

**Mohawk Valley Community College
Actions Taken to Address Recommendations
of the
Wellness Design Team**

RECOMMENDATION #1: Focus on Physical Fitness, Nutrition, and Smoking

Action – The Administration worked with the Physical Education Department and Fitness Center Staff to offer a full range of fitness related activities for faculty and staff.

Action – The Administration has adopted and implemented a more strict set of smoking guidelines for both Utica and Rome campuses. The new guidelines call for maintaining a smoke-free area within 25 feet of all building entrances; new, more explicit signage; and a higher enforcement profile with monetary fines for multiple infractions.

Action – Food Service has added several new “healthy” options to its menus at all food service sites. Fitness Center staff is discussing a “healthy food day” with Sodexo and the Health Office.

RECOMMENDATION #2: Eliminate Wellness Pass Fee; Refund Fees to Those Who Have Already Paid

Action – The Administration, with assistance from several offices, including the Business Office, Physical Education, and IT responded to staff concerns by eliminating the Fitness Fee originally proposed for faculty and staff in the new Fitness Center. This decision was viewed by many as a key change in the institution’s approach to wellness.

RECOMMENDATION #3: Create an Employee Wellness Committee

Action – The College Senate and College President have appointed a Wellness Committee, charged to “*research and explore ideas to make thoughtful and daring recommendations to create an employee wellness program at the College.*” The new committee will:

- ✓ Design a plan for action, being guided by the Design Team’s original recommendations.
- ✓ Develop a set of measures to determine overall program progress and success.
- ✓ Identify needs for improvement and adjustment to insure continued success.
- ✓ Maintain relationships within the community to help support and garner supplemental resources.
- ✓ Provide quarterly reports to the Board, Cabinet, and College Senate.

They will not:

- ✓ Focus or discuss individual employees or collective bargaining agreements.
- ✓ Establish policy.

And they will be committed to:

- ✓ being creative and inclusive.
- ✓ thinking of internal marketing strategies to help make the final program success.
- ✓ considering the pros and cons of a phased approach to implementation, and
- ✓ working with HR to connect with health benefits advisors for additional resources.

RECOMMENDATION #4: Use Current College Resources to Develop and Implement Initiatives Below -

i. Fitness Center:

- a. Staff has scheduled a meeting with the Go Red for Women corporate challenge.

- b. Staff organized and conducted twelve fitness programs during the Spring of 2012 that reached over 300 people, including a Biggest Loser contest, which resulted in 35 individuals losing 303.3 pounds. The Commit to Get Fit program was most popular, enrolling 150 people – 20 were faculty and staff.
 - c. During the Spring semester, 4.9% of all Fitness Center sign-ins were made by faculty and staff.
 - d. Staff attempted to establish a Walking Group on the Utica Campus, measuring out multiple routes and providing maps. It has yet to take off, but staff assures us that we'll get there!
 - e. We have established our Wellness information on Facebook and Twitter this fall, and are promoting a greatly expanded intramural program that is open to faculty and staff as well.
 - f. Plans are in the making to revive the MVCC Winter Carnival during January Institute.
- ii. Food Service**
- a. Food Service has entered discussions, with Fitness Center and other staff, regarding the implementation of an International Food Day throughout the institution.
 - b. Sodexo has worked with groups to provide healthier menu options – the Enrichment Institutes, wellness events and STAR days
 - c. Sodexo has also kept the sandwich station open during the summer with fresh made salads and carried that over to the new ZeBis on both the Rome and Utica campuses.
 - d. The grill in the RDH now has fruit or vegetables available along with normal offerings so students can choose that side instead of fries.
 - e. Sodexo has recently started assisting on a “campaign” for the RDH to highlight healthier choices for students who eat in the dining hall.
- iii. Nursing Faculty/Health Office**
- a. This office is currently developing a Walking Program under the direction of Candace Miller.
 - b. The Health Office is beginning a weekly schedule of visits to different work areas to offer blood pressure screenings.
 - c. The office is talking with Oneida County to offer a smoking lecture and smoking cessation series on campus.
- iv. Human Resources**
- a. Benergy – implemented August 2012 with Health and Wellness component for all full and part-time staff.
 - b. EAP – All new employees are introduced to EAP through New Employee Orientation and through Benergy.
- v. Employee Enrichment**
- a. January, Summer, and August Institutes, this year, have each offered some type of fitness/health related session including yoga, CPR, and civility.
 - b. During our Employee Enrichment Institutes healthy food choices have been provided for lunch.
- vi. CCED**
- a. CCED has added new options for personal development in the area of wellness. Some examples include: increased aquatics programs and offerings for adults over the past year, Health begins in the Gut, Should I eat Gluten Free, Managing Diabetes through Nutrition, Stress Management: your key to optimal health, and Managing PMS and Menopause Naturally.
- vii. Integrated Technology**
- a. IT developed a new “Fit-Trak” System for maintaining records in the Fitness Center.
 - b. Staff also assisted in retooling our data-bases to accommodate the “roll-back” of Fitness Fees.
- viii. Marketing & Communication**
- a. Marketing and Communications has promoted Wellness activities with feature articles in several editions of *Communitas*
 - b. The daily email blast, *MVCC Today*, has contained several wellness references throughout this period.
 - c. M & C has assisted Center for Life and Health Sciences staff, helping produce campus-wide marketing campaigns (posters, TV screens, etc.) for wellness-related activities.