



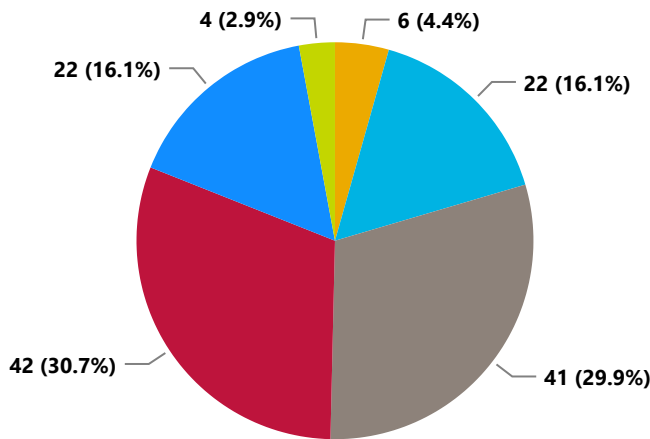
Worksite Well-Being Satisfaction Survey Results

Skidmore
June 2022

Section 1: Demographic Information and Participation

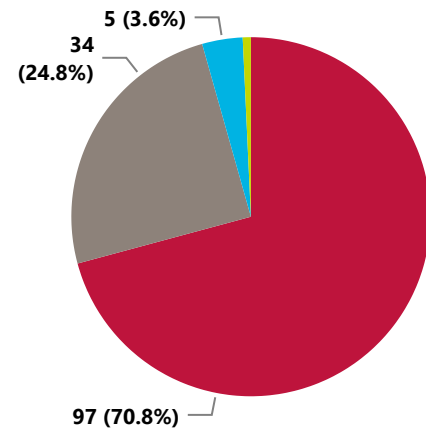
Responses
137

Age



● 21-30 ● 31-40 ● 41-50 ● 51-60 ● 61 and over ● Prefer not to answer

Gender



● Female ● Male ● Prefer not to answer ● Self-Identify

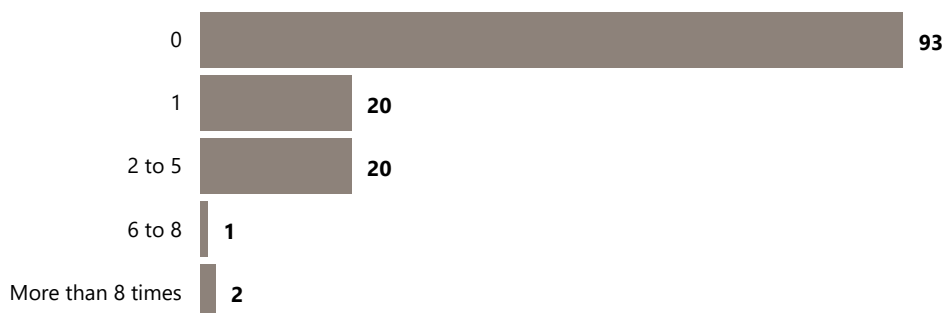
Location



Write-In Locations

Location Comment	Responses
Both office location and remote	1
Dorms,apartments	1
Office on campus	1
Remote right now but only because of pandemic and even then, barely because Skid is not really caring about disabled people	1
teaching studio (art)	1
Was in office, but changed to mostly home during the pandemic.	1

During the past 12 months, how many times have you engaged with the Worksite Well-Being program?



Section 1: Demographic Information and Participation

How familiar are you with your employer's Worksite Well-Being program?



Why do you choose to participate in the Worksite Well-Being program?

Interested in topic area	27
Enjoy participating in worksite activities	19
Received encouragement from management	2
My friends/coworkers were participating	16
My family encouraged me to participate	0
I wanted to make a healthy change	37
Incentives provided	15
Saw posters/fliers/table tents	0
Participated as part of a team competition	3
Recognized need for improvement in health	14
Felt pressure from management or colleagues	0

What keeps you from participating in the Worksite Well-Being program?

