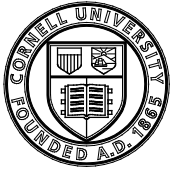


FY 2016-2017



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 are focused on nutrition, fitness, and general health education. This year marked the Wellness Program's 28th anniversary.

Strategic Efforts

Cornell Wellness relies on a comprehensive strategic plan to continually meet the needs of our stakeholders. The areas of focus include: to provide best practices in the areas of fitness, nutrition, and wellbeing; to gain national and international recognition; and to improve organizational effectiveness.

Best Practices

Rebranding results: In an effort to increase focus on individuals and departments and decrease focus on the fitness centers, Cornell Wellness shifted its marketing strategy, altered its name, and maximized its focus on outreach while minimizing the focus on the fitness center memberships. In this second year after rebranding, Cornell Wellness has experienced dramatic growth in department work. The staff has enjoyed presenting over 46 times to departments on topics such as taking healthy breaks, nutrition, mindfulness, and more. This is a 24% increase from last year. Plus we continue to meet with members and nonmembers either in our offices or at the employees' offices to discuss fitness, nutrition, and wellbeing.

Mindfulness: This year, mindfulness and meditation were strategic priorities. In addition to increasing both programming and department offerings, Cornell Wellness created a relationship with an internationally known meditation teacher, David Gandelman. This collaboration resulted in a series of live meditation events as well as several virtual opportunities for Cornell employees.

National/International Recognition

NIRSA Conference. Two Cornell Wellness staff had the opportunity to present *Wellness: What Really Works* at the National Intramural Recreational Sports Association (NIRSA) conference. This was a wonderful opportunity to share helpful information, generate ideas, and promote our organization.

Cameroon. One Cornell Wellness staff, in collaboration with Cornell's Department of Developmental Sociology, spent a week in Cameroon, West Africa, meeting with Parliament, presenting to the Institut National De La Jeunesse Des Sports (National Institute of Youth and Sports), and participating in TV interviews to promote fitness as a way to influence a culture of peace in this country.

Organizational Effectiveness

Fitness Intern. For the first time, Cornell Wellness worked with fitness interns from Des Moines University and Ithaca College. In addition to providing an opportunity for students to learn and grow, our organization benefitted because of these individuals' contributions to our special projects.

RecTrac. This new member management system went live in January 2017. RecTrac allowed Cornell Wellness to better collect swipe data to evaluate user participation. Swimming swipes are now counted, as of January 2017, which will help report on broader usage metrics for future annual reports.

Truven. Cornell Wellness continued to work with the Human Resources analytics team and captured health metrics by looking at usage vs medical expenditures. While the data looked promising, it is too early to report out on any significant results. This is an ongoing project.

Value On Investment. This strategic area is a work in progress. This past year was spent developing and piloting a survey that captured how participation in flagship programs positively influenced the employee's experience at Cornell University.

Future Directions

Fitness Testing: A new functional fitness testing protocol will give much needed updates to the protocol that had been in place for the past 28 years. Functional fitness testing more closely replicates the activities of daily living and will be used to prescribe appropriate exercises for individual improvement.

Benefits Services: The new director of benefits services is interested in increasing participation with Cornell Wellness to align both strategic plans. With new leadership comes new opportunities, and Cornell Wellness is looking forward to more interaction, collaborative work, and coordinated planning.

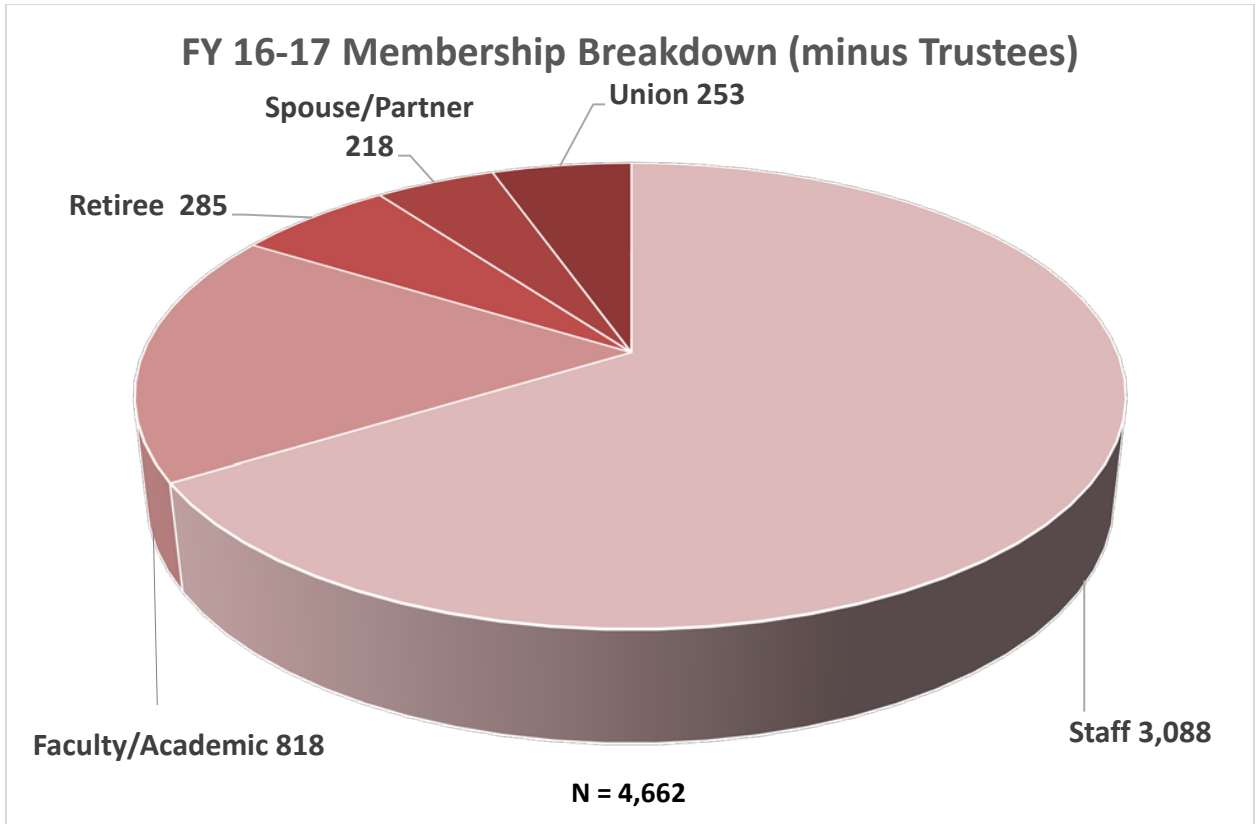
Wellness Statistics, Metrics & Evaluation

Membership Statistics*

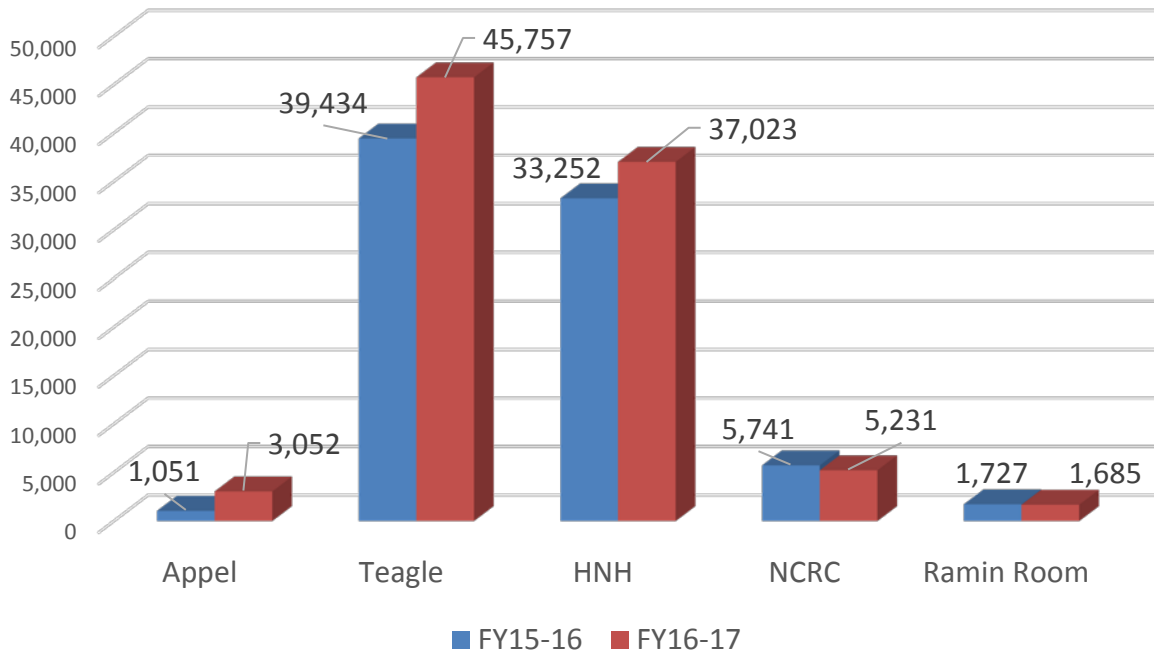
- **4,662 staff, faculty, retirees, and their spouses/partners joined as of June 30, 2017. This represented a 7.35% increase over last year.**
- **2,893 members joined through the Cornell Program for Healthy Living insurance plan (see CPHL details below). This was a 14% increase from last year.**
- **Note: with the first year implementation of our new tracking system, we were unable to report out on scholarship and Worker's Comp membership numbers.**
- **286 members were retirees and retiree spouses representing a 2.14% increase over last year.**
- **There were:**
 - 1,995 card swipes at Appel Commons Friedman Fitness Center (plus 1,057 for classes);
 - 39,714 swipes at Teagle (plus 6,043 for classes);
 - 27,119 swipes at Helen Newman (plus 9,904 for classes);
 - 3,773 swipes at Noyes (plus 1,458 for classes);
 - 1,685 swipes in the Ramin Room for group fitness classes;
 - **72,601 total swipes for fitness centers plus 20,147 total swipes for group fitness classes;**
 - **92,748 total swipes.**
- Attached, please also find demographic data for Cornell Wellness (Appendix A).

