



WELLCATS ANNUAL REPORT FY 2021

WELLCATS
Live. Work. Be Well.

Joshua Arguelles
Human Resources
Assistant | WellCats
Instructor | Texas State
University

Janet Bezner, PT, DPT, PhD, FAPTA |
National Board Certified Health &
Wellness Coach | Professor and Chair,
Department of Physical Therapy | Texas
State University

Lindsey Menge, MS, RD, LD
| Senior Lecturer |
Registered Dietitian, Department
of Family and Consumer Sciences
| Texas State University

Carolyn C Swearingen, M.Ed.
| Senior Lecturer |
Director of Total Wellness,
Department of Health and Human
Performance | Texas State University

Rose C. Trevino, M.A.
Work Life Coordinator
Human Resources |
WellCats Leadership Team
| Texas State University

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 2021	8
Major Obstacles	8
Appendix I Participation Data	9
Appendix II 1-on-1 Health Coaching Feedback Summary	10
Appendix III 1-on-1 Nutrition Consultation and ProActive Nutrition (PAN) Summary	13
Appendix IV WellCats Educational Series 2020-2021 summary data	14
Appendix V <i>WellCats</i> 2019 Review of Participation and Retention Data	17

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 a nationally recognized, evidenced-based, comprehensive employee wellness program designed to inspire Texas State employees and the community to enhance wellness – faculty and students in teaching and learning, research, and service. *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* will be 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.

"Texas State University's comprehensive employee wellness program is dedicated to building a worksite culture that makes 'the healthy choice the easy choice.'"

WellCats Strategic Plan Progress

- A. Culture of health (Goal 1) – based on the findings of a university-wide survey of the culture of health, supervisor support was identified as a key component for employee participation in *WellCats* programming. In response to these findings, a unique supervisor training program regarding the benefits of participation in *WellCats* programming was developed and administered in the spring of 2021. Data from these trainings will be collected through the summer and formal analysis will commence in the fall of 2021.
- B. Assessment of quality of services (Goal 2) – we routinely collect feedback from employees about our services and make changes to the program offerings based on the feedback. The *WellCats* team collected feedback from employees throughout the year regarding services and support needed in the wake of COVID-19 and made changes to our e-newsletter, group exercise, and nutrition offerings in response. The leadership team will continue to evaluate and adjust offerings in 2021-2022 to encourage engagement from members.
- C. Wellness model (Goal 1) – we identified an 8-dimension model that is comprised of physical, nutritional, financial, spiritual, intellectual, environmental, occupational, and social and emotional components. Programming and services are designed to address all dimensions of the model.
- D. Evaluation of health and wellness (Goal 2) – we now have 7 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 on health and wellness.
- E. Recruit and retain employee members (Goal 2) – in the wake of COVID-19, recruitment and retention has been at the forefront of our planning. 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 recruitment and retention in FY 2021 have included:
 - 1. Regular outreach to *WellCats* Champions (member leaders) for support and continued encouragement to coworkers to participate in program offerings. We have also planned a member testimonial feature to be added to our monthly newsletter which will highlight member achievements and describe the benefits of *WellCats* participation.