Fear of failure	0
Lack of time	60
Lack of energy	19
Lack of interest	16
Lack of privacy	13
No child care	8
Work schedule	41
Cost	8
Lack of management support	9
Other	29



Section 1: Demographic Information and Participation

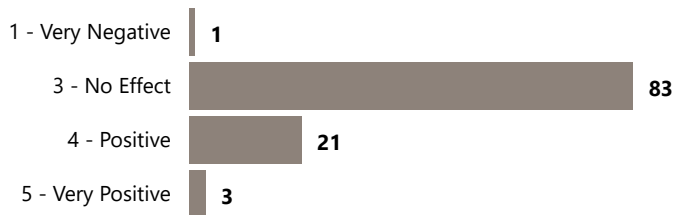
Write-In Barrier Statements

Statement	Responses
convenience - do not want to go far from work;	1
Didn't know about ;	1
Didn't know about it;	1
didnt know about it;	1
Do not know enough about it;	1
doesn't seem that valuable to me;	1
Doing my own food/exercise regimen;	1
Don't know anything about what they offer ;	1
First I heard;	1
Health is personal. I have no interest in my workplace trying to get involved with my exercise routine, self care, etc. I resent the intrusion. I would prefer that Skidmore spend money on things that are more appropriate to the job.;	1
I am generally cynical about these programs because a living wage, accessible health care, and job security is more important than a wellness program.;	1
I don't know much about it. I also had an injury this past semester.;	1
I don't recall getting very much information on anything specific;	1
I don't recall really knowing about this program, what it offers employees, how to access/find information on what is offered, etc.;	1
I find the topics focused on abusive & offensive when covid safety is 100% what should be discussed right now;	1
I had no idea that it existed.;	1
I prefer to spend as much time as possible with family.;	1
Information;	1
It doesn't like it's for men.;	1
Lack of coherent wellness program at Skidmore - everything is just a one-off event;	1
Never heard of it. ;	1
No knowledge of program or opportunities;	1
no obvious benefit;	1
relatively unaware of opportunities;	1
The program is really about what healthy, able-bodied people THINK is needed, not what is ACTUALLY needed. Some programs are fat-phobic, while others are ableist in that they do not take the perspective of disabled or neurodivergent individuals into account. For instance, with people who have an anxiety disorder or ADHD (which is on the spectrum), mindfulness techniques DO NOT WORK. It is physically impossible to do some of those because of how brains are wired. So yeah, none of these are interesting to me, and because of the other factors, I don't want to waste valuable time and energy to even try to make the spaces work for me	1
time to change cloths, and where;	1
Unaware of program;	1
Unaware of the options and how to participate. ;	1
Unaware;	1

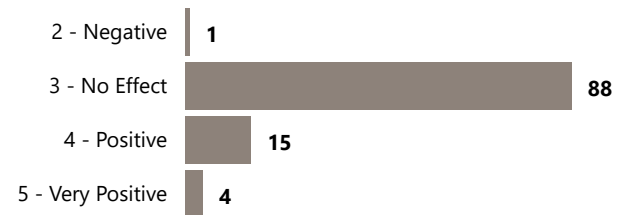
Section 2: Program Impact and Satisfaction

What effect has the Well-Being program had on the following aspects of your life?

