### Human Resources: Healthy Workplace, 2010

**Yes**

<table>
<thead>
<tr>
<th>Faculty/Staff</th>
<th>% Using Service</th>
<th>Number of Users</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>32.9%</td>
<td>199</td>
</tr>
</tbody>
</table>

#### Mean of Responses

<table>
<thead>
<tr>
<th>Healthy Workplace</th>
<th>Faculty/Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
</tr>
<tr>
<td>Overall Satisfaction</td>
<td>198</td>
</tr>
<tr>
<td>Ability of the Healthy Workplace events to meet my needs</td>
<td>190</td>
</tr>
<tr>
<td>Variety of the programs offered</td>
<td>193</td>
</tr>
<tr>
<td>Frequency of the programs and events</td>
<td>193</td>
</tr>
<tr>
<td>Communication of programs and events</td>
<td>196</td>
</tr>
<tr>
<td>Healthy Workplaces contribution to my well-being</td>
<td>192</td>
</tr>
</tbody>
</table>

#### Percentage of Responses

<table>
<thead>
<tr>
<th>Healthy Workplace</th>
<th>Faculty/Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low</td>
</tr>
<tr>
<td>Overall Satisfaction</td>
<td>3.0%</td>
</tr>
<tr>
<td>Ability of the Healthy Workplace events to meet my needs</td>
<td>5.3%</td>
</tr>
<tr>
<td>Variety of the programs offered</td>
<td>6.7%</td>
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<tr>
<td>Frequency of the programs and events</td>
<td>6.2%</td>
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<tr>
<td>Communication of programs and events</td>
<td>4.1%</td>
</tr>
<tr>
<td>Healthy Workplaces contribution to my well-being</td>
<td>9.4%</td>
</tr>
</tbody>
</table>

**Source:** Satisfaction Survey, 2010

**Notes:** 1. % -> percentage of respondents where: Low - 1,2,3,4; Med. - 5,6,7; High - 8,9,10.
Q38c-Based upon your personal experience over the past 12 months, what service to employees has experienced the greatest overall improvement?

- Workplace Health
  - The healthy workplace service has had great success in making itself known and accessible.
- Healthy Workplace activities
- Healthy workplace initiatives
- Healthy Workplace Initiative
  - Over the last 12 months the new health workplace and # initiatives have had the greatest improvement as they did not exist before and really speak to a better work environment and life balance.
- Health and wellness programs
- Healthy Workplace
  - I love the health and wellness approach and would be very interested to see what else is coming!
- Healthy Workplace had been great.
- Healthy workplace
  - Health & Wellness
  - I really like the idea of the healthy workplace committee. Workday satisfaction is more than just a paycheck.
  - I would have to say the Healthy Workplace initiative
  - I really enjoy all of the new healthy workplace initiatives. I think they are useful, motivating and conducive to the well-being of employees.
  - Efforts to make the work experience more enjoyable through Health & Wellness activities.
  - I like the Healthy Workplace initiative - and would like it expanded.
- Healthy Workplace is a welcome addition. I have attended a couple of events and I think it creates a very positive attitude and it makes me feel good as an employee to know that CU places importance on this.
- Health and Wellness program - there is one for starters. Keep up with this. I like the fitness classes at noon i.e. yoga please bring additional classes and a variety would be nice. I would attend something at every lunch if it was available.
- Healthy Workplace
  - I really really appreciate the Healthy Workplace Committee. The Committee provides a great range of activities and information sessions to keep staff motivated, informed and encouraged to lead healthier lifestyles. I really enjoy the posters that are put out by the Committee. My goal is to become more active in the various activities spear-headed by this organization. I believe its presence on campus is a positive one and I hope its scope and mandate is able to grow and flourish!
- Healthy Workplace
  - Healthy workplace is lead by great individuals and I applaud their effort
- Health and well-being in that they are creative in trying to find new ways to engage staff at multiple levels.
- Healthy workplace as a new initiative.
- The healthy workplace initiative is just fantastic
- healthy workplace service
- The creation of Healthy Workplace Committee.
- healthy workplace
- Health and Wellness
- Healthy Workplace has increased programs
- Healthy Workplace initiative.
- Healthy Workplace Initiative
- Health and Wellness. New and Interesting lunch seminars, activities (e.g. every day in May; walking the stairs)
- Healthy Workplace
- The Healthy Workplace committee and it's efforts has provided a nice change of pace for employees. The offerings of such events at Office Yoga and the Tapas Demo later this month is a breath of fresh air. Nice to see a different approach to working and inviting new an different activities for staff to aprtake in.
- Healthy Workplace program seems to be a great program to help and engage employees.
- The Healthy Workplace initiative has greatly added to the sense of community among staff and employees who would not normally have the opportunity to interact with each other. Kudos to this initiative and to the staff and fellow volunteers who make this happen.
- Healthy workplace events
- Healthy workplace initiatives
- Healthy workplace
- healthy workplace

Q39c-Based upon your personal experience over the past 12 months, what service to employees is most in need of future improvement?

- healthy workplace initiatives
- 2. I would like to see a Workplace Conflict Management expert be available to staff through the healthy workplace group (ie: something outside of Human Resources.)
- The Healthy Workplace initiative is a contradiction in terms when the most pervasive food offerings on campus are provided by a corporate monopoly specializing in non-nutritious, mass-produced fast food. Baker's Grille is especially offensive, since it purports to be a 'dining' experience, but is really an example of food that is stale, chemically treated, industrially produced and in the end, barely edible. Thank goodness for Roosters: not always the freshest or most nutritious either, but at least it's 'real' food.
• The Healthy Workplace initiative could potentially work with the Human Resources Department to ensure that managers are trained in managing staff and implementing a healthy work-life balance program.

**Q40c-Additional comments on services to employees (if any).**

• Healthy Workplace is an amazing initiative. I would suggest having classes for faculty and staff each term, advertised through Today@Carleton. Also nutrition classes would be great, along with the walking club being resurrected!

• After completing the AODA modules the Healthy Workplace had posters everywhere encouraging people to Take the Stairs for chances to win prizes. People in wheelchairs cannot take stairs. There should have been something in place for people unable to participate.

• I would like if the EFAP could provide services on campus. I understand that for confidentiality some would prefer to use services off campus. However for people that have difficulty getting to the services in town and do not mind if someone see them access services her - it would be very helpful to have access to someone on campus. I have needed the service but often put off going because of the difficulty getting to off campus services.