



# WELLCATS ANNUAL REPORT FY 2022

# WELLCATS

*Live. Work. Be Well.*

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# TABLE OF CONTENTS

Introduction	3
<i>WellCats</i> Employee Wellness Program	3
The mission statement for <i>WellCats</i> is:	3
<i>WellCats</i> Strategic Plan Progress	4
Overview of <i>WellCats</i> Offerings - Programs and Services	6
Member Data	7
Program Assessment	7
A. Overall Program Outcomes Data	7
B. Member Retention Data	7
C. Health behavior coaching summary data (*see Appendix III)	8
D. One-on-one nutrition consultation summary data (*see Appendix IV)	8
E. <i>WellCats</i> Educational Series Surveys Summary (*see Appendix V) for summary	8
Major Objectives for 2022	8
Major Obstacles	8
Appendix I   Participation Data	10
Appendix II   1-on-1 Health Coaching Feedback Summary	11
Appendix III   1-on-1 Nutrition Consultation and ProActive Nutrition (PAN) Summary	14
Appendix IV   <i>WellCats</i> Educational Series 2021-2022 summary data	16
Appendix V   <i>WellCats</i> Online Content Summary Data	18

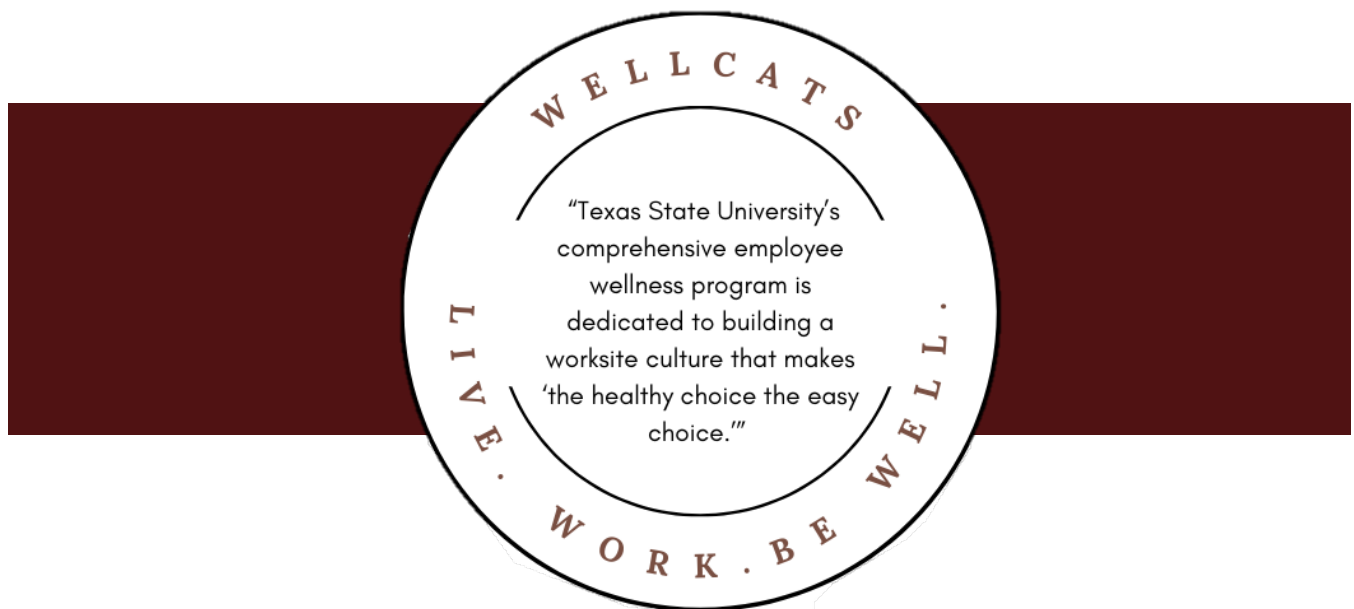
# INTRODUCTION

## **WellCats Employee Wellness Program**

The *WellCats* program is included in the University Plan, Goal 4: Provide the necessary services, resources, and infrastructure to support the university’s strategic direction, Objective 13 (Provide programs and services that support and enhance the health and wellness of the university community). The vision for the *WellCats* program is: *“to become a nationally recognized, evidence-based, comprehensive employee wellness program designed to inspire Texas State employees and the community to enhance wellness, which engages faculty and students in teaching and learning, research, and service.”*