2. Development of Quarterly Challenges as a strategy for building member commitment and community participation through engagement in collective, health-focused behavior change challenges.
 3. In the spring of 2021, we participated as a university in the Get Fit Texas Challenge through Employee Retirement Services of Texas. Texas State ended 8th overall in our division and were the higher education agency comprising the strongest engagement with 375 participants. Texas State participants posted over 500,000 minutes of activity and 146 participants completed the full 6-weeks. Both *WellCats* members and non-members participated, a record of participation for any previous university-wide health challenge.
- F. Operational plan (Goal 3) – we continue to create a one-year operational plan each summer to guide our programming and timeline. In summer 2021 we were able to use program funds to hire a faculty member (Menge) part-time to complete the operational plan and write the annual report.
- G. Marketing (Goal 3) – We collaborated with Bobcat Promotions in 2020 to create a marketing video (<https://wellcats.txstate.edu/about.html>) for our website that highlights *WellCats* services. In the spring of 2021, the video was published to the *WellCats* webpage and has been incorporated into weekly new employee orientation onboardings.
- H. Student engagement (Goal 4) – each year we recruit and employ undergraduate and graduate students who provide services to *WellCats*, participate in program management, and learn how to create, operate, and market an employee wellness program. As part of these efforts, *WellCats* nutrition services recently engaged dietetic interns enrolled in the Human Nutrition Graduate Program and Dietetic Internship at Texas State to provide the first, funded 13-week community and specialty rotation site that will help prepare students to meet the competencies of their 1200-hour supervised practice requirements for future licensure as registered dietitians.



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. 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 were moved to virtual offerings via Zoom/Facebook Live beginning in March and April 2020 to accommodate safety protocols due to COVID-19.

MEMBER DATA

- [see Appendix I](#)

PROGRAM ASSESSMENT

A. Overall Program Outcomes Data

In 2020-2021, the *WellCats* program experienced a number of important modifications, including continued adjustments to support program offerings in the wake of the COVID-19 pandemic.

Despite these unprecedented challenges, all services offered to *WellCats* members were sustained without interruption via online programming throughout the duration of the 2020-2021 academic year. Beginning in the summer of 2021, *WellCats* programming began a phased return to in-person offerings and will continue to offer both virtual and in-person options in the fall.

B. Member Retention Data

A. Annual Participation Data

- 597 registered in FY 2020
- 291 registered in FY 2021
 - 157 members were retained in FY 2021

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. Departments visited included: College of Applied Arts, College of Education, the Graduate College, Transportation Services, School of Art and Design, UPD, School of Music, St. David's School of Nursing, Curriculum, Geography, and Procurement.

B. Annual Outreach Data

- 2 departments visited in FY 2020
- 12 departments visited in FY 2021

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 2021 = 12
- 82% of respondents highly ranked *WellCats* Educational Series with “strongly agree” across Likert scale quantitative questions
- Number of attendees in fiscal year 2021 = 277

MAJOR OBJECTIVES FOR 2021

- A. Collect data and analyze the impact from supervisor training program
- B. Increase *WellCats* membership
- C. Collaborate with ERS to promote Health Select benefits and share resources
- D. Collaborate with Human Resources to develop and create content for the monthly newsletter and interactive blog
- E. Publish data in a peer-reviewed journal (submit 2 articles)
- F. Implement administrative assistant food ordering training program and evaluate
- G. Support *WellCats* members by providing a variety of virtual and in-person offerings in response to the ongoing health concerns related to the COVID-19 pandemic
- H. Continue to update COVID-19 resources tab for members
- I. Update website for better ease of member navigation

MAJOR OBSTACLES

- A. Declining class attendance during wake of COVID-19 pandemic
- B. Supervisor support of employees using wellness time
- C. Promoting of the use of wellness time for members working from home
- D. Social support for members during the pandemic
- E. Increasing participation and employee engagement in virtual program offerings
- F. Employee ability to balance work life responsibilities
- G. Lack of nutrition knowledge among employees
- H. Stress and mental health challenges for members in response to the pandemic
- I. Environmental factors (of particular significance: severe winter freeze in spring semester)
- J. COVID-19 modifications

