

Staff Advisory Board

June 10, 2011

Meeting began at 9:10am

Present

Lisa Magnarelli, Maureen Scoones, Tony Poccia, Jay Bonham, Diane Brady, Anne Riffle, Amy James, Regina Johnson

Absent

Linda Michels

New business

Dave Thompson, Director of the Charlean & Wayland Blood Fitness & Dance Center & Campus Wellness, joined our meeting to discuss health and wellness at the College. Dave thanked us for taking the time to listen and give him feedback. Let us know that he is also a part of the health insurance committee. One of their points is how to lower the number of people utilizing the health insurance due to illness, through wellness programs.

- I. What's going on right now
 - Fitness classes are scheduled for the next 6 weeks
 - Wellness lecture on 22 July
 - Health screening on 9 July
 - Blood drive on 12 July
- A. Wellness started 5 yrs ago. Would like to get a wider program with a medical entity involved. (Bassett moving into the area?)
- B. Cost of health insurance has gotten everyone's attention. We have a pretty healthy population in general. MVP representative talked about 80/20 rule -- 20 % of the people represent the majority of the cost.
- C. Dave is seeing the same people/population that "get it", and want to participate at the Fitness Center. You need to attract the population who is on the fence...how do we get them to participate? Get people to prioritize during the lunch hour, giving them the resource, someone to answer the questions and make the process simpler.
- D. Incentives seem to be the way to go. Last summer's wellness programs were very well attended because of incentives. Should there be a comprehensive program with incentive? Must participate in the program fully before you get the incentive? Would like ideas from us as to how to get people more involved. It does take resources and the budget has constraints. I.e. pared down program over the summer. Focus a bit more on providing for the employees during the summer?
- E. MVP program healthy life that once you jump through some hoops, get a \$300 "reward". Do a lunch hour navigation of the MVP well style points/rewards site?
- F. Using swipe card system in Fitness Center as an incentive. What is the breaking point to getting a reward for working out? Component of successful program = Wellness Committee on campus. Not a lot of interest. Does this committee want to weigh in on the idea of wellness.
- G. Beginner track (Lisa) for folks just starting out. Dave: Has done a walking group in the summers. Walk and Talk, once per week, walk a certain amt of steps/miles per week and report to instructor. Create a class that starts in the lobby of the gym, go thru the locker rooms, and ends up in a class. Do we need an instructor
- H. Amy: classes before work hours? Dave: In survey, majority of folks want the noon hour. Did some a.m. classes in the past, didn't really pan out, but willing to try again. Fitness Center is open @ 6a.m. MWF. Do we need to do it on T/Th also? Or opening 6-9a.m. and closing from 9-11 during summer
- I. Amy: whole foods cooking demo with Bon Appetit? Dave: nutrition is #1 topic and thinks this is a good idea

- J. Timing is an issue in some offices. Lunch hours that are 1-2 vs 12-1. Plant leaves between 230-330. Direct something at Plant for after hours? Tony thinks it's great that they work out/shoot hoops, but they have to be back by 1230, especially the foremen. Dave talks about a larger block of time in the middle of the day where you had enough time to work out? Supervisors encouraging as much as they can. If supervisors talk about getting involved it can work.
 - 1. People want to but we really don't encourage it.
 - 2. Could you propose to use a flex time system? Come in early? Stay late? It is hard because there are people/offices on campus will not allow that.
- K. Topic of discussion for our committee -- to craft a note to all supervisors about the healthier an employee is the better off the college will be over all.
- L. Maureen: We can't lose sight of the self service models that people can make use of, i.e. Identify safe routes in home location; give distances for walking.
- M. Our facilities are amazingly underutilized by employees. Email pointing out everything that we have. How many laps around the field house track = a mile; Root Glen, how far/long.
- N. Thinking about how well the Health Fair competition (trophy) worked – using a trickle down affect from senior officers to dept chairs re competitiveness and how to get their people to different opportunities to get healthy. Accumulating points?

General Discussion

Amy: Extended lunch hour will not address Plant and union issues? Tony said that the union would flex very easily on this

Dave would do classes @ 230 and 330 if he had a reasonable expectation of people coming. What would they show up for, what interests them?

Amy: What about going to various department meeting to present ideas on wellness

Maureen: Budget and personal trainers. PT's are too expensive. Emphasizing the free classes and then pointing out that if you need to, you can use trainers. Can we negotiate a flat fee for the training session.

Dave, diff trainers have diff exp and diff styles commanding diff fees. IF you are paying, you feel more obligated to go. The trainers are independent contractors. They give us a better rate than outside because they don't have to pay for the trainers.

Lisa: Group sessions at a lesser rate. Group personal fitness training.

Maureen: We need a measurable system starting soon, July 1st is around the corner.

Lisa: How does wellness impact Admissions? Jay reports they are pretty flexible. Need someone there on lunch hour. If people are not going to do use an extended lunch hour

Should we change the work day (8am – 4:30pm) to give them the extra time to work out?

We need to better understand the expectations of offices on campus as to concerns regarding lunch hour.

- II. Diane had an email from a library staffer. Dave has agreed to shorts while AC is out. Can dress code be relaxed during the summer. (ITS does have a dress code of no t-shirts/shorts.) Maureen will speak to Dave.
SAC wants to wait one year to discuss merger. They are discussing the possibility of being subcommittee. Would like to see bylaws as suggested by Lisa and Maureen
- III. Lisa reports that the Bicentennial Committee wants our committee to gather nominations for a Staff member to read orig charter. Six people reading 200 words each; Clinton official/alum, Trustee, Student, Kirkland Alum, Faculty member, Staff member.

Next meeting June 24 at 9a.m. in the Sadove Center meeting room. Lisa will send out the file of bylaws for review so that we can be prepared to discuss them at the next meeting.