### **The mission statement for *WellCats* is:**

*WellCats* is Texas State University’s comprehensive employee wellness program dedicated to building a worksite culture that makes ‘the healthy choice the easy choice’." *WellCats* is a leader in enhancing the health and quality of life of Texas State employees and residents of the San Marcos community. The mission of *WellCats* is to offer safe and effective programs and services that both promote physical activity, weight control, social interaction, and other positive healthy behaviors and appeal to individuals with diverse interests, fitness levels, abilities, origins, and ages.



## **WellCats Strategic Plan Progress**

A. *Increase enrollment and retention (Goal 1)* – in response to membership and attendance reports, strengthening recruitment and retention efforts were identified as key objectives in the wake of COVID-19. We have continued to track attendance records and review data as well as strategies for retention at monthly planning meetings. Some of our successful initiatives for increasing enrollment and retention in FY 2022 have included:

1. *Removing mandatory registration and enrollment.* In response to data suggesting the *WellCats* annual enrollment process may present barriers to participation, we will no longer require registration or enrollment for members and non-members beginning September 1<sup>st</sup>, 2022. It is our hope that this change will increase visibility of program offerings to all faculty and staff of Texas State University and thereby increase program engagement. To continue our data collection efforts traditionally obtained during the registration and enrollment period, optional surveys will be administered periodically with program participants to collect and track health and wellness behavior metrics.
2. *Maintaining Quarterly Challenges.* Ongoing development of Quarterly Challenges serves as a strategy for building member commitment and community participation through engagement in collective, health-focused behavior change challenges.
3. *Participation in the Get Fit Texas Challenge.* In the spring of 2021, we participated as a university in the Get Fit Texas Challenge through Employee Retirement Services of Texas. After a strong showing from Texas State employees, the challenge was continued in the spring of 2022. Over 150 employees participated, completing just under 4,400 FTE hours of activity. Both *WellCats* members and non-members participated, a record of participation for any previous university-wide health challenge.
4. *Department meeting outreach.* *WellCats* HR Representatives began engaging in departmental recruitment efforts beginning in FY 2020. These efforts have continued to be expanded and in FY 2022, over 39 departments and events were visited by *WellCats* team members.

B. Design and offer convenient relevant programming to help employees achieve balance across the 8 dimensions of wellness (Goal 2) - we routinely collect feedback from employees about our services and make changes to the program offerings based on the feedback received. The *WellCats* team collected feedback from employees throughout the year regarding services and support needed and made the following changes to our program offerings in response.

1. *Provided WellCats offerings both in-person and virtually.* In an effort to provide programming that supports the needs of all our members, *WellCats* has made adaptations to accommodate those preferences. Examples include: virtual Wellness Educational Series presentations, in-person and virtual options for nutrition counseling, health behavior change coaching, and cooking classes, and fitness classes provided both in-person and via our YouTube channel.
2. *Partnered with Blue Cross/Blue Shield and Employee Retirement System of Texas to provide additional resources and programming.* Engaging more frequently with our community partners has been an important avenue for increasing our visibility both locally and statewide and has allowed a broader range of content for our members regarding the dimensions of health. Beginning in August, 2021, embedded links to ERS health education offerings were included in the *WellCats* newsletter and in October, 2021 the newsletter was rebranded to include an ERS dedicated icon. Additionally, the ERS Annual Wellness Fair was strongly promoted by *WellCats*, and Texas State University registration ranked the highest across higher education agencies. Further, during FY 2022, *WellCats* nutrition leadership collaborated with ERS on multiple occasions to present nutrition-related content including cooking classes, nutrition webinars and podcasts, and social media content during the ERS Wellness Fair and National Nutrition Month. The *WellCats* cooking class demo during the ERS Wellness Fair included 143 attendees and webinars presented during National Nutrition Month drew over 1,000 registered participants across state agencies.
3. *Collaborating with Facilities to create walking routes on campus with mile-marker signage.* To support greater engagement with the outdoors on Texas State's campus, *WellCats* has been in communication with Facilities since January 2022 to design a number of walking paths.

