

November 9, 2015

STACEY BREZING, CHAIR

UC Davis Staff and Faculty Health and Wellness Committee
Occupational Health Services

Re: The UC Davis Staff and Faculty Health and Wellness Committee Recommendations

I asked the Committee on Faculty Welfare to review and advise me concerning the UC Davis Staff and Faculty Health and Wellness Committee Recommendations. The following response from the Committee on Faculty Welfare represents the Davis Division of the Academic Senate's position on the recommendations.

The Faculty Welfare Committee recognizes that health and wellness are important issues impacting both faculty and staff. It is appropriate and essential for both faculty and staff to share and benefit from these programs.

The Faculty Welfare Committee noted that there has been progressive dis-investment in faculty and staff health and wellness programs over the past 20 years in response to various economic challenges. The resources that are available to students are not equally applicable to faculty and staff, because of changing needs as employees mature and progress in their careers and family responsibilities. The whitepaper describes several successful Health and Wellness Programs in peer institutions, as well as the importance of these issues and programs as highlighted by the Centers for Disease Control and Prevention. Re-investment in programs that promote health and wellness in faculty and staff are important for the recruitment and retention of the best faculty and staff and to optimize workforce productivity and wellbeing at UC Davis.

The Faculty Welfare Committee is in strong support of the recommended strategies and actions outlined in the whitepaper. In particular, the hiring of a 1.0 FTE Worksite Health Program Manager and the startup budget to support the initiation and administration of health and wellness programs are important initial steps. These activities should be integrated with existing resources and supported by an advisory committee.

The Faculty Welfare Committee emphasizes that staff and faculty health and wellness requires a cultural change which should be reflected from the leadership through all levels of employees. As such, the Administrative Advisory Committee on Staff and Faculty Wellness should be composed of staff and faculty stakeholders with reporting to the appropriate university leadership person who has purview over both faculty and staff.

The Faculty Welfare Committee appreciates the opportunity to review and discuss the recommendations and commends the efforts of the UC Davis Staff and Faculty Health and Wellness Committee in researching and developing these recommendations. These recommendations are important first steps in developing a comprehensive and sustainable Worksite Health and Wellness Program at UC Davis.

Sincerely,



André Knoesen, Chair
Davis Division of the Academic Senate
Professor: Electrical and Computer Engineering

c: Committee on Faculty Welfare
Staff Assembly Chair, Jessica Potts