

Wellness@Work Grant Program FAQ



GRANT PROGRAM

1. What is the Wellness@Work Grant Program?

The Wellness@Work Grant Program encourages faculty and staff across all campuses and research stations at the University of Guelph, including Guelph-Humber, to help promote wellness in their workplace through the implementation of a tailored health-promoting program, approach, or idea in their workplace.

2. How can I apply for a grant?

The application form is a fillable Qualtrics form that is to be submitted digitally. Applications must be submitted by 5pm on May 16, 2025.

3. How much money can I apply for?

Departments/groups can apply for a seed grant (up to a maximum of \$3000, one time) for their initiative. The number of grants available will be dependent on the number of applications received and the amount distributed for each successful grant.

All expenses must first be approved during the evaluation process. The application form includes maximum amounts for some approved costs. Successful applicants must submit their expenses for reimbursement and will only receive the pre-approved amount they spend.

Funding areas with maximum funding allocating include:

- Arboretum Activity/Workshop (\$500)
- Art and Create Expression (\$500)
- Bike Share (\$1000)
- Community Garden (\$2000)
- Cross-Campus Collaboration (\$3000)
- Employee Wellness Retreat (\$3000)
- Learning and Development Training (\$2000)
- Individual Professional Development Assessment (\$385) – Does not apply to Guelph-Humber Stream
- Mental Health Training (\$3000)
- Nutrition and Healthy Eating (\$2500)
- Team Health Challenge (\$2500)
- Yoga or Fitness Classes (\$1000)
- Innovative New Idea (\$3000)

4. How does the Guelph-Humber funding stream work?

For the 2025-2026 Wellness@Work Grant application period, the University of Guelph-Humber (Guelph-Humber) has allocated funds for grant initiatives that are planned and implemented at Guelph-Humber's campus in Toronto. With this funding, Wellness@Work will have a specific stream of the grant program available to those who work at Guelph-Humber and are submitting a grant application. Applicants will be subject to the same application and evaluation process as the rest of the grant program. When applicants are completing their grant application and select "University of Guelph-Humber" as the location, they will automatically be put into the Guelph-Humber stream of funding for the Wellness@Work Grant Program. There will be a separate information session taking place at Noon on April 10th, 2024 for those applying for Guelph-Humber grant initiatives.

5. What Individual Professional Development Assessments can I apply for?

In partnership with Learning & Development, Wellness@Work is excited to now offer grant applicants the opportunity to submit individual applications to receive funding for assessments that support their professional growth and development. See below the list of assessments available, including the number of applications that will be approved for each assessment. Those who are interested in applying to receive funding for a professional development assessment will use the grant application link and select "Individual Professional Development Assessment" for the question "Please select the wellness program you would like to run." Applications for these assessments are not available for the Guelph-Humber stream.

Assessment	Description
Firo-B Profile	The FIRO-B® instrument identifies how you tend to behave toward others and how you want them to behave toward you. Your FIRO-B results can help you increase your self-understanding in a number of important areas, including how you handle interpersonal relationships and your own social needs, how others perceive you, and how you see them.
Kolb Experiential Learning Profile (KELP)	The Kolb Experiential Learning Profile (KELP) is based on experiential learning theory and is designed to help individuals identify the way they learn from experience. This is deceptively important since learning is the primary process used to navigate life. All change, innovation, teamwork, decision-making, resilience, and leadership require learning and development.
LPI 360	This assessment is for people leaders. The Leadership Practices Inventory® (LPI®) 360 is an observer-based assessment that measures The Five Practices of Exemplary Leadership®, the acclaimed leadership development model created by Jim Kouzes and Barry Posner. This assessment empowers leaders with real-world feedback to evaluate their leadership competencies. The resulting personalized report serves as a powerful tool for leaders as they embark on their journey toward extraordinary leadership.
SDI 2.0	The Strength Deployment Inventory is an assessment that provides deep insights into your motivations, behaviors, and relationship dynamics in professional settings. These insights help you know yourself more fully, understand others more accurately, manage yourself more effectively, and achieve better results by building healthier relationships.
WE-I (Emotional Intelligence)	The WE-I Profile simulates real-time interpersonal interactions by presenting us with eight short video vignettes in which we are being challenged by another person. Then we are presented with a series of statements and asked the degree to which the statements fit our experience of the interaction to understand our emotional reactions. Because the instrument is a real-time simulation and doesn't ask what we would do or what we believe about ourselves and instead asks us what's going on inside us, it captures hidden aspects of what drives our behavior under stress.

