

Work Life Services

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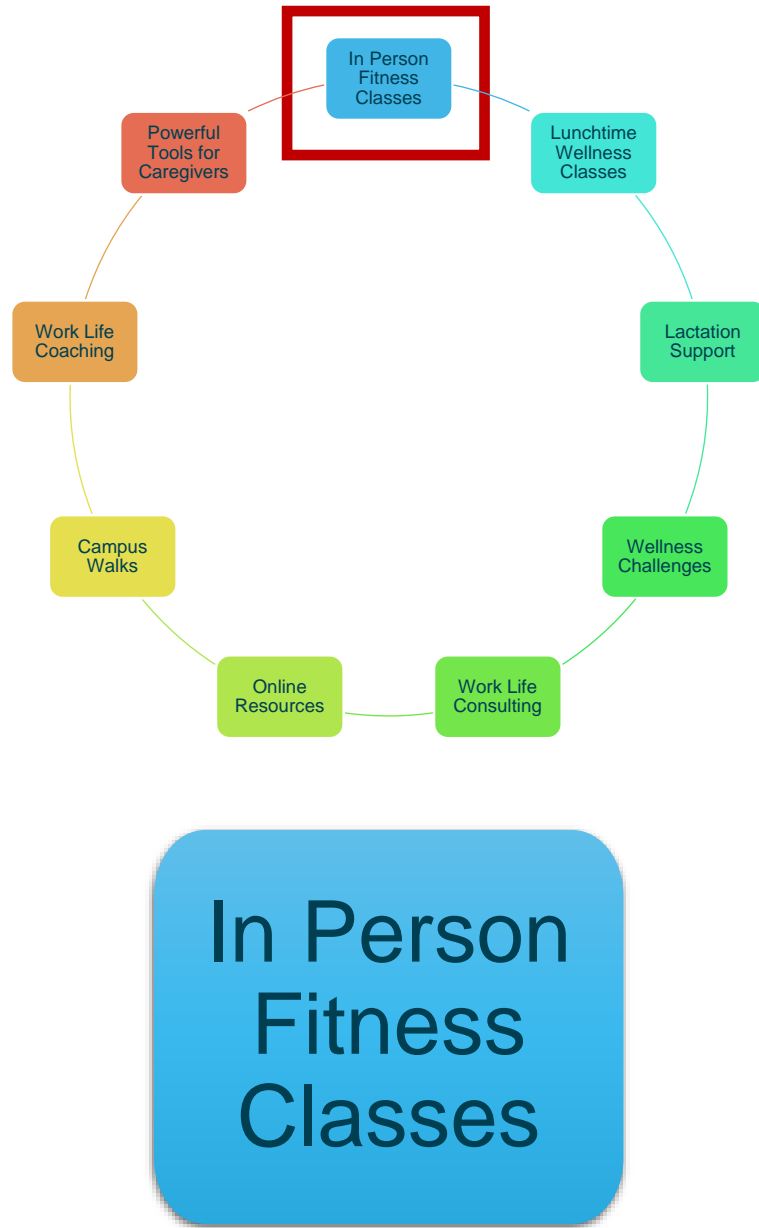
Employee Assistance Coordinator



Our Business Model



Our Business Model



Classes most weekdays (12:10 – 12:50 PM)

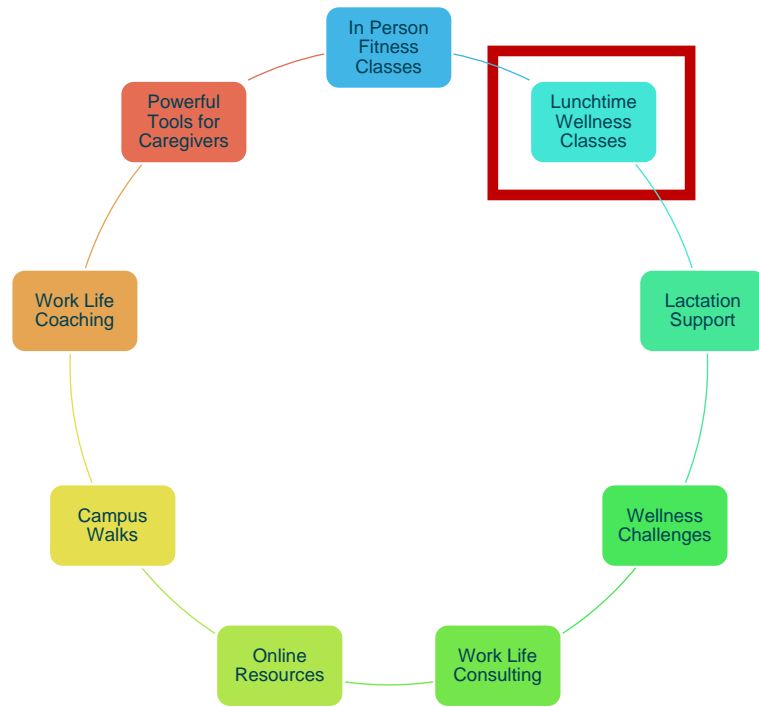
Classes on both campuses

Most classes full plus waiting lists

Free for Faculty/Staff

Certified instructors through partnership with Recreation Services

Our Business Model



**Lunchtime
Wellness
Classes**

Virtual (via Zoom)

