Dining – supervisors do not allow time for activities that would improve health and well-being. Two of the most mistreated employee groups on campus
- From a financial aspect, people who are not allowed time to take care of themselves, or who do not take care of their health, have a negative financial impact on University health care costs which impacts every employee. Framing it in this context may help you gain support for change at the University
- Harvard study – For every \$1 spent on Wellness, medical costs drop by \$3
- Aetna CPHL – free Recreation membership. Same benefit not available to statutory employees, only endowed employees have this option
- Sounds like change needs to happen at the supervisor level
- If medical costs for employees in a certain department come out of that specific department’s budget, instead of being lumped all together into one big University budget, would this create change among departments that are least supportive of employees participating in Wellness?
- Statler custodial employees participate every morning in exercises
- Do Cornell Wellness’ services extend to non-central campus employees?

Focus Group Discussion Topics

- What health topics would you like to have more information on?
- What workshops/in person demonstrations would you like to see offered?
- When you hear the words wellness program, what services come to mind that the program would offer/provide?
- When you or your colleagues talk about Cornell Wellness, what things come up in conversation?

Thoughts That Emerged During Meeting - From Focus Group Discussions

By Topic:

Social activities/Connecting people

- More social activities – especially for people who are new to Cornell
- Social – above and beyond fitness. Giving opportunities for just interacting with others
- Special interest groups (SIGs) or list serves– these people like to run marathons, these people like to bike, these people like to xyz, meet up to walk, what nutrition might be good for runners, etc.
- List serv for social interaction, sent out to entire campus, opt in choice, avenue for people to connect to one another for activity ex. I’m walking down to the commons, anyone want to join me? Maybe a Facebook Page for this too?
- More concrete and easy way (platform – APP/Facebook) to create group activities to invite others to ex. walk around Beebe Lake invite
- “Wellness w/ a buddy” – brief dive into wellness
- A way (platform) for people to share healthy choices they have made with other people for support/motivation
- Create a way to network with other people – Wellness Fair

Apps/Routes/Mobile fitness

- Great if there were route APPs. I have this amount of time, what routes can I do?
- We would like to see these at home options offered: trainers on demand, circuit playlists available with workouts listed, Spotify sharing list
- Fitness tracking via card swipe

Aging healthfully

- Aging strategy – ex. my mother isn’t aging well and I want to prevent that for me
- Aging strategy before get old – I see a lot of offerings for people who are older and who have chronic health conditions but not offerings for people who are middle aged without chronic conditions who are looking to prevent them
- Nutrition specific advice for aging well
- People may not know that certain specific health problems and programming concern them. May be necessary to start from the fear end

Nutrition

- Nutrition specific advice for aging well
- How to prepare healthy meals if you are a single parent with a busy life
- Streamlining healthy meals, preparing full meals, food accessibility options

- Recipes for how to incorporate fruits and vegetables into your diet
- Like to have more information on processed-free clean eating (and local resources related to this type of lifestyle)

Health tests/Increase awareness

- Mobile health testing unit comes to campus: mammography, BP – may help to get people to test “positive peer pressure” – friend is going – may help with people who cannot get transportation or time to get to Doctor’s office for testing
- People may not know that certain specific health problems and programming concern them. May be necessary to start from the fear end
- Have an aging campus – if you offer these tests, I’d better go – educate so that people feel this way
- Annual wellness visit – make it easier
- Weekly Update – send out to entire campus. People not in program may benefit even more from newsletter than members. If you want to be known outside of fitness center members, then need to send Update to non-members. Doesn’t cost you any more

Children/Family

- More for children and families
- How to prepare healthy meals if you are a single parent with a busy life

Participation/Release & flex time/Campus climate

- Disparity between exempt and non-exempt, the issue of lack of time even if given permission to participate during work day, people who work at EHP and Seneca Place and the challenges they have
- Targeted classes specifically for departments whose employees have little or no flex/release time
- Time and safety – these are concerns for exercisers

Group fitness

- More classes at different times of the day: early, evenings, weekends
- Being in a class and not competing with 20 year olds. We understand inclusion but want a class where people are moving at our speed
- Targeting classes for staff offered before and after work. If classes targeted towards staff, staff would feel more comfortable going

Incentives

- Incentive/reward system for healthy behaviors

Thoughts Submitted From People Who Could Not Attend Meeting

Note: The below paragraphs have multiple topics per paragraph, because of this they were not listed under single topic headings. Some of the major topics included in the paragraphs are **stress management, social activities/connecting people, nutrition, accessibility, and participation/release & flex time/campus climate.**

