



Davis Division Academic Senate

Request for Consultation Responses

Staff and Faculty Health and Wellness Whitepaper

November 5, 2015

Staff Assembly established a Staff Health and Wellness Committee in fall 2014. Chancellor Katehi advised that including faculty would be beneficial. A member of the Academic Senate volunteered to join the committee (with support from Davis Divisional Chair Knoesen) and the group was renamed to the Staff and Faculty Health and Wellness Committee. The group has prepared a whitepaper outlining its recommendations for moving forward. Davis Divisional Chair Knoesen is asking the Committee on Faculty Welfare to review the paper and advise him regarding whether the Davis Division should officially support the recommendations. The recommendations include a noteworthy request for financial resources, including assignment of FTE. The Staff Assembly hopes to discuss the whitepaper with Chancellor Katehi in early November. If possible, they have asked the Academic Senate to respond by November 6th.

Faculty Welfare

November 4, 2015 1:13 PM

The Faculty Welfare Committee reviewed the Staff and Faculty Health and Wellness Whitepaper prepared by the Staff and Faculty Health and Wellness Committee. 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 at UC Davis 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 Staff and Faculty Health and Wellness Whitepaper and commends the efforts of the 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.