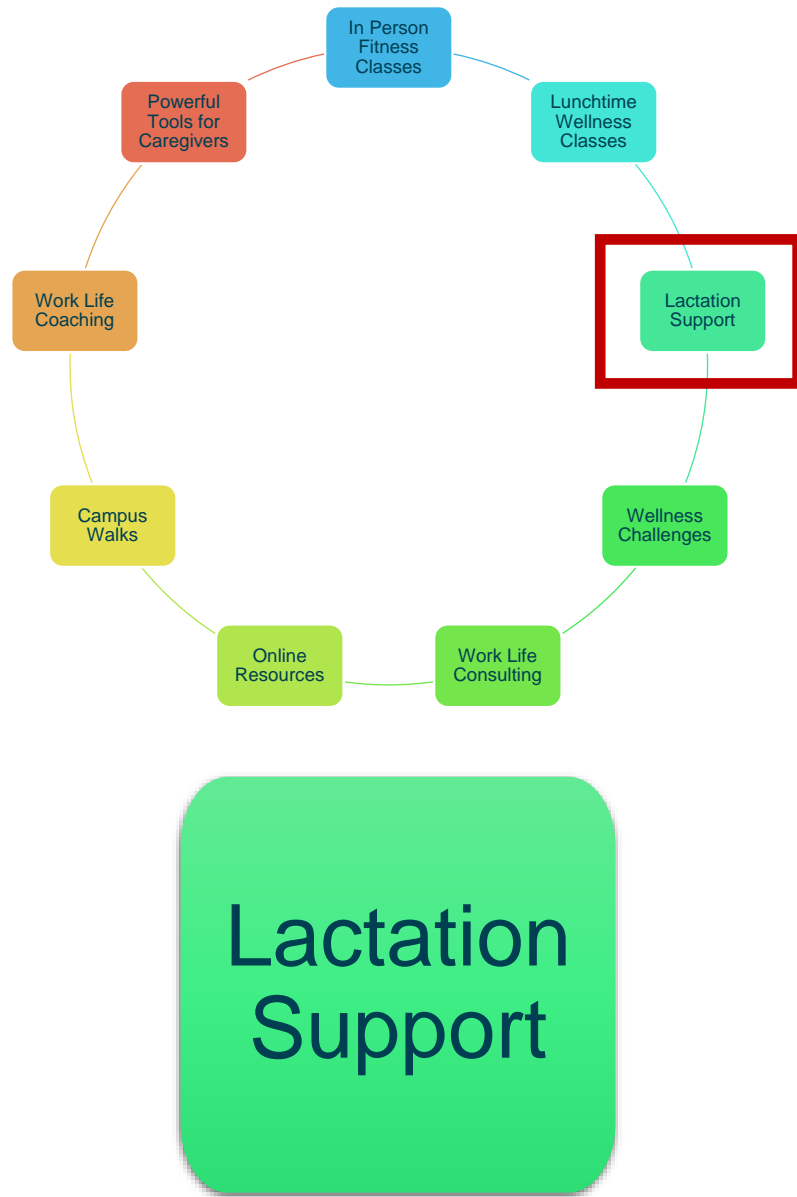
Tues/Wed/Thursdays at noon

Recorded and posted to the web

Bring in experts from campus/community

Survey requesting feedback (consistently high ratings)