6. What are the criteria for applying?

Submissions must fit within one or more of the following three elements of the Wellness@Work Initiative:

- physical well-being;
- psychological well-being; and/or
- social well-being

The key areas that will be assessed and scored for each application are:

- Program or initiative description
- Program alignment with Wellness@Work Initiative elements (physical/psychological/social well-being). University of Guelph-Humber applications will look for alignment with the advancement of wellness within the Guelph-Humber community.
- Needs assessment
- Health benefits
- Evaluation of outcomes
- Sustainability of initiative
- Innovation and Uniqueness
- Proposed budget

Applications for individual professional development assessments are assessed and scored on:

- Needs assessment; and
- Impact on professional development

7. What types of costs will be approved?

Successful grant recipients will be notified of their approved expenses at the start of the program. Although not an extensive list, some approved costs may include:

- *Prizes, Incentives or Trophies (not to exceed \$500)
- Food and catering (not to exceed \$650)
- Promotional materials (not to exceed \$100)
- Small equipment purchases that will remain within the department/group (not to exceed \$300)
 - Includes pedometers (excludes fitbits/jawbones, etc.)
- Room rental fees
- Instructor, speaker or facilitator fees
- Workshop costs
- Kick off or wrap up event

** Gift cards are considered a taxable benefit and must be reported to Human Resources.*

6. What types of costs are not going to be approved?

Costs that will **not** be approved for a Wellness@Work grant include and are not limited to:

- Operational expenses
- Hiring of faculty/staff/student to coordinate or support the program
- Primary research costs

- Renovations, furniture, artwork or special equipment purchases.
- The purchase of stereo or electronic equipment
- The purchase of fitbits/jawbones
- Individual monetary reimbursements for gym memberships/fitness classes/assessments
- Charitable donations in either an employee's name or the department/group's name
- Alcohol or any illicit substances

7. When is the application deadline?

All applications are due by 5pm on May 16, 2025. Late or incomplete applications will not be accepted nor reviewed.

8. How can I learn more?

Please review the application form for further details on the Grant Program.

If you have a Wellness@Work Champion in your department/group, feel free to reach out to them to discuss your idea or questions.

One virtual information sessions will be held for participants to attend to learn more and ask questions.

- [April 16, 2025, 12:00pm-1:00pm](#) for University of Guelph-Humber employees
- [April 17, 2025, 1:30pm - 2:30pm](#) for all UofG (proposed initiatives for Guelph Campus, Ridgetown, and Research station)

You may contact Wellness@Work Advisor, Isidora Nežić via email at nezici@uoguelph.ca if you need additional support with the grant application.

For Guelph-Humber related questions, please contact Sara Rumsey, Manager of Planning and Strategic Initiatives at sara.rumsey@guelphhumber.ca

WELLNESS@WORK

1. What is Wellness@Work?

In 2017, the Wellness@Work initiative was launched at the University of Guelph with a vision for a thriving workforce, organization and community. The initiative is an opportunity to comprehensively understand the University of Guelph's existing support and assistance to employees, to strengthen our supports, and to implement new initiatives to create a truly healthy workplace across all campuses and research stations. Our commitment is to the "whole" person, not just as an employer, but as a responsible workplace.

Mission: Supporting the well-being of the whole person for all University of Guelph staff and faculty through a comprehensive, integrated, evidence-informed workplace health promotion¹ strategy.

¹ Health promotion is the process of enabling people to increase control over their health and its determinants and thereby improve their health. It requires a positive, proactive approach, moving "beyond a focus on individual behaviour towards a wide range of social and environmental interventions."

Vision: A thriving workforce, organization, and community.