C. *Incorporate wellness into the culture of Texas State University (Goal 3)* - Central to our mission is building a workplace culture that “makes the healthy choice the easy choice”. We have continued to collect and review data to guide our efforts and have discussed avenues for enhancing wellness during our planning meetings. Some of our strategies have included:

1. *Ongoing evaluation of health and wellness* – we now have 8 years of data on employee participants and have analyzed these data to understand the impact of program participation on measures of health and wellness. We are currently in the process of writing a manuscript describing the impact of our program offerings.
2. *Improving supervisor support*. Based on the findings of a university-wide survey of the culture of health, supervisor support was identified as a key component to establishing a wellness-centered culture for employees and supporting their participation in *WellCats* programming. In response to these findings, improving supervisor support has continued to be at the forefront of *WellCats* outreach efforts. A supervisor training program regarding the benefits of participation in *WellCats* programming was developed and launched in the spring of 2021. Data collection and analysis from these trainings commenced in the fall of 2021 and a manuscript regarding the findings is currently in review for publication. The training program has since been incorporated into ODC as part of their regular offerings.
3. *Increasing WellCats visibility*. Beginning in the summer of 2021, *WellCats* partnered with HR staff to develop a university-wide wellness blog and marketing plan. The newsletter was also redesigned in the fall of 2021 for easier navigation. Since this time, newsletter and blog content has been streamlined and also shared through HR’s listserv to reach a broader university audience. Additionally, to increase social media presence and outreach, *WellCats* launched on Instagram in October 2021. Educational videos and reels have been viewed thousands of times by followers across the nation.



## OVERVIEW OF *WELLCATS* OFFERINGS - PROGRAMS AND SERVICES

- A. Group Exercise: 30 to 60-minute classes offered on both campuses throughout the day at several sites designed to meet the different needs, interests and fitness levels of our members.
- B. Health Behavior Change Coaching: One-on-one sessions designed to support health behavior change for employees who desire to prioritize healthy behaviors, especially related to eating healthfully and exercising consistently. Sessions are scheduled weekly, conducted in person, via telephone or Zoom, and the typical employee is coached for 3+months.\*
- C. Nutrition Consultation: One-on-one sessions with a trained nutrition professional designed to assess an individual's current nutritional intake and to provide support in identifying goals to improve nutrition, overall health, and well-being. Consultation provided in-person on the San Marcos campus and via Zoom or telephone.\*
- D. ProActive Nutrition (PAN): Monthly hands-on cooking sessions focusing on whole foods, healthful options for popular dishes, and exploring new possibilities in the kitchen. PAN cooking sessions are available to individuals, as well as to departments/offices as a fun team-building meeting alternative.
- E. Racquetball: Offered at Jowers Center, Monday through Friday, 12-1 PM for all faculty and staff.
- F. Subsidized Student Recreation Center membership: Provides a limited number of *WellCats* members a \$25/year or semester SRC membership subsidy.
- G. Walking classes: One-hour sessions offered biweekly provide supported avenues for enjoying Texas State's beautiful campus on foot. All levels of fitness are welcome. Classes meet at LBJ entrance on Tuesdays and Thursdays from 12:00-1:00.
- H. Wellness Education Series: One-hour sessions offered monthly through Organizational Development and Communications covering topics ranging across all eight dimensions of wellness. These sessions are open to non-*WellCats* Members and are delivered by *WellCats* team members or by members of the Texas State University or San Marcos community.\*

\**WellCats* services pivoted to virtual delivery via Zoom/Facebook Live beginning in March and April 2020 to accommodate safety protocols due to COVID-19. Many of our services have continued to offer virtual options to support flexible participation for *WellCats* members.

