



Weber State Employee Wellness

SPRING 2024

Welcome to Employee Wellness

Established in 2000, Employee Wellness is a service to assist faculty and staff with achieving their wellness goals.

Over the past 24 years, Employee Wellness has grown to provide employees with access to health screenings, group exercise classes, health education classes, support groups, and financial incentive programs. Some of these services are also available to spouses covered under a WSU PEHP medical insurance plan.

Use this guide to supplement your current well-being program.



What's New For 2024

Better Data Collection

We are excited to serve you better. We can best do this through better data collection. Starting this year, employees who log onto their Employee Wellness Account will be prompted to complete the Personal Health Assessment. The data collected here will be used to plan upcoming events based on the overall health of the campus. A small gift will be sent through campus mail to those employees who complete this step.

Semester Learning Paths

For those employees who are uncertain how to start earning Rewards points, look for upcoming "Semester Learning Paths". This section in the Rewards program will provide suggestions for presentations, classes, books, and other events that relate to the semester topic.

More Format Options

To better meet the needs of employees, spouses, and early retirees who are unable to attend classes in person, Employee Wellness will be updating our capabilities to provide hybrid and on-demand classes. Review this semester guide and the Calendar located in your Employee Wellness account to identify how classes will be offered.

Semester Focus: Social Connections

As our lives constantly change, developing social connections is important for mental well-being, achieving a healthy work-life balance, and building resilience. Social connections at work, at home, or within the community play a pivotal role in shaping an individual's overall mental health.

At the workplace, fostering positive relationships with colleagues not only enhances collaboration and teamwork but also contributes to a supportive and inclusive work environment.

Strong family bonds and friendships provide a vital support system, offering emotional stability during challenging times. Additionally, community connections contribute to a sense of belonging and purpose, creating a network of support that enhances an individual's resilience in the face of life's adversities.

Recognizing and prioritizing social connections in all aspects of life will provide you with the strength to navigate the complexities of today's world.



Wellness In 30

Health Presentations



Employee Wellness Account

www.wellsteps.com/ws-rewards

Presentations are uploaded monthly to your Employee Wellness Account.

Social Connections at Work	Deepen Connections with Family	Developing Social Connections within Your Community
<p>February</p> <p>Join us as we delve into the importance of building and nurturing meaningful relationships. Discover the impact of strong social bonds on overall well-being, both personally and professionally. We will share practical insights and strategies to help you enhance your social connections.</p>	<p>March</p> <p>Family relationships are crucial for well-being as they provide emotional support and stability, a sense of belonging, and a safety net during challenging times. During this Wellness in 30, learn how you can improve family connections with those near and far.</p>	<p>April</p> <p>How can community engagement increase your sense of belonging while making a difference? Did you know you can use your Service Leave for community engagement opportunities? Join this workshop to learn the different ways community engagement builds connections and how you can get involved!</p>

Wellness In Action

Workshops



Employee Wellness Account

www.wellsteps.com/ws-company-calendar

Learn how to incorporate healthy habits into your daily routine.

Employee Wellness 101	Goal Setting	Medical Self Care
<p>Provided over three sessions, this course will provide an in-depth look at the Employee Wellness program. The first session will provide a quick overview of the Employee Wellness program, the Released Wellness Time, and use of the online platform. The Rewards program will be covered during the second session, and the Bonus Program during the third. These classes will be as interactive as you make it, with plenty of opportunities to ask individual questions.</p>	<p>Setting goals can be easy but following through on those goals until you succeed can be challenging. Over the course of this three-part workshop, you will learn how to determine your goals, envision your success, track your progress, and treat yourself.</p>	<p>Make your medical dollars stretch further by attending this three-part workshop. The first session will explore which medical conditions can be treated at home, urgent care, or the emergency room. During the second session, participants will gain a better understanding of how insurance works, specifically PEHP and its website tools. The final session will provide useful tips and suggestions to make the most of your doctor appointments.</p>

Challenges

2-Week Challenges & Campaigns



Employee Wellness Account

www.wellsteps.com/ws-challenge

Join a group challenge or engage in individual growth.

Random Acts of Kindness

During this 5-week campaign, work with others across campus to complete random acts of kindness. Each week, complete an act of your choosing and provide the details on the campaign dashboard. Your teammates will then vote on the best random act of kindness that occurred that week.

February 12 - March 15

2-Week Challenges

Looking for ways to improve your wellbeing? Schedule a 2-week challenge at any time. While you may choose to work individually, improve your social connections by adding your coworkers or spouse.