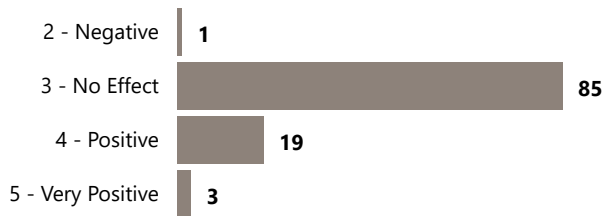
Morale



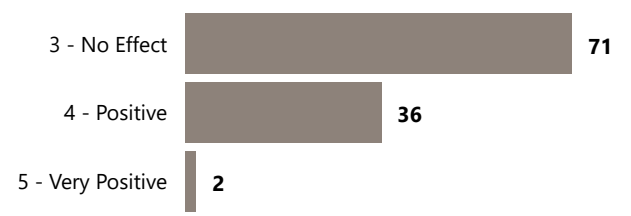
Productivity at Work



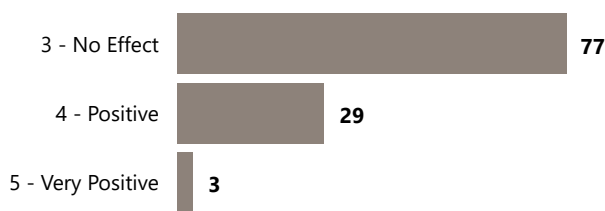
Job Satisfaction



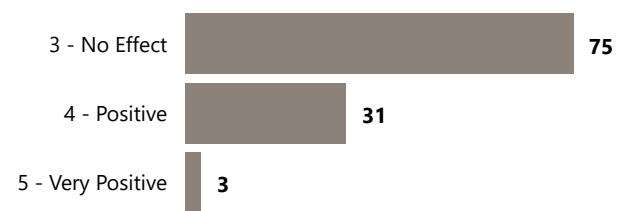
Overall Health



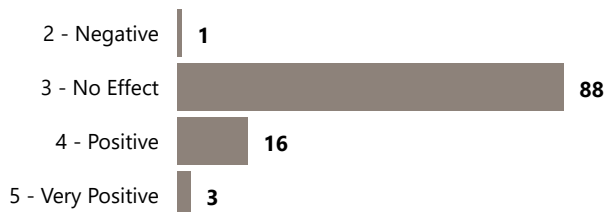
Lifestyle



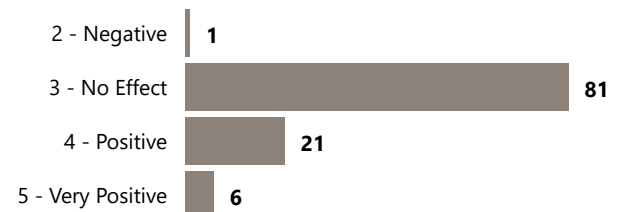
Fitness Level



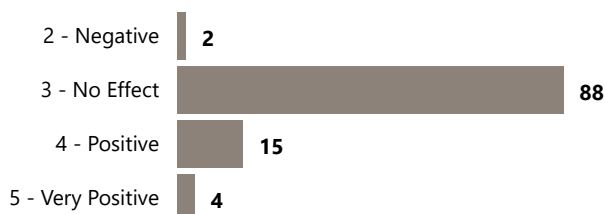
Nutrition



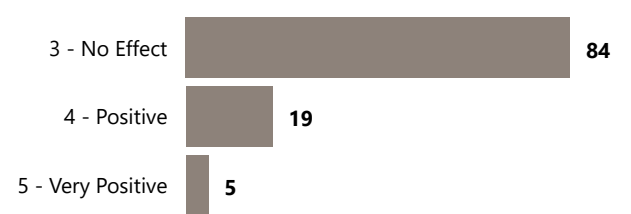
Mental Wellness



Feeling Socially Connected to Others



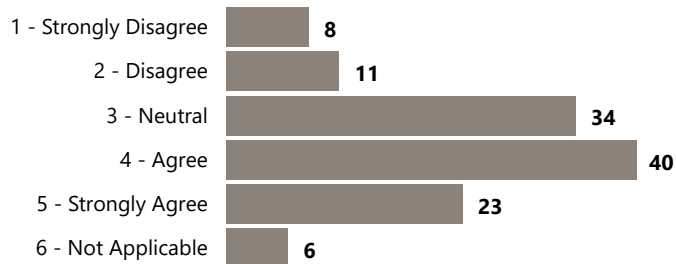
Energy Level



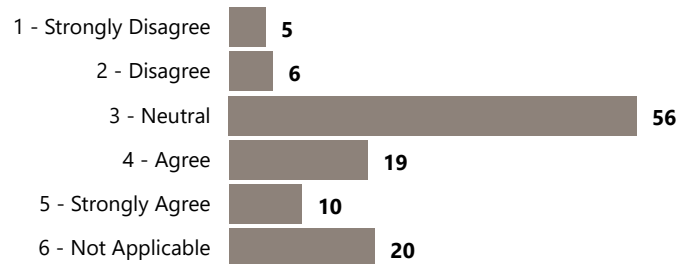
Section 2: Program Impact and Satisfaction