Our Business Model



Private lactation spaces offered on all three campuses

Reserve space through our office

Available for faculty, staff, students and community members

Our Business Model



Offered 2-3 times per year

Focus on personal goals/wellness

Can win prizes for participation

Motivates participants to work toward goals

Free wellness journals and/or other items for registrants

Our Business Model



Work Life Consulting

Work with campus units to customize programming

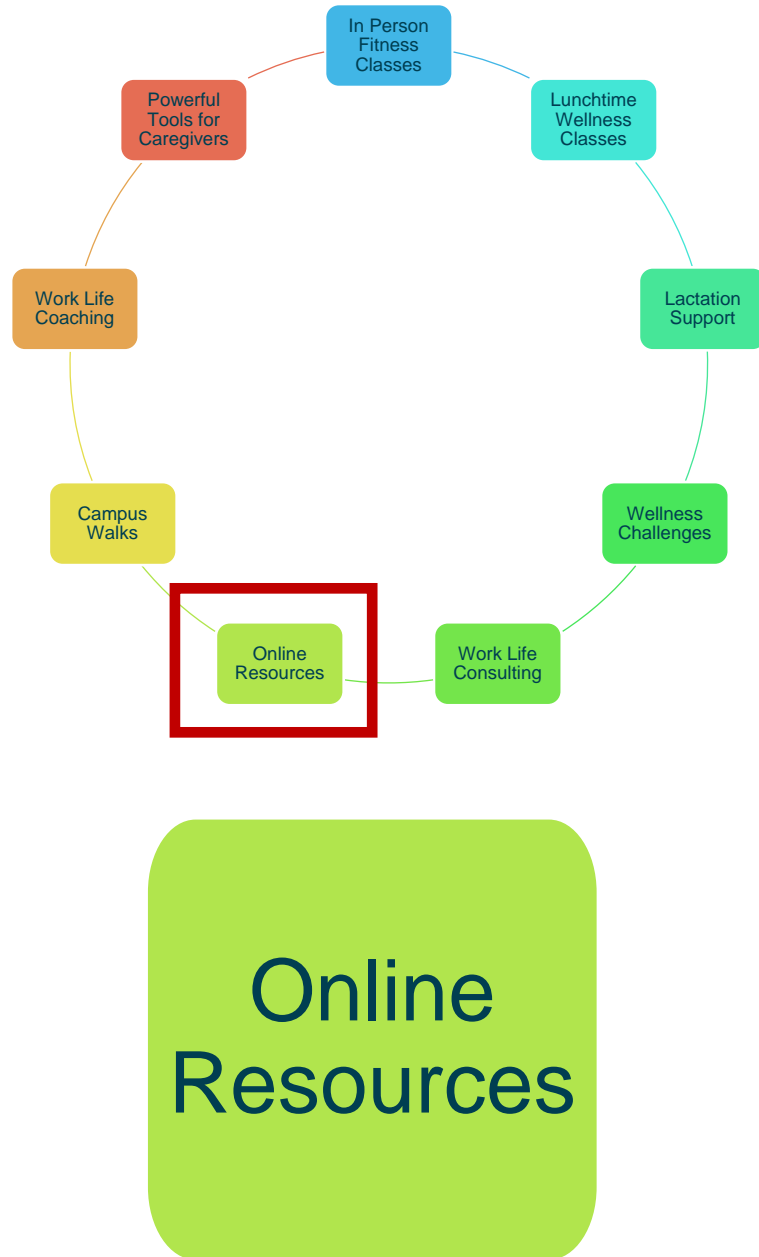
Unit retreats, team building, holiday events