- When I hear the words wellness program, the following services come to mind: stress management, yoga, meditation, financial wellness courses, work-life balance workshops, disability management (especially as it relates to self-management or what the individual does/can do versus simply what medical regime follow), establishing and managing social supports, how to identify helpful community resources (for instance, I have yet to find a wellness-oriented Meet Up Group that considers the access needs of people with physical disabilities whether it be those that meet on campus or in the community)
- When we talk about Cornell wellness things that come up are: eating well (healthy) given time constraints and stress; making time for exercise, inaccessibility of campus resources that may interest individuals with disabilities and/or chronic health conditions

Notes From Focus Group Discussion Papers

By Topic:

Social activities/Connecting people

- Facilitate special interest list serves on: aging, dealing with injuries, passionate cyclists, sharing healthy recipes, walking (who, what time, where, etc.), maybe for running/cyclists as well

Apps/Routes/Mobile fitness

- Health topics: habits to use, healthy at work info, human ecology – exercise cards – walking up stairs, what's the best wearable technology/fitness APPs
- More route maps w/distances, new running routes

Aging healthfully

- How to deal with age-related health concerns such as arthritis, hip replacements, etc. Support groups for these?

Nutrition

- Does Wellness have any impact on nutrition in dining?
- More information on cooking, diet, healthy eating, nutrition for specific sports
- Cornell is a very international campus – a workshop/class on international cooking could be very interesting

Health tests/Increase awareness

- Heart disease, diabetes – prevention education and treatments after diagnosis
- Mobile mammography, BP – set days for testing. Re-check 1 yr later, how many mobile units?
- Health topics: habits to use, healthy at work info, human ecology – exercise cards – walking up stairs, what’s the best wearable technology/fitness APPs
- Breast cancer resources on campus, cancer in general – resources of what to look for – self checks, where to go, who to talk to
- Send Weekly Update to entire campus

Children/Family

- How to engage your children in wellness

Participation/Release & flex time/Campus climate

- Talk around the water cooler: Seneca Place – hard to utilize Wellness, office encourages it but can’t utilize it. Spread the word about new 30 min Educational Opportunities. Disparity discussed in exempt vs. non-exempt
- When colleagues talk about Cornell Wellness these things come up in conversation 1) how Statler is notorious for not letting people out to go to wellness classes 2) in SHA not allowed the 90 min of release time – when workload permits it would be nice to have this option
- How to engage more East Hill Plaza community? Ex. outdoor yoga during the summer?

Stress management

- Offer a workshop on tips & suggestions for “de-plugging” from cell phones/computers/technology. Maybe this would fall under stress management. Could include how to be aware of your surroundings, of nature, to just be, to rejuvenate oneself
- Tips for quick mental relaxation techniques/stretches/etc. – being sensitive that not everyone has a private space for doing these things

Note: The below paragraph has multiple topics, because of this it was not listed under single topic headings. Some of the major topics included in the paragraph are **group fitness, aging healthfully, and social activities/connecting people.**

- When we hear the words wellness program we think of 1) providing support and assistance in promoting and coaching staff to a healthy life style and work environment 2) information on how to age well 3) more flexibility in what is offered (ex. shorter lunchtime workouts, classes at 5:00pm instead of 5:30pm for those who commute, classes at 6:00pm, instructors going to departments to teach classes), classes offered early mornings (5-7am, 5:30am), after work, nights and weekend, additional classes in Teagle (I know – need more space), upgrade Teagle 4) more social activities – touring the area, touring wineries and wine country, touring parks,

plantations, dairy barn, orchard for fruit picking, finding out more about what is happening at Cornell (like new apple varieties)

Additional topics mentioned that do not fall under one of the topic headings above

- How to get through the workday without being chained to your desk
- Send more info on fitting in exercise, even for 10-15 minutes throughout the day. Possibly a get your day started with 15 min of exercise and a few health tips.
- Support/advice for caregivers taking care of people who have Alzheimer's or Dementia
- How to support aging parents
- Does Wellness have a relationship with FSAP, get feedback on possible needs on campus from them
- Addiction recovery, like smoking cessation – at no charge
- Cycle tourism
- Safety in the rec facilities – monitors/guards sleeping, texting

Advisory Committee Meeting Notes From May 27, 2016

Attendees: Kerry, Beth, Lawanda, Steve, Janice, Jenn, Leslie, Carrie, Heather, Shawna

Highlights of past year:

- Rebranding of Wellness Program
 - Name changed to Cornell Wellness; membership is now called Recreation Membership
 - One-on-one fitness, nutrition, wellness meetings now open to entire Cornell Community, no membership needed
 - Department specific offerings by request
<http://recreation.athletics.cornell.edu/wellness/outreach/department-offerings>
 - 15-30 minute Educational Offerings
<http://recreation.athletics.cornell.edu/wellness/outreach/educational-workshops>
 - Establishing informal exercise areas within Cornell buildings
<http://recreation.athletics.cornell.edu/wellness/outreach/form-committee>
- Programming
 - Serving employees around the world – created cooking videos with Cornell's RD's
<http://recreation.athletics.cornell.edu/wellness/outreach/videos> - can be viewed by anyone anywhere – several of the topics came from the previous advisory meeting feedback we received (ex. how to incorporate more greens into meals/recipes)
 - Spring Into Action physical activity contest – 3 categories of challenges – 688 participants – 138 teams. 1.4 million minutes of activity achieved in 6 weeks.
 - Feedback from this past contest – some people wanted larger teams, no option for free agents – way of generating randomized team, maybe bring back weight loss contest
 - Feedback for next year's contest ideas – sugar detox, Eating greens type of contest, Spartan type race or workout of the day challenge, Outdoor Ed partnership – inclusive fitness

- Healthy Aging Program – reputation of only being open to frail older adults, tried to modify this image by offering functional fitness, TRX, modifications often needed by wide span of ages, (Feedback – the word Aging brings thoughts of older adults and frail – possibly re-brand, use a different name like lifelong or lifespan). One tough part is that the classes part of the Healthy Aging Program can only hold classes in the mid/late morning. (Feedback – figure out target audience, if the time to hold classes is offered only at limited times then this limits who can participate). History of program – started as retirees program, then expanded, has re-branded about three times. (Feedback – CFC classes offered at noon are mostly staff – not part of Healthy Aging Program but are offered to all members). Healthy aging Program expanded to offer educational and social offerings as well as classes – potlucks – falling safely workshops.
- Facility Improvements
 - Fitness facilities – multiple aesthetic and equipment upgrades, Teagle Up is the last one and finishing in June
 - Teagle Hall – addition of accessible shower and restroom facility
 - (Feedback – will there be swimsuit spinners installed in Teagle?)
 - Teagle Pool – undergoing maintenance, back on-line end of June
 - Climbing Wall – going through re-model, plans to be open for the Fall
- Recognition and Awards – American Heart Association fit friendly gold award

Wellness Ad Hoc Group – Social Wellness recap:

- 1st meeting – reviewed notes from Advisory meeting on what people were wanting to enhance social wellness/networking and further discussed the scope of what we wanted to address. Outcome of the meeting was the concept of having two Fall Mixers where employees who are like minded as far as enjoying activity and building community could come together face to face to meet one another and form connections. The second concept was then to support these newly formed connections by promoting a platform (ex. Wellness FB page) where people could continue to connect over specific activities they want to enjoy with others, recruit participants, and come together for those activities (ex. walk & talks, cycle touring, ethnic cooking & learning, martial arts, snowshoeing etc.)

Stress Reduction/Mindfulness

- Mindfulness Mondays – These informational blurbs were posted on the Wellness FB page every Monday. The blurbs focused on what mindfulness is and how to incorporate it into your life.
 - Headspace - App

Open Forum – What would you like Cornell Wellness to offer?

- Cooking Demos and Information on Specialty Diets – gluten free, dairy free – listing of high quality information – what’s good information, what’s not
 - When go to a restaurant – what questions should I ask
 - What has gluten in it, what does not. What can I eat, what can’t I
- Cooking Demo and Information on protein – Learn more about all sources of protein
 - What foods contain protein

- Complete proteins vs. incomplete proteins
- Vegetarian options for protein
- Which vegetables contain protein
- How much is actually needed for a general healthy diet, for an active person's diet
- How to order at, or navigate, local restaurants/menu's to stay healthy while eating out
 - What local restaurants have several options for diverse eating preferences (ex. vegan)
- Parent/Child offerings
 - Make your own baby food
 - Parent/baby swim
- Myth Busters series – The Trends – The Next Best Fix
 - CrossFit
 - The more protein the better
- Exercise Videos
 - Morning workout series
 - Lunch workout series
 - App/video options – (Jenn has a list of high quality one's of these)
 - Daily Burn
 - Sworkit
 - Fitness Blender
- Staff Pick section on the website
- Inclusive Fitness
 - Partner with COE for offerings for differently abled individuals
 - Keep inclusiveness in mind for Fall Mixer activities

Appendix D

Wellness Strategic Goals 2016-2019

In addition to day-to-day operations which serve to meet the needs of the Cornell community, Cornell Wellness has outlined four long term strategic areas in which to focus more broadly over the next several years.

