ROLES AND RESPONSIBILITIES

Wellbeing Champion

Goals:
- Serve as key promoters and communicators of UW-Madison’s wellbeing initiative by supporting policies, systems and environments that support a well workplace along with resources for faculty and staff
- Support access and engagement in workplace wellbeing while engaging in campus wide programs, services, and events
- Support a healthy, inclusive, and engaging culture of wellbeing in unit/department
- Recognize and highlight both individual and department efforts to create a healthy workplace

Benefits:
- Self:
  - Provides motivation to stay committed to personal health and wellbeing goals
  - Allows for networking in a community of other Wellbeing Champions
  - Enhances communication and planning skills
  - Receive a discounted Rec Well membership*  
    *Must be purchasing or renewing a Rec Well membership. Refunds for current or prior memberships are not available.

- Organization/Department:
  - Contributes to a healthy work environment
  - Improves engagement, increases productivity, helps retain talented employees
    - 79.9% of employees whose employers offer wellbeing programs feel like their employer truly cares about them  
    - Employers lose about $1,685 per employee due to productivity losses related to personal and family health problems  
    - 87% of employees said they consider health and wellbeing offerings when choosing an employer  

Responsibilities:
- Announce your role as a wellbeing champion to your department using the templates provided or on your own.
- Support the wellbeing program to achieve the larger department mission and goals
  - Creating and implementing wellbeing programs and initiatives to improve the culture of the work environment to promote wellbeing

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1 The Business of Healthy Employees: A survey of Workplace Health Priorities, Virgin HealthMiles, p.2.
2 Workplace Health Promotion, Center for Disease Control and Prevention,  
• Lead the wellbeing initiative through example by practicing healthy behaviors such as stress management, self-care, healthy eating, exercising, etc.
  o Wellbeing is a journey; Wellbeing Champions are not expected to perfect in every area of wellbeing
  o Showing coworkers what it looks like to work towards and practice healthy behaviors can be encouraging to others in the department
• Encourage co-workers to practice self-care and wellbeing habits
  o This does not mean telling people what to do or how to live. Instead it means encouraging coworkers to attend wellbeing events/programs, giving folks information about healthy practices, creating fun and inclusive challenges for individuals to participate in healthy behaviors, etc.
• Assist in communicating wellbeing programs through:
  o Sending provided e-mails
  o Displaying provided materials (posters, flyers, etc.)
  o Posting approved social media
  o Word of mouth
• Maintain communication with supervisors regarding activities related to being a Wellbeing Champion
• Identify potential employee success stories or positive moments to recognize and/or learn from for future programs/initiatives
• Serve as a trusted source for collecting feedback and input from the department
• Assist in wellbeing program improvement and development by providing appropriate feedback

Resources:
• Access to a BOX account containing wellbeing information, ready-to-use programs and activities
• Membership to the Wellbeing Community of Practice (monthly meetings to enhance learning and collaboration of wellbeing topics)
• Access to templates: data collection strategy, questionnaires, planning calendars, strategic development
• Campus Wide Data from StayWell health assessment

Commitment:
• One-year term which may be extended (there are no term-limits for Wellbeing Champions)

Time:
• Approximately one hour per month to plan and communicate

Training:
• Collaboration with the Employee Wellbeing Coordinator offering one-on-one support with brainstorming, navigating, making connections, and collecting data and program results
• Workplace Wellbeing Community of Practice monthly meetings (see above, must attend at least three per year)

*The Wellbeing Champion is a volunteer role that is allowed with supervisor approval and will not interfere with primary job duties*