***Rec Trac Database:** As of August 2016, Cornell Recreational Services implemented a new database from Vermont Systems. The implementation consisted of a database build, integration of Cornell specific details with collaboration with multiple departments, and a

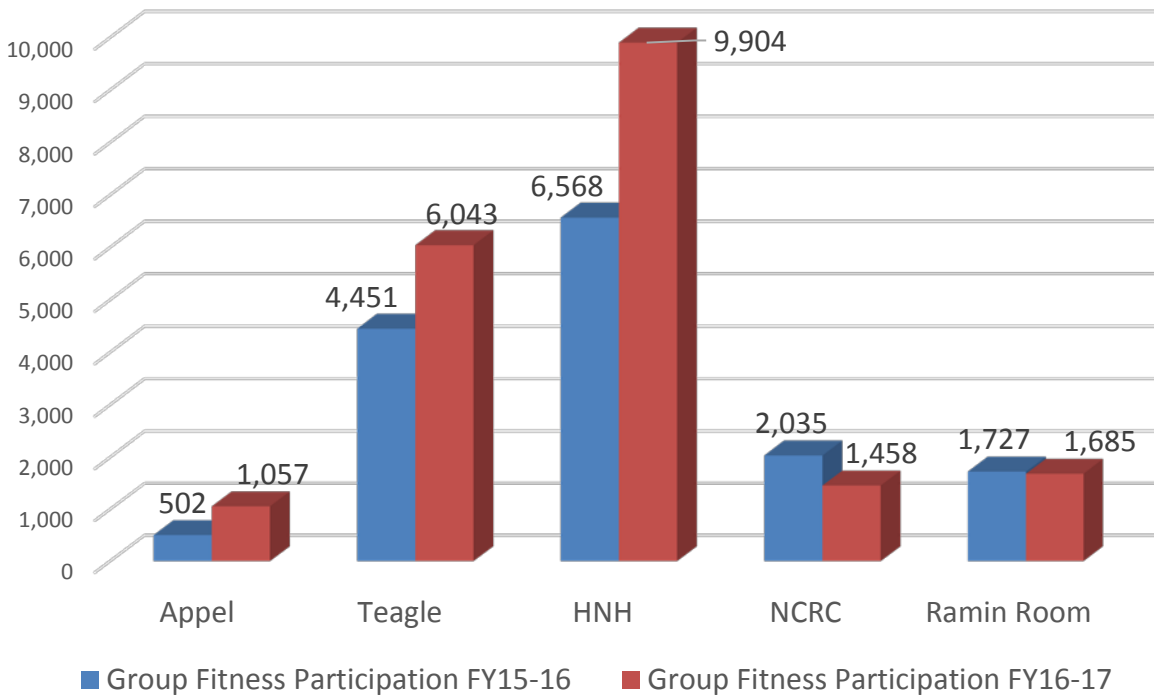
year-long curve of transition and flexibility with usage of the system. Some of our card swipe data was inflated due to an issue with member swipe tracking. Specifically, fitness center card swipe data for Teagle and Appel are inflated due to group fitness swipes being counted as fitness center swipes at those two specific sites where there is only one card reader tracking both data sets. This will be corrected but affected this fiscal year's fitness center usage metrics. Group fitness metrics are accurate to the best of our knowledge.



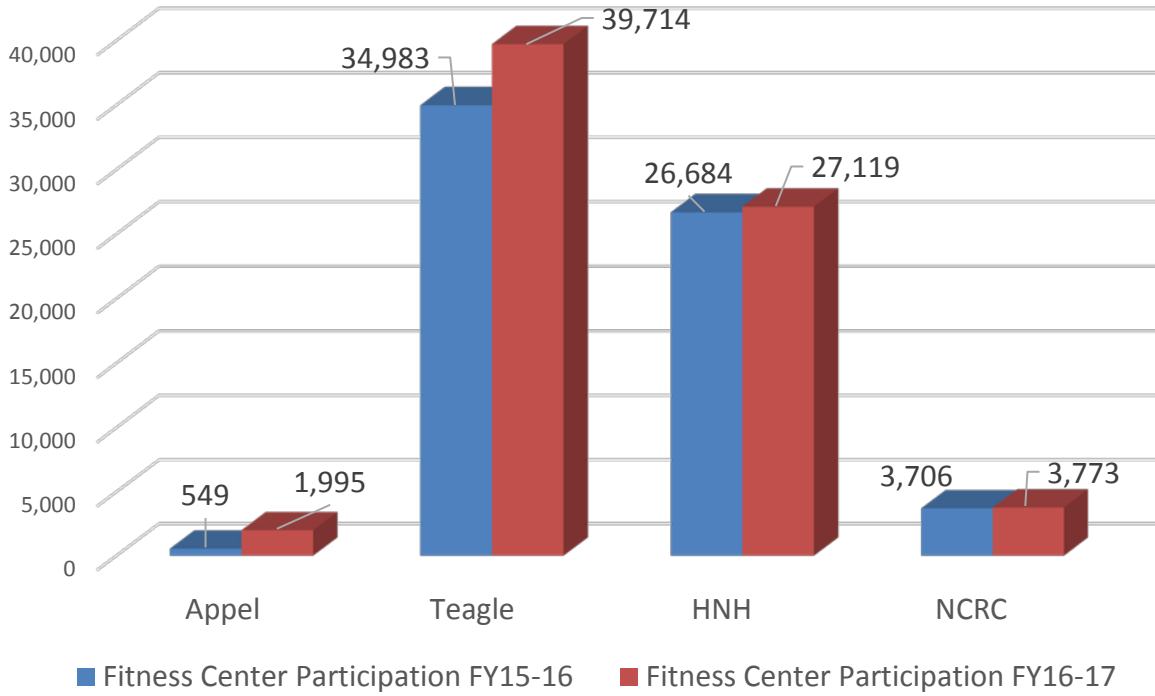
Total Swipes By Location - FY15-16 vs. FY16-17 Fitness Center and Group Fitness Swipes only (no swimming)