Appendix I | Member Data

	2016	2017	2018	2019	2020	2021
# of WellCats members	347	327	359	543	492	364
# of group exercise classes attended (total)	9807	9150	7999	7684	5089	2301
# of WES* offered	9	16	14	11	9	12
Average attendance at WES	21	15.3	14.28	12.42	22	23.08
Total attendance at WES	126	245	200	145	198	277
# of one-on-one health coaching sessions (total)	47 (group coaching only)	104	99	101	97	73
# of members participating in one-on-one health coaching	47 (group coaching only)	9	10	10	10	6
# of one-on-one dietary consultations provided (total)	21	17	15	14	14	61
# of one-on-one dietary consultations provided (# of individuals served)	21	15	14	11	14	15
# Male/Female – SM	287 Females 56 Males 1 Other	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
# Male/Female – RRC	2 Females 1 Males 0 Others	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
# of members – SM	344	326	358	532	478	341
# of members – RRC	3	1	1	12	13	23
BMI@ (average)	27.49	28.10	28.42	27.98	27.35	27.78
Sick Leave Taken – Members (n=total sick leave hours)	17,936.54	18,017.90	16,639.30	22,081.31	22,515.28	12,149.01
Sick Leave – Non-Members (n=total sick leave hours)	144,539.55	157,128.55	158,638.94	164,932.03	140,272.46	140,422.81

*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 = 5

Surveys were included if the individual finished coaching between September 2020 to August 2021

I. Participants were asked to rate coach's effectiveness on a scale of 1-10 (10 = very effective; 1 = not effective) in the following categories.

Category averages

Knowledge	10
Helpfulness	10
Empathy and connection	9.6
Quality of change support	10
Quality of guidance	10
Quality of resources	10
Competence	10

I. Survey questions, summary and direct quotes.

- I. In what area(s) can the coach improve?
 - I. Based on the responses, individuals stated that Dr. Janet Bezner did a great job and had no recommendations for improvement. She was stated to be a wonderful coach for each participant.
 - II. Direct quotes:
 - a. *"If you could clone her that would be cool. Everyone needs a Janet in their life at least once."*
 - b. *"I honestly can think of nothing that Janet can improve on though, she is fantastic in every way."*
- II. In what ways has coaching benefited or changed you the most? Describe "before" and "after" if possible.
 - I. Many individuals stated that Dr. Janet Bezner assisted them in changing their mindset when it comes to habit building and goal setting. They also found that it was easier to apply what they've learned from past struggles and incorporate them into their new goals.
 - II. Direct quotes:
 - a. *"I'm able to review what worked and what didn't without shame and criticism. If I experience a hurdle, I'm able to step back and review what caused the problem and address that issue the following week."*
 - b. *"Janet helped me shift my mindset to seeing these as experiments and to learn and apply to the next one until we find what works."*
 - c. *"I started as an all or nothing person and now I've learned to take things in small steps and not overloading myself with wanting to change everything."*

- III. What goal is most important to you now? (That you are going to focus on post-coaching)
 - I. Many of the participants had goals primarily concerning physical activity and the continuation of self-care. Some informed other participants of their new goals in order to hold each other accountable like how they did with Dr. Bezner.
 - II. Direct quotes:
 - a. *"...Self-care, specifically increasing the amount of time I spend connecting with others and the amount of time I spend on enjoyable activities."*
 - b. *"Continuing to challenge myself instead of just leaving everything where it is."*
 - c. *"Physical activity. Working out consistently helps me in so many ways."*
- 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 that coaching was multifactorial in the sense that they made progress in more than one aspect of health and wellness. Below, we have listed direct quotes in relation to each component of wellness.
 - I. Confidence:
 - a. *"I am amazed at how much I can do, with a plan!"*
 - b. *"I felt confident that I could keep doing this work which is something I never thought when I first started."*
 - c. *"By addressing my negative self-talk and replacing it with more positive self-talk, my confidence has grown."*
 - II. Motivation:
 - a. *"Dr. Bezner and I would discuss how to address the conditions that affected my motivation. I feel better prepared to address those conditions when they come up now."*
 - b. *"I am my own personal motivator – Dr. Bezner provided me with the learning tools to help me help myself..."*
 - III. Energy:
 - a. *"I have noticed more energy."*
 - b. *"Coaching has increased my energy level, both by addressing physical activity and eating habits."*
 - IV. Work performance/productivity:
 - a. *"I was putting harsh deadlines on my own work, and I wasn't asking for help from my team. Now I ask for more help and communicate more with my supervisors about deadlines."*
 - b. *"I'm still producing at a high rate, but I'm less stressed and less self-critical."*
 - V. Physical activity habits:
 - a. *"Coaching helped me set up an accountability partner and a schedule."*
 - b. *"I have been more active but I'm still trying to find that workout that I'm most comfortable with."*
 - c. *"I am a more physically active person after coaching."*
 - VI. Eating habits:
 - a. *"Coaching has also helped me reframe thinking about my food choices as 'will this food be helpful for my future activities' instead of just seeing food as good or bad for you."*
 - b. *"This has greatly improved! Not only eating mostly at home but when I go out, I make better choices too."*
 - VII. Sleep:
 - a. *"Sleep is still an issue, but I have a lot of new techniques to help me."*
 - VIII. Stress management:
 - a. *"Coaching helped me find ways to address my stress as well as how to make stress relief/self-care a regularly occurring activity."*
 - b. *"Self-care for stress management was a habit that we worked on a lot."*