Please indicate the extent to which you agree or disagree with the following statements:

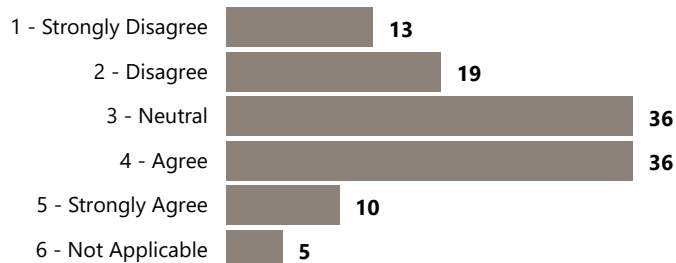
I am likely to participate in the Worksite Well-being program



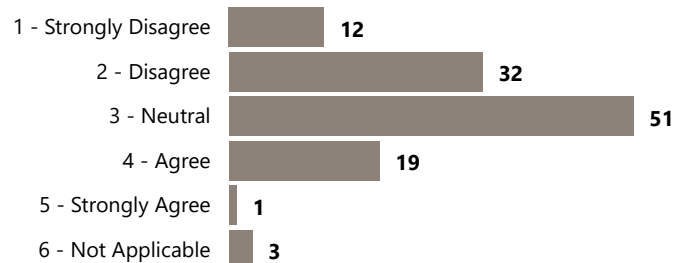
I am satisfied with the Worksite Well-Being program



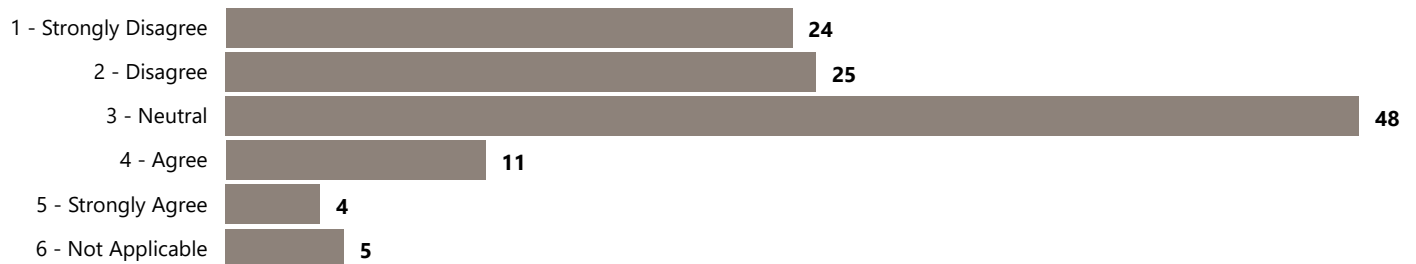
My company is committed to the health and well-being of its employees



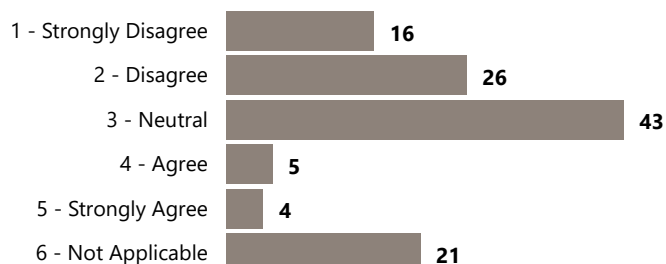
Healthy lifestyles are recognized and rewarded within my company



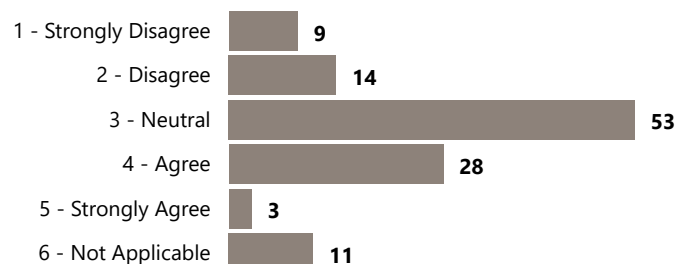
If it is up to me, I will still be working for this employer 12 months from now. If you will be retiring in the next 12 months, use the not applicable option.