Group Fitness Swipes By Location - FY15-16 vs. FY16-17

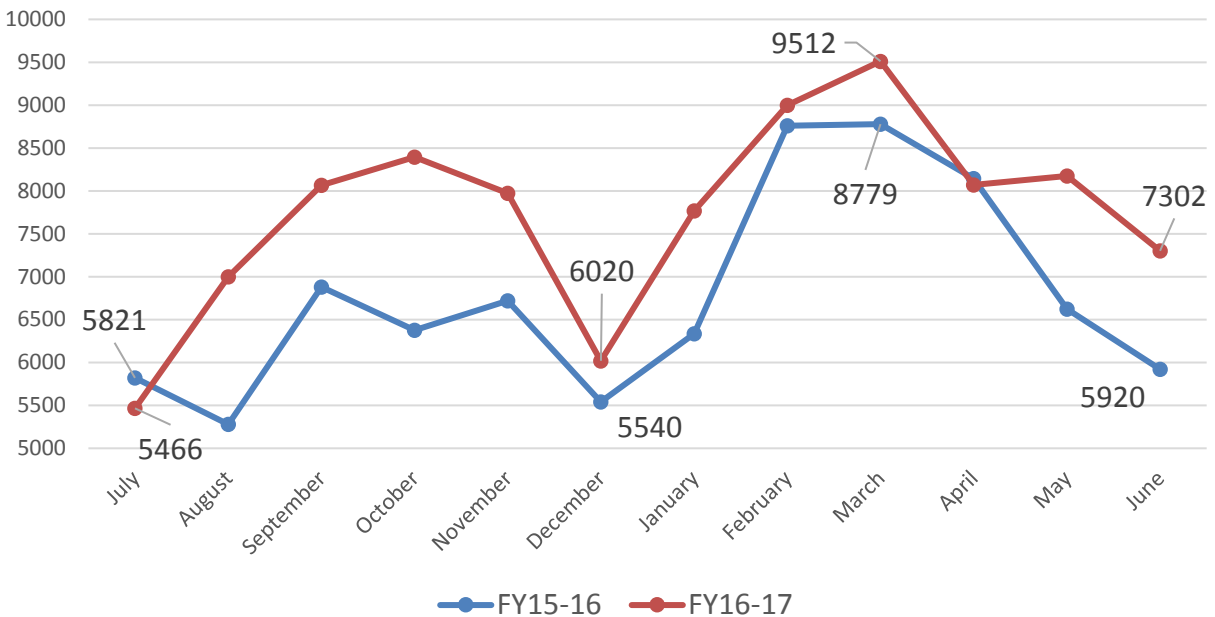


Fitness Center Swipes By Location - FY15-16 vs. FY16-17

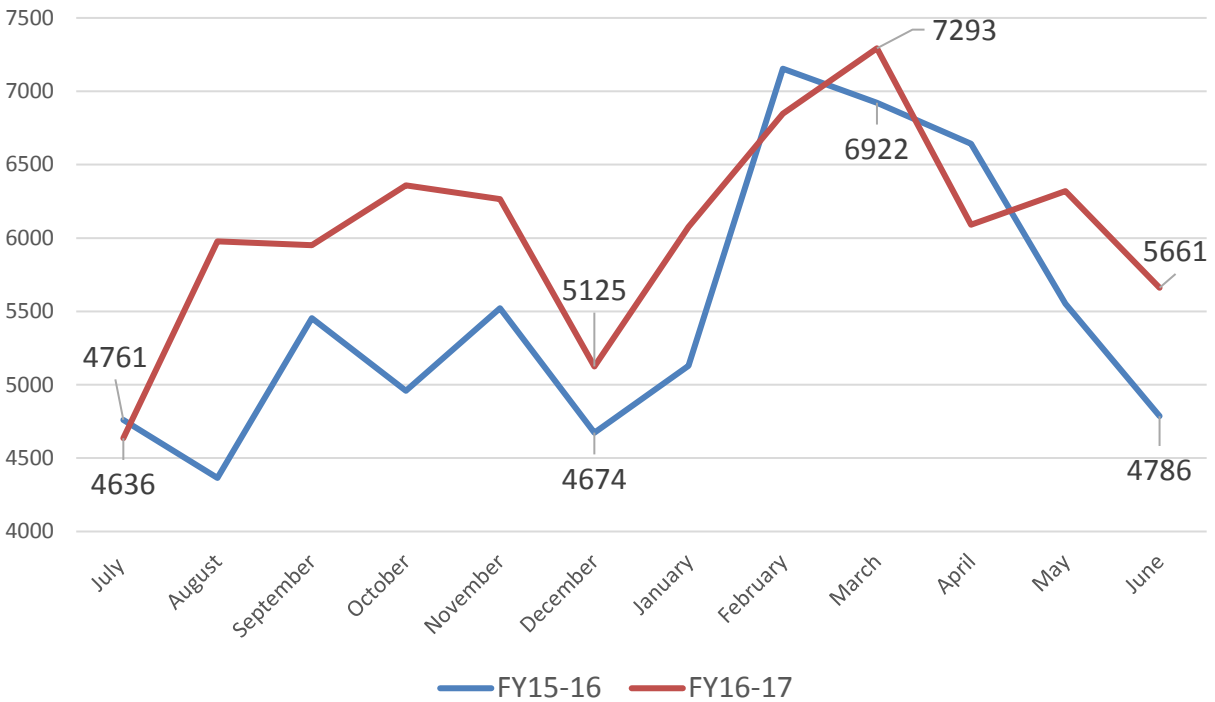


Total Card Swipes By Month FY15-16 vs. FY16-17

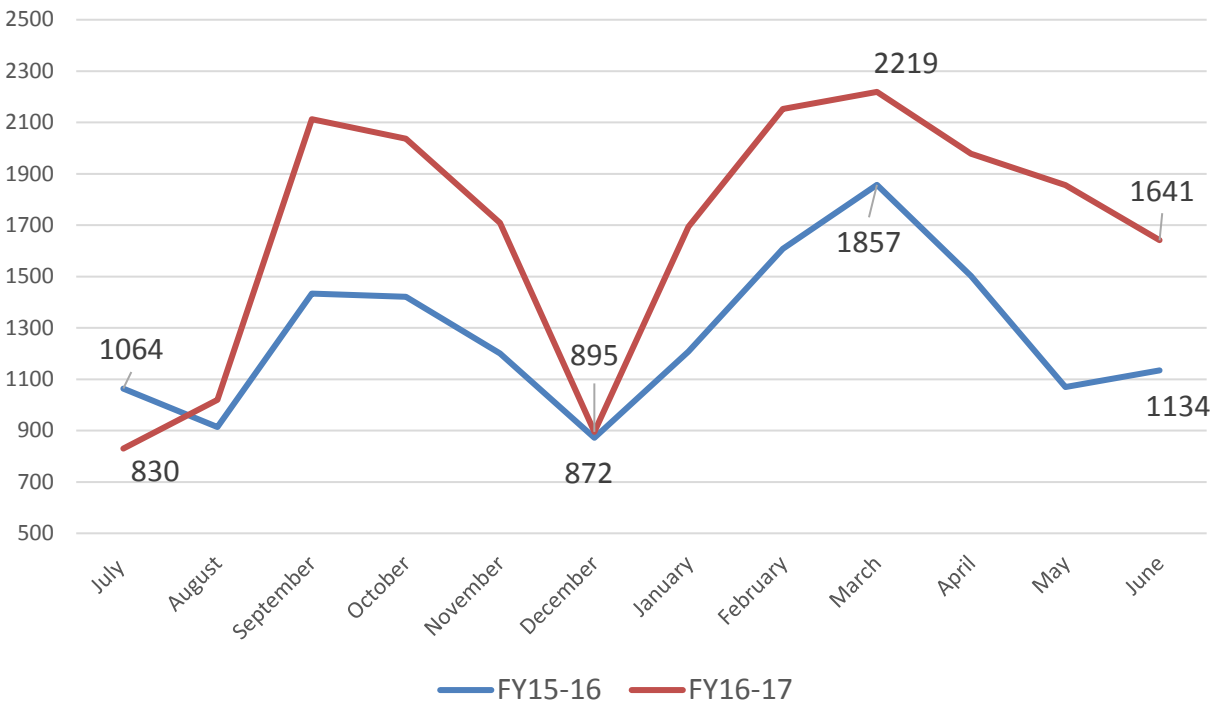
Fitness Center and Group Fitness Swipes only (no swimming)

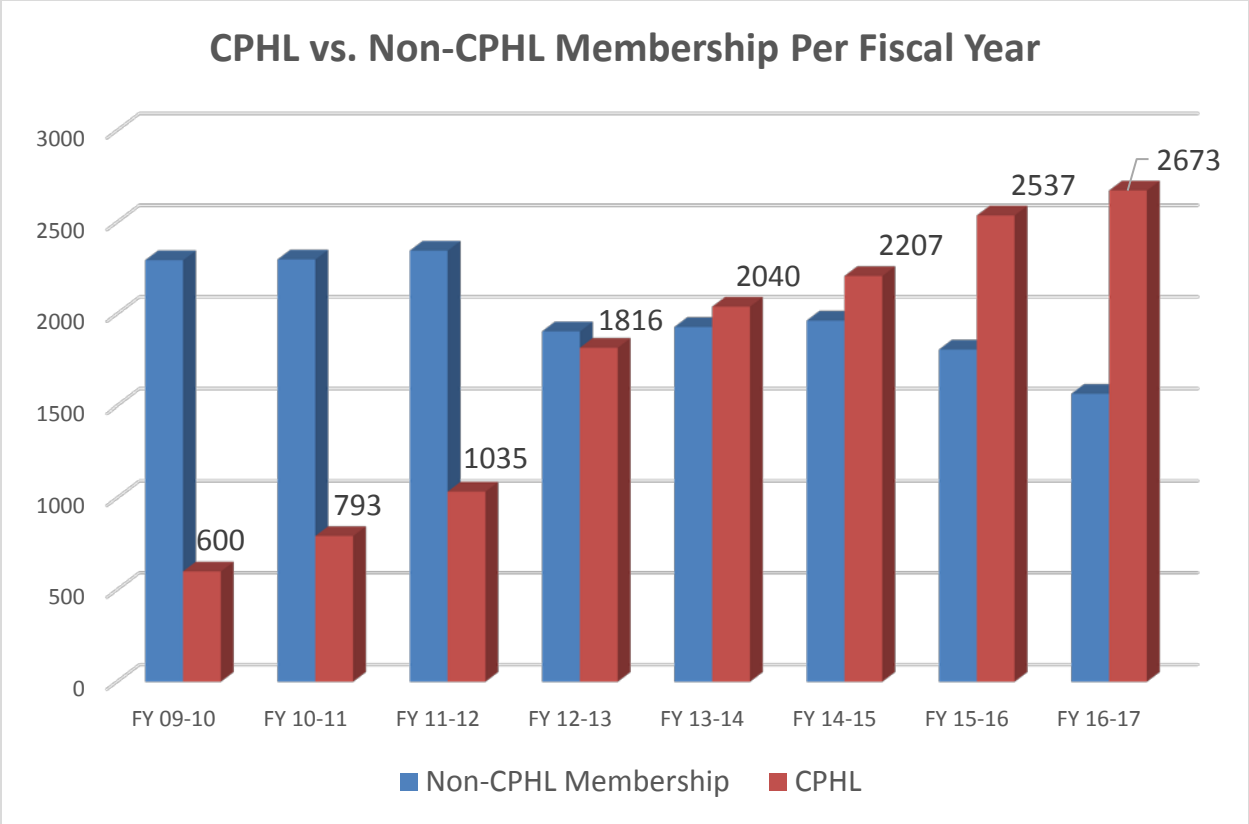


Fitness Center Swipes FY15-16 vs. FY16-17



Group Fitness Swipes FY15-16 vs. FY16-17





Cornell Program for Health Living (CPHL)

Cornell Wellness completed its eighth year of collaboration with CPHL. Working with 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 FY15-16, 2,537 CPHL members used the Wellness Recreation benefit; in F16-17, the number climbed to 2,893. This represented a 14% increase.