## MEMBER DATA

- [see Appendix I](#)

## PROGRAM ASSESSMENT

### A. Overall Program Outcomes Data

In 2021-2022, the *WellCats* program continued to adapt program offerings to deliver the highest quality services during the ever-evolving pandemic. Beginning in the summer of 2021, *WellCats* services began a phased return to in-person offerings and has continued to offer both virtual and in-person options throughout FY 2022. Other changes to *WellCats* included the addition of two new HR representatives to the leadership team (Dalrymple, Thomas) who have been charged with increasing program visibility and spearheading marketing of *WellCats* services.

### B. Member Retention Data

#### A. Annual Participation Data

Beginning in FY 2020, in an effort to increase *WellCats* program awareness, retention, and member participation during the pandemic, *WellCats* HR representatives visited departments on campus to review *WellCats* services and programming. *WellCats* has continued to engage in these efforts. Departments visited in FY 2022 included: College of Education, Student Affairs, College of Fine Arts, College of Applied Arts, School of Engineering, Graduate College, Financial Aid, and more. Additional outreach was initiated in various *WellCats* classes and events on campus including, group exercise classes, wellness education series presentations, and new faculty orientations.

#### B. Annual Outreach Data

- 2 departments visited in FY 2020
- 12 departments visited in FY 2021
- 39 departments and events visited in FY 2022



### C. Health behavior coaching summary data

- [see Appendix II](#)

### D. One-on-one nutrition consultation summary data

- [see Appendix III](#)

### E. *WellCats* Educational Series Surveys Summary - see Appendix IV for summary

- Number of *WellCats* Educational Series provided in fiscal year 2022 = 10
- 80% of respondents highly ranked *WellCats* Educational Series with “strongly agree” across Likert scale quantitative questions
- Number of attendees in fiscal year 2022 = 80

### F. *WellCats* Online Content Summary Data - see Appendix V for summary

- [see Appendix V](#)

## MAJOR OBJECTIVES FOR 2022

- Administer annual employee health and wellness survey with specific focus on barriers and facilitators to program participation
- Publish findings from supervisor training pilot program
- Increase *WellCats* membership and university-wide program engagement
- Collaborate with ERS to increase visibility of offerings and promote and share resources
- Collaborate with Human Resources to develop and create content for the monthly newsletter and interactive blog
- Develop and conduct a survey to employees to gauge interest in a group nutrition education series
- Create a *WellCats* champions recognition program
- Support *WellCats* members by providing services in a variety of formats including virtual and in-person
- Collaborate with Facilities to create marked walking paths throughout campus
- Update website, social media, and HR blog to keep members engaged with *WellCats* services

## MAJOR OBSTACLES

- Declining class attendance in wake of COVID-19 pandemic
- Supervisor support of employees using wellness time
- Promoting of the use of wellness time for members working from home
- Social support for members
- Effectively identifying and engaging *WellCats* program employee ambassadors
- Increasing participation and employee engagement in program offerings
- Employee ability to balance work life responsibilities
- Lack of nutrition knowledge among employees
- Stress and mental health challenges for members
- Ongoing COVID-19 ramifications

