

Centers and Institutes Self-Study and Program Review

Center/Institute:

Kinesiology Performance and Movement Program (established in 2004)

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2. Mission

The ***Employee Wellness Program (EWP)*** was started during Spring Semester 2004 with the support of a University Mission and Goals Initiative. The primary goals of the EWP are to: (1) Promote physical activity, health behaviors and wellness among CSUF employees, and (2) Educate CSUF employees on the benefits of physical activity and healthy behaviors and on risk factors associated with chronic disease and reduced wellness. To achieve these goals, it is the aim of the EWP to: (1) Provide on-campus physical activity programs and promote other opportunities on campus and in the community that encourage CSUF employees to be active, (2) Assess the currently level of fitness and wellness of CSUF employees and identify potential risk factors associates with chronic disease and reduced wellness, and (3) Provide on-campus lectures, classes and individual consultations on health behaviors and wellness and promote other on-campus and community resources that do the same.

An important part of the University Mission is that ... *our affordable undergraduate and graduate programs provide students the best of current practice, theory, and research and integrate professional studies with preparation in the arts and sciences. Through experiences in and out of the classroom, students develop the habit of intellectual inquiry, prepare for challenging professions, strengthen relationships to their communities and contribute productively to society.* The the Employee Wellness Program both provide wonderful opportunities out of the classroom for undergraduate and graduate students in kinesiology and health science to put theory into practice, to prepare for fitness and health-related professions, and to contribute to campus culture and society.

3. Activities (listed with Goals)

Specific activities conducted during the last three-year period directed toward specific University goals include the following listed by goal.

To ensure the preeminence of learning, we will:

- *Develop and maintain attractive, accessible, and functional facilities that support learning.*
The Departments of Kinesiology and Health Science maintain two attractive, accessible, and functional facilities –the Lifespan Wellness Center (KHS-001) – for student, staff and faculty scholarly activity related to SMI.

To provide high quality programs that meet the evolving needs of our students, community, and region, we will:

- *Integrate knowledge with the development of values, professional ethics, and the teamwork, leadership, and citizenship skills necessary for students to make meaningful contributions to society.*

Kinesiology and health science students integrate classroom knowledge with the development of values, ethics and teamwork while participating in activities conducted within the Employee Wellness Program.

- *Provide opportunities for recreation and enhanced physical well-being.*
The Employee Wellness Program provides numerous opportunities for CSF faculty and staff to be physical active and gain the benefits associated with an active lifestyle.

To enhance scholarly and creative activity, we will:

- *Cultivate student and staff involvement in faculty scholarly and creative activity.*
Kinesiology and health science faculty and students utilize the Employee Wellness Program to collect data and develop and publish scholarly and creative activity.

To make collaboration integral to our activities, we will:

- *Create opportunities in and out of the classroom for collaborative activities for students, faculty, and staff.*
Kinesiology and health science faculty and students utilize the Employee Wellness Program to facilitate collaborative activities outside the classroom.

To create an environment where all students have the opportunity to succeed, we will:

- *Provide an accessible, attractive and safe environment, and a welcoming campus climate.*
The Employee Wellness Program provide students an accessible, attractive and safe environment within which to learn and gain experience relative to working with a variety of participants in an exercise setting.

To strengthen institutional effectiveness, collegial governance and our sense of community, we will:

- *Provide a good work environment with effective development and training programs that assist employees in meeting their job requirements and in preparing for advancement.*
The Employee Wellness Program contributes to a good work environment that assists faculty and staff in meeting their job requirements. It provides physical activity opportunities that develop both physical and emotional characteristics required for good job performance. This is frequently confirmed by faculty and staff comments collected during EWP evaluations.
- *Enhance a sense of community to ensure that faculty, students, and staff have as a common purpose the achievement of the overall goals of the University.*

The Employee Wellness Program contributes to creating and enhancing a sense of community among CSF faculty, staff and students.