Toni McBride Scholarship

The Toni McBride Scholarship fund continued to support a portion of Wellness Recreation memberships for those members who requested and met the criteria for assistance. Due to inaccuracies with our new database, Rec Trac, our number of members who participated using a scholarship was undetermined for this year. However, this will be remedied for next year.

Wellness Staff Metrics

Below is information on one-on-one appointments by the Cornell Wellness staff that assisted members with meeting their wellness goals.

- Total individual consultations (one-on-ones for fitness, nutrition, life coaching) by staff (including 2 part time personal trainers and 1 part time nutritionist): 927. This represented a 31% decrease from last year. Part of this decrease was due to losing a part time staff person for a period of time for maternity leave.
- Wellness staff facilitated 641 fitness, 237 nutrition, and 49 life coaching meetings.

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 Survey Fall 2016 Results (Appendix C)
- Wellness Advisory Committee feedback (Appendix D).
- Wellness Strategic Goals 2016-2019 (Appendix E).
- Healthy People 2020 (Federal Government document released every 10 years) focus areas (Appendix F).

The needs assessment data informed the strategic plan, identified programming areas, and provided development direction for the full time staff.

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 Cornell Wellness outreach and member programming.
- Testimonials and success stories from individuals and departments.

Feedback surveys showed that employees were taking away valuable learnings and that our presenters were doing an excellent job.

Member Programming

Wellness Recreation members had access to the fitness centers and group fitness classes managed by the Cornell Fitness Centers. Members were 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), issue room services, and had the registration fee for PE classes waived through the Athletics Department. In addition, members had access to the Healthy Living Program which included group fitness classes and specialty offerings.

Healthy Living Program

The Healthy Living Program was open to all Wellness Recreation members, however, the offerings through this program were catered towards the older adult and retiree populations. Offerings included light to moderate intensity group fitness classes called Classes For Healthy Living (7,040 participations), Love Living At Home presentation (12 participants), 5 Botanic Gardens tours (15 participants, 17 participants, 10 participants, 28 participants, 30 participants), 2 senior fitness testing sessions (63

participants total), Apple Orchards tour (63 participants), Breakfast Cooking demo (5 participants), Staying Strong lecture (50 participants), Strong Bones lecture (25), and a social potluck (12 participants).

Classes For Healthy Living - These classes were appropriate for individuals who had gone through joint replacement, suffered from arthritis, experienced lingering joint pain from injury, and who wanted to improve their balance and more. Classes embodied our vision of inclusion, offered participants individualized attention to be successful, and promoted an environment of camaraderie and personal success. These classes were held mornings 8:00 AM – 11:00 AM to maximize fitness facilities during quiet times.

- **Pilates** – controlled endurance training built spinal stability, posture, and core strength. 213 participations (Spring only).
- **Ripples** – exercise in shallow and deep water kept impact low while muscles and cardiovascular system were strengthened. 1,386 participations.
- **Strength Training/Pilates** - resistance training class helped build bone density, reduced the risk of falling, and strengthened muscles. 883 participations.
- **Yoga: Gentle Yoga/Iyengar Yoga** – class participants explored body alignment and placement within each yoga posture at a slow pace. 682 participations.
- **Zumba Gold** – heart health, improved balance and coordination, and having fun were emphasized while participants moved to the Latin rhythms of Zumba. 884 participations.
- **Restorative Yoga** – increased range of movement in all joints in the body, and focused on restoring balance to the body. 455 participations.
- **Spinning** - indoor stationary cycling class that combined basic cycling movements with motivational coaching, breathing awareness, and heart rate training. 208 participations.
- **Cardio Dance/Low Impact Aerobics** – low to moderate intensity aerobic dance performed to music. 78 participations (Spring only).
- **Barre** - different aspects of strength training were explored in this class that included breathing, posture, alignment and isometrics. 660 participations.
- **TRX** - functional, small group class designed to build muscular strength and endurance that utilized TRX training straps. 199 participations (Spring only).
- **Functional Circuit** – Interval training class that improved muscular strength, cardiovascular fitness, and functional mobility. 298 participations.
- **Walking Group** – social group worked on cardiovascular, respiratory health and endurance. 83 participations.
- **Sit and Be Fit** - This class focused on total body strength training, range of motion exercises and stretches. Great for active older adults who needed extra support or individuals with physical limitations. 253 participations.
- **Power Wave** – Utilized the Escape Functional Equipment and Shock Wave Power Rowers, this high intensity interval class focused on strength and cardio endurance. 65 participations (Spring only).
- **Belly Dancing** – Middle Eastern dance class. 18 participations (Spring only).
- **Meditation** – Multiple styles of mindfulness meditation were practiced, through body scans, imagery, and breathe work that slowed the mind and brought relaxation to the body. 24 participations (Summer only).

Short Duration Group Exercise Classes (not part of the Healthy Living 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. 3 classes total were offered, each class running weekly for 6-8 weeks. Approximately 13 participated in the Fall, 9 in Spring on Mondays, 6 in Spring on Wednesdays.
- **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. 2 classes total were offered. Each class had two parts. Approximately 12 participated in the Spring on Mondays, 10 on Wednesdays.

Individual Meetings with Staff

- **Nutrition Counseling** conducted by two Registered Dietitian Nutritionists (RDN), was offered to employees, retirees and their spouses/partners. This year, we did not include students. The Cornell Fitness Centers hired their own RDN for a period of time. Nutrition counseling 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 237 meetings with the RDN's. This represented a 20% decrease. 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.
- **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 641 of these individual meetings occurred between employees and the Wellness staff this past year. This represented a 36% decrease.
- **On-going Personal Training** continued to be offered with 8 people who requested the fee-based service. This represented a 20% decrease. 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 was charged for on-going personal training; sessions were purchased in 4 packs.
- **Physical Fitness Testing** was offered by request to members. 10 fitness tests were performed. The fitness testing included: BP and resting HR measurement; height, weight, and % 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

- **Escape Fitness Primer** – Participants spent time with a staff member, who is also an Escape Fitness Trainer, to learn how to use the Escape Fitness equipment that was added to multiple fitness facilities this past year, properly and most effectively. 2 offerings. 9 total participants.
- **TRX Primer** – With the addition of TRX trainers in multiple fitness facilities, our staff offered 5 small group workshops called "TRX Primers" that educated participants on the modality. 35 total participants.

- **Deadlift Workshop** – This specialized single session training, offered by staff during the summer, taught fitness center users how to properly execute deadlifts using Olympic bars. 4 participants.
- **Squat Workshop** - Form and methods used when performing a squatting exercise were instructed by staff. 3 single-session workshops total were offered. 16 total 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.

Big Red Rec Bingo Event

Big Red Rec Bingo was a new month long event coordinated by Cornell Recreational Services (Cornell Wellness is part of Rec Services and helped coordinate this event) and open to the entire Cornell community (including students). The bingo game was played with a traditional bingo board that was customized to illustrate various fitness and wellbeing opportunities on Cornell’s campus. The 25 bingo squares contained fitness and wellness challenges such as checking out various fitness centers and group fitness classes, trying new exercise equipment, doing “deskercises,” stretching, and meditating. Participants were entered into prize drawings for every bingo they earned, and were entered into the grand prize drawing if they completed all 25 bingo squares. A few hundred people participated; only four completed all 25 squares.

Bike to Work/School Day Event

This event, which occurred throughout Tompkins County, was coordinated by Cornell Transportation, Tompkins County Cooperative Extension and Cornell Recreational Services (Cornell Wellness is part of Rec Services and helped coordinate this event). Rec Services and Cornell Transportation organized all aspects of the single-day event on Cornell’s Ithaca campus. Highlights of the event included 6 grab-and-go breakfast stops, multiple prize giveaways, and educating the community on bicycle safety. 270 participants filled out a post-ride survey that gave them entry into the prize drawing. This was a 62% participant increase from the previous year.