### Appendix I | Member Data

	2017	2018	2019	2020	2021	2022
# of WellCats members	327	359	543	492	364	534
# of group exercise classes attended (total)	9150	7999	7684	5089	2301	1969
# of WES* offered	16	14	11	9	12	11
Average attendance at WES	15.3	14.28	12.42	22	23.08	7.81
Total attendance at WES	245	200	145	198	277	86
# of one-on-one health coaching sessions (total)	104	99	101	97	73	85
# of members participating in one-on-one health coaching	9	10	10	10	6	8
# of one-on-one dietary consultations provided (total)	17	15	14	14	61	21
# of one-on-one dietary consultations provided (# of individuals served)	15	14	11	14	15	15
# Male/Female – SM	257 Female 67 Males 2 Other	258 Females 97 Males 3 Others	436 Females 91 Males 4 Others	362 Females 109 Males 8 Others	275 Females 63 Males 3 Others	399 Females 104 Males 8 Others
# Male/Female – RRC	1 Female 0 Males 0 Others	1 Female 0 Males 0 Others	12 Female 0 Males 0 Others	12 Females 1 Males 0 Others	14 Females 9 Males 0 Others	18 Females 5 Males 0 Others
# of members – SM	326	358	532	478	341	511
# of members – RRC	1	1	12	13	23	23
BMI@ (average)	28.10	28.42	27.98	27.35	27.78	27.40
Sick Leave Taken – Members (n=total sick leave hours)	18,017.90	16,639.30	22,081.31	22,515.28	12,149.01	
Sick Leave – Non-Members (n=total sick leave hours)	157,128.55	158,638.94	164,932.03	140,272.46	140,422.81	
Wellness Leave Available - Members						61,087.5
Wellness Leave Taken - Members						5,339.7

\*WES = WellCats Education Session

@BMI = body mass index

## Appendix II | 1-on-1 Health Coaching Feedback Summary

**# of “Health Behavior Change Coaching Feedback Surveys” returned = 3**

- (5 total participants have completed coaching since FY 2021, however only 3 have returned post-coaching paperwork as of September 12, 2022)
- Surveys were included if the individual finished coaching between August 2021 to August 2022

**I. Participants were asked to rate coach’s effectiveness on a scale of 1-10.  
(10 = Very effective; 1 = Not Effective)**

Category	Category Average
Knowledge	10
Helpfulness	10
Empathy and connection	10
Quality of change support	10
Quality of guidance	10
Quality of resources	10
Competence	10

**II. Survey Questions, Summary and Direct Quotes**

**i. In what area(s) can the coach improve?**

➔ Respondents did not indicate there were areas in with Dr. Bezner could improve.

**Direct quotes:**

- a. *“Nothing comes to mind...Dr. Bezner was excellent in communicating power differentials in society and its relationship to one's behavior and self-expectations.”*
- b. *My experience was great, I can't think of any improvements needed.*

**ii. In what ways has coaching benefited or changed you the most? Describe “before” and “after” if possible.**

➔ All three respondents indicated that prior to coaching they had a negative relationship with physical activity or exercise, but through coaching they found that it is something that they look forward to.

**Direct quotes:**

- a. *“Before I started, I saw exercise as a chore and now I look forward to it as a stress reliever (I still have a ways to go to getting into more vigorous exercise but I still see it as a win).”*
- b. *“Before = Exercise was a chore. I didn't have any routine, or self confidence in my potential to succeed. I never saw myself as a physically fit person. Now = I exercise 50-70 minutes, 5-6 days per week. If I can't get a full workout in, I don't criticize myself, instead I re-evaluate my time and adjust as needed to get my 300 weekly minutes.”*
- c. *“It helped me really focus and make positive changes to many aspects of my health. I'm working out more consistently and longer every day, averaging about 40 minutes a day now compared to 15 before I started coaching.”*

iii. **What goal is most important to you now? (That you are going to focus on post-coaching)**

- ➔ Many of the participants had goals primarily concerning physical activity and the continuation of self-care.

**Direct quotes:**

- a. *"Using the tools I have now to do the hard work that really only I can do for myself."*
- b. *"Maintaining fitness [as] a regular part of my lifestyle as I age, and not getting diabetes."*
- c. *"I'm going to work on increasing my exercise to about an hour a day, and sticking with a diet rich in vegetables."*

iv. **Participants were asked to comment on the following topics and how health coaching with Dr. Bezner has benefitted them in each of these realms of wellness.**

- ➔ In general, participants felt they made progress in more than one aspect of health and wellness.

