

Award Title

Faculty & Staff Wellness Program

Awards Categories

Athletics, Recreation, Physical Fitness, Non-Varsity Sports and related

Executive Summary

At the Florida State University (FSU) we place a high value on being able to meet the diverse physical, emotional and cognitive needs of all members of the campus community. Like many campuses, FSU offers a wealth of health and wellness resources to our students, but prior to 2008, there was a lack of programs that considered that unique needs for our faculty and staff members. To that end, the Campus Recreation fitness department developed a comprehensive set of programs that offer educational sessions, group exercise classes, and personal training in faculty/staff specific session.

The Faculty and Staff Wellness Program at FSU encourages faculty and staff to join their peers and become physically fit and emotionally recharged. The Faculty and Staff Wellness Program has been well received with more than 1,000 combined participants in 3 initiatives. The Wellness Program is mutually beneficial to both the faculty and staff participants and our students who serve as the certified fitness instructors and trainers. Faculty and staff learn exercise techniques, healthy eating suggestions, and become more comfortable in the college fitness facility. The student trainers and instructors also benefit from this experience, as the program allows them to develop their fitness and professionalism skills by working with a different clientele from their typical college students. The success of the faculty and staff wellness programs at FSU is a result of effective collaborations between the Campus Recreation fitness department staff and many other areas on campus including Human Resources, the Division of Student Affairs, and Division of Academic Affairs. By considering the positive feedback, evaluating these programs each semester, and continuously looking for ways to improve, the wellness programs are sure to continue as an integral part of our campus for years to come.

Award Description

The Faculty Staff Wellness Program (Wellness Program) at The Florida State University (FSU) is an innovative, exciting way to encourage faculty and staff to become physically fit and emotionally recharged to serve the students they work with each day. The Wellness Program geared specifically to meet the unique needs of faculty and staff, includes three creative and distinct initiatives - Staff Sampler, Start to Fitness and the Lunch and Learn at Leach. The faculty and staff classes, who are taught by FSU students who are nationally certified fitness instructors, began in response to a gap seen by administrators to address and encourage the physical, emotional, and cognitive wellness of all members of the community, including faculty and staff members. The Wellness Program, housed within Campus Recreation, are based on thorough research, and each training or workout session meets or exceeds the standards set by the American College of Sports Medicine (ACSM).

Participants in the Staff Sampler initiative attend a mix of group exercise classes (i.e., zumba, yoga, step and body tone) offered within the campus fitness center, the Bobby E. Leach Center. The initiative includes 45-minute classes taught twice per week for 10 weeks. In addition to the bi-weekly course, participants of this initiative also receive a free pass to work out at the fitness center one additional time per week throughout the duration of the sessions.

The Start to Fitness initiative is focused on personal training. Through groups of four or five participants per instructor, the mission of this initiative is to work on the following five components of fitness: cardio respiratory endurance, muscular strength, muscular endurance, flexibility and body composition. Workouts are tailored to meet the specific needs and goals of the group. Participants meet with a trainer twice per week throughout the duration of 10 weeks and receive one additional free pass weekly for individual training. To evaluate progress of participants, a pre and post-test are offered. Unlike the unlimited space of the Staff Sampler, participation in this initiative is limited to 24 people per semester. To keep participants actively engaged, program coordinators have added a team competition component where each team gets points based on attendance and fitness goals.

Finally, the Lunch and Learn at Leach is a 45-minute lecture series offered once per month and is free to all faculty and staff members. Past topics have included Maintain Your Weight During the Holidays, Invest in Yourself! and I'm Joining a Gym, Now What? Chosen Topics promote discussion on general fitness and well being.

The faculty and staff Wellness Program contributes to student learning as they extend the breadth of experiences for student instructors/trainers. On a college campus, certified trainers are often exposed to only one clientele: college students. The Wellness Program at FSU allows the student trainers and instructors to challenge themselves by developing programs suited for a different demographic, and teaches the student trainers how to adapt to this atypical client at a college fitness facility.

Not only does Wellness Program benefit student employees and the participants themselves, the program benefit the student population as a whole. Research by Allegrante (1998) shows that health promotion and wellness programs reduce absenteeism, improve productivity, and improve employee attitudes at work. The Wellness Program encourages staff's well-being so they can better serve students, which can lead to overall higher satisfaction of the students on our campus. Furthermore, staff members who are visible in the fitness facility may serve as role models to students by sending an unspoken message of making balance and wellness a priority in life, no matter in what stage of life we may be.

The Wellness Program also sends an unspoken message of support of the overall mission of the University by providing engagement and learning for those involved. The Wellness Program connects on a divisional level by providing a challenging and engaging environment for staff members, while also promoting student learning and success for the student trainers. In addition, the commitment to life-long learning, excellent training and education to our staff members directly relates the Wellness Program to the overall mission of the University.

The Wellness Program also serves as a modest income generator for the department in the form of registration costs. The Staff Sampler and Start to Fitness programs are each \$65 per participant and help to cover costs of staffing and equipment, and overall fiscal support of the department. Ultimately, both the department and the participants benefit as these programs serve as an entry way into encouraging faculty and staff to extend their fitness regime by signing up for a continuing membership to the fitness center, which is \$80.75 per semester. A membership allows participating in these programs in the future at no additional cost.

The success of the program is thanks in part to the collaborative efforts across campus. Program developers have worked with the Division of Student Affairs, Academic Affairs, and FSU Human Resource department to advertise the programs in internal University specific communication. In addition to advertising, connections have been made with academic areas as student trainers encourage their faculty members to “trade roles” with the student and let them serve as the subject matter expert. For example, while the professor may be the expert in the Biology class, the student can provide guidance to the professor in this setting, offering true engagement in the campus community.

