

CWRU Wellness Program History and Impact

Since 2014, the Case Western Reserve Wellness Program has offered programs and services to create a culture of health and well-being campus wide. Initially serving just over 1,000 faculty and staff, in 2020, almost 3,000 registered for at least one program.

www.case.edu/wellness/facultystaff

CWRU's Incentivized Wellness Program

ONBoarding



Each Fall, Participants Recommit

VS

ONGoing



The Following Year, Participants Get Active

To be eligible, those using a university medical plan are asked to complete :	Between January 1 and November 30, there is time for program completion in one or two of six categories:
A. Health Risk Assessment (REQUIRED)	A. Community Well-being
B1. Biometric Screening and/or	B. Financial Well-being
B2. Tobacco Attestation and/or	C. Nutrition+Weight Management
B3. Primary Care Provider Attestation	D. Physical Activity
Those who complete the HRA and TWO of the other THREE activities receive \$25 each month the following year.	E. Stress Management
	F. Tobacco Cessation



Participants are rewarded for participation not only with better mental and physical health outcomes but with up to \$500 annually.



Annual Participation

CWRU's program onboarding has been robust.

The percentage of participants who completed the onboarding activities each fall:

- 2014: 56%
- 2015: 54%
- 2016: 55%
- 2017: 58%
- 2018: 63%
- 2019: 64%
- 2020: 62%
- 2021: 59%

In addition, each year ~25-28% of Wellness Participants attest to completing programs to earn an extra \$100-200.

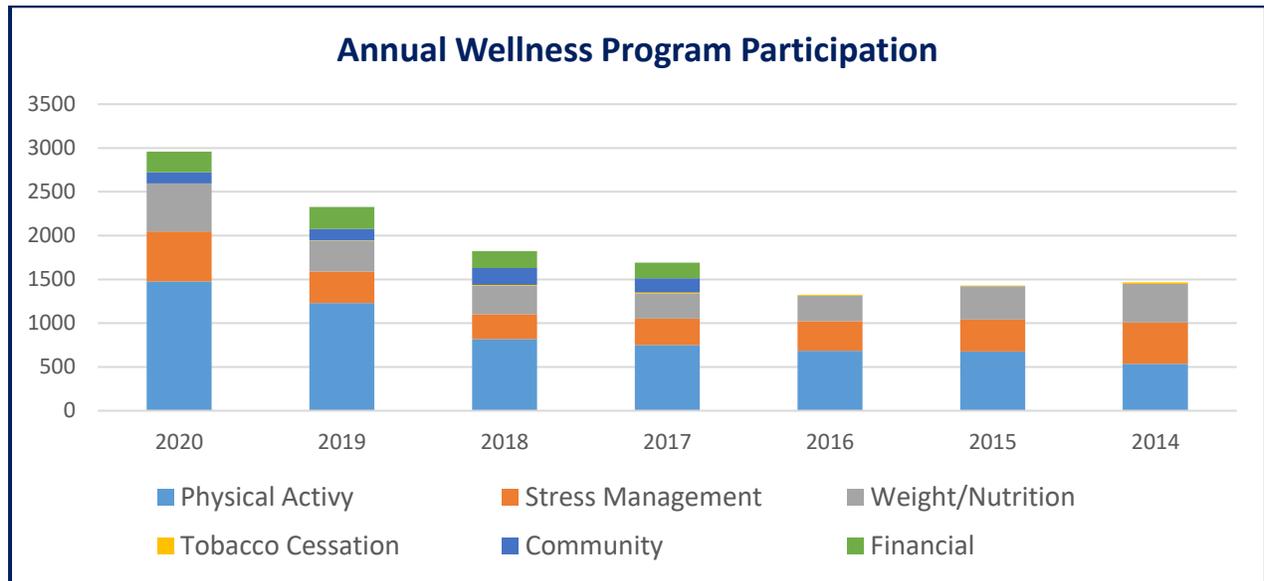
These programs are generally 8-12 weeks and require attendance at 85% of sessions.

Keeping faculty and staff healthy and well is critical to the university's success. Certainly, the recent pandemic has highlighted the critical nature of well-being to our ongoing operations. The Wellness team has worked hard since 2014 to offer an evidence-based, "best in class," program to enhance faculty and staff well-being. The outcomes of our efforts have been quite rewarding. We look forward to achieving similar results in the next five years.

– Elizabeth Click, Medical Director

Wellness Program Area Growth

When the program began, the “Big 4” modifiable health behaviors were the focus for incentives: Physical Activity, Stress Management, Nutrition/Weight Management and Tobacco Cessation. Financial and Community Well-being were added as categories in 2018.



Program Area Rationale

Gallup-Healthways suggests that Wellness Programs tackle the Five Essential Elements of Well-Being:

1. Career Well-Being
2. Social Well-Being
3. Financial Well-Being
4. Physical Well-Being
5. Community Well-Being

As the CWRU program is tied to participants in one of the university’s medical plans, the program began with a focus on physical and mental health, then expanded to address all components of well-being.

In addition to our multiweek programming, CWRU Wellness also offers:

- 
One time seminars and webinars *

* Helped us meet immediate needs like those which arose during the pandemic
- 
Annual Flu Vaccination Program
- 
Personalized Fitness Assessments
- 
Seated Massage
- 
Healthy Department Toolkit and Other Manager Resources
- 
Special Programming in Sleep, Gratitude, Kindness and More

Accolades and Honors



CWRU Wellness has won the Healthy Worksite Ohio Award each year since 2015.

