




Faculty Wellness Programs

Presentation Overview




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 2. Fitness Tracker
 3. MOVable Wellness
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Faculty Wellness Programs

Carone Fitness




- Carone Fitness is the premier provider of online health and physical education courses for grades K-12 and higher education
- Accredited School/ Curriculum Provider
- NWAC/AdvancED accredited
- Worked with schools since 2006; served over 40,000 students
- Mission to educate and motivate youth and adults as they work towards a healthy lifestyle.
- Now offering faculty wellness programs!

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Faculty Wellness Programs

The Shape of the Nation



The Surgeon General's Report on Physical Activity and Health marks physical inactivity as "a major public health concern."

"Given the numerous health benefits of physical activity, the hazards of being inactive are clear. **Physical inactivity is a serious, nationwide problem.** Its scope poses a public health challenge for reducing the national burden of unnecessary illness and premature death."

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Virtual Tracking. Real Results.
www.caronefitnesstracker.com

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Health By The Numbers

Over 1/3 (33.8%) of adults are overweight or obese—leading risk factor for disease! (CDC)

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Health By The Numbers

In 2008, \$147 billion spent in US on obesity-related diseases.
(Finkelstein)

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Health By The Numbers

Over 50% of an organization's health care costs come from preventable lifestyle factors, such as diet and inactivity. *(Chenoweth)*

- People at-risk for obesity used hospitals 143% more than peers
- Persons with poor diet had 41% higher medical costs.

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Health By The Numbers

6 out of 7 American workers are overweight and/or has a chronic health condition--costing more than \$153 billion a year in lost productivity.
(Gallup Study)



Benefits of Faculty Wellness

Decreased Absenteeism


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Benefits of Faculty Wellness

Increased Productivity & Energy

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Benefits of Faculty Wellness



Improved Faculty Morale

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Benefits of Faculty Wellness




ROI Average 1:3

Ranges 1.5 to 5
3 Years
(HHS)


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Benefits of Faculty Wellness



Set the Example!
Practice What We Preach.
Create a Healthy School Environment & Culture of Wellness.

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Types of Wellness Programs

Who currently has a program for staff and faculty at their school or workplace?

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Types of Programs	Small Organizations— % That Offer	Large Organizations— % That Offer
Gym Membership or Discount	29	63
Smoking Cessation	23	60
Web Resources	49	80
Wellness Newsletter	43	60
Personal Health Coaching	11	42
Weight Loss Programs	29	53
Classes in Nutrition/Health	23	47
Other	8	32
Offer at Least One of Above	74	92


*Small is <200 employees
Data from Kaiser Foundation Benefits Study in 2010 of 2,046 business


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Types of Wellness Campaigns

- Awareness
- Education
- Challenges or Short-term Kick-Starts
- Physical Programs



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Awareness

Goal is to make others aware of the choices they make and healthy options

- “Wash Your Hands” sign by sink in bathroom
- Putting calories next to menu choices
- 5-a-Day sign in the cafeteria
- Signs, announcements at school, emails, “healthy spotlight” at faculty meeting



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Education

Goal is to educate participants on the importance and “how-to’s” of healthy living.
(Health Belief Model)

- Daily or Weekly Fitness Tips
(<http://www.caronefitness.com/fitnesstip.html>)
- Smoking cessation classes
- Lunch N’ Learn Health & Nutrition Classes
- Online modules, newsletters, announcements



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Challenges or Short-Term Goals

Goal is for participants to take action and “kick-start” their healthy living habits.

- MOVband challenge: 100 miles in 3 weeks
- 5K walk/run
- Walk/Bike to Work Days
- Weight-Loss Challenge
- 10 in 10 Challenge


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Other Physical Programs

Goal is to aid participants in being physically active.

- Physicals & screenings
- Fitness classes before or after school
- Walking group, VB/BB teams
- Coach or personal trainer
- Physical Programs



Considerations

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Stages of Change

- Pre-contemplation
- Contemplation
- Preparation
- Action
- Maintenance

What stage are most your admin or faculty?


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Considerations

Questions to Consider:

- Needs assessment
- Fitness testing and health screening
- Equipment/Hardware
- Incentives



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Needs/Interest Assessment

A program can only be successful if it meets the needs and interests of participants.