4. Organizational Structure and Governance

The Performance and Movement Program is the structure within which the Employee Wellness Program (EWP) operates. William Beam (Associate Professor of Kinesiology) served as Leader/Treasurer of SMI since 1983, as Director of PPP since 1983, and as Director of EWP since its creation in 2004. Upon his retirement from CSUF, he turned the responsibility of the program over to Christine Quiros (Part-Time Faculty of Kinesiology). Christine has been the Program Coordinator for approximately 7 years. She works under the supervision of the Department Chair. Kinesiology Performance and Movement Program currently has no formal advisory committee. Feedback is received on both programs from periodic reviews conducted of the participants.

5. Resources and Sustainability

The Performance and Movement Program (ASC Account # 9409) offers its program for a membership fee. This is a semester-based rate to pay our Exercise Class Leaders and Yoga instructors. Additional expenses include assigned time for faculty leadership and funding for graduate assistants. Typically, during the academic year (Fall and Spring semester) the Department of Kinesiology provides funding for 6-9 hours of assigned time for faculty (\$9,494 to \$14,242 per semester) and up to 20 hours of graduate assistantship per week (\$7,215 per semester). This adds up to a total yearly budget of about \$33,561- half from EWP revenues and half from Kinesiology funding. As of recent, a stricter budget has been created in an effort to encourage a more self-sustaining program. With participation in campus activities and events, we have been able to reach various new faculty and staff and encourage enrollment in our program. With an increase in membership and possible partnerships with various departments on campus (ASI- Student Recreation Center and HRDI) we would be self-sustaining.

6. Highlights and Accomplishments

There has been considerable activity within the last year, as we have reopened since our Covid-19 closure and have resumed program operations. We have been able to support Kinesiology and Health Science students as interns and have a continual revolving graduate student staff. Overall, the CSUF Employee Wellness Program has helped develop over 70 interns and graduate students.

EWP Graduate Assistants (3)

Trevor Roberts, Ryutaro Ichihara, Julian Brito

EWP/PPP Undergraduate Interns (4)

Nalatie Rosare, Arlene Martinez, Alexis Wallace-Hempel, Danielle Lauren Cervantes

Faculty and staff enrolled in Spring 2022-2023 EWP exercise classes came from 10 units across campus, including academic departments from every College. At the end of the fall 2022 Semester, there was a total attendance of 140,145 since 2004. The fall 2022 session itself, contributed a total of 257 attendance dates from 20 members. The classes included in the attendance are: the Open Exercise Session and Yoga. The EWP currently consists of 2 Kinesiology Teaching Associates (paid by KHS) who were assisted by approximately 1-2 undergraduate student intern.

EWP program evaluations completed each session continue to demonstrate a high degree of satisfaction among the participants.

7. Planning and Strategic Outlook

Planning within the Performance and Movement Program is a collaborative effort between the institute leader (Christine Quiros) who is also the current Coordinator of the Physical Performance Program and the Employee Wellness Program, and the Kinesiology chair (Steve Walk). Planning is also done in conjunction with the Directors of the Center for Successful Aging (Koren Fisher) due to the joint usage of the Lifespan Wellness Center. Feedback from participants is also used in planning.

The most immediate future plans concentrate on further development of the Employee Wellness Program. There are plans to expand the number and variety of health promotion opportunities for CSUF employees including specific activities (lectures, monthly bulletins, classes, individual consultations) directed at increasing employee wellness. We have currently been participating in various on campus activities to promote the program and gain membership from faculty and staff.

There is also an interest in launching a joint venture between Kinesiology and the Student Recreation Center to administer the Employee Wellness Program.

Currently the activities and operations of the Kinesiology Sport and Movement Program are focused and continuing and it remains a viable and functioning center on campus. It provides important services to the University and Community, it provides opportunities for Kinesiology and Health Science students to gain much needed practical and professional experience, and it provides opportunities for collaborative research among Kinesiology and Health Science faculty and students.