

Shaping an Institutional Workplace Wellness Program to Fit an Academic Health Science Center Library

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Institutional Wellness Mission:

To Foster a Culture of Health Among Employees

Goal:

To increase employee participation in institutional wellness initiatives

Sessions to Date:

- ❖ Think Well, Live Healthy: Handling Stress
- ❖ Emergency Preparedness
- ❖ Self-Compassion
- ❖ Working Well with Others
- ❖ Diversity and Sensitivity in the Workplace
- ❖ Advancing Professionalism

Method:

Faculty member selected as departmental "Wellness Champion" by the UMMC Office of Wellbeing

Quarterly wellness sessions scheduled in the library classroom



A wellness coach led a ball toss game that demonstrated how excessive stress impacts overall health. Each ball represented various life stressors (work, sleep, finances, diet, family, etc.). The coach discussed healthy coping mechanisms to lower stress levels.

Quotes:

"I feel I will use the information I received today to face some of the challenges in my life."

"I felt positive energy in the room."

"I realized that we all have more in common than we think!"

"Group interaction gives an opportunity to learn from your co-workers and not feel isolated with your issues."

Next Steps:

Increase the number of wellness sessions annually

Schedule sessions focusing on the remaining target areas

Expand program offerings to colleagues in Academic Affairs

Physical Health and Fitness - Promotes healthy lifestyles, including nutrition, physical activity, tobacco cessation, etc.

Emotional/Mental Wellness - Promotes mental health, stress reduction, substance abuse prevention and education about mental health screening and treatment

Social Wellness - Promotes positive relationships and social connectedness both within and outside the workplace

Intellectual/Professional Wellness - Identifies and facilitates opportunities for increasing knowledge, skills and career development

Financial Wellness - Enhances the ability of employees to effectively manage their finances, including debt, retirement planning and benefits utilization