2. What framework is used for the Wellness@Work initiative?



The University supports the World Health Organization’s definition of health that states that “Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.” The University’s customized program for faculty and staff is based the three interconnected elements of health:

- Physical Well-being
- Psychological Well-being
- Social Well-being

Wellness@Work focuses on supporting University employee’s health and well-being on an individual, interpersonal, and institutional level collaborating where possible across the organization to establish collective impact and systemic improvement.

3. Is there a policy to support this work?

A Healthy Workplace Policy was developed that applies to all faculty and staff at the University of Guelph, including Guelph-Humber, Ridgetown, research stations, and approved University field sites.

The University of Guelph encourages all employees to participate in Wellness@Work programming and initiatives and welcomes staff and faculty feedback to guide the Healthy Workplace Plan and programming.

Read the full policy: <https://www.uoguelph.ca/wellnessatwork/about/healthy-workplace-policy>

4. How does Wellness@Work link to the University’s strategic framework?

The initiative has a set of four guiding principles that provide a foundation for the work and link to the University of Guelph’s strategic framework Principle 5: Support faculty and staff success.

Wellness@Work’s Guiding Principles:

I. The Whole Person.

The University of Guelph comprehensively supports and prioritizes the well-being of the whole person.

II. Shared Responsibility.

The University of Guelph and all employees share responsibility for supporting the well-being of the whole person and providing a vibrant workplace that is inclusive and respectful, where everyone is valued.

III. Appreciation & Recognition.

All areas of the University of Guelph appreciate and recognize the invaluable strengths, unique capabilities, knowledge, and passions of faculty and staff, which they carry into their work and the University community.

IV. Carefulness & Person-Centered.

The University of Guelph executes carefulness and diligence in developing and implementing evidence-based healthy workplace plans that are representative of the experiences and needs of faculty and staff.

5. What is the University's involvement with Excellence Canada?

Wellness@Work used [Excellence Canada's](#) Healthy Workplace Standard to guide the strategy. This Standard, developed by Excellence Canada in association with health, mental health, and work safety professionals from across Canada, is based on research and the outcomes of successful organizations. The goal of the initiative is not to achieve Excellence Canada's benchmarks but to use the benchmarks as guidance to our own initiatives.

The University of Guelph achieved a Silver Level *Healthy Workplace*[®] Certification.

As of 2023, the University of Guelph is no longer has a paid partnership with Excellence Canada. When Wellness@Work first was created Excellence Canada was a valuable resource in supporting the initiative. Since then Wellness@Work has developed and expanded, with sufficient internal expertise to continue the initiative through its own University of Guelph tailored strategy.

6. What is the Okanagan Charter?

Vision: *Health promoting universities and colleges transform the health and sustainability of our current and future societies, strengthen communities and contribute to the wellbeing of people, places and the planet.*

On June 29th, 2017 the University of Guelph formally adopted the Okanagan Charter: An International Charter for Health Promoting Universities and Colleges.

The international Charter was an outcome of the 2015 International Conference on Health Promoting Universities and Colleges held at UBC's Okanagan campus in Kelowna, BC and co-hosted by Healthy Minds | Healthy Campuses. The Charter development process engaged researchers, practitioners, administrators, students and policy makers from 45 countries. At the Conference, with the support of a writing team, 380 delegates critiqued and refined the Charter in a design lab and development sessions.

The Charter has two calls to action:

1. Embed health into all aspects of campus culture, across the administration, the academic mandate and operations.
2. Lead health promotion action and collaboration locally and globally.

7. Who are Wellness@Work Champions?

The Wellness@Work Champions program was launched in September 2017, with an open recruitment for any faculty or staff who were interested in being involved. Currently, the Champions program has expanded to include over 90 employees at the University, who are eager to help create a healthy work environment for all.

Champions come from a variety of different departments and locations and receive regular communications from the Wellness@Work Advisor. They actively promote upcoming events and programs, distribute resources and information, encourage colleagues to participate or share their feedback, and are enthusiastic ambassadors for Wellness@Work.

8. Who is organizing regular wellness events that I've heard about?

The Wellness@Work Programming Committee, a sub-committee of the Advisory Committee, helps to plan, implement and evaluate regular wellness activities and events for faculty and staff. If you have any idea to share, feel free to send it along to wellnessatwork@uoguelph.ca.

9. What programs, events and resources are available for me?

View the Wellness@Work website for