Choose from any of the following:

- 1,000 Reps
- Breakfast Boost
- Bring It On
- Daily 30
- Eat Your Vegetables
- Financial Wellness
- Get Organized
- Go for H2O
- Maintain Don't Gain
- Step It Up
- Stress Down
- Sweet Dreams
- Take Care of You
- Washing Works

Cooking Demonstrations

Master Your Kitchen Skills



Employee Wellness Account

www.wellsteps.com/ws-company-calendar

In-Person Attendance

Thursdays, March 14 - May 2

Online Attendance

Fridays, March 15 - May 3

Learning how to cook meals can help you save money, provide a creative outlet, foster socializing between friends and family, and improve your overall health.

Cooking Basics Part 1

- Knife Skills
- Saute and Simmer
- Roasting and Steaming

All in-person participants will receive a reusable meal container that should be brought to each session.

Support Groups

The Body Project



Employee Wellness Account

www.wellsteps.com/ws-company-calendar

In-Person Attendance

Wednesdays, February 14 - March 27

Online Attendance

Fridays, February 16 - March 29

The Body Project is a body acceptance program to empower women to engage in body acceptance and promote a positive body image.

The Body Project is a six-week program consisting of one, 45-minute weekly meeting each week. During meetings, participants will engage in a series of verbal, written, and behavioral exercises in which they consider the negative effects of pursuing the thin-ideal. All participants are expected to willingly contribute during each meeting.

Gym Orientations

Workout At Swenson Gym



Employee Wellness Account

www.wellsteps.com/ws-company-calendar

Thursdays, February 7 - March 7

Gym Orientations will help you become more acquainted with the gym equipment located in the Wildcat Arena. Register for the classes that seem most pertinent to you. Classes will include cardio machines, strength machines, and flexibility and core. The final class in this series will assist you with designing your personal exercise program.

Cardio & Fitness Assessment: Learn how to use the cardio equipment and complete a fitness assessment.

Machine Weights: The weight machines located on the north half of the Wildcat Arena were replaced in 2020. Attend this orientation to familiarize yourself with the new equipment.

Flexibility & Core: Improve your flexibility and learn what equipment can be used to strengthen your core muscles.

Program Development: Take what you have learned in the above three classes and develop an exercise program that meets your needs.*

**While you may attend classes in any order, it is highly recommended that you complete Cardio & Fitness Assessment, Machine Weights, and Flexibility and Core before enrolling in Program Development.*

Fitness Classes

Fitness For All Abilities



Employee Wellness Account

www.wellsteps.com/ws-company-calendar

Employee Wellness offers the following fitness classes:

Total Body Conditioning: Join us each Friday for a Total Body Conditioning class. Each class will work the whole body using a variety of strength training equipment. Great for beginners and those with an advanced fitness background. Classes will be held in a hybrid format.

-Taught by Tami Clark

Yoga:* Due to its holistic nature, this class works as a stand-alone exercise regimen for those who are super busy or as a complement to a more diverse exercise program including other modes of activity.

-Taught by Bobbi Bowman: Mon/Wed, 12:30 pm - 1:20 pm

Pilates:* This mode of exercise is a great low-impact way to strengthen and tone muscles, improve posture and flexibility, increase circulation and cardiovascular strength, and unite body and mind. It will help you on your way to a stronger and healthier body.

-Taught by Claudette Halverson: Tues/Thurs, 1:30 pm - 2:20 pm

**A class fee applies to these classes. Participation in one format is \$25 per semester, or participation in both formats is \$45 per semester. Learn More Here:*

https://www.weber.edu/employeeewellness/pilates_class.html

Personal Training

One-on-One Fitness Programing



Request On Website:

https://weber.edu/employeeewellness/personal_training.html

Various Days and Times
In Person Attendance

Personal Training is back! Employee Wellness will provide on-site personal training to help with your fitness needs.

Training sessions will be offered over the course of 6 weeks. You will meet with our trainer either once or twice a week.

As we are in the process of redesigning our Personal Training program, our trainer will be experimenting with different formats and will attempt to accommodate all participant needs. You are encouraged to provide constructive feedback during and at the end of your sessions that will allow this program to flourish.

Wellness Coaching

Behavior Change Made Easy



Request On Website:

https://weber.edu/employeeewellness/wellness_coaching.html

Various Days and Times

Hybrid Attendance

Wellness coaching can help those seeking ways to improve their overall well-being. A wellness coach provides support, guidance, and accountability as you make changes to your lifestyle.

During your session, your wellness coach will help you to identify your strengths, set realistic goals, develop an action plan, and track your progress. While the coach is here to facilitate conversation, it is ultimately the client who is responsible for taking action and making changes. Coaching can be beneficial for those who are overwhelmed or feel stuck when it comes to developing healthy behaviors.

Wellness Pays

Two Ways To Earn

Employee Wellness provides two financial incentive programs: Wellness Pays Rewards and Wellness Pays Bonus.

The Rewards program provides extra incentives to participate in healthy behaviors. The Bonus program provides an incentive for meeting or improving personal health metrics.