Interactive trivia, Family Feud as well as informational presentations

Can incorporate learning outcomes into activities

Promotional opportunity as well as another service to campus

Our Business Model



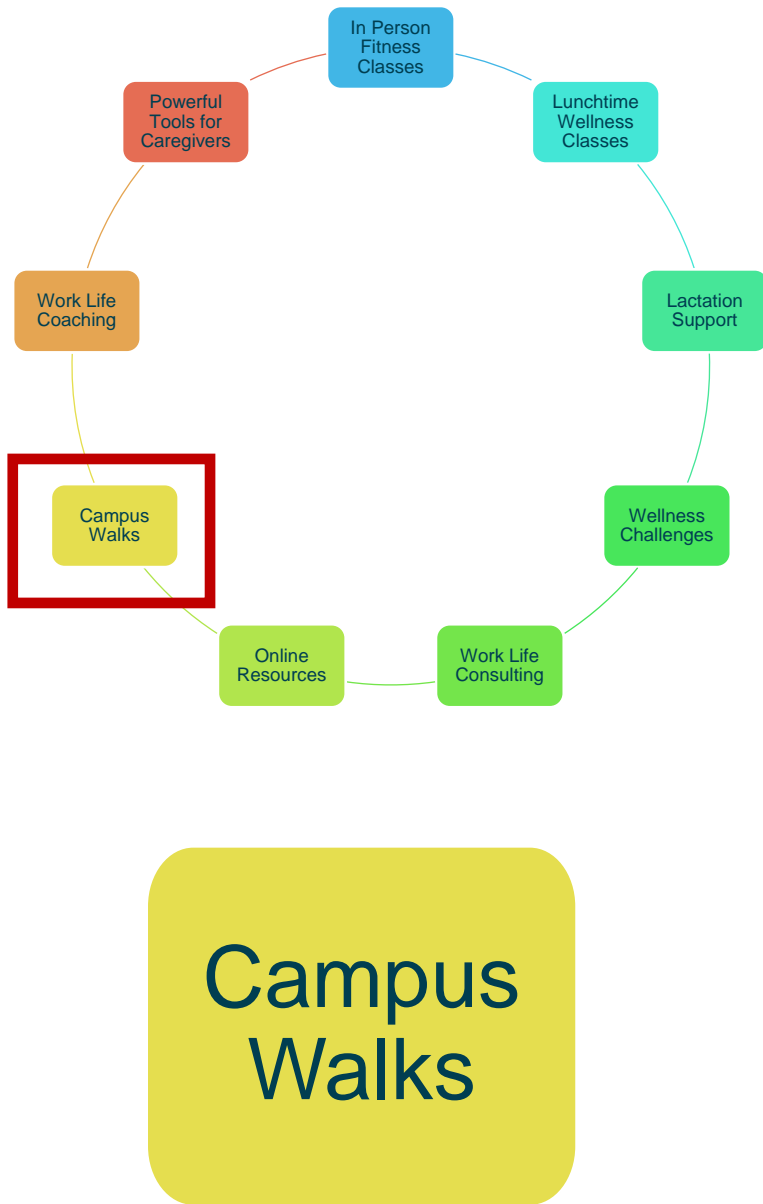
Website highlights program information

Schedule of events, programming info and registration

Online wellness resources available

In process of a website transformation using Dimensions of Wellness to organize content

Our Business Model



Weekly walks on North and South Campus

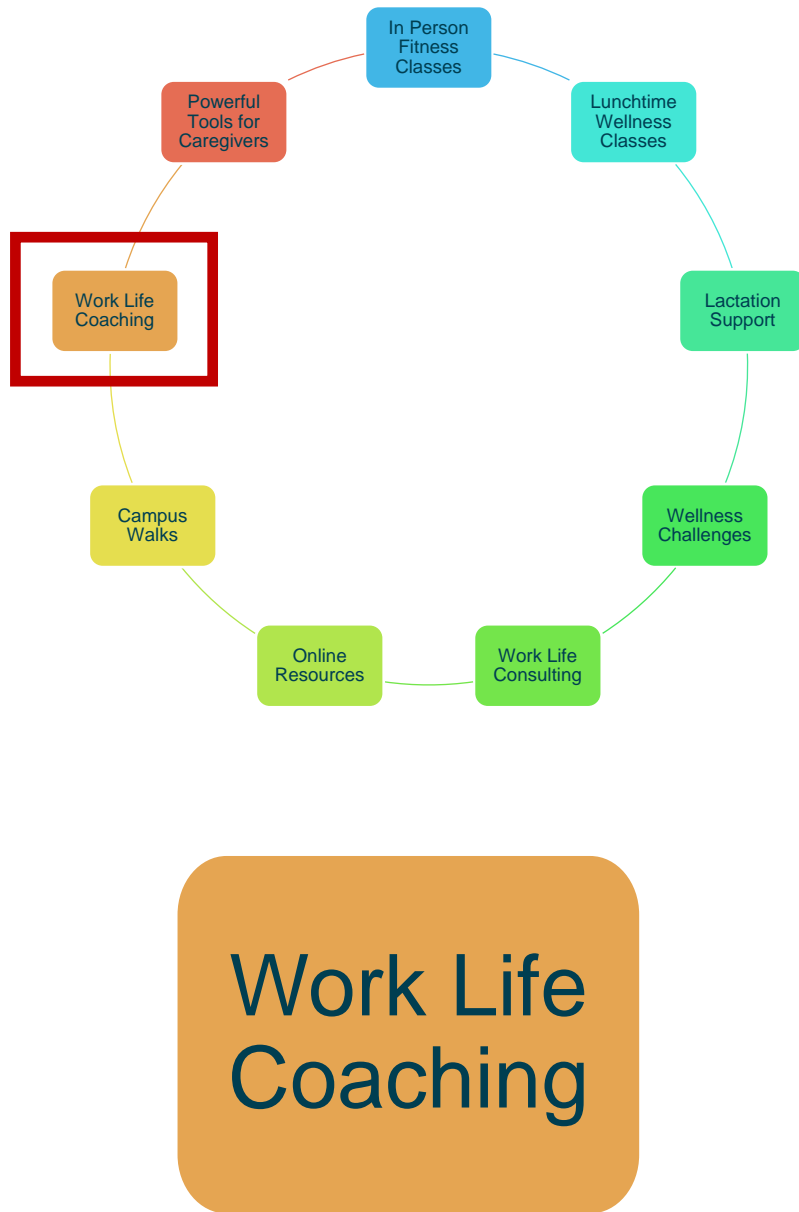
North Campus walks move indoors to the track in Alumni Arena