The Worksite Well-Being program has been of value to others in my family



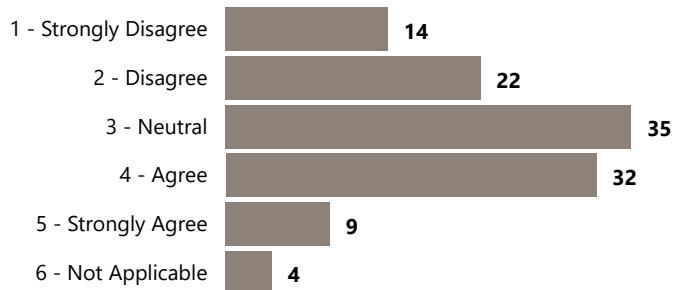
Employees are taught skills needed to achieve a healthy lifestyle



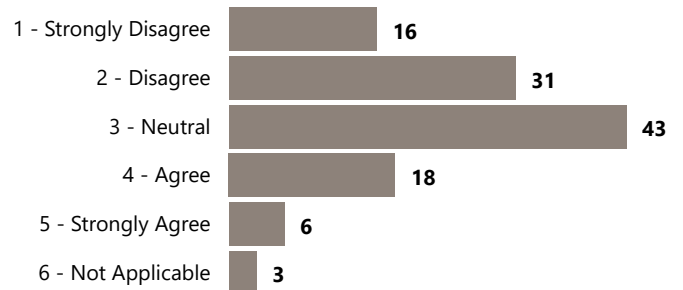
Section 2: Program Impact and Satisfaction

Please indicate the extent to which you agree or disagree with the following statements:

I feel the events within the Worksite Well-Being program are communicated well



My work environment makes it easy to practice healthy behaviors



I am satisfied with the onsite Nurse Wellness Coaching provided by WPV



How effective is the Worksite Well-Being program at informing you of the importance of health and its impact on your life?



Have you made any health behavior changes since engaging with the Well-Being program?





Section 2: Program Impact and Satisfaction

What do you like the most about the Worksite Well-Being program?

Absolutely nothing. As stated in other responses, this program is built for healthy, able-bodied, neuro-typical people. (If Skidmore and it's wellness partners really cared about health, by the way, we would've taken better COVID precautions.)

Appreciate that HR is trying

Challenges that hold people accountable like weighing in.

Different areas/topics to engage in.

Diverse programming

ease of access, self-management, no pressure

first Time hearing about it!

fitness classes

Fitness classes in particular help keep me healthy and promotes a healthy lifestyle for me. The challenges give me reasons to think about the topics covered and how I can do better, or to learn new things.

Fitness classes.

Fitness classes. I have long been interested in the meditation programs, but haven't gotten around to signing up for those.

Gives me an incentive

Have never participated, so I don't know.

I enjoy the programs of limited duration with weekly incentives. A few years back, we were asked to form wellness teams and track our activity. My team really got into that, and we won the top prize. I loved that challenge--it was motivating and made me even more active than usual.

I haven't really participated

I haven't used the site. I already try to stay healthy, so maybe the topics haven't been of interest to me.

i like that it exists, but i haven't used it

I like that it has shown me some meditation ways and also keeps me on track

I like the educational materials: articles, web sites.

I like the topics, the team competitions and prizes

I like the weekly emails with info.

I liked the fitness challenges, not the mindfulness ones.

I only do the fitness classes (yoga) which I enjoy. I usually don't have time/energy to do other programs.

I really have not taken advantage of this program.

I was interested in the class on meditation

I was not aware of the program, so I can't really answer many of these questions.

idk what it is

It gives me the opportunity to participate in healthy activities in a convenient and beneficial manner

It is not mandatory

it's informative, free, and i am encouraged to attend

N/A

NA

Need better communication

Not informed enough about this program to answer.

Not sure

Nothing, unless it is the \$300 Skidmore provides to cover my Peloton and gym membership. And quite frankly, the reimbursement for that sucks.

Very labor and time intensive. Almost not worth doing.