Classes/Lectures/Workshops & Webinars

- **Guided Meditation** – Guest instructor David Gandelman led this in-person workshop on guided meditation that included an overview on what guided meditation was and its’ many important health benefits. Attendees got to experience a live guided meditation and learned where they could access more meditations through multiple platforms that fit their personal preferences. 30 participants.
- **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.
- **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 – 12 participants.

- **Eating For Your Best Self Lite** – a 6 week web-based class – Based on the intensive class, but shorter, and less intense. 6 participants.
- **Eating With Diabetes 3 Part Webinar** – Focused on diabetes basics, healthy nutrition, and carbohydrate counting. 6 participants.
- **Dip The Scales 3 Part Webinar** – Covered healthy eating with tips on creating a calorie deficit to encourage weight loss. 13 participants.
- **Cooking Demo – Protein Meals: What’s Enough, Bro?** – Cooking demo that focused on protein nutrition and high protein vegetarian sources. 25 participants.
- **Make and Take Dinner** – A social wellness offering where participants made 2 dinners together; one to eat together, and one to take home. 20 participants.
- **Indian Cooking Demo** – Guest instructor Radhika Nayak led this noontime Indian cooking demo that provided information and education to the group as she prepared three separate dishes. This offering was so popular, she came back to offer it a second time. 90 participants total.
- **Indian Cooking Demo** – Guest instructor Asya Ollis demonstrated preparation of several south Indian dishes during this evening social wellness event. Attendees helped cook these dishes and then sat down with each other to share the meal and make new connections. 22 participants.
- **Cooking Class - Casseroles** – A cooking class where participants created gluten free dishes. 15 participants.
- **Plant Based Eating – Vegan and Gluten Free** – A cooking demo where attendees learned three delicious plant-based dishes – one entree, one side, and one dessert. These vegan dishes were meat, dairy, and gluten free as well as free of other typical allergens. 36 participants.
- **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 – 51 participations, Spring – 53 participations.
- **Walk To Run Class** – This 11 week class met twice per week to slowly and safely build individuals from walking to running 3 miles. 25 participants.
- **The 250 Plan Class** – 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.

Fruit To Work Event

One-Week Bingo Contest for Employees. This promotion was made in collaboration with the Tompkins County Worksite Wellness Coalition. Multiple employers in Tompkins County participated. Employees were challenged to pay attention to their fruit and vegetable consumption and appreciate the benefits in including them in the diet. 60 Cornell employee participants.

Life Coaching

Half-hour coaching sessions were offered to employees upon request. Wellness staff are trained as Intrinsic Coaches®. Throughout the year 49 people participated in the coaching sessions either in person or by telephone. That represented a 4% increase in coaching sessions over the previous year.

Reverse Indoor Triathlon Event

This was the inaugural offering of the Cornell Recreational Services Reverse Indoor Triathlon (Cornell Wellness is part of Rec Services and helped coordinate this event). The triathlon consisted of a 20 minute run on treadmills in the HNH Fitness Center, a 15 minute bike on the spin bikes in the Dance Studio and a 10 minute swim in the pool. Registration was open to the entire Cornell community (including students) and reached its max within a couple of weeks. 45 participants.

Run/Walk @ (To) Work/School Day Event

Employees and students participated in this one-day event by logging 2 continuous miles through running or walking at some point throughout a 24 hour time period. This event saw 374 participants complete the challenge and enter themselves into the prize drawing by way of survey. This was the first year Cornell Recreational Services (Cornell Wellness is part of Rec Services and helped coordinate this event) and Cornell Transportation collaborated to host this fun one-day event and we saw an 82% increase in participation from the previous year, including significant interactions within social media platforms. Prior to this year, Cornell Wellness, instead of the larger Rec Services unit, co-coordinated this with Cornell Transportation.

Social Wellness

Wellness' Advisory Committee identified social wellness as being of high importance to the Cornell community. An Ad Hoc committee was formed to further define social wellness and its relationship to Wellness offerings. It was determined by the committee that Cornell Wellness staff could do two things 1) provide a platform for individuals within the Cornell community to connect with one another about common interests in group activities such as bicycle touring, guided kayak trips, cooking classes, dance classes, etc. and 2) provide opportunities for people to meet face to face to network over these shared social activities. The outcomes were two Fall Mixers coordinated by Wellness staff, one in the evening and one during the midday, with about 20 attendees each. Additionally, two social wellness cooking demos were held, also with approximately 20 attendees each. And, a snowshoe excursion was held, unfortunately only 2 people participated. Lastly, two platforms were created, one was a dedicated Facebook page for CU Social Wellness and the other was an e-list. After one year, one of the main learnings by our staff was that if a social wellness event was organized by our staff it would typically be well attended, however, individuals outside of our staff would not self-generate group social wellness activities (ex. there was very little to no posting to the e-list or Facebook page by community members asking others if they wanted to take a dance class or a cooking class, etc.).

Tobacco Cessation Options

Wellness staff coordinated smoking cessation offerings which included one-on-one counseling, tele-counseling, and group counseling upon request. 10 people consulted on smoking cessation. This represented a 50% decrease.

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

Cornell Wellness staff fulfilled 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 that requested these offerings are listed below.

- **School Of Integrated Plant Science** – “Smart Eating For Busy Families” – 30 participants
- **SC Johnson College of Business BSC** – Mexican Themed Team Building Workshop, 12 participants
- **Biomedical Engineering** – “Desk Stretches” – 6 participants
- **CCE Meeting** – “Being Well During Your Work Day” – 400 participants
- **EHOB** - Meat CSA Information Session - 8 participants
- **EHOB** – Fall Harvest Cooking Demo – 20 participants
- **EHOB** – Individual Wellness meetings (nutrition/fitness) – 3 days - 7 participants
- **EHOB** – Decompress At Your Desk Stretches – 15 participants
- **EHOB** – Plant Based Cooking Demo – 21 participants
- **EHOB** – Summer Surprise Cooking Demo – 14 participants
- **Seneca Place** – Healthy Eating Workshop - 10 participants
- **Vet Complex (Diagnostic)** – Strength Training Exercises Demo and individual wellness consultations – 20 participants for demo, 3 consultations
- **Vet Complex (Administrators)** – “Exercising When Your Schedule Is Nuts” – 20 participants
- **Vet Complex** – Cooking Demo – 18 participants
- **Vet Complex** – “Smart Eating For Busy Families” – 13 participants
- **PSB** – Fall Harvest Cooking Demo – 15 participants
- **Polish Language Class** – Polish Vegetarian Cooking Demo – 8 participants
- **Weill Hall** – Fall Harvest Cooking Demo – 14 participants
- **Computer Science** – Fall Harvest cooking Demo – 14 participants
- **Human Ecology** – Pasta Making – 12 participants
- **Cornell Institute For Healthy Futures** – At Work Stretches – 15 participants
- **IPP** – “Wellness Beyond The Fitness Centers” – 10 participants
- **IPP** – “Exercising When Your Schedule Is Nuts – 12 participants
- **IPP** – “Mindfulness” - 8 participants
- **IPP** – “Top 10 Ways To Stay Motivated To Exercise” – 4 participants
- **IPP** – “Smart Eating For Busy Families” – 7 participants
- **Registrars** – “Incorporating More Wellness Into Your Work Day” – 16 participants
- **Registrars** – “Healthy Snacks Demonstration” – 15 participants
- **Law School** – “Taking Healthy Breaks” – 8 participants
- **Dining Services** – 4 days of approximately 2 hours of workshops including the following themes: What wellness has to offer, guided meditation, stretching, and strength training. Number of participants per day were: 50, 40, 25, 200
- **Seneca Place** – “Smart Eating For Busy Families” – 12 participants
- **Seneca Place** – “Mindfulness” – 12 participants
- **Seneca Place** – “Meditation” – 21 participants
- **Graduate School** – Stretches – 25 participants
- **Plant Science** – “Walking Meetings” – 4 participants
- **Ives Library** – “Wellness And Worklife Perks” – 30 participants
- **Olin Library** – “What Is Wellness” – 15 participants
- **DFA** – “Smart Eating” – 21 participants
- **Financial Aid** – “Meditation” – 30 participants

- **Dyson** – tabling – 50 participants
- **RA Training** – Wellness Panel – 75 student participants
- **Rose House** – “Nutrition And Fitness” discussion – 3 students
- **NSCOP** – “Wellness And Worklife” new supervisor training course – 25 participants, 35 participants
- **HR** – “Mindfulness” – 75 participants
- **Einuadi Center** – “Taking Healthy Breaks” – 30 participants
- **RPCC** – “Mindfulness Meditation” – 28 participants

Collaborations

- **University Collaborations**
 - Benefair Health Fair - tabling
 - Vet Gala Health Fair - tabling
 - BTI Health Fair - tabling
 - Staff Development Day – tabling and lecture
 - Graduate Resource Fair – tabling
 - Undergraduate Resource Fair – tabling
 - Cornell Dining – promote gluten free dining hall
 - Cornell Police – fitness testing
 - Cornell Botanic Gardens – walking tours
 - Cornell Transportation – two events
 - Apple Orchards – walking tours
- **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. Met with management in-person to discuss potential collaborations and cross-promotions. Ran deal for employees to be able to utilize either of the facilities at reduced cost during Cornell’s winter break period.
 - Tompkins County Cooperative Extension. Collaborated on Bike To Work/School Day event. Collaborated on Fruit To Work event.

