



### ***Living Well at the U of L***

The University of Lethbridge (U of L) is a board governed public university functioning under Alberta's Post Secondary Learning Act. The University of Lethbridge is a premier institution of higher education and research. U of L provides undergraduate and graduate programs in education, fine arts, health sciences, humanities, management, nursing, sciences, and social sciences, leading to academic degrees at the Bachelor, Masters and Doctoral levels.

The University of Lethbridge continues to build a comprehensive university that advances its sense of community, engagement, diversity and connection. They are very dedicated to providing a safe and healthy workplace for employees and students. The university prides itself on having a strong set of foundational principles - cultivate responsible citizenship, protect and encourage free inquiry and expression, work for the public good, connected with the community we adopt a global perspective, promote diversity and ensure equal opportunity for participation, promote gender equity, increase the participation of First Nations Metis and Inuit peoples in all aspects of the University community, and we promote a healthy lifestyle for our students, faculty and staff.

U of L has 2024 employees with a variety of job roles and duties. These job roles include: faculty, support staff, maintenance workers, caretakers, administrative/clerical, managers, and recreation.

#### **Health Activity & Interests at U of L**

In 2008, U of L hired a Wellness Coordinator to focus on the development, implementation and delivery of prevention and early intervention programs and services. As a result, a Wellness Vision and Mission statement have been written and activities have been implemented to address and provide target programming related to the health of employees, which include:

- Vascular and related diseases screening program
- Fitness facility and policy
- Lunch and learns



- Physical activity challenge
- Stretch and strengthen program
- Annual Life Balance Fair with health screenings, influenza immunizations and other interactive health and wellness activities

In 2012, the U of L joined the Workplace Health Improvement Project as a Pilot Employer. U of L was particularly interested in having support to strengthen their business plan and prioritize their next steps for health promotion activities and programs. In particular, U of L required support from the Workplace Health team to develop and implement a comprehensive employee health and wellness survey.

### **Resources & Support**

A workplace health program and strategy will only be successful with internal and external resources to help guide and support the organization.

U of L's Internal Support:

- Employee and Family Assistance Program (EFAP – Homewood Human Solutions)
- Benefits program (Blue Cross) (employees can be reimbursed for chiropractic treatment, physiotherapy, massage, wellness and fitness activities)
- Dedicated employee time and a supportive team to coordinate activities (existing Wellness Coordinator and Committee)
- Newly appointed senior leadership presented the Wellness department and Committee a new opportunity to - engage staff, leadership and possibly expand employee wellness activities.
- U of L has a strong foundational planning for their wellness program which provided the Wellness department and committee with a guide for conducting a needs assessment, develop wellness programming, and implement activities.
- Access to facilities on campus that already assist the Wellness department and committee in providing a healthy workplace for their employees.



- A physical activity facility where fitness classes are offered and there is access to walking trails (on and offsite)
- Internal food providers located on campus provides some healthy food options for staff and students.

### **The following activities were developed and implemented during 2011 - 2012**

#### 1. Brand development

- Wellness Committee developed a brand and logo for the wellness program called *Living Well at the U of L*

- Logo - 
- Living Well vision and mission:

#### *Vision:*

- The U of L recognizes that our people are our greatest asset and that the balance of individual health and wellbeing is critical to overall University success.
- Envisioning a campus community where people are encouraged and supported with multi-faceted opportunities to pursue a well-balanced supported lifestyle. The U of L will promote joint partnerships and collaboration on the development of individual and collective health and wellness initiative's.

#### *Mission:*

- The U of L will nudge individuals to seek knowledge, create health and wellness goals and attain their highest level of lifestyle balance.
- The wellness program will use evidence based best practices in health and wellness to support choices that lead to both personnel and organizational wellness. Wellness opportunities will be flexible and easily accessible.
- The University of Lethbridge has developed a three year action plan that will strengthen the health of their employees and organization.