Nothing. It is largely invisible and offers nothing to faculty/staff who are genuinely committed to healthy, active pursuits.

NOTifications

participation is voluntary

Prizes.

Program sets realistic goals

Programs are realistic and can be accomplished at various times

Programs which are guided and can be done on our own time

relatively easy to incorporate into what already doing



Section 2: Program Impact and Satisfaction

What do you like the most about the Worksite Well-Being program?

Some of my colleagues appear to like it.

Stop overworking people and pitting employees against one another.

Taking responsibility and making positive changes - not only as an individual but as a community!

that it exists. I need to avail myself of it.

that it is an option

The chance to do challenges on my own time but with others from my office

The community

The weekly reminders and checkins

There are a variety of options on what to learn and how to interact with the program.

This questionnaire is wrong. Nothing applied to me because I never did it.

Section 2: Program Impact and Satisfaction

What would you change and/or did you find anything missing from the Well-Being program?

- _____ Add more in-person activities so that we can begin to socially connect after working remotely.
- _____ Add more Mindfulness programs
- _____ being able to communicate with others participating in the program
- _____ better communication, better/different options
- _____ Different formats of programming to allow you to apply while at work, work remotely, work with others (colleagues), ideas for going at it solo, etc.
- _____ Emphasis on social justice perspectives
- _____ I don't really know what it is or what it entails, how to access it etc. this should be discussed at fac/staff meeting, dept program meetings and encouraged at all ranks.
- _____ I have not visited the website in recent memory and don't know much about it.
- _____ I really have not taken advantage of this program.
- _____ I think events are communicated, but it would be helpful to perhaps see a semester schedule or yearly schedule of events. That way, I know when to look for them and create space for them.
- _____ I think the fitness classes have been terrific and I have participated in Water Aerobics for many years and hope that continues! One suggestion for future classes to offer something with moderate intensity. Circuit Training classes are great, but very high intensity. A similar class with a slightly lower intensity still incorporating weights and exercise would be of interest.
- _____ If it is possible in the future bring back the Nurse Wellness Coaching
- _____ I will have to look at the site.
- _____ I wish more programs were available in the Saratoga springs area, not Albany
- _____ I wish there were more in-person, group activities.
- _____ I wish there were more options for lunchtime fitness. I really miss lunchtime Zumba. I would also be interested in lunchtime meditation.
- _____ I would have that time be part of my work day to show that health and well being is a priority of Skidmore.
- _____ I would like to know more information about this program.
- _____ I would like to see more of the fitness challenges that the college ran before the pandemic.
- _____ I would offer a greater variety of programming at regularly scheduled intervals.
- _____ I'd increase the number of fitness programs available to employees. I've never participated in any of the other programs.
- _____ I'd like a workout area just for employees. it is intimidating to be around young college athletes when you are out of shape and trying to just get started in a new routine
- _____ idk what it is
- _____ Increased incentives
- _____ interviews would be Good.
- _____ It seems mostly oriented towards women, staff, and people who are severely out-of-shape. It would be nice if there was more programming that was inclusive of others.
- _____ It should be advertised more, not really aware of what is available to us.
- _____ Make it less fat-phobic and more inclusive for people with mental health disorders (like use evidence-based tactics??), and more inclusive for neurodivergent individuals.
- _____ Maybe a Buddy/mentor component to help draw in our more hesitant colleagues.
- _____ Maybe allocated work time to do them
- _____ more awareness for new employees
- _____ More community/campus activities. A lot of the activities are remote or outside of campus and not easy to get to.
- _____ more group activities in person
- _____ More hoopla about what's going on maybe
- _____ more offers
- _____ More self-guided programs
- _____ N/A
- _____ NA
- _____ No benefit for people who are already physically fit.
- _____ No ideas for changes.
- _____ no opinion



Section 2: Program Impact and Satisfaction

What would you change and/or did you find anything missing from the Well-Being program?

Not enough promotion of events and programs

Not informed enough about this program to answer. However, I will add that since Covid has forced how we have to conduct business, it seems like a program offered - like this one - should also pivot to be more accessible and relative to employees.

Not sure

nothing

Nothing comes to mind

Perhaps a better job can be done advertising the program and its benefits.