**Direct Quotes - Confidence:**

- a. *"It was helpful to have small successes and build on them."*
- b. *"Huge boost! I now see confidence differently and less superficially. Physical and tangible changes give me confidence to keep going."*
- c. *"It's given me a tremendous amount of confidence to keep going with the healthy habits I've formed during coaching, as well as the confidence I need to be flexible and plan ahead."*

**Direct Quotes - Motivation:**

- a. *"It's really helped with my motivation. Being able to accomplish so much in the last few months gets me excited to keep going with my goals."*
- b. *"Higher! Physical and mental health wellness benefits are worth it!"*

**Direct Quotes - Energy:**

- a. *"... average, everyday activities like going up stairs and balance are better."*
- b. *"My energy levels have improved a lot since coaching began, both physically and mentally."*

**Direct Quotes – Work performance/productivity:**

- a. *"I feel more focused throughout the day."*
- b. *"Improved mood, energy and stamina. While on feet walking around campus doesn't suck anymore."*

**Direct Quotes - Physical activity habits:**

- a. *"I'm walking more and identifying what activities would actually be fun for me."*
- b. *"HIIT training 60-70 minutes, 5-6 days a week. Cardio, yoga and Pilates (new)."*
- c. *"A big improvement here. I've gone from about 15 minutes a day of exercise to about 40 minutes a day, and I'm doing a wider variety of physical activities."*

**Direct Quotes – Eating habits:**

- a. *"... I've cut back a lot on processed and fast foods, meats, and refined carbs. I've added a lot more plant-based proteins, vegetables, fruits, and whole grains to my diet. My tastes have changed as well — I'm craving foods like veggies and fruits instead of sweets and fatty foods."*

**Direct Quotes – Sleep:**

- a. *"My sleep habits are about the same."*
- b. *"Same amount, slightly more undisturbed."*
- c. *"Some habits have improved; others still need work."*

**Direct Quotes – Stress Management:**

- a. *“Improved, exercise helps me to zone out when I'm overwhelmed.”*
- b. *“The physical activity has made a big difference in my stress levels.”*

**Direct Quotes – Self-compassion:**

- a. *“So much more! I don't feel like a failure if I don't have a 'successful day'. Instead I feel successful when I get back on track.”*
- b. *“I've improved a bit here. I've learned to be flexible and forgiving if I don't hit a goal one day or another.”*

**Direct Quotes – Health:**

- a. *“I think I've made some good improvements here overall by developing healthy habits.”*
- b. *“Size 12 currently. Size 18 at the start of sessions. Also, increased muscle strength.”*

**Direct Quotes – Life Satisfaction:**

- a. *“Improved, increased self-pride.”*
- b. *“I am more relaxed, energized, and satisfied.”*

**v. What are your coach's best qualities?**

- ➔ Each of the participants expressed a unique response as it related to Dr. Bezner's best qualities. Individual quotes are provided below.

**Direct quotes:**

- a. *“Humor, compassion, respect for others, uniqueness, authenticity and humility.”*
- b. *“Staying forward focused and learning from past behavior what works and what doesn't. Highlighting when there was actually success even if I didn't see it.”*
- c. *“Patient, good listener, excellent knowledge, excellent motivator. Really helped me home in on goals that mattered to me.”*

**vi. How could your coach improve?**

- ➔ No participants gave feedback related to improvement. One participant did not answer and the other two indicated they had a positive experience.

**Direct Quotes:**

- a. *“Longer sessions (?), really great, so can't think of much.”*
- b. *“I thought the whole experience was excellent.”*

**vii. How did the coaching experience differ from expectations?**

- ➔ All three respondents indicated health coaching surprised them (for the better) in several ways, and all three participants indicated it exceeded their expectations.

**Direct Quotes:**

- a. *“It exceeded my expectations. I wasn't sure I could make this much progress in what feels like a short amount of time.”*
- b. *“[I expected health coaching] was prescriptive or weaponizing. It felt empowering instead of corrective, "reprogramming". Much more emotionally significant.”*
- c. *“I appreciate that it didn't rely on digging through prior traumas or complex therapeutic processes.”*