- IX. Self-compassion:
 - a. *"By adding affirmations and by just being kind about my "failures" Janet has helped me to be kinder to myself when those experiments don't work out."*
 - b. *"Self-compassion was a big focus... Janet's compassion and empathy was very validating."*
 - c. *"This is probably where I've seen the most improvement."*
 - X. Health:
 - a. *"We focused on physical activity and eating habits which has helped my physical health."*
 - b. *"...I know all of these changes will help my health as I continue making them habits."*
 - c. *"We also worked on self-talk and self-care which has helped my mental health."*
 - XI. Life satisfaction:
 - a. *"The focus on self-talk, self-care, and creating connections has increased my positive experiences."*
 - b. *"I am generally happier with life and am working at continuing all of this to help me get even more satisfaction from life (especially after COVID)."*
 - c. *"Very happy with where I am at and forever thankful for the opportunity to receive this service!"*
- V. Participant questions, summaries and direct quotes continued
- I. What are your coach's best qualities?
 - a. Each of the individuals expressed their gratitude for how personable, compassionate, and thoughtful Dr. Bezner was throughout their coaching experience. In addition, many participants felt that Dr. Bezner created a very safe environment that was free of judgement that allowed them to talk through their missteps in a positive and impactful manner, rather than focus on negative aspects.
 - II. How could your coach improve?
 - a. All the individuals stated that there was no room to improve as the coaching was great as it is.
 - III. How did the coaching experience differ from expectations?
 - a. Many individuals had the expectation that health coaching was mainly about physical health and losing weight. They were surprised by the way Dr. Bezner incorporated all aspects of health and how much it positively impacted their everyday lives. These participants felt that this aspect allowed them to take charge in their own lives and continue to grow in more ways than expected.
 - IV. Direct quotes:
 - a. *"This also has made so much more of an impact than I thought it would, I thought I might get a little out of this, but it has actually changed how I go about my days."*
 - b. *"I loved that Dr. Bezner takes an overall look at your life and what you want to improve."*
 - c. *"I didn't (couldn't) fathom the growth I experienced from this."*

Appendix III | One-on-one nutrition consultation and ProActive Nutrition (PAN) summary data

of "WellCats Nutrition Services surveys" returned = 8

I. PAN Cooking Class Feedback

A. Summary of surveys = 4 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.
2. Overall, *WellCats* members found their ability to access the virtual cooking classes (7/7) and recipes (6.7/7) moderately to extremely easy.
3. Survey results indicated that members strongly agreed (100%) that the instructor was engaging and entertaining with the class.
4. 3 respondents strongly agreed (75%) and 1 respondent somewhat agreed (25%) that the instructor provided interesting recipes that they wanted to try.
5. 2 respondents strongly agreed (67%) and 1 respondent moderately agreed (33%) that the instructor (1) gave helpful tips and tricks for food preparation, (2) gave helpful alternatives to the recipes, and (3) encouraged group participation and sharing.
6. 2 respondents (50%) reported that they have made the recipes again that were provided in the virtual cooking classes.
7. 4 respondents (100%) reported that all their questions were answered during the virtual cooking class.

