Texas A&M International University
Employee Wellness Initiative Proposal

Mission:

The Texas A&M International University Employee Wellness Program promotes well-being by providing a work environment which educates, empowers and supports employees to make responsible, healthy choices in their lives and to create a culture of wellness throughout the University community.

“Healthy U” Goals – 2014:

- **Educate:**
  - Expand employee knowledge of positive health behaviors
  - Provide opportunities for employees to “know their numbers”
  - Broaden employee knowledge of insurance wellness benefits

- **Empower:**
  - Develop an employee wellness website
  - Provide administrative support for employee wellness opportunities
  - Expand on-campus exercise options to encourage “entry level” participants

- **Support:**
  - Provide administrative support for employee wellness opportunities
  - Provide structured release time for on-campus exercise options
  - Develop exercise communities for positive peer interaction
  - Provide and identify healthy eating options at dining locations on campus

Communication/Endorsement Plan:

- 1/6/2014 – Conduct presentation to the Executive Council to introduce the program and seek endorsement from executive level management
• 1/7/2014 – All employee announcements from the President to all employees to announce the program and request that supervisors support the program by encouraging their employees to attend the wellness events
• 1/8/2014 – Conduct presentation to Staff Senate to further introduce the program and answer any questions employees may have regarding the program
• February 2014 – Conduct presentation to Faculty Senate to further introduce the program and answer any questions faculty members may have regarding the program

Marketing:

• Utilize UConnect (internal communication portal) to convey information to employees – continuous announcements utilizing BCBS newsletter articles (monthly), promoting the Walking Club and Wellness Wednesday lunch-n-learn series (monthly)
• Utilize the TAMIU calendar to promote “Healthy U” events
• Social Media – by January 2014, launch HR Facebook page to provide an additional avenue for communicating events and information to our employees
• Internal Rewards Program – Individual/Team recognition certificates presented at TAMIU Enrichment Day
• Digital signage – will utilize digital signage on campus to promote “Healthy U” events and “Did you know?” educational series

“Healthy U” Programs – 2014:

• “Healthy U” Wellness Fair
  o Wellness Fair for employees will be offered February 2014 from 9am-1pm
  o Employee benefit program vendors, local health care providers, local health care agencies, local fitness experts, etc. will be invited to participate in our wellness fair
  o Biometric screenings will be available to the employees at no cost
  o BCBS Encouraging Healthier Lifestyles informational booth will be available on the topic of Preventive Health and Self-Exams
  o Exercise demonstrations will also be available

• Walking Club
  o Starting February 2014
  o Employees will be encouraged to sign up as individuals or in teams for our Walking Club
  o The program will utilize the BCBS Walking Works online program to help walkers and teams keep track of their progress and goals.
  o The program will utilize the recommended pedometers for this program to help walkers keep track of their progress and goals.
Walking times will be led by a University employee and will be offered in the morning before work, during the lunch hour and immediately after work at 5pm.

- **“Healthy U” Lunch-n-Learn**
  - Starting February 2014
  - On campus brown bag lunch program to offer a monthly wellness-related educational series utilizing guest speakers, cooking demos, healthy eating, exercise, BCBS webinars, etc.

- **Other Resources/Programs**
  - Employee Wellness Website – will create website to provide employees with educational resources for the different aspects of well-being (will follow our initiative diagram)
  - “Healthy U” resource center will be established in partnership with our campus library which will offer employees an easily identifiable area where they can obtain resources on the different aspects of well-being. Items available in the resource center will be rotated periodically to ensure employees are receiving current and relevant information.
  - “Do Something Different!” – photo campaign featuring employees sharing how they maintain their well-being outside of work (bike riding, gardening, photography, spending time with their children, spending time with their pets, volunteering, etc.)
  - “Healthy U” Approved – Partnership with our on-campus food vendor, Aramark, to provide and identify healthy food options at dining locations on campus.
  - “Did you know?” – Educational series highlighting wellness tips for employees which will be promoted via UConnect personal announcements and “Healthy U” channel on UConnect.

**“Healthy U” Budget – 2014:**

<table>
<thead>
<tr>
<th>Activity</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biometric Screenings</td>
<td>$1,500 (estimated)</td>
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<tr>
<td>BCBS Encouraging Healthier Lifestyles Educational Booth</td>
<td>$1,500</td>
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<tr>
<td>Lunch-n-Learn Healthy Snack (catering)</td>
<td>$1,200</td>
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<tr>
<td>T-shirts for marketing/promotion of “Healthy U” program</td>
<td>$1,000</td>
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<tr>
<td>Pedometers for Walking Club program</td>
<td>$500</td>
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<tr>
<td>Banners/Flyers/Marketing Materials (printed)</td>
<td>$500</td>
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<tr>
<td>Incentives/Other Expenses</td>
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</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$6,500</strong></td>
</tr>
</tbody>
</table>
Employee Wellness Initiative

Physical Well-Being
- Physical Fitness
- Nutritional Guidance
- Health Screenings
- Vaccine Clinics

Emotional & Social Well-Being
- TLC’s Lunch-n-Learns
- Caregivers Art Presentations

Spiritual Well-Being
- Determine Svcs Avail on Campus thru orgs
- Celebration of Life

Cultural Well-Being

Financial Well-Being
- Retirement & Financial Planning Education
- Managing Healthcare Costs

Establish Wellness Culture
- Buddy System
- Walking at Work
- Smoking Policies
- Social Media Groups
- Fitness Activity Calendar

Employee Wellness Committee