Promotes regular physical activity

Collegial collaboration and interaction

Learn about other areas of the campus

Our Business Model



One-on-one work life coaching with a certified wellness coach

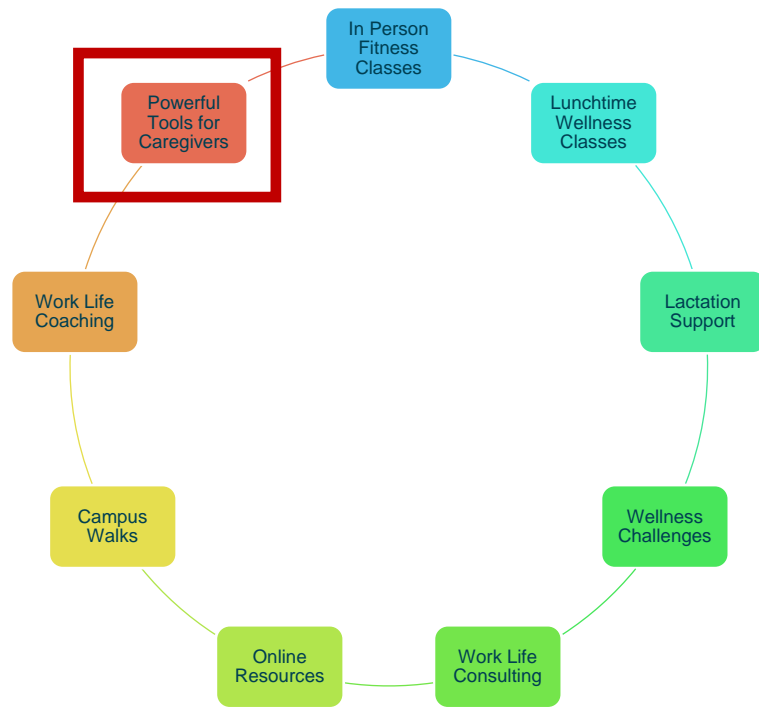
Client centered model focusing on individual's goals using motivational interviewing techniques

Modeled after stress coaching for UB students offered through Health Promotion

Created as first line measure to address employee mental health concerns

Allows us to integrate a more personal model of wellness programming

Our Business Model



Powerful Tools for Caregivers

Six-week series geared to caregivers

Trained and certified program facilitators

Gives caregivers the confidence and support to better care for their loved one – and themselves

Offered virtually at UB making it a convenient resource for Faculty/Staff

Confidential workshop allows for sharing of resources and advice

Dimensions of Wellness



Intellectual Wellness
The ability to open our minds to new ideas and experiences that can be applied to personal decisions, group interaction and community betterment.



Financial Wellness
The ability to identify your relationship with money and skills in managing resources. An intricate balance of the mental, spiritual, and physical aspects of money.



Emotional Wellness
The ability to understand ourselves and cope with the challenges life can bring.



Spiritual Wellness
The ability to establish peace and harmony in our lives.



Occupational Wellness
The ability to get personal fulfillment from our jobs or chosen career fields while still maintaining balance in our lives.



Physical Wellness
The ability to maintain a healthy quality of life without undue fatigue or physical stress.



Environmental Wellness
The ability to recognize our own responsibility for the quality of the environment that surrounds us.



Social Wellness
The ability to relate to and connect with other people in our world.

Our Business Model



Employment Trends

Employee Burnout

Workplace Flexibility

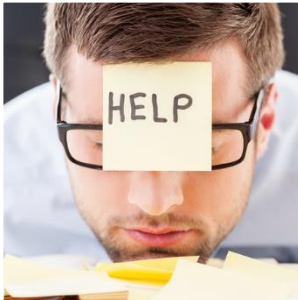
Outdated Programming

Insufficient Recognition/Rewards



11% decline in Higher Ed Workforce

Burnout



280% increase in job postings

10-15% staff turnover rate



Impact
on
Higher
Ed

50% of our Workforce

Baby Boomers

Gen X

70% of our Future Workforce

Millennials

Gen Z

Expectations

Pension Plans

Caregiver benefits

PTO/Vacation

Workplace recognition

Expectations

Student Loan Repayment Assistance

Well-Being Support

Diversity, Equity & Inclusion Benefits

Financial Advice

Our benefits don't match the needs of our future workforce!

