

*Well Workplace Award
Executive Summary*

Brown University
Rhode Island

Silver Award

This document is an executive summary of the entire application submitted by this organization. For more information on the Well Workplace application criteria and the process for submission, please visit <http://www.welcoa.org/wellworkplace>. Complete applications are on file at the Wellness Councils of America.

Information in this publication is carefully reviewed for accuracy. Questions, comments, or ideas are welcome. Please direct to Dr. David Hunnicutt, Executive Editor, at the address below.

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**WELLNESS COUNCILS
OF AMERICA**

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Preface: Narrative

Organization Type

Brown University, founded in 1764, is the seventh oldest college in the U.S. and oldest in Rhode Island. The University is a leading Ivy League institution with a distinctive undergraduate academic program, a world-class faculty, outstanding graduate and medical students, and a tradition of innovative and rigorous multidisciplinary study. A commitment to diversity and intellectual freedom has remained a hallmark of the University since its establishment.

Under the leadership of current President Ruth J. Simmons, the University has been formally sponsoring a series of coordinated health promotion activities for its employees since 2003 and has recently been awarded an Outstanding Worksite Health Award for 2004 from the RI Chamber of Business and Industry and the Greater Providence Chamber of Commerce.

Formation and Evolution of the Wellness Program

Prior to October 2003, health and wellness activities for Brown University faculty and staff consisted of various on-site programs. Employees had the opportunity to participate in such programs as: Weight Watchers @ Work, skin cancer screening, blood pressure screenings and cholesterol screenings and flu clinics. In October 2003, Brown expanded its health and wellness program substantially. This was done by senior level management and a dedicated wellness program coordinator partnering with Blue Cross & Blue Shield of Rhode Island to offer the *Worksite Wellness – The Good Health Benefit (GHB)* program. What began as a series of independent program offerings through the University's Office of Training & Development has now been consolidated by the Benefits Office into a coordinated series of activities and programs that are correlated with and managed to respond to documented employee needs and interests.

Vision and Mission Statement

Company Vision:

As one of Rhode Island's leading employers, the University fosters a sense of community not only among its students and faculty, but among staff as well. It understands that, in any vibrant community, the health and well-being of all of its members are vital to its ongoing success.

Company Mission:

The mission of Brown University is to serve the community, the nation, and the world by discovering, communicating, and preserving knowledge and understanding in a spirit of free inquiry, and by educating and preparing students to discharge the offices of life with usefulness and reputation. We do this through a partnership of students and teachers in a unified community known as a university-college.

Health & Wellness Mission and Vision:

The health and wellness mission of Brown University, through its Health Promotion Committee, is to promote health by educating, enhancing awareness and encouraging positive behavioral changes for all Brown University employees in the areas of exercise, nutrition, smoking cessation and stress management. The vision is to encourage employees to reduce their health risks to improve their health and well-being both at home and on the job.

Administrative Location

At Brown, the Benefits Office, a part of the Human Resources Department, along with the GHB, a worksite health promotion program, organizes health and wellness programs for all employees. This is a logical placement for wellness programs due to the relationship that HR Benefits has already established with its health care providers. Marsha Rice, Brown's Benefits Program Manager, is responsible for wellness programs. She reports directly to the Director of Benefits,

who, in turn, reports directly to the Assistant Vice President for Human Resources. Benefits and Human Resources are the two areas best suited to respond to the health and wellness needs of the organization, provide behavioral change and lifestyle management programs to its employees, and foster a culture in which the organization operates under the same principles of health promotion that it advocates to its students and the broader Rhode Island community.

Functions of the Wellness Program

There are regular meetings of the Benefits Program Manager and the Health Promotion Committee for the purposes of developing, planning and implementing programs, creating and approving communications, and for reviewing pertinent information.

BROWN UNIVERSITY ORGANIZATIONAL CHART