## Appendix III | One-on-one nutrition Consultation and ProActive Nutrition (PAN) Summary Data

# of "WellCats Nutrition Services surveys" returned = 12

### I. PAN Cooking Class Feedback

#### A. Summary of surveys = 12 completed

1. The members who attend the classes have typically been *WellCats* members for at least 1 year with a majority having been members for more than two years (7/12).
2. All participants have attended PAN classes in-person. Overall, *WellCats* members found their ability to locate information about the cooking class (10/12) and accessing the class (8/12) extremely easy.
3. Survey results indicated that majority of members strongly agreed or agreed (91.67%) that the instructor was engaging and entertaining with the class.
4. 9 respondents strongly agreed (75%) and 2 respondents agreed (16.67%) that the instructor provided interesting recipes that they wanted to try.
5. 9 respondents strongly agreed (75%) and 2 respondents moderately agreed (16.67%) that the instructor (1) gave helpful tips and tricks for food preparation and (2) encouraged group participation and sharing.
6. 7 participants strongly agreed (63.64%) and 2 respondents agreed (16.67%) responded that the instructor gave helpful alternatives to the recipes.
7. 7 respondents (63.64%) reported that they have made the recipes again that were provided in the virtual cooking classes.
8. 9 respondents (75%) strongly agreed and 2 (16.67%) agreed that all their questions were answered during the virtual cooking class.
9. Participants recommended that it would be helpful to have signage to point out the room, include Indian or Mediterranean recipes, and offer chicken options.

### II. One-on-one Nutrition Consultation Feedback

#### A. Summary of surveys = 5 completed

1. Feedback about consultations has been positive.
2. Overall, *WellCats* members found their ability to access information regarding nutrition consultations to be extremely easy (1/5) or moderately easy (3/5). Scheduling a virtual consultation and accessing the appointment were also deemed extremely easy (2/5) or moderately easy (2/5).
3. *WellCats* members strongly agreed (1/5), agreed (2/3), or somewhat agreed (1/5) that their provider provided them with options regarding their nutrition and food choices and conveyed confidence in their ability to make changes regarding their nutrition and health.
4. 3 respondents agreed or strongly agreed (60%) that their provider and conveyed confidence in their ability to make changes regarding their nutrition and health (1) understood how they see things with respect to food and nutrition, (2) listened to how they would like to do things with regard to their nutrition and food, and (3) encouraged them to ask questions about their nutrition and food choices.
5. 5 respondents (100%) reported having made improvements or changes in their health behaviors since their nutrition consultation including: changing their meals, creating balanced meals and snacks, cooking more, and including more vegetables.

6. 2 respondents (40%) strongly agreed, and 2 respondents (40%) somewhat agreed that all their questions were answered during the nutrition counseling session.
7. 5 respondents (100%) reported that they would invite a friend or coworker to participate in a nutrition consultation.

**B. Suggestions on improvement**

1. 1 respondent (20%) suggested that in-person visit for the first session would be more personable than over Zoom.
2. 1 respondent (20%) suggested that *WellCats* should better promote nutrition consultations.

## Appendix IV | WellCats Educational Series FY 2022 Summary Data

*Note – All session evaluation results have been combined.*

- I. Facilitators
  - A. Maureen Keeley
  - B. Janet Bezner
  - C. Carolyn Swearingen
  - D. Lindsey Menge
  - E. Becky Gillespie
  - F. Amanda Hutchison
  - G. Kayley Stack
  - H. Iris Montero
  - I. Charles Giacona
  - J. Richard Stoebner
  - K. Becky Gillespie
  - L. Kristen Wollmuth
  - M. Maggie Farrell
  - N. Bob Riddle
  
- II. Totals
  - A. # of total *WellCats* Educational Series Sessions took place in FY22 = **10**
  - B. # of employees registered = **91**
  - C. # of participants who completed a *WellCats* Educational Series Session = **80**
  - D. # of participants who completed a session evaluation = **39**

- I. Evaluation
  - A. Respondents completed the evaluations using the Likert scale below.

Strongly Agree	Somewhat Agree	Neither	Somewhat Disagree	Strongly Disagree
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- B. Questions, averages, and overall totals for all sessions based on completed evaluations.

