

Chapter 5: Program Initiatives to Improve Performance

“How do you propose improving future performance?”

**When proposing an initiative(s), use the following structure for each initiative proposed:*

Initiative Title

Wellness Lab/Office Support Specialist from .35 to 1.0

Priority 3

➤ Describe Initiative

▪ Why do it?

This position would support the work of the Employee Wellness Program (EWP) Coordinator and allow for further tracking and efforts; integrating the EWP with the effort to reduce insurance premiums and staff collaboration with the new health center.

▪ What will the product of this initiative be?

The product will be improved tracking for insurance purposes, and increased services and activities for Lane Employees.

▪ What is the need or intended use?

The Wellness Program has a .75 coordinator who needs clerical and lab assistance to better serve Lane staff and focus on expanding the program.

▪ Is it feasible?

Yes, via OPE funding

▪ What would be the campus location of this request/project?

The program is funded by staff OPE and operates under the umbrella of the Health & Physical Education Department.

▪ How many students (per year) will benefit?

Some programs will be open to students and staff thus increasing wellness opportunities for all. In addition the program is open to all Lane employees.

▪ How will students benefit?

Employees will benefit based on the proposal approved by ET and the Board.

➤ Describe the resources needed

Salary and OPE

➤ List the possible funding sources Staff OPE funds

▪ Can this project be partially funded? Yes, but the result will be fewer wellness opportunities.

▪ If so, what minimum cost? A 1.0 position is needed due to the growth of the EWP. However any increase close to the 1.0 will be an improvement.

➤ Provide ORG & PROG codes

6720100-510000

➤ How does this project articulate with the college's vision, mission & goals and contribute toward meeting the President's/Board's approved goals?

This program is capable of transforming the lives of employees by reducing stress and physical pain, increasing strength, endurance and general health for enriched work and personal life. The program is an integral step towards improving the college climate through the Human Resources system.