II. One-on-one Nutrition Consultation Feedback

A. Summary of surveys = 6 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 (5/5). Scheduling a virtual consultation and accessing the appointment were also deemed extremely easy (4/5) or moderately easy (1/4).
3. 6 respondents (100%) strongly agreed 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. 5 respondents (83%) strongly agreed and 1 moderately agreed (17%) that their provider (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 (83%) 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. 6 respondents (100%) reported that all their questions were answered during the nutrition counseling session.
7. 6 respondents (100%) reported that they would invite a friend or coworker to participate in a nutrition consultation.

B. Suggestions on improvement

1. 2 respondents (33%) suggested that more recipes be provided to clients during/after the nutrition consultation.

Appendix IV | WellCats Educational Series 2021 summary data

Note – All session evaluation results have been combined.

I. Facilitators

- A. Becky Gillespie
- B. Jasmine Alvarez
- C. Katie Kainer
- D. Carolyn Swearingen
- E. Janet Bezner
- F. Rose Trevino
- G. Angie Lederer
- H. Thuy Le
- I. Kelci Baez
- J. Emily Lowry
- K. Katelin Bailey
- L. Meagan Gardner
- M. Kimberlee Davis
- N. Charles Giacona
- O. Iris Montero
- P. Kayley Stack

II. Totals

- A. # of total WellCats Educational Series Sessions took place in 2021 = **12**
- B. # of employees registered = **229**
- C. # of participants who completed a WellCats Educational Series Session = **277**
- D. # of participants who completed a session evaluation = **270**

I. Evaluation

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

Strongly Agree	Somewhat Agree	Neither	Somewhat Disagree	Strongly Disagree
----------------	----------------	---------	-------------------	-------------------

- B. Questions, averages, and overall totals for all sessions based on completed evaluations.

Strongly Agree	Somewhat Agree	Neither	Somewhat Disagree	Strongly Disagree
963 81.89%	164 13.95%	35 2.97%	5 0.76%	5 0.43%

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

- More strategies less definitions. Focus more on coping!
- This was a very informative class. I got some good suggestions and feel like I received information that I can actually use in my life
- It was clear and relevant
- The course content was very informative and provided great tips to take away with. I do feel like some of the information provided was more surface level and did not go as in depth as it could have (maybe time did not allow for it) to make for a better understanding
- Presentation was engaging and I loved that there were many voices to be heard on the team. The content was beautifully presented and relevant to my own needs
- This was about 5% organization and 95% general food health, while interesting, seemed very repetitive from other recent *WellCats* presentations. I wish this was more about organization
- Title and content did not match up too well. There was not much content about actually organizing your pantry but more about the nutritional value of what goes in it. I was looking for more tips and trick about organizing the nutrition of the food in the pantry
- I wish it was more directional. I appreciate that it was geared more towards understanding your own biases and decision-making process towards purchases and financial decisions, which she stated at the beginning
- This program felt very theoretical in nature. Not a bad thing, but I'm sure some people expected a more practical application of the concepts
- I appreciated the references which I can go to & adapt the presentation to my students
- These are all starting to feel the same. They are all 10,000 ft view, big picture, intro to, 101 stuff. I appreciate these courses, but *WellCats* isn't a new program, and I would love it if the trainings matured as well. Maybe intro courses and advanced courses? I don't need smart goals and confidence defined for me; I want deep dive into specifics
- I appreciate our university creating this type of staff development for us