1. To provide best practices in promoting health and wellbeing
2. To gain national/international recognition
3. To improve organizational effectiveness to maximize financial and staff resources.

Green = accomplish by end of FY 17

Red = accomplished

Yellow = no action item yet, but look for opportunities if available

1. To provide best practices in promoting health and wellbeing	Plan, Progress
1a. Increase presence on campus to promote a culture of wellness	
<ul style="list-style-type: none"> • Engage with senior leadership <ul style="list-style-type: none"> ○ Meet with VP of SCL (BM) ○ Have university president (or other senior leader) write a statement 	<ol style="list-style-type: none"> 1. Check with Dir. Rec Svcs. (Beth) 2. Check with M. Opperman's office. (Beth)
<ul style="list-style-type: none"> • Participate with campus governance (EA, UA) <ul style="list-style-type: none"> ○ Have a presence on the EA (Prof Staff) 	<ol style="list-style-type: none"> 1. Attend 2-3 meetings per year. 2. Get on agenda once
<ul style="list-style-type: none"> • Advocate for flex and release time <ul style="list-style-type: none"> ○ Pay attention to trends/look for opportunities 	
1c. Use innovative approaches	
<ul style="list-style-type: none"> • Increase social wellness programming <ul style="list-style-type: none"> ○ Hold 2 Mixers (KH) ○ Evening programming ○ Increase social activities within Healthy Aging Program 	<ol style="list-style-type: none"> 1. Include as part of fall programming

<ul style="list-style-type: none"> • Leverage Cornell faculty expertise <ul style="list-style-type: none"> ○ Seek out and collaborate with faculty who have experience in any of the areas of wellbeing, employee engagement for both research and programming 	
<ul style="list-style-type: none"> • Identify possible platforms for campus wide contest <ul style="list-style-type: none"> ○ Health track, Virgin Pulse, Shape Up (Intern) 	1. Possible intern project.
<ul style="list-style-type: none"> • Introduce “niche” programming <ul style="list-style-type: none"> ○ Lifting technique workshops ○ Aging prevention (huh? Oxymoron?) ○ Disease Management ○ Add prevention style programming for age 40+(staff) 	
<ul style="list-style-type: none"> • Focus on mindfulness (RMD) <ul style="list-style-type: none"> ○ Provide mindfulness programming for campus ○ Provide mindfulness topic for departments ○ Create a train the trainer program ○ Learn about wellbeing index (Harvard) 	Ruth creating PIP
1c. Update fitness testing protocol	
<ul style="list-style-type: none"> • Incorporate functional testing (TJM) 	Completed 8/31/2016
1e. 5 year benchmarking	
<ul style="list-style-type: none"> • Attend IVY Wellness conference (all) 	2. If they are doing again.
3. Gain national/international recognition	
3a. Increase presence at national conferences	
<ul style="list-style-type: none"> • ACSM expo (Ruth/Kerry will propose for ACSM 2016) 	1. Proposal sent/waiting to hear.
<ul style="list-style-type: none"> • CUWFA 	
<ul style="list-style-type: none"> • NIRSA (National and Regional) 	
3b. Apply for new award <ul style="list-style-type: none"> • AHA new award 	1. Applications due in March
4. Improve organizational effectiveness to maximize financial and staff resources	
4a. Evaluation/Data Analysis	
<ul style="list-style-type: none"> • Decide how we want to evaluate 	

<ul style="list-style-type: none"> • VOI survey, bi-annual survey 	
<ul style="list-style-type: none"> • Publishable data? Relates back to utilizing Cornell expertise 	
<ul style="list-style-type: none"> • Develop and streamline process for Truven data analysis in collaboration with Benefits 	
4d. Go Paperless	
<ul style="list-style-type: none"> • Complete Rec Track install for memberships, registrations, and client records 	By January 2017
<ul style="list-style-type: none"> • Sunset ID Scan and CS Gold and Qualtrics (registrations only) 	By June 2017

Appendix E

Healthy People 2020 Focus Areas

- Physical Activity
- Nutrition
- Weight Status
- Iron Deficiency
- Older Adults
- Arthritis
- Osteoporosis
- Chronic Back Conditions
- Diabetes
- Genetic Counseling
- Health
- Hypertension
- Cholesterol
- CVD/Heart/Stroke
- Smoking