
Action Project

Institution: Lake Superior College
Submitted: 2008-01-31 **Contact:** Sue Stenerson
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Timeline:

Planned project kickoff date: 12-01-2007

Target completion date: 06-01-2009

Actual completion date: --

A. Give this Action Project a short title in 10 words or fewer:

Campus Wellness Program

B. Describe this Action Project's goal in 100 words or fewer:

To identify best practices and innovative approaches that will promote healthy choices and options in activities, awareness, and environment to all campus constituents

C. Identify the single AQIP Category which the Action Project will most affect or impact:

Primary Category: Valuing People

D. Describe briefly your institution's reasons for taking on this Action Project now -- why the project and its goals are high among your current priorities: _

Research shows that the more active people are, the healthier they are and that a healthy diet contributes to good health. When our college students and staff become more aware of their specific health status and participate in healthy eating habits and exercise, our efforts will improve the overall health of the campus.

E. List the organizational areas - -institutional departments, programs, divisions, or units -- most affected by or involved in this Action Project:

All campus units will be involved and/or affected.

F. Name and describe briefly the key organizational process(es) that you expect this Action Project to change or improve:

Use the grant request process to submit an Innovation Grant proposal to request baseline health testing and fitness activity equipment. Since this will be a new program, a new process will be developed involving orientation for employees and students.

G. Explain the rationale for the length of time planned for this Action Project (from kickoff to target completion):

We plan to survey the campus constituents at the Health Fair in February. Responses will indicate the activities likely to be most successful. Implementation will begin during the FY09 and evaluation of the program will occur in June 2009.

H. Describe how you plan to monitor how successfully your efforts on this Action Project are progressing:

We will create a timeline for completion of project segments.

I. Describe the overall "outcome" measures or indicators that will tell you whether this Action Project has been a success or failure in achieving its goals:

75% of the college community will use campus health monitoring equipment to determine baseline health status and 50% will report that they anticipate they will continue monitoring while participating in activities developed as a result of the campus wellness survey. Follow-up survey results will indicate

campus satisfaction of at least 2.5 on a 4 point scale and will be attributed to the Campus Wellness Program.

J. Other information (e.g., publicity, sponsor or champion, etc.):

We plan to involve members of Student Life, Wellness Center, Food Services, Blue Cross/Blue Shield, Public Information, and to review best practices from other local businesses, e.g., Sappi, SMDC, and Minnesota Power.

K. Project Leader and contact person:

Contact Name: Mary Nienaber, Human Resources Director

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Annual Update: 2008-08-05

A. Describe the past year's accomplishments and the current status of this Action Project.

The team started by outlining the various aspects of a wellness program and how those aspects might integrate into the LSC community. The team reached agreement on the following: 1) the program will include both students and employees, and 2) the project will include four areas of wellness; nutrition, activities, educational workshops, and monitoring. An internal innovation grant was submitted and funded through the Institutional Effectiveness process. Sub-teams gathered information from constituents and formulated recommendations for action relative to the four areas identified. previously.

Review (09-15-08):

Lake Superior College has embarked on a very worthy project focused on enhancing the health and well-being of employees and students. The college has involved what sounds like adequate planning for program success. That planning included successfully securing a grant to support operations. The broad-based plan included students and employees, and indicates the College's commitment to the AQIP process. In particular, this project represents the AQIP Category of Valuing People.

B. Describe how the institution involved people in work on this Action Project.

A survey was conducted during the college's Health Fair and served not only to gather information but also increase awareness of the project. A promotional powerpoint presentation was created and shared prior to the grant proposal submission. The project team also included various other college representatives as appropriate.

Review (09-15-08):

This project was unveiled during the College's Health Fair. Although it was not clear what percentage of employees and students participated in the Health Fair, it was assumed that a sufficient number of individuals participated in the survey to ensure the kick-off was a success, and to allow the College to gather enough data to guide future actions on this project. In addition to involvement of the college community on the day of the Health Fair, representatives from across the institution were part of project planning. Baseline measurements were included in the project, and at this point, it is too early to determine how the college is progressing towards goal attainment.

C. Describe your planned next steps for this Action Project.

This fall, the grant will be used to: purchase recreational equipment for activities, purchase equipment for health monitoring, offset costs associated with a nutritionist or consultant regarding food choice, and develop promotional materials for the project. A series of workshops and activities will be developed for implementation in the fall term. Lastly, supervisory guidelines for employees to participate in wellness

activities will also be developed before the fall term. During the first few weeks of the new fall term, additional effort will be devoted to promoting the program and identifying the various outlets for wellness related activities and information.

Review (09-15-08):

The set of next steps that have been outlined are logical and should provide the structure needed to move the project forward. This project is focused on an issue that is critical in the short-run, but also on a more long-term basis for the health of the employees and students at Lake Superior College. It is assumed that the project also establishes a foundation for attempting to work towards creating more cost-effective strategies to reduce health care costs, an issue that businesses of all types are forced to deal with as they strive to maintain fiscal control. Some questions posed to the institution include: a) what forms of incentives, if any, was provided to increase participation? and b) is the institution able to realize a financial return on its investment through implementation of this project?

D. Describe any "effective practice(s)" that resulted from your work on this Action Project.

This team used a wiki for team communication and found it also to be an excellent way to document their progress and visibility.

Review (09-15-08):

Innovation and currency with use of technology has been demonstrated by the Action Project team. The institution is also applauded for taking on a project that is timely and important, yet challenging.

E. What challenges, if any, are you still facing in regards to this Action Project?

Initially, the challenge will be to build participation and to affect the culture of the college in order to make personal wellness a way of life in work and educational experiences as well as personal life. A second challenge will be the ways in which this effort will be institutionalized so that the work begun during the project, such as the health monitoring activities, will be continued.

Review (09-15-08):

The challenges that were identified are in line with any initiative that challenges individuals to establish or refine their behaviors. This is especially true when these changes directly relate to personal choice and one's health. The institution recognizes change is not always easy to accomplish, and might want to consider what measures could be implemented to further enhance employee and student buy-in to this project.

F. If you would like to discuss the possibility of AQIP providing you help to stimulate progress on this action project, explain your need(s) here and tell us who to contact and when?

Review (09-15-08):

Re65. This is a very interesting and exciting project. As previous indicated, by implementing this Action Project, the institution is demonstrating that it values its employees and students. As the project continues to unfold over the next year, Lake Superior College is encouraged to monitor those practices that are especially effective and signify program success. Other institutions will likely be paying close attention to the success of this project. The global judgment regarding this action project is that the institution has made reasonable progress towards completion of this project. The next year will be an exciting one to watch as the institution will be able to provide tangible data concerning their accomplishments in contributing to a healthier college community. Congratulations on this Action Project to date.