

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 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 wellbeing offerings when choosing an employer³

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

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, <http://www.cdc.gov/workplacehealthpromotion/businesscase/reasons/productivity.html>.

³ *Challenge 2013: Linking Employee Wellness, Morale and The Bottom-Line*, by Judy Martin, <http://www.forbes.com/sites/work-in-progress/2013/06/11/challenge-2013-linking-employee-wellness-morale-and-the-bottom-line/>.

- Lead the wellbeing initiative through example by practicing healthy behaviors such as stress management, self-care, healthy eating, exercising, etc.
 - Wellbeing is a journey; Wellbeing Champions are not expected to perfect in every area of wellbeing
 - 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
 - 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:
 - Sending provided e-mails
 - Displaying provided materials (posters, flyers, etc.)
 - Posting approved social media
 - 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