Personal interaction. I am sick of online only programs and I think they are a cop out.

Program details were not easily accessible and advertised. Program events were not easily accessible to all employees across campus, nor was there enough support from administrators to encourage attendance.

Provide bona fide fitness programs, as the college once did. Circuit-training, weight-training, etc. were once offered for faculty during the noon hour and after work. These eventually dwindled (not surprisingly, this coincided with faculty/staff being charged to participate).

Skidmore may encourage employee well-being through this program, but the reality is that many of us are being asked to take on more responsibilities every year, work in areas with shrinking staff or vacancies, and have expectations that impede a decent work/life balance. Morale is as low as I've ever seen it. That means more to me than my overall fitness level or whatever the well-being program is supposed to target.

The survey

This last challenge mainly suggested websites to look at. It would be nice to receive a handout attached to an email with a specific exercise or meditation activity, etc. Choosing just one person who submits data for a weekly prize was not overly motivating. I would encourage more incentives like we used to have pre-COVID with the annual wellness fair.

Timing isn't good for my work cycle. Too busy, though have good intentions.



Section 2: Program Impact and Satisfaction

Do you have any other comments or suggestions regarding the Worksite Well-Being program?

Be Safe & stay Healthy.

Better communication across the board. (For example: The subject line of the email to take this survey said "Reminder"; however, to my knowledge, this is the 1st time I have received an email to take a survey for this - so it's not really a "reminder" at this point.)

Can we have more on-campus community activities. More fitness classes and have them during the summer also because employees still work over summer.

Great survey

Greater advertising, more encouragement from administrators and direct supervisors to attend events, more communication and incentives to participate

I am doing the work of other positions that have been cut, as most employees are at Skidmore these days. I have little to no time for attention to my health and well being. Over the last few months it has become increasing difficult to get up from my desk to take a break or walk at lunch. I am at my desk through dinner and have gained 15 pounds. I am on the verge of a breakdown with no end in sight. If I wasn't the sole bread winner in my family I would be gone. So much has changed at Skidmore. This program is just lip service. the college does not care about our well being.

I am grateful for this program. It makes me pause and consider my health, which sometimes plays second in busy work times. Thank you!

I appreciate these options and the information provided. I would love an option for virtual Yoga, strength training, etc.

I really have not taken advantage of this program.

I think it would be beneficial to survey the employees to see what kind of programs they would be interested in.

I think this is an important program, and I believe Skidmore could do more with it. Skidmore could also give financial incentives (perhaps coordinated with MVP benefits) for healthier lifestyle choices, such as refraining from smoking or limiting alcohol consumption.

I wish Skidmore employees received a significant discount for joining the local YMCA

I would have added a NA button to the previous questions. Since I had never heard about the website, there is no way I could answer these questions.

If Skidmore wants a REAL wellness program, please invest effort and \$\$\$ to design an integrated program to engage and support employees in a real, personal way. Don't bother faking it.

Just keep it up!

Keep up this great programming!

Make things more accessible for staff.

more awareness for new employees.

More emphasis should be placed on the mental well-being of employees. This would include a change in the campus climate and making sure that administration treats all employees equally with respect and honesty, and practice transparency with regard to the College's plans and practices.

N/A

NA

Never been on the site

no

no thank you

None

Not many employees in the dining hall know what this program is, how can this program reach more than just faculty/staff?

Skidmore could be better at advertising and supporting

Skidmore should not be in the health care business

Small group cooking classes, department challenges to build teamwork.

Thank you

Thank you to all involved who make the Well-Being programs happen!

This is window dressing. Skidmore does not actually care about its employees well-being and it has never demonstrated that more than during the pandemic, which is at its WORST as of this survey, yet it literally is just strongly recommending good masks and won't do the full regimen of protections. Also, pandemic or not, Skidmore refuses to make changes to its physical work environments or provide accommodations for disabled and neurodivergent people. This is an ongoing problem. Maybe we wouldn't be so stressed out and producing weight-gaining cortisol if we weren't in sensory overload environments getting overworked and working outside of work hours?

varied options

what is it?

What's next! Positivity needs to keep momentum!

Zip