Baby Boomers

Top Health Goal:
Lose weight

Communication Style:
Personal, direct mail, presentations

In-Person Care

Tough it out & not talk about mental health challenges

Gen X

Top Health Goal:
Lose weight

Communication Style:
Website links and videos, e-mail, phone call, in-person meetings

Tele-Health

Recognizes access to mental health services can be problematic but tries to get through it

Millennials

Top Health Goals:
Get more sleep, reduce stress

Communication Style:
Apps, social media, instant messaging, texting

Tele-Health

Mental health challenges are problematic but fixable

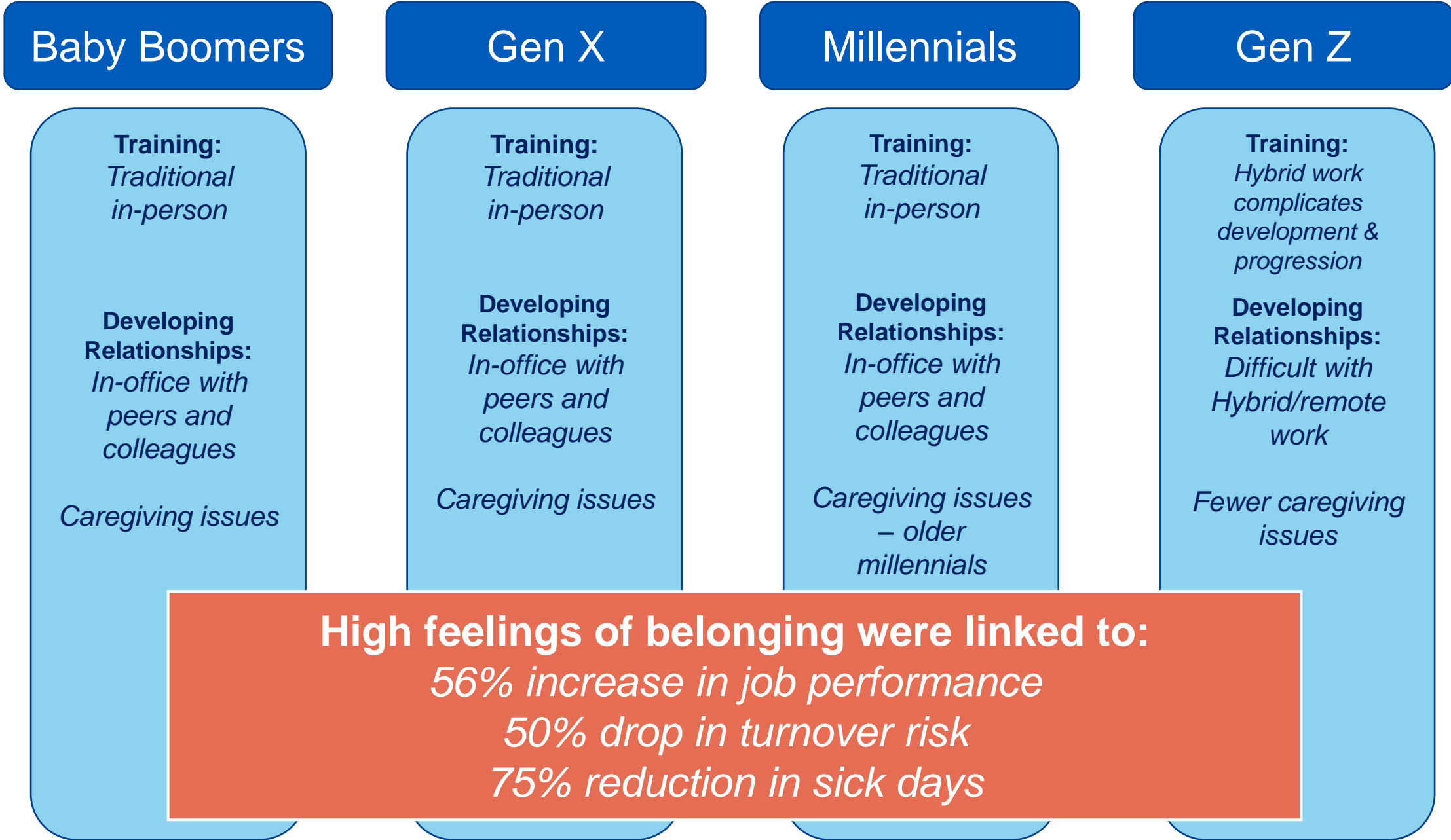
Gen Z

Top Health Goals:
Improve mental health

Communication Style:
Apps, social media, instant messaging, texting

Tele-Health

Expect access to mental health services & no barriers to access



High feelings of belonging were linked to:
56% increase in job performance
50% drop in turnover risk
75% reduction in sick days

Weiss Haserot, Phyllis, "How employee wellness varies across generations: The rush to meet worker needs"

Current Employees



Child Care

What do employees want?