- Informal (i.e. I see a lot of overweight staff and witness to sedentary behaviors)
- Semi-formal (i.e. ask around what people would be interested in and if they would participate)
- Formal (i.e. conduct a survey; ex: Survey Monkey)

Can also get "optional" pre-data (if allowed) for tracking and reporting purposes: approximate number of sick days a year, job satisfaction, etc.

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Fitness Testing & Analysis

WHAT?	WHY?
➤ Physical Fitness Assessment	➤ Provide initial data for statistical reporting
➤ Biometric Screenings (blood pressure, cholesterol, etc.)	➤ Recommended every 6 -12 months for accurate progress reports
➤ Fitness Analysis--Initial coach collaboration	➤ Provide appropriate analysis for employee improvement
➤ Application training	

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Equipment Considerations

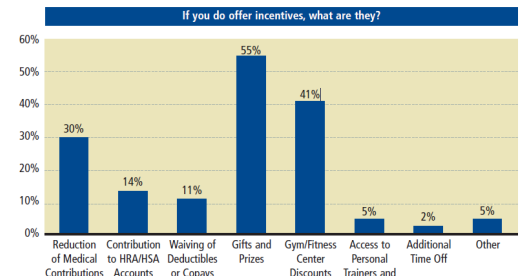
- What does faculty have access to? What can be provided?
- Are computers available? (i.e. allow for email promotion, online tips and classes, online data tracking & surveys)
- Negotiate a discounted rate at a local gym or rec center
- Activity Monitors to receive accurate, verifiable data:
 - MOVband Activity Monitor
 - Polar Heart Rate or Activity Monitor
- Resistance bands for employees without access to exercise equipment (can view exercises in Exercise Library)

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Incentives

If you do offer incentives, what are they?



Incentive Type	Percentage
Reduction of Medical Contributions	30%
Contribution to HRA/HSA Accounts	14%
Waiving of Deductibles or Copays	11%
Gifts and Prizes	55%
Gym/Fitness Center Discounts	41%
Access to Personal Trainers and Nutritionists	5%
Additional Time Off	2%
Other	5%


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Additional Considerations

Questions to Consider:

- Spouse and family participation?
- Student/parent participation?
- Funding/ Fund-raising
- Leadership (who is in charge?)
- Time/Sustainability
- Tracking & Reporting/Verifiable data (admin like #'s!)




Tips for Getting Started

eCorpWellness
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

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Getting Started

- Start Small!
 - So many options—don't get overwhelmed
- Get Admin Support
- Find Champions
- Involve students, parents, and community
- Use Friendly Rivalries
 - Dept. vs. Dept.
 - Challenge rival HS
 - Student vs. faculty
 - Men vs. Women
- Use resources you already have
- Be creative!



Benefits of a Web-based Program

-  **Improve Health**
-  **Track Progress**
-  **Connect with Others**
-  **Challenge Yourself**


Benefits of Online Wellness



Online= Accessibility:
Anywhere,
Anytime

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Benefits of Online Wellness



Communication & Training Portal

- Email communication
- Built in automation (saves time & money)
- Provides accountability & reminders
- Pre-designed or customized

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Benefits of Online Wellness




Scalable Turn-Key Application

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Benefits of Online Wellness

Productivity



Online Coaching Option

- Easy & Less Expensive
- Provides accountability
- Provides personalized plans and feedback

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Benefits of Online Wellness

Social Motivation



Social Motivation:

Connect with Others via Fitness Friends or Online Discussions

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Robust Individual or Aggregate Reporting Features



The image shows multiple screenshots of the Carone Fitness Tracker reporting interface. It includes various data visualizations such as bar charts, line graphs, and tables. The interface is organized into sections for 'Complex Risk Results', 'Health Risk Assessments', and 'Assessment Group Results'. The data appears to be categorized by time periods and risk levels.

Benefits of Online Wellness

Hardware Tracking Options

Verifiable Data



© MOVband

POLAR
LISTEN TO YOUR BODY

Benefits of Online Wellness

MOVband Trackable Data

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Polar Trackable Data

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Carone Fitness Health, Fitness, & Nutrition Education: Comprehensive Classes or Topic-Based Lesson Modules

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Weekly Learning Modules Include:

- Topic-Based Multimedia Lessons
- Accountability Quizzes
- FitTasks
- Online Discussion Boards
- Recommended Workouts
- Fitness & Nutrition Journaling
- Links to Additional Resources

Additional Features

- Consistent Email Reminders
- Progress Reports
- Live Coaches Available to
- Provide Feedback and Answer Questions

Variety of Course Topics:

- Physical Fitness
- Nutrition
- Stress & Time Management
- Communication
- Healthy Relationships
- Life Skills
- Tobacco, Drug, and Alcohol Use
- Much More!

