

Lane Community College Board of Education Report, November 16, 2011
Employee Wellness Program
LIFE - Lasting Improvements For Employee

Lane Community College's employee wellness program began in Fall Term 2003. The mission of LIFE is to foster health and wellness among Lane Community College employees and their families. The vision is to enhance employee wellness including physical, mental, emotional, social, intellectual, environmental and occupational health dimensions. The LIFE wellness program has developed a fitting motto: "Life in the Wellness Lane". Staffing for the LIFE wellness program includes one full-time faculty member, Wendy Simmons, and one part-time (.35 FTE) classified employee, Layne King. A Wellness Advisory Team, with representatives from departments and divisions across campus, meets three times per year.



Wendy Simmons



Layne King



A Wellness Walk

Programming includes a variety of health and wellness offerings to meet the needs of all employees, their spouses/domestic partners and their dependents, and retirees. There are special events and programs like the annual Health and Wellness Fair, Wellness Challenges, nature hikes, pedometer programs and stress reduction newsletters. The LIFE program has also provided support groups including tobacco cessation and diabetes management and currently offers an "Aging Parents" support group. In the Fall Term of 2011, the LIFE wellness program classes include Gentle Yoga, Intermediate Yoga, "Boot Camp for Champs", "Hybrid Healthy You, Healthy Lane Community Weight Loss Challenge", "Lovely Bones and Balance Too", "Move It & Lose It", Nia, "Restorative Health & Fitness", Strength/Conditioning, "Tai Chi Tuesdays" and Zumba. Ongoing services such as blood pressure "office calls", fitness center orientations, ergonomic assessments, connecting exercise partners, personal training and wellness coaching are provided year round.

The LIFE wellness Program strives to integrate wellness activities with campus and community partners. In coordination with Lane's Health Clinic, the LIFE wellness program has offered regular health screenings, "Know Your Numbers", that provide lipid and blood sugar results, blood pressure testing, body weight, girth measurements and

other biometric data. The program has also partnered with the Health Clinic on tobacco cessation and diabetes management efforts and worked with Food Services to help ensure that a variety of healthy foods are offered in our cafeteria daily. The LIFE wellness program promotes the Fitness Education Center (FEC) and gives express FEC orientations to employees. It also refers employees to other Health and Physical Education classes and promotes “Fitness Through Corrective Exercise” classes to those dealing with various injuries and/or conditions. The Employee Wellness Coordinator serves on the Safety Committee to bring employee wellness concerns and issues to the committee, to offer prevention services such as “Safety In Motion” trainings, and to serve as another link for wellness and safety. Finally, the wellness staff participates in and promotes sustainability efforts on campus.

A key LIFE wellness program strategy includes “making the healthy choice the easy choice” on campus. In addition wellness offerings, the program seeks to infuse wellness into all areas of the Lane community to create a culture of wellness. The program lead the efforts to make Lane a tobacco-free campus, posted signs promoting stair usage, encouraged the purchase of healthy vending machines, created many walking/jogging maps in and around campus including an indoor quarter mile route (maps are all accessible on our website at <http://www.lanecc.edu/wellness>), lead stretches at meetings, encouraged stretching breaks and walking meetings, and provided 250 employees with Stretchware software that reminds the employees to take stretching breaks.

Community connections have included establishing corporate discount rates at local gyms; promoting community events (e.g. local walk/runs, “Shades of Pink” Wellness event for women, the YMCA’s Diabetes Prevention program) and joining county wide wellness groups to develop worksite wellness plans, network and share ideas.

A current initiative, “Wellness TEAM Building” (WTB), will further instill wellness into the culture at Lane Community College. TEAM stands for Together Enhancing Active Movement. That movement can be mental, physical, social, emotional or any other dimension of wellness to enhance overall health. The program will use goal setting, wellness champions, health/fitness equipment and educational resources to help employees achieve three goals: (1) increase movement throughout the day at both home and at work, (2) reduce and manage stress through techniques such as healthier eating and effective communication, and (3) increase overall health, morale and productivity at work. WTB’s goal is to improve individual, departmental and college-wide health. With support from the Executive Team, the LIFE wellness program will work with specific departments to cultivate wellness teams. Currently, the program is working with 12 employees from Information Technology, meeting twice weekly for physical activity sessions and educational wellness lecture/discussions; starting to work with the Health Professions department to provide individual coaching and training; and working with the Office of Academic and Student Affairs to focus on a pedometer and nutritional challenge. The plan is to expand WTB to work with all departments to develop wellness TEAMS.

One of the LIFE wellness program's best strategies was to make healthy choices easily accessible, guiding campus policy, improving wellness and safety on campus, contributing to sustainability, and making Lane a tobacco-free institution. In the winter of 2007, the wellness program staff met with public health advocates from the American Lung Association of Oregon to bring the tobacco-free community college concept to Lane, and recreated a Smoking Task Force to address complaints from students and employees regarding secondhand smoke. In the spring of 2008, the program staff conducted a survey on secondhand smoke and received over 5200 responses; 4400 students and 800 employees. In reviewing survey results and comments, and collaborating as a team, the wellness program developed a plan to remove and/or relocate designated smoking areas towards the perimeter of campus in an effort to remove secondhand smoke from high pedestrian traffic areas and air intake systems. In a continued effort, the concept moved to reality and Lane's 30th Avenue core campus became tobacco-free in Fall Term 2010. On the main campus, smoking is now only allowed in four designated areas in the outer perimeter of campus in parking lots B, L, M and N. Cottage Grove, Downtown and Florence campuses are also tobacco free.

As a result of becoming a tobacco free campus, Lane had decreased the cost of cigarette litter collection and disposal. Lane has also gained a marketing and recruiting advantage, as the majority of staff and students would prefer a working and learning environment free of secondhand smoke. Research findings show that tobacco use in general, including smoking and breathing secondhand smoke, constitute a significant health hazard. In addition to causing direct health hazards, smoking contributes to college costs in other ways, including potential fire damage, cleaning and maintenance costs, and costs associated with absenteeism, health care, and medical insurance. Providing a tobacco-free campus is another example of Lane's commitment to student and employee wellness. A tobacco-free campus policy offers greater accessibility and a safer, cleaner, and more healthful environment for students, employees and visitors.

Lane Community College has a responsibility to its students and employees to provide a safe and healthful environment and the LIFE wellness program plays a key role in meeting this obligation. Employee involvement has increased steadily; 214 employees attended our first Health and Wellness Fair and that increased to 335 employees last year. The number of employees enrolled in classes increased by 29% from Fall Term 2010 to Fall Term 2011. The LIFE program is offering more classes and activities and extending its efforts to reach more employees through online classes and email newsletters. Finally, continuing to employ methods to bring wellness to the forefront makes health and wellness an accessible and pervasive part of the Lane culture.