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

- Developed Counseling for Nutrition Professionals eCornell Certificate (to be release by 2018)
- Co-taught NS6250 Community Nutrition in Action for ½ semester to Cornell Nutrition graduate students (filled in for faculty on maternity leave)
- Taught NS4250 Nutrition Communications and Counseling to Cornell dietetics students (spring 2017)
- CPR/AED/First Aid recertification

Kerry Howell

- Presented at NIRSA 2017 National conference, National Harbor, MD, February 2017
- Completed 1 credit towards Nutrition & Health Promotion Certificate, Central Arizona College
- CPR/AED/First Aid recertification

Ruth Merle-Doyle

- Presented at NIRSA 2017 National conference, National Harbor, MD, February 2017
- Presented to 400+ CCE employees via Zoom, April 2017
- Facilitated HR Planning Committee on Work/Life Navigation, May 2017
- Facilitated planning of Ivy Wellness Meeting, May 2017
- Supervision of 2 IC students: Brody Bently and Paige Flynn
- CPR/AED/First Aid recertification

Keri Johnson

- Cross Fit Level One Certification
- Development Sociology collaboration trip to Cameroon, West Africa
- CPR/AED/First Aid recertification

Appendix A

Demographic Data FY 2016-2017

	Wellness Program Number	Percentage %	Cornell University Number	Percentage %
American Indian/Alaskan Native	4	0.11%	22	0.19%
Asian	397	11.02%	1177	10.14%
Black or African American	134	3.72%	379	3.26%
Hispanic/Latino	140	3.88%	388	3.34%
Multi-Racial				
Native Hawaiian/Oth Pac Island	7	0.19%	12	0.10%
Not Specified	17	0.47%	59	0.51%
White	2905	80.60%	9572	82.45%
<hr/>				
Endowed	2862	79.41%	7880	67.88%
Contract College	742	20.59%	3729	32.12%
<hr/>				
Exempt	2487	69.01%	6890	59.35%
Nonexempt	1117	30.09%	4719	40.65%
<hr/>				
Female	2040	56.60%	5827	50.19%
Male	1564	43.40%	5778	49.77%
Other	0	0%	4	0.03%
<hr/>				
Faculty	480	10.30%	1569	13.52%
Non-Faculty Academic	338	7.25%	866	7.46%
Retiree	285	8.26%		
Staff	3088	66.24%	7813	67.30%
Union	253	5.43%	1361	11.72%
Spouses/Partners	218	4.68%		

Appendix B

Medical Data - Cornell Benefits Office – CY 2016

Please note when comparing to previous fiscal year medical data (prior to 2015): 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.

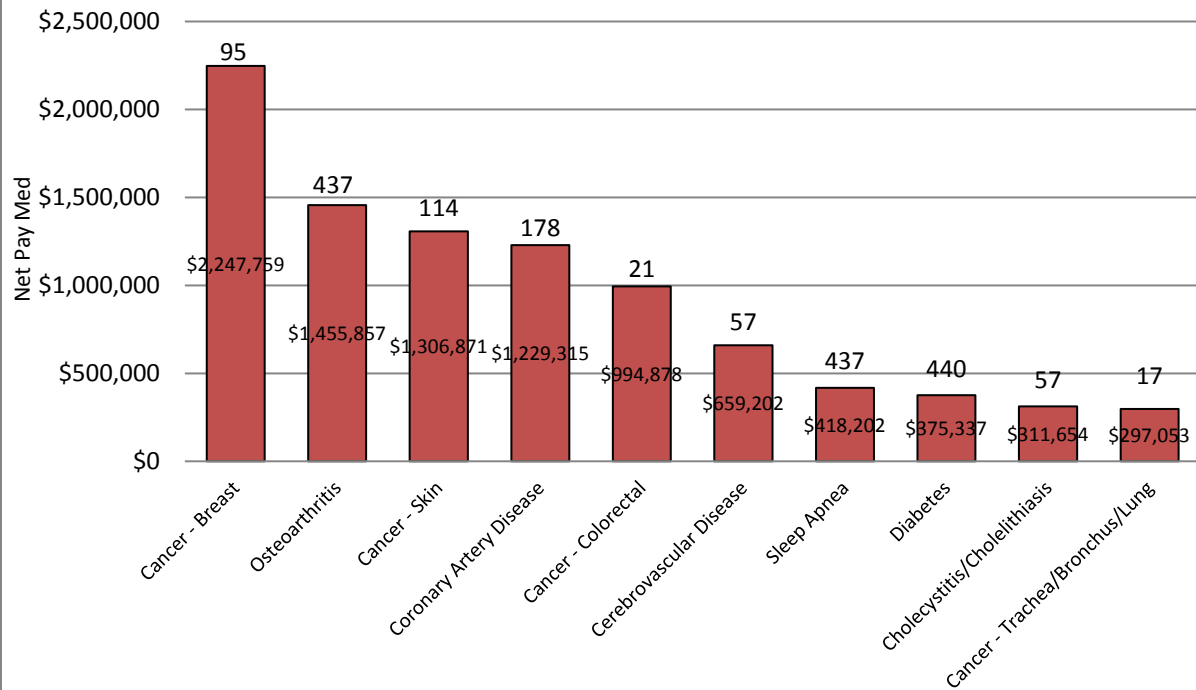
Lifestyle Conditions: Definition and Interpretation

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 \$12.1 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 one-to-one 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,
CY2016**

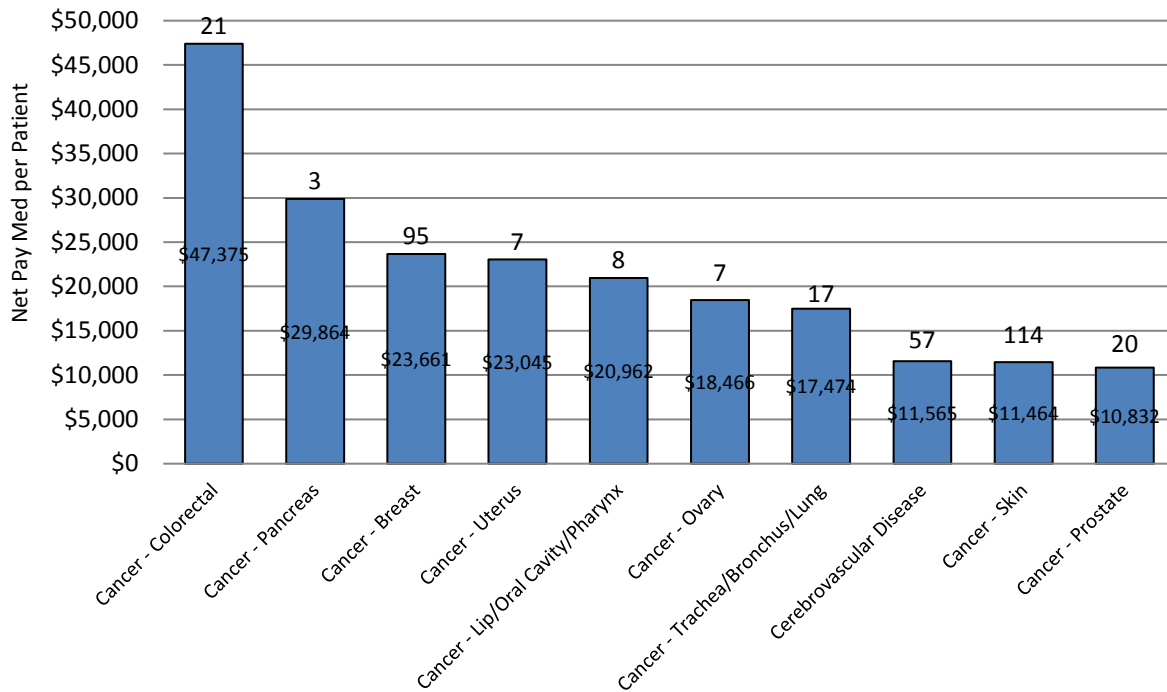


Data Source: Cornell University, Office of Benefit Services

Notes: Figures reflect medical plan 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 plan spending (excluding prescription drugs) on all lifestyle related conditions was \$12,100,271 in CY2016, incurred by a total of 3,905 patients.

**Cornell University Endowed Active Plans' Leading 10 Medical Diagnoses
With Lifestyle Implications by Average Net Pay Med per Patient,
Number Patients Listed, CY2016**



Data Source: Cornell University, Office of Benefit Services

Notes: Figures reflect medical plan 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 plan spending (excluding prescription drugs) on all lifestyle related conditions was \$12,100,271 in CY2016, incurred by a total of 3,905 patients.

