ROLES AND RESPONSIBILITIES

Well-Being Champion

Goals:
- Serve as key promoters and communicators of UW-Madison well-being programs, activities, and resources for faculty and staff
- Support access and engagement in health and wellness while participating 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 wellness goals
  - Allows for networking in a community of other Well-Being Champions
  - Enhances communication and planning skills
  - Free access to RecSports facilities on Badger Champion Appreciation Days
- Organization/Department:
  - Contributes to a healthy work environment
  - Improves engagement, increases productivity, helps retain talented employees
    - 79.9% of employees whose employers offer wellness programs feel like their employer truly cares about them¹
    - Employers lose about $1,685 per employee due to productivity losses related to personal and family health problems²
    - 87% of employees said they consider health and wellness offerings when choosing an employer³

Responsibilities:
- **Announce** your role as a well-being champion to your department
- Support the wellness program in an effort to achieve the larger department mission and goals
  - Creating and implementing well-being programs and initiatives to improve the culture of the work environment to promote wellness
- Lead the wellness initiative through example by practicing healthy behaviors such as stress management, self-care, healthy eating, exercising, etc.
  - Wellness is a journey; Well-Being Champions are not expected to perfect in every area of wellness

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¹ The Business of Healthy Employees: A survey of Workplace Health Priorities, Virgin HealthMiles, p.2.
• 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 well-being habits
    o This does not mean telling people what to do or how to live. Instead it means encouraging coworkers to attend wellness events/programs, giving folks information about healthy practices, creating fun and inclusive challenges for individuals to participate in healthy behaviors, etc.
  • Assist in communicating well-being 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 Well-Being 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 well-being program improvement and development by providing appropriate feedback

Resources:
• Access to a BOX account containing wellness information, ready-to-use programs and activities
• Membership to the Wellness Community of Practice (monthly meetings to enhance learning and collaboration of wellness 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 Well-being Champions)

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

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

The Well-Being Champion is a volunteer role that is allowed with supervisor approval and will not interfere with primary job duties