Strongly Agree	Somewhat Agree	Neither	Somewhat Disagree	Strongly Disagree
243 80.19%	46 15.18%	10 3.30%	4 1.32%	0 0.0%

1. The title and description of this course matched the objectives of the course.
2. The objectives of the course were made clear by the presenter(s).
3. The objectives were met by the content covered in this course.
4. The content of this course was relevant for me as a learner.
5. The content was presented in a manner that made it easy to understand.
6. I would recommend this course to other employees.
7. I acquired new tools/knowledge/resources I can apply in the workplace.
8. I acquired new tools/knowledge/resources I can apply somewhere else (personal life, aspiring career field, etc.).

Consolidated workshop feedback organized into themes to provide brevity.

- A. Feedback on course’s advertising, objectives, or content
  - Provide clear objectives.
  - Including objectives such as, "enhancing current habits to reach wellness goals".



- Good Visuals.
- All the information was great.
- 10 minutes seemed like a long time for questions, but it seemed like we/participants were curious about very specific things, and I appreciated the Q&A
- Great course, especially loved the suggested small goals to get started with mindful eating.

B. Feedback specific to presentation or technology

- Use modern slide deck so its easier to follow along. Reduce the amount of text on slide.
- Given the time frame, it did not feel like an information overload. Presenters hit points and provided links for more information.
- The Blue Cross Blue Shield slides were hard to read.
- There was just a little interruption with the internet signal other than that it was very informative. Thanks!
- Having a cardiologist present information to us about heart health was wonderful. Definitely an expert and he did not lecture us. Small changes (diet and exercise) over time for a healthy body is my takeaway
- Loved the presentation format!
- Presenters worked well off of each other. Might have let/informed attendees to interact more with chat to answer presenters questions during presentation.
- Ask questions and give time for answers.

C. Additional comments

- Thorough topics, information, and presentation. Providing the slides beforehand made it easy to follow along at my workspace. Thank you
- The *WellCats* course topics are very repetitive. Looking forward to new content.
- My plate and portion control and her list and how to correlate menu ideas.
- Kayley, Iris and Charles did an awesome job!
- Excellent presentation!
- Wish internet connection was better
- Both presenters were knowledgeable and presented the material in a fun way.
- Reading nutrition labels is challenging, especially when you go to the grocery store when your tummy is growling. :) I really appreciate this in the PDF. The Bingo sheet was beneficial because we can visualize what we have been doing that is positive even though we don't physically see the benefits. A good pat on the back. :) Thank you.
- Appreciate that the slides were sent ahead of time by email for us to consult and use at a later time. Print outs of slides at in person sessions are so hard to read sometimes. I will definitely apply some things I learned in my personal life.
- Best part were all of the resources provided before, during, and after the presentation.

D. Suggestions for future course topics

- A course on healthy workplace habits for those who do not get so much freedom to step away from the desk (break, lunch, mobility, etc.).
- Financial literacy - investing, retirement, etc.
- Health and self-care tips for new working mothers
- Maybe a little more dietary suggestions--- like I have health issues with my liver and spline. Some of the items I cannot eat and was limited on alternatives. Overall, it was excellent. Thank you, ladies.
- Desk Exercises.
- Recruiting tips for internal candidates

## Appendix V | WellCats Online Content Summary Data

Note – All online content evaluation results have been combined.

	Website Views	YouTube Views	Instagram Posts	Instagram Reels	Instagram Followers	Instagram Total Accounts Reached
August	471	149				
September	360	105				
October	262	18	9	0		391
November	205	40	6	0		311
December	184	94	1	0		85
January	419	200	6	0	76	259
February	256	35	7	2	83	4,307
March	288	83	6	2	124	27,539
April	271	10	3	4	133	14,053
May	275	44	NA	NA	NA	NA
June	263	64	4	2	145	14,243
July	351	231	5	2	158	2,135
<b>TOTAL REACH</b>	<b>3,605</b>	<b>1,073</b>	<b>47</b>	<b>12</b>	<b>719</b>	<b>63,323</b>

*Live. Work. Be Well.*