Both programs are voluntary. Learn more about Wellness Pays at <https://weber.edu/employeeewellness/wellnesspays.html>

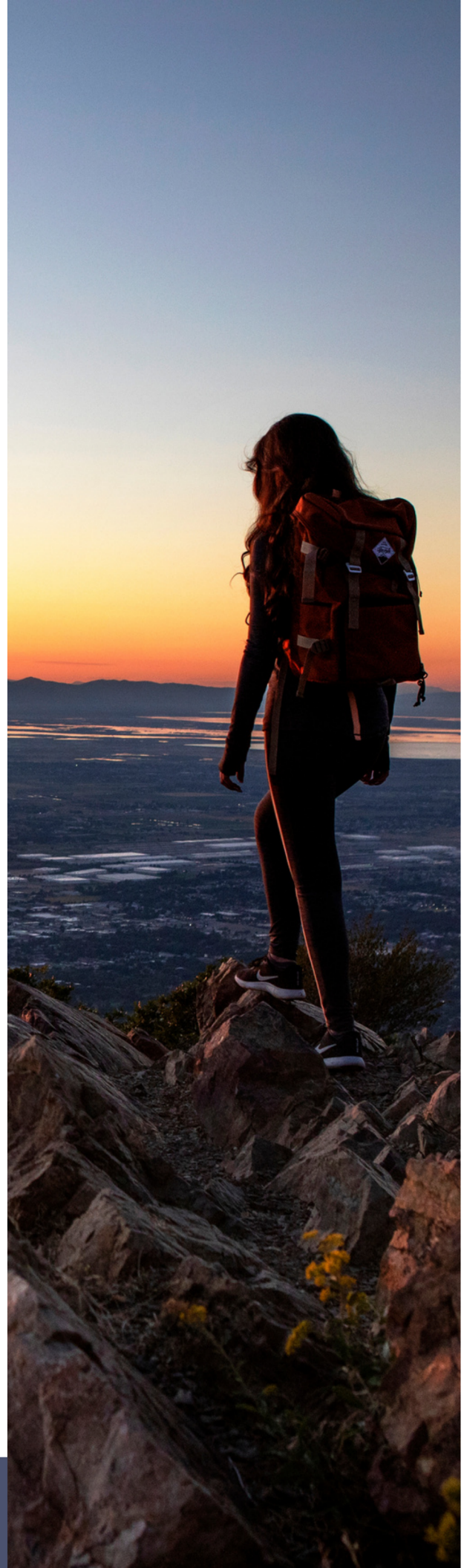


Rewards Program

This program is available to all benefits-eligible employees and spouses.

Earn rewards points by participating in regular preventive care, being physically active, and engaging in other healthy behaviors.

Rewards points can be cashed in for up to \$200 per calendar year. Spouses can earn various non-cash prizes.

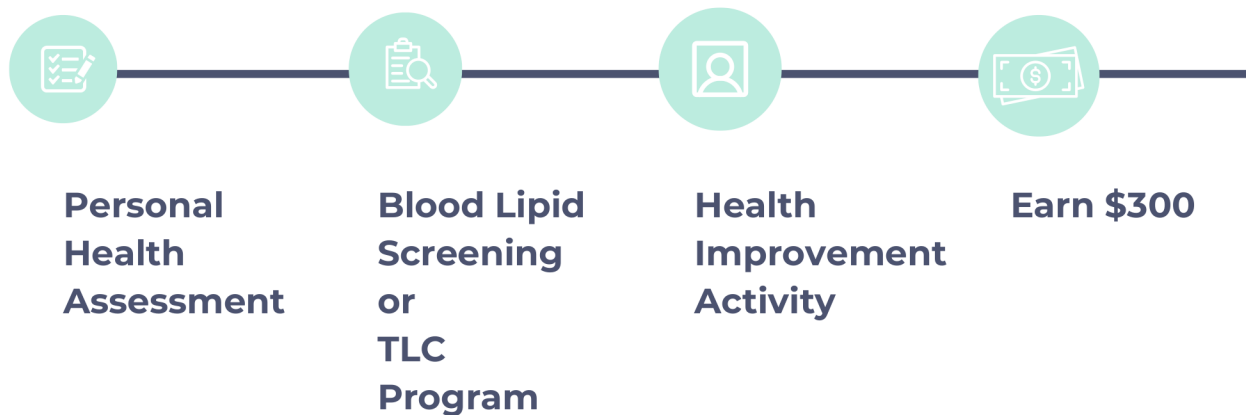




Bonus Program

Participants covered under a WSU PEHP policy will receive a one-time \$300 bonus once they complete the following required steps. this bonus is available annually.

Easy as 1-2-3



Spouses can also complete the same procedure and receive an additional \$300 bonus annually.

Employee Wellness Team



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& Benefits Manager



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Human Resources