Comprehensive Health & Fitness Courses

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Health and Fitness Programs are our Specialty!

Programs Include:

- ▶ Media-rich educational Lessons focused on guidelines and principles of health and fitness

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Exercise Library

Thousands of Exercise Videos & Descriptions



Here participants can view instruction, images, and videos of almost 300 different exercises, including strength, stretches, Pilates, and yoga exercises.

- Search by name, muscle group, type of exercise, or equipment
- Large variety of exercises that require NO equipment
- Detailed instruction, pictures, and videos with proper modeling

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Program Example:

10 in 10

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Fitness Tracker:

Web-based Programs, Fitness & Nutrition Tracker, Reporting Features, etc.

Carone Fitness Tracker

It all starts With Your Carone Fitness Tracker Account!



TOOLS FOR HEALTH: Employees can access exercise libraries, track nutritional intake and calories, view results, and more!

GUIDANCE: Exercise videos, wellness coach collaboration, daily tasks and automated email reminders.

HEALTH COURSES: Proven health and fitness courses with multimedia lessons, quizzes, F1Tracks discussions, and instructor feedback.

GOAL SETTING: A motivation and goal center to track goals, and the tools and guidance to help participants achieve them.

VERIFYABLE DATA: Integrated upload and syncing capability with a variety of heart rate monitors, activity monitors, or pedometers for accurate reporting.

HEALTH REWARDS POINTS: Participants receive reward points for healthy activities. Points can be redeemed for merchandise discounts, gift cards, cash, or other items as determined by employer.

FITNESS CHALLENGES: Individual and team challenges create a health-centered culture and motivate participants to work towards a common health goal.

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Wellness Analysis



Health Risk Assessments
Wellness Analysis
Biometric Screenings
Fitness Assessments

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Wellness Coach Collaboration
Nutrition Analysis
Fitness Tracking/HRM Syncing

TOOLS FOR HEALTH

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Hardware Integration: Verifiable Data



MOVBAND

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Fitness Challenges

Challenges between Individuals, Teams, or Locations

KEY FEATURES

- Countdown tracker
- Accountability partners
- Activity wall
- Leader boards
- Ranking
- Competitors
- Message wall

YOUR COMPANY HERE!




- Calorie-Burn Challenge**
- Weight-Loss Challenge**
- Step Challenge**
- Wellness Challenge**
- Healthy Eating Challenge**
- + Time Challenge!**

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Additional Features



Mobile App

Accountability Partners

Fitness Friends

Carone Fitness Tracker

Robust Individual or Aggregate Reporting Features



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Incentives

- Participants earn Healthy Rewards points by
 - Logging in to tracker site
 - Syncing HRM
 - Journaling fitness or nutrition activities
 - Completing program tasks
 - Participating in challenges
- Rewards Points can be redeemed for merchandise, or discounts, such as:
 - Polar Equipment or other Merchandise Purchased at Cost+ (no additional expense to the company)
 - Cash
 - Gift Cards
 - \$ towards HSA

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MOVBAND Employee Wellness Programs

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Verifiable Fitness Data



MOVband

A variety of activity hardware integrates with the Carone Fitness Tracker—
providing verifiable data and reports

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Spotlight: MOVABLE & Employee Wellness


► **The Problem:**

- The average wellness program has a 39% participation rate
- Employee wellness programs can be very expensive for the employer
- Many wellness programs don't appeal to the average person, who is likely overweight & may find a program daunting

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Spotlight: MOVABLE & Employee Wellness




► **The Solution:**

- **MOVband**
 - Highly visible wrist-worn activity monitor, helping physical activity become part of the daily conversation at work
 - Employees learn that small & simple changes can make a big difference
 - Cost effective at \$29.99 per employee
- **MOVchallenge**
 - Group program unlocks the group dynamic critical for cultural change
 - Everyone strives to move more, together

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Spotlight: MOVABLE & Employee Wellness



► **The Results:**

- MOVABLE's program is effective:
 - Increases activity at an average of 25%
 - Average 70% participation rate (compared to 39%)
 - Fun & engaging, with employees reporting improved morale & teamwork
- **Join the movement!** Talk to Katie & Mike at booth #1505.



Questions?

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