Active Plans' 20 Leading Medical Conditions With Lifestyle Implications Sorted by Number of Patients, With Medical Plan Net Payment Listed, CY2016

Clinical Condition	Patients	Net Pay Med	Net Pay Med per Pat
Hypertension	881	\$251,313	\$285
Lipid Metabolism Disorders	733	\$153,646	\$210
Diabetes	440	\$375,337	\$853
Osteoarthritis	437	\$1,455,857	\$3,331
Sleep Apnea	437	\$418,202	\$957
Asthma	390	\$162,404	\$416
Bronchitis, Acute	365	\$78,905	\$216
Malnutrition/Nutritional Disorders	328	\$87,779	\$268
Overweight/Obese	246	\$292,559	\$1,189
Coronary Artery Disease	178	\$1,229,315	\$6,906
Pneumonia	161	\$153,943	\$956
COPD	156	\$66,806	\$428
Constipation	120	\$44,828	\$374
Cancer - Skin	114	\$1,306,871	\$11,464
Cancer - Breast	95	\$2,247,759	\$23,661
Oral Disease	94	\$61,344	\$653
Alcohol Abuse	67	\$169,167	\$2,525
Osteoporosis	65	\$29,337	\$451
Diverticular Disease	62	\$183,427	\$2,959
Venous Embolism/Thrombosis	62	\$79,332	\$1,280
Top 20 Conditions	3,768	\$8,848,130	\$2,348
Total Lifestyle Conditions	3,905	\$12,100,271	\$3,099
Percentage of Total Lifestyle Conditions	96.5%	73.1%	
Top 20 Lifestyle as % of All Conditions	28.9%	14.3%	

Active Plans' 20 Leading Drug Categories Sorted by Number of Patients, With Scripts & Rx Plan Net Payment Listed, CY2016

Therapeutic Class	Scripts	Net Pay Rx	Patients
Antibiot, Penicillins	3,183	\$10,672	2,395
Psychother, Antidepressants	15,359	\$432,593	2,115
Adrenals & Comb, NEC	3,857	\$628,451	1,649
Analg/Antipyr, Opiate Agonists	3,740	\$167,223	1,577
Sympathomimetic Agents, NEC	2,344	\$283,570	1,420
Analg/Antipyr, Nonstr/Antiinflm	2,519	\$54,883	1,411
Antibiot, Erythromycin&Macrolid	1,655	\$22,090	1,385
Antihyperlipidemic Drugs, NEC	7,485	\$477,306	1,280
Antiinflam Agents EENT, NEC	2,499	\$201,271	1,239
Gastrointestinal Drug Misc, NEC	5,201	\$495,806	1,136
Antiinflam S/MM Agnts&Comb NEC	1,472	\$106,209	1,008
Contraceptive, Oral Comb, NEC	6,529	\$189,461	939
Antibiot, Cephalosporin & Rel.	1,026	\$15,542	831
Thy/Antithy, Thyroid/Hormones	5,896	\$46,004	814
ASH, Benzodiazepines	1,919	\$12,926	782
Cardiac, ACE Inhibitors	4,737	\$16,973	768
Vaccines, NEC	776	\$41,323	768
Cardiac, Beta Blockers	4,371	\$67,979	757
Antibiot, Tetracyclines	1,252	\$85,302	748
Antiinf S/MM, Antifungal & Comb	1,197	\$190,729	730
Top 20 Drug Categories	77,017	\$3,546,313	9,443
Total Drug Categories	141,030	\$15,669,387	11,058
Percentage of Total Drug Categories	54.6%	22.6%	85.4%

Active Plans' 20 Leading Drug Categories Sorted by Rx Plan Net Payment, With Scripts & Number of Patients Listed, CY2016

Therapeutic Class	Scripts	Net Pay Rx	Patients
Biological Response Modifiers	145	\$1,742,961	33
Immunosuppressants, NEC	480	\$1,566,635	83
Antidiabetic Agents, Insulins	4,228	\$1,421,473	542
Molecular Targeted Therapy	79	\$956,843	15
Antivirals, NEC	1,729	\$633,916	685
Adrenals & Comb, NEC	3,857	\$628,451	1,649
Gastrointestinal Drug Misc, NEC	5,201	\$495,806	1,136
Antihyperlipidemic Drugs, NEC	7,485	\$477,306	1,280
Stimulant, Amphetamine Type	3,679	\$462,474	519
Psychother, Antidepressants	15,359	\$432,593	2,115
Phosphodiesterase Inhibitors	1,037	\$407,394	285
Misc Therapeutic Agents, NEC	1,239	\$378,271	241
Psychother, Tranq/Antipsychotic	1,087	\$329,763	170
Coag/Anticoag, Anticoagulants	1,156	\$314,973	214
Gonadotropins, NEC	110	\$293,910	31
Sympathomimetic Agents, NEC	2,344	\$283,570	1,420
CNS Agents, Misc.	790	\$247,386	136
Estrogens & Comb, NEC	2,005	\$238,952	407
Anticonvulsants, Misc	2,790	\$204,128	512
Antiinflam Agents EENT, NEC	2,499	\$201,271	1,239
Top 20 Drug Categories	57,299	\$11,718,076	6,714
Total Drug Categories	141,030	\$15,669,387	11,058
Percentage of Total Drug Categories	40.6%	74.8%	60.7%

Appendix C

Wellness Survey Fall 2016 Results

Cornell Wellness planned its offerings to meet the unique needs of the individuals we served within the Cornell community. To this end, we asked the population we served (members and non-members to provide us with feedback that helped, and would continue to help, our planning processes. At the end of Fall 2016, we asked through means of survey, the question “What *are you* wanting in the areas of fitness, nutrition and well-being?”

Specifically, we gave up to 10 unlimited spaces for each person to write in what topics or ideas they had for lectures, webinars, workshops or classes for the Spring 2017 semester and beyond.

Responses were categorized by theme and can be accessed through the links below or on the Cornell Wellness website.

Themes:

[Food related](#)

[Fitness related](#)

[Mind-Body related](#)

[Other related](#)

Appendix D

Wellness Advisory Committee

Friday, November 18, 2016 notes:

Attendees – Beth McKinney, Ruth Merle-Doyle, Keri Johnson, Kerry Howell, TJ Massaro, Jen Gudaz, Dan Olbrych, Todd Bittner, Bruce Barber, Nigel Gannon, Carrie Susskind, Stefana Soitos, Mary Tabacchi, Karyn Bischoff, Melissa Burgess, LaWanda Cook, Gina Giambattista, Annemarie Morse, Lynda Inseque, Rod Keister.

Overview of Strategic Plan – Beth reviewed [Wellness' New 2016-2019 Strategic Plan](#)

Wellness Survey – launched mid November 2016 – Ruth gave overview on just launched open-ended survey asking Cornell community two things 1) list up to 10 programming items you would like to see Cornell Wellness offer 2) if you have taken part in Cornell Wellness offerings within the past 6 months, how has our programming/offerings affected you. Question 2 will allow us a way of gaining self-report metrics and data. There is a need for this type of data when reporting out on VOI of a Wellness Program, but Ivy Wellness Programs are struggling with how to measure VOI and we are taking a stab at this innovative method.

Recap of programming that came out of ideas shared by members of the Advisory Committee – 1) lecture & cooking demo on protein intake and sources for exercisers (well attended) 2) eating with diabetes (3 part webinar series – 50 people registered – only 3 attended – was recorded) 3) Dip the scales – weight loss (80 registered – 10 to 12 attendees per webinar) 4) Risley gluten free dining – chefs table (well attended) 5) Make and Take – Baby Food (cancelled due to low enrollment); Make and Take – Healthy Dinners (well attended) 6) Fall Mixers – two mixers – one noon (on-campus), 1 evening (off-campus) – 21 topics – social wellness e-list created for continued connections (well attended)

Summary of Healthy Aging Program – Keri summarized the diversity and varied offerings provided through the program. Added multiple additional social wellness style offerings to the program. Collaborated with Cornell Plantations for walking tours and Cornell apple Orchards for a tour. Changed up some of the classes for healthy aging classes, such as adding a gymnasium walking group. Next semester will be offering Shockwave, H.I.T.T., and TRX short duration classes.

Suggestions for Future:

- Tour of Geneva wine/cider facilities
- Promoting social wellness things like Apple Orchard tour under something other than Healthy Aging Program
- Walk around Beebe Lake with VP Lombardi
- Mental Wellness/Well-being focus (one example - possibly have current yoga instructors lead mindfulness sessions) (another example – promote Nature RX offerings more – been adopted at Cornell – pocket sights App – developed by Cornell student)

- Next year Transportation is doing a travel survey (bike, pedestrian, bus, car, etc.) – promote this – budget implications and where money is allocated
- Master of Public Health – Vet College – healthy environment, healthy people, healthy animals, healthy plants
- More cooking demos – attended stir dry demo – first time cooked stir fry meals and now does this often – very effective offering. One of the best parts was learning about and seeing different foods that she has never cooked with (ex, bok choy). Encourage Wellness to offer more of these type of cooking demos that introduce new ethnic based cooking methods and dishes.
- Could cooking demos be Webexed and could attend live from your own kitchen? (currently many of the cooking demos have been recorded as short videos and are on the Cornell website.
- Ideas for ethnic cooking demos: Middle eastern, Mediteranian, Tai, Indian, Brazilian
- Could cooking demo be combined with yoga? (ex. Tabitian and meditation)
- What about a happening on art quad – day of mindfulness? (this is a happening at Cornell but it is promoted mostly to students – mental health awareness week). Maybe do an Ivy mindfulness or meditation day. International meditation day is in September.
- Reach out to Cornell community, since it is so rich with diversity, to see if someone is willing to share information about their culture and provide a cooking demo. Maybe ask this through Weekly Update?
- Possibly bring animals onto campus – education, connect with nature, de-stress (ex. dogs, birds of prey, etc.)
- What about an event of the solstice – shortest day of the year? Check out winter solstice celebration through Cornell Plantations. Maybe challenge of doing 7 sun salutations?
- 50 day paddle board challenge – an hour a day of exercise for the last 50 days of the year – one person is doing this and has a group all doing this. Really likes this type of challenge and comraderie (on-line, pictures, facebook community). Called SUP challenge.