B. Feedback specific to presentation or technology

- Might consider a co-presenter i.e., 'tossing back to [co-presenter]'
- Awesome! I appreciated the ability to share resources and experiences
- I particularly enjoyed that students were also presenters. It is encouraging to know they are becoming experts in their fields and can express that in a workshop setting
- The pacing of the course made it difficult to stay engaged at points. Perhaps accelerating the pace to a 45-minute presentation and leaving 15 minutes for questions/dialogue would help
- Leave room at the bottom of presentation if live captioning is going to be on so that it does not overlap
- I enjoyed the incorporation of Zoom chatroom and poll questions, as it really contributed to engaging conversation and valuable recommendations from peers
- Great job! I think incorporating practical examples of mindfulness should continue to be offered in this presentation (i.e., the most helpful info was your practices of stepping away from your computer/going for a walk/the practice at the end). Shows us how we can apply this to our life. Thank you!

C. Additional comments

- Liked enthusiastic speaker
- Courses are helpful and I always learn something new that I can use

- Thank you for providing value statistics/research as well as creating a safe space for open communication on the subject matter that can often feel quite personal
- Thank you to the presenter for sharing their personal experience. The presenter was very relatable, and I found myself more engaged in the content
- Best part is pointing out resources available to us as well as practical strategies. I didn't know about the availability of the e-therapy appointments and am grateful to know about them
- I appreciate the examples given. It helped me to put the ideas presented into perspective
- Would prefer a blending of the theoretical and practical applications. I'd like to walk away with some specific action items when I finish
- I was disappointed that it wasn't what I thought it would be. Felt lost and don't feel I walked out feeling I learned anything new

D. Suggestions for future course topics

- How to streamline work tasks via shortcuts
- Mental health related topics
- Approaches to investing in stock market, supplementing TXST retirement
- Money management
- Step by step on how to set a budget even when you don't have anything left to budget or save
- Healthy eating, motivation around eating healthfully
- Self-care vs. guilt; avoiding burnout; how mindset can contribute to success/failure in work life/personal life
- Visual portion control

Appendix V | *WellCats* 2019 Review of Participation and Retention Data

- A. Compared with the employees who did not continue, those who participated in the *WellCats* program performed significantly more exercise (30.975 kcal/kg/wk vs. 26.145 kcal/kg/wk, $t=2.33$, $p=0.02<0.05$).
- B. There were no significant differences in body mass index (BMI), sleep, or stress and energy, though the differences between employees who participated and those who did not were all in the expected direction. The *WellCats* participants had lower BMI, better sleep, less stress and more energy.
- C. Year to year data of *WellCats* members were also compared. At the second year of membership, *WellCats* members were engaging in more exercise, had lower BMI, and better sleep; however, all of these differences were not significant.

F. Member Retention Data

1. Annual Participation Data
 - 426 registered in 2014
 - 855 registered in 2015
 - 550 registered in 2016
 - 503 registered in 2017
 - 578 registered in 2018
 - 339 registered in 2019
2. Retention Report
 - In total 1711 employees have registered since program inception (January 2014)
 - 775 continued after one time of participation ($775/1711=45.30\%$ retention rate)
 - 936 people participated only one time, however, among them, 325 left the university. So, the number of employees who did not continue is 611 ($936-325$).
 - Given that 775 continued, and 611 did not continue, the actual retention rate is more than fifty percent (55.92%) ($775/(775+611)=55.92\%$)
 - For those 775 who continued, 383 participated two times, 392 participated three or more times.

G. Outcome Report

- Compared with the people who did not continue, those who participated in the *WellCats* program performed significantly more exercise, 30.975 vs. 26.145, $t=2.33$, $p=0.02<0.05$.
- However, there were no significant differences in BMI, sleep, or stress and energy, though the differences were all in the expected direction. The *WellCats* participants had lower BMI, better sleep, less stress and more energy.
- Year to year data of *WellCats* members was also compared. At the second year of membership, *WellCats* members were engaging in more exercise, had lower BMI, and better sleep, however, all of these differences were not significant.