## 2. Implementation of Healthy Workplace Employee Survey

- Gauge the health of the organization, employees and to gain information about the health related needs and interests of employees.
- This supported the active engagement of all levels of the organization in the strategic planning of their health improvement plan.
- Survey was done in consultation with the Alberta Health Services Workplace Health team and contracting with Metrics@Work, and was implemented March 19 – April 5, 2012
- The AHS Workplace Health team walked U of L through all phases of the survey including planning and implementation. The University analyzed the data and interpretation internally within the organization.
- The survey consisted of the following sections: What wellness means to you, overall health, physical activity and nutrition, stress and workplace
- U of L received a high participation rate of 57%, which can be attributed to the efforts of the wellness committee prior to the launch of the survey.
- Members canvassed all departments delivering a healthy snack and spread the word of the upcoming survey. Posters, bookmarks and emails were distributed to the employees to encourage active participation.
- Now that the survey has been completed, the results have been interpreted, reviewed and evaluated internally at the U of L.
- The Wellness Committee, and senior leadership are planning and prioritizing based on the survey results.
- A communication plan was developed to disseminate the results to senior leadership (October 2012) and the employees (November - December 2012). Updates have been given throughout 2013.
- The plan is to provide the survey every 2 -3 years and the next one will occur in spring of 2015.



The Workplace Health Improvement Project has supported the University of Lethbridge in critically assessing their current workplace health activities, and provided consultation and support to enhance and improve those activities. Similar to the initial assessment that was done in June 2011, a reassessment (Step 6)7 was conducted to provide a measurement tool for U of L to re-assess their own performance.

The University's self-reported ratings have improved over the past year and can be attributed to an increase in knowledge and awareness of workplace health, workplace health strategies, activities, evaluation, and programs. The activities that have occurred over the past year and the action plan that has been developed will continue to increase U of L's performance in the area of workplace health.

The University of Lethbridge has continued to improve its Wellness programming and initiatives through Annual program reviews. The next 12 months will see the program continue to offer the previously mentioned wellness activities but will focus on development of these goals:

- 1) Review and improve overall Worksite Wellness Program Policy
- 2) Improve accessibility to nutrition information and services on campus
- 3) Ensure employees are orientated to health and wellness policies as part of Human Resources and Wellness Orientations
- 4) Schedule weekly appearances in various departments – traveling 'wellness' cart with information on available wellness services
- 5) Investigation of electronic wellness portal



For more information, please feel free to contact Suzanne McIntosh, Wellness Coordinator, at 403-332-5217 or [Suzanne.mcintosh@uleth.ca](mailto:Suzanne.mcintosh@uleth.ca). Check out the U of L's Wellness Website at <http://www.uleth.ca/hr/wellness/>; <https://www.facebook.com/WellnessatUofL>

Bee Amazing Race – annual physical activity challenge -  
<http://heartsmart.ulethbridge.ca/amazing-race>

Get Fit At Work - Stretch and Strengthen Program Just for U! [Stretch and Strengthen Program 092410](#) [pdf]

Click here for a summary of results of the 2012 Employee Health and Wellness survey [Employee H&W survey results 2012.pdf](#)

U of L Life Balance Fair - <http://www.uleth.ca/hr/wellness/6th-annual-life-balance-fair>

Health Check for U (Vascular Screening program for employees)  
<http://www.uleth.ca/hr/wellness/content/wellness-programming-and-activities>

University of  
Lethbridge



**Health Check 4 U**



**Health Check 4 U**



# Don't Skip a Beat!

**Take advantage  
of this free service**



<b>WHO</b>	All U of L employees are eligible
<b>WHAT</b>	15 minute screening includes cholesterol and sugar levels, blood pressure, and follow up consultation
<b>WHERE</b>	U of L Health Centre
<b>WHEN</b>	Thursday-Friday mornings
<b>HOW</b>	Contact Suzanne McIntosh @403.332.5217 or wellness@uleth.ca

# Just Missed Me, Be Back in a Heart Beat

**Take Charge of your Health,  
Put Your Heart into it!**



**QUESTIONS**  
Wellness Office – Suzanne 5217  
Health Centre – Lori 2483