“Balance”



Flexibility



Stress Levels



Level of Commitment



Mental Health



Benefits of Corporate Wellness

Increased
Engagement

Higher
Productivity

Investing in
People

Employee
Longevity
and Morale

Work Harder
and Perform
Better

Miss Fewer
Days of
Work

Reduce
Health Care
Costs

What's Next

Work Life Coaching

Employee Recognition

Mental Health First Aid

Emergency Back Up Care



University at Buffalo

Human Resources

HR Workshops and Programs

Upcoming Workshops

Time Management and Prioritization

This class will delve into time management skills that can help us work more efficiently while managing our to-do lists. The course will touch upon prioritization and organization techniques, as well as how to communicate and advocate for our needs in the workplace.



Tuesday

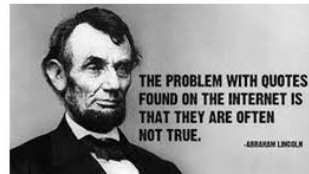
8/8/2023

9:00am - 12:00pm

[Register for the Session](#)

You will explore different philosophies in organizing your workload, use multiple prioritization techniques with your task list, as well as learn tips to practice inbox management.

Give Yourself a Break - A Mini Mental Break



Don't Quote Me Trivia

Thursday
8/3/2023

10:00am - 10:15am
(via Zoom)

"In quoting others, we cite ourselves"
- Julio Cortazar.

Take a break from your work day to see what you know about famous lines and sayings.



It's All Geek to Me: Nerd Trivia

Wednesday
8/23/2023

10:00am - 10:15am
(via Zoom)

Geek out with us as we celebrate the nerd in all of us. Test your knowledge of all things nerd related. Refresh your mind by taking a quick break from your day to challenge your colleagues to see who can earn a spot on the podium.

Understanding Trusts

Trusts play an important part in estate planning. Whether incorporating into your last will or creating a stand-alone trust, they serve different but important purposes, such as protecting a minor, protecting an heir with financial challenges or disabilities, simplifying estate administration by avoiding probate or taking steps to protect your assets, or minimizing estate tax. This session will discuss the many reasons to have a trust, the types of trusts available, how they work, and how they can be helpful to your family.



Thursday

8/24/2023

12:00pm - 1:00pm

[Register for the Virtual Session](#)

This program is part three of a six-part Estate Planning Workshop series.

Powerful Tools for Caregivers

Powerful Tools for Caregivers classes help caregivers take better care of themselves while caring for a friend or relative. Whether you provide care for a spouse, partner, parent, friend, or a child with special needs; at home or in a care facility, whether down the block or miles away, yours is an important role.

This six-week class series gives you the confidence and support to better care for your loved one – and yourself. In the class, caregivers receive The Caregiver Helpbook, which follows the curriculum and provides additional tools to address specific caregiver issues.



Wednesdays

10/4 - 11/8/2023

12:00pm - 1:30pm

(via Zoom)

[Register for Six-Week Virtual Series](#)

HR Virtual Workshops and Programs

Join us for virtual sessions focused on wellness, working remotely and other professional development topics.

ON THIS PAGE:

- [Learning Outcomes](#)
- [Intended Audience](#)
- [Fee](#)
- [Schedule and Registration](#)
- [Session Descriptions](#)
- [May Also Interest You](#)
- [Contact For Questions](#)

Learning Outcomes

- Learn something new or brush up your current knowledge

Intended Audience

UB faculty and staff

Fee

Free. Sessions will be recorded and made available on the [program archive page](#) after each event.

In-Person Workshops

Looking for a workshop that you can attend in-person? Browse the [Training Catalog](#) to find sessions that are taking place on campus.

Schedule and Registration

Current Virtual Workshops

Workshop	Date	Time	Register
JULY			
Mini Mental Break: Parks and Rec Pictionary	Wednesday 7/26/2023	10:00am- 10:15am	Register
AUGUST			
Mini Mental Break: Don't Quote Me Trivia	Thursday 8/3/2023	10:00am- 10:15am	Register
Mini Mental Break: It's All Geek to Me: Nerd Trivia	Wednesday 8/23/2023	10:00am- 10:15am	Register
Understanding Trusts	Thursday 8/24/2023	12:00pm- 1:00pm	Register
SEPTEMBER			
Discover Your Strengths	Tuesday 9/19/2023	10:00am- 12:00pm	Register
Understand and Simplify the End of Life	Thursday 9/28/2023	12:00pm- 1:00pm	Register

<https://bit.ly/virtual-hr-workshops>

HR Virtual Workshops and Programs Archive

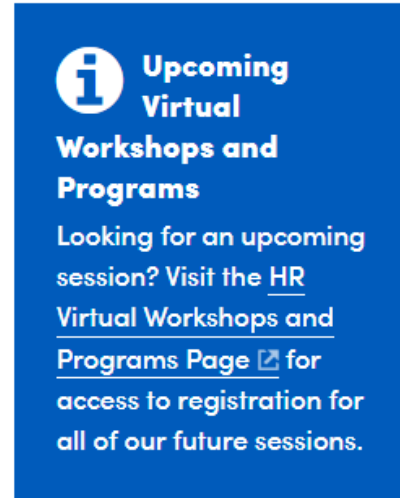
View previously recorded virtual sessions focused on wellness, working remotely and other professional development topics.