The Campus Recreation program at FSU is fortunate to have some of the newest technology related to physical fitness. The Wellness program utilizes the Polar Tri-Fit all-in-one fitness testing unit to do pre and post testing of the five components of fitness with this one high-tech computerized piece of equipment. Group classes incorporate various types of equipment including bands, weights, and pool gear like kickboards and water aerobics equipment. The Start to Fitness initiative uses many of the “Selectorized” and other pieces of fitness equipment that many faculty and staff members are unfamiliar with prior to the program. Once the participants have become educated on the use of this equipment, the program becomes more sustainable over time because faculty and staff feel more comfortable in use of the specialized equipment.

The Wellness Program also demonstrates program sustainability with many return participants and an expanding class wait list, in addition to the commitment to continuous formative evaluation. When the Staff Sampler and Start to Fitness initiatives first began, high levels of demand required program developers to adjust the program to meet the needs of a larger than anticipated crowd. Continued extensive surveys and program evaluations completed each semester provide feedback to keep the program responsive to faculty, staff and student instructor needs.

The Wellness Program has successfully engaged a non-traditional audience to participate in fitness programs on campus while also providing a unique educational experience for the certified student fitness and training instructors. The initiatives do set an example as a way to reach the needs of faculty and staff by encouraging exercise, healthy living, and educational sessions as part of holistic wellness program.

Reference:

Allegrante, J.P. (1998). School-site health promotion for faculty and staff: A key component of the coordinated school health program. *Journal of School Health*, 68(5), 190-195.

Assessment Data

Faculty Staff Sampler Assessment 2009

How likely are you to participate in this program again?					
Very likely	100%				
Likely					
Somewhat likely					
Not likely					
Don't Know					
Please rate the instructors on the following:					
	Excellent	Good	Fair	Poor	
Professionalism	87.5%	12.5%			
Knowledge	87.5%	12.5%			
Time Management	87.5%	12.5%			
Preparation	75.0%	25.0%			
Rapport with audience	87.5%	12.5%			
Please rate the instructors on the following:					
	Excellent	Good	Fair	Poor	
Met your expectations	87.5%	12.5%			
Program organization	75.0%	25.0%			
Class schedule	75.0%	25.0%			
Would you recommend this program to a friend?					
Yes	100%				
No	0%				
Are you a current Leach member?					
Yes	62.5%				
No	37.5%				
How likely are you to participate in this program again?					
Very likely	100%				
Likely					
Somewhat likely					
Not likely					
Don't Know					
Please rate the instructors on the following:					

	Excellent	Good	Fair	Poor	
Professionalism	87.5%	12.5%			
Knowledge	87.5%	12.5%			
Time Management	87.5%	12.5%			
Preparation	75.0%	25.0%			
Rapport with audience	87.5%	12.5%			
Comments	<p><i>"Great work! I loved the teachers and the workouts! I appreciate everyone's understanding of coming in late sometimes and missing sometimes. I try my best though."</i></p> <p><i>"I really enjoy the classes. I think it's a great thing that leach center does for the staff."</i></p> <p><i>"I love the sampler! Whitney and Amy are awesome. They led classes that were challenging and allowed each person to push themselves at the level where they felt comfortable. I loved attending the classes and always looked forward to it. I also like how the assessments help measure progress. I think it would be helpful to remind us as the weeks go by to use heavier weights, more resistance/risers, and more sets to challenge ourselves and push improvement. Kickboxing is my least favorite because it is the hardest for me. I like the challenge though, and really enjoyed each class. Cardio Party and Yoga were a great release."</i></p> <p><i>"The class instructors are great and communicate wonderful energy and enthusiasm! Thanks to all of you for the great experience. Please do not take the occasional diminished attendance as a sign of diminished interest. Most of the time it is due to unavoidable schedule conflicts or work-related travel."</i></p>				

**Start to Fitness:
Spring 2009**

From Start to Fitness Program Assessment

Personal Trainers	Excellent	Good	Fair	Poor
Professionalism	100%	0%	0%	0%
Fitness Knowledge	100%	0%	0%	0%
Time Management	86%	14%	0%	0%
Motivation	94%	6%	0%	0%
Use of facility and equipment	94%	6%	0%	0%
Leadership Skills	94%	6%	0%	0%
Start to Fitness Program				
Met Your Expectations	88%	12%	0%	0%
Fitness and Wellness Education	%	%	0%	0%
Intro to equipment & services	88%	12%	0%	0%
Program Organization	69%	31%	0%	0%
Schedule	88%	12%	0%	0%

Start to Fitness: Fall 2009

From Start to Fitness Program Assessment

Personal Trainers	Excellent	Good	Fair	Poor
Professionalism	100%	0%	0%	0%
Fitness Knowledge	100%	0%	0%	0%
Time Management	100%	0%	0%	0%
Motivation	86%	14%	0%	0%
Use of facility and equipment	100%	0%	0%	0%
Leadership Skills	100%	0%	0%	0%
Start to Fitness Program				
Met Your Expectations	100%	0%	0%	0%
Fitness and Wellness Education	86%	14%	0%	0%
Intro to equipment & services	100%	0%	0%	0%
Program Organization	86%	14%	0%	0%
Schedule	71%	29%	0%	0%

Overall Participation Data:

	Faculty Staff Program (combined programs)
2009	1275 participations
2008	864 participation