Program Participants Are Appreciative!

By taking part in a variety of programming including a 12-week fitness competition, a meditation series, financial wellness classes and more, another participant finds the benefits to be clear and life changing. "Through it all, I have navigated my late 30s in the best physical shape of my life, seeing results in my annual biometric screening, and generally feeling good! In a safe, responsible way (no more biggest loser contest!), I have changed my diet, committed to a reasonable amount of exercise (no gym membership required, guys!), lost and kept off more than 20 pounds, reduced stress despite taking on more responsibilities, and have energy to coach my son's youth sports teams!

- Ernie

After participating in the fall 2019 on campus biometric screening and seeing a less than positive report, one participant decided to make a change. "My ultimate goal is to be fully whole-food, plant-based but just the small steps that I started to take dropped my cholesterol 26 points when tested in June 2020 and an additional 44 points when tested in September 2020!

- Sheryl

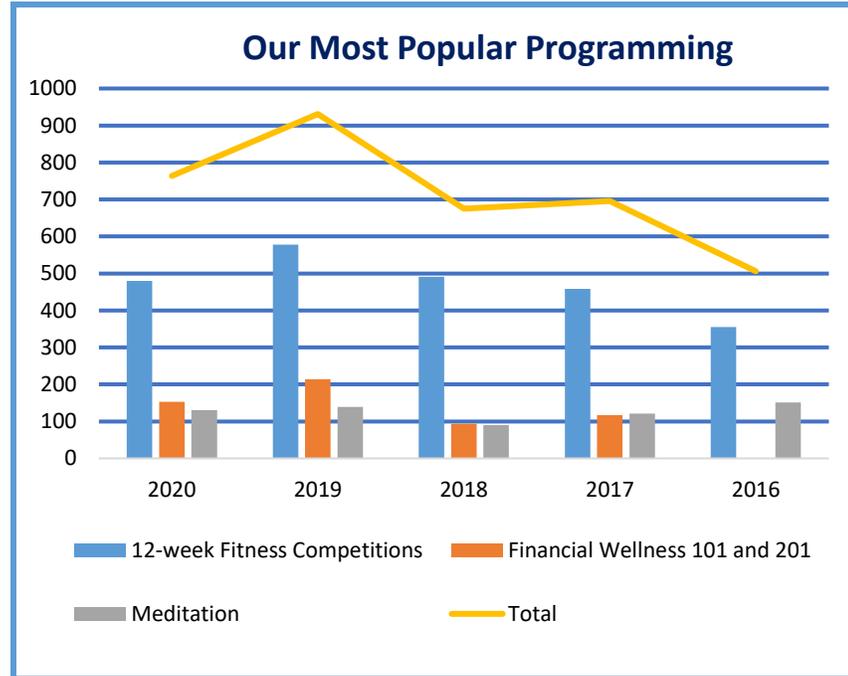
One Financial Wellness 101 participant shared that her personal finances are in good order, and stress decreased after participating in the series. "I took the first class and I noticed the atmosphere was relaxed, the people were kind, and the presentation was welcoming and easy to understand. I felt much more comfortable thinking about finances and taking responsibility for my financial decisions, good and bad. The classes exposed me to topics I never considered or thought I was too young to deal with, and it also made financial decisions actually fun to work on."

- Katie

Read more success stories on our website: <https://case.edu/wellness/facultystaff/about/success-stories>

Wellness Highlights

CULTURE OF HEALTH EFFORTS



In addition to regular Wellness programming, the team has taken on environmental change on campus.

TOBACCO FREE CAMPUS

Advocacy for, policy creation and implementation in 2017.

HEALTHY VENDING/CATERING

Advocacy and implementation with campus partners.

“TAKE THE STAIRS” CAMPAIGNS

Created and delivered signage throughout campus and large-scale project in BioEnterprise building.

Books@Work (now Reflection Point) Has Shown Social Improvement (January 2017-August 2021)

Selected Social Outcomes

Rankings on a seven-part scale¹, weighted average of matched respondents for 3 representative three-month programs

	Program One (n=8)	Program Two (n=13)	Program Three (n=8)	Average of 21 Programs ² (n=172)
I feel that people at work understand who I am.	↑ 4.4%	↑ 7.5%	↑ 19.5%	↑ 2.3%
I speak up and encourage others to get involved in issues that affect my workplace.	↑ 18.9%	↑ 7.7%	↑ 2.3%	↑ 1.7%
It is safe for me to take a risk in this organization.	↑ 15.8%	↑ 18.7%	↑ 18.8%	↑ 3.8%
I am able to bring up problems and tough issues with my coworkers.	↑ 15.8%	↑ 2.1%	↑ 13.5%	↑ 5.3%
I can display my values when working.	↑ 6.5%	↑ 9.6%	↑ 11.6%	↑ 1.9%

¹ Strongly Agree (7), Agree (6), Somewhat Agree (5), Neither Agree nor Disagree (4), Somewhat Disagree (3), Disagree (2) or Strongly Disagree (1)

² Of 23 total programs, only 21 included the above questions.

Other Health Improvement Highlights

32% ↑ (to 92%) of participants exercising at least 5 times a week by end of 12-week fitness competition.

43% ↓ decrease in sugary drink consumption by end of 12-week wellness competition.

42% of those at risk for metabolic syndrome in 2015 moved to in-range by 2018.

30% of those at risk with their total cholesterol in 2015 moved to in-range by 2018.