ON THIS PAGE:

- [Session Descriptions and Recordings](#)
- [Contact For Questions](#)

Session Descriptions and Recordings

- + Pandemic and Working from Home
- + Support for Supervisors
- + Career and Professional Development
- + Mindfulness
- + Fitness
- + Nutrition



Upcoming Virtual Workshops and Programs

Looking for an upcoming session? Visit the [HR Virtual Workshops and Programs Page](#) for access to registration for all of our future sessions.

- + General Wellness
- + Personal Growth and Interests
- + Home and Financial
- + Family Support
- + Kids Programming
- + Focus on You Interviews
- + Mini Mental Breaks
- + Hidden Hobbies

<https://bit.ly/virtual-hr-workshops>

Career Coaching

- Open to all UB employees
- Develop a plan to accomplish career goals
- Strengths based coaching
- Feedback on resumes and interview skills
- Increase job satisfaction and engagement



Employees can meet
CONFIDENTIALLY
one on one with an
ODE career coach

Performance Coaching



- Identify specific skill gaps or performance challenges
- Develop a working knowledge of the DISC Communication styles
- Understand your communication strengths, challenges & development areas
- Sharpen your communication and interpersonal skills
- Develop realistic, actionable, SMART performance goals
- Create an Individual Development Plan (IDP)
- Increase job satisfaction and engagement

Employees can meet
CONFIDENTIALLY one
on one with an ODE
performance coach



Work Life Coaching

- Support clients in activating internal strengths and external resources to make sustainable and healthy lifestyle behavior changes.
- Use a client-centered approach wherein clients decide their goals, engage in self-discovery or active learning processes, and self-monitor behaviors to increase accountability
- Our Certified Wellness Coaches (CWC) support clients in achieving their healthiest self.



Employees can meet
CONFIDENTIALLY
one on one with a
Work Life coach

Why do I need a work life coach?



- Personalized support
 - Helps bridge the gaps in care
 - Help you adopt a positive lifestyle
 - Help make behavior changes to support your goals
-
- Our Certified Wellness Coaches (CWC) support clients in achieving their healthiest self.

Employees can meet
CONFIDENTIALLY
one on one with a
Work Life coach



Does coaching really work?

After individuals completed a coaching program



levels of self-efficacy



quality of life



24 weeks after
program ended

99% who hire a coach are “satisfied or very satisfied”

96% say they would repeat the process

Work Life Coaching WORKS!



Incorporates self-discovery & active learning

Encourages accountability for behaviors

Consistent, ongoing relationship with coach

Empowers people to be actively engaged in their self care

How could a
work life coach
help me?





What to expect



Easy sign up

Work Life Coaching intake form

45-minute initial consultation

20 minute follow up meetings



What to expect



Work Life Coaching intake form

Emotional Wellness: understanding your own feelings and expressing emotions in a constructive way, and having the ability to deal with stress and cope with life's challenges

I find it easy to express my emotions in positive, constructive ways

Never 1 2 3 4 5 Always

I recognize when I am stressed and take steps to manage my stress

Never 1 2 3 4 5 Always

Intellectual Wellness: engaging in creative and mentally-stimulating activities, expanding your knowledge through cultural, artistic, or skill-based learning, and sharing knowledge and skills with others

I am curious and interested in the communities, as well as the world, around me

Never 1 2 3 4 5 Usually

I search for learning opportunities and stimulating mental activities

Never 1 2 3 4 5 Always

Environmental Wellness: recognizing the interactions between yourself and your environment (natural and social), responsibly using available resources, and fostering a safer and healthier environment for others

I recognize the impact of my actions on my environment

Never 1 2 3 4 5 Always

I recognize the impact of my environment on my health

Never 1 2 3 4 5 Always

Physical Wellness: making choices to avoid harmful habits and practice behaviors that support your physical body, health and safety

I strive to engage in physical exercise regularly (e.g., 30 mins at least 5x a week or 10,000 steps a day).

Never 1 2 3 4 5 Always

I get 6-8 hours of sleep regularly

Never 1 2 3 4 5 Always

How to sign up



How did we do?

***Take the Session
Survey on your smart
device using the QR
Code on your schedule.***