Friday, April 21, 2017 notes:

Attendees: Beth McKinney, TJ Massaro, Parfait M. Eloundou-Enyegue, Todd Bittner, Stephen D’Angelou, Lorrie Tily, Kathy Lynch, Heather Somers, Janice Conrad, Leslie Morris, LaWanda Cook, Kerry Howell, Bruce Barber, Trey Waller, Karyn Bischoff

Report Out To Group – Ideas from advisory group that Cornell Wellness has implemented:

- Broader range of cooking classes/demos
 - Indian cooking – 2 separate cooks and 3 events (2 cooking demos; 1 evening social wellness group cooking event)
 - Gluten Free Cooking Demo
 - Vegan Cooking Demo
- Promoted Social Wellness
 - Facebook page was launched
 - Snowshoe event

- Evening Indian cooking event
- Expanded Mental Health/Meditation/Stress Reduction Offerings
 - Collaborations with other departments to offer broad range of offerings
 - Keri (Wellness staff) offering department Guided Meditation/Mindfulness in-person department lectures/workshops
 - David Gandelman – Wellness contracted with him to be able to provide Cornell specific Guided Meditation videos. He also offers free meditations through Insight Timer App and he offers Guided Meditation continuum of recordings through his website Grounded Mind (for fee – Cornell discount).
- Launched Staff Picks
 - Monthly staff favorite picks posted on the Wellness website and pushed out through Wellness Weekly Update.

Additional Cornell Wellness Happenings and Offerings:

- Ruth and Kerry (Wellness staff) lectured on Wellness Programming: What Really Works at the NIRSA National Conference
- Keri (Wellness staff) obtained Crossfit certification
- Ruth (Wellness staff) offered TRX Primer (intro to) classes; Keri (Wellness staff) offered Escape Fitness Primer classes
- Ruth (Wellness staff) supervised Paige an exercise physiologist intern from Ithaca College
 - Paige created a library of exercise photos for Wellness staff to use with clients for on-going personal training and fitness consultations
 - Additionally created and launched the first Big Red Rec bingo contest
- Cooking With Wellness Videos
 - Indian Cooking, Vegan Cooking, and Gluten Free Cooking videos launching on Cornell cast soon
- Exercise Videos
 - Chair stretching video, Core & Back strengthening video
 - TRX and Escape fitness videos to be released Fall 2017
- Functional fitness testing to replace current fitness testing we use
- Collaborating on larger events with entire Cornell Rec Department – events open to entire Cornell community (including students)
 - Big Red Rec Bingo
 - Big Red Rec reverse indoor triathlon
 - Bike To Work/School Day
- Keri (Wellness staff) collaborating with Parfait (Advisory committee member) (Cornell DEVSOC department) through Department of Defense funding to help combat issues related to the youth bulge in South Africa. Keri will be introducing the idea of Crossfit and a train the trainer program to influential organizations in Cameroon to establish exercise training as a positive way to engage youth in healthy activity.

Open Q & A

- Is there going to be another evening social wellness cooking event? If so, can it be Chinese food?

- Recap of social wellness Fall Mixers this past academic year.
 - Evening Fall Mixer was better attended than noontime Mixer
 - During the Mixers attendees said they wanted to do things together (ex. cooking at each other's houses or cross-country skiing) but no one is taking the initiative to post on FB or through the e-list. The events have needed to be generated so far by Cornell Wellness staff.
- Would you consider doing a monthly cooking series of different ethnic cooking offerings?
- Can there be one group ex. schedule that includes CFC/Healthy Living/Short-duration classes?
- What metrics are collected and what analysis does Cornell Wellness do?
 - Over the past several years we have run aggregate medical data of Cornell staff/faculty with a filter of card swipe metrics data. We are continuing this.
 - Currently working with the Cornell HR analytics group to increase the current metrics and data analysis we do.
- For gathering metrics, can the fitness assessment pre and post-test information be utilized and helpful to you?
- Do you have access to aggregate medical data from individuals who have Aetna CPHL insurance?
 - Yes, through aggregate form. We get information from the benefits office each year on total medical costs by diagnosis and by medications
- Can Cornell Wellness capture self-report data (ex. I use gym outside of Cornell so my metrics are not tracked)?
 - Cornell Wellness is working with Cornell HR Analytics to put together a survey to capture VOI data
- Who all fits under the greater Recreational Services umbrella?
 - Rec Services core group is: Noyes Rec Center, CFC, Bowling, Intramurals, Cornell Wellness. Dotted lines included are: COE, PE, Sailing Center

What would advisory group like to see Wellness or Rec services offer? (Wellness staff left the room so this conversation was confidential). Below are the notes that were scribed by the advisory members during this open forum.

- Website
 - Make more user friendly, flexible, intuitive, scanable, mobile enabled site
- Early morning group fitness classes
 - More offerings that are at a time where people attending them can have time to shower after and still arrive at work by 8am
 - 5:30am classes
- Crossfit and Boxing classes would be great
- Conditioning programs targeted for specific activities
- Social media to engage community more
- Broader ways of gathering fitness data
 - Syncing analytics, Self-reporting, Benefits of analytics
- More info about department offerings
- Fitbit challenges among staff
- H.I.T.T. classes

Appendix E

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 18

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"> ○ In collaboration with director of Benefits ○ Have university president (or other senior leader) write a statement 	<ol style="list-style-type: none"> 1. Create broader (than Cornell Wellness) plan encompassing well-being to engage with leadership. 2. Have overlapping strategic plan with Benefits and/or Work Life
<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 to collaborate ○ Contemplate usage of other language – ie trust/relationships/engagement 	<ol style="list-style-type: none"> 1. CALS/wellness work 2. Help with development of HR Strategic Goals related to engagement. Participate where applicable. 3. Start conversations with small groups

	(IE Natural Areas unit of Botanic Gardens) 4. Partner with Work/Life
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 	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 	1. Make contact with Susanne Bruyere and Brad Bell
<ul style="list-style-type: none"> • Leverage CNGs to increase recruitment/retention through wellness initiatives 	1. Work with Cassie Joseph
<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) 	2. Gather information from IVY colleagues and Jenn Bennett
<ul style="list-style-type: none"> • Address trends identified after reviewing 3 years of employee benefits reports <ul style="list-style-type: none"> ○ Cancer Prevention ○ Osteoarthritis ○ Sleep Apnea ○ Diabetes (not increasing, but will do programming around this topic) ○ Hypertension 	3.
<ul style="list-style-type: none"> • Introduce "trend" programming <ul style="list-style-type: none"> ○ Lifting technique workshops ○ Aging prevention (huh? Oxymoron?) ○ Disease Management ○ Add prevention style programming for age 40+(staff) 	1. Through short duration classes 2. Focus on Diabetes
<ul style="list-style-type: none"> • Focus on mindfulness <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) 	1. Continue as programming priority.
1c. Update fitness testing protocol	
<ul style="list-style-type: none"> • Explore functional testing (TJM) 	Completed 8/31/2016

<ul style="list-style-type: none"> Rearrange lab to support testing 	Test 2 subjects by 9/1/2017
<ul style="list-style-type: none"> Consider group testing for spring 18 	
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"> Represent Cornell Wellness in Camaroon, West Africa 	
<ul style="list-style-type: none"> NIRSA (National and Regional) 	
3b. International recognition	1.
<ul style="list-style-type: none"> Represent Cornell Wellness in Camaroon in collaboration with Developmental Sociology. Apply for further grants 	
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 	VOI survey
<ul style="list-style-type: none"> VOI survey, bi-annual survey 	Focus on flagship 1-1 meetings, expand from there
<ul style="list-style-type: none"> Publish Cornell Wellness information to HR dashboard 	
<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 	Continuing for fy18
4d. Go Paperless	

<ul style="list-style-type: none"> • Complete Rec Track install for memberships, registrations, and client records 	Client records by end of fy18
<ul style="list-style-type: none"> • Sunset ID Scan and CS Gold and Qualtrics (registrations only) 	By June 2017
4e. Create efficiency for wellness staff as well as users	
<ul style="list-style-type: none"> • Purchase and pilot calendaring system 	
<ul style="list-style-type: none"> • Identify opportunities to have on-line calendar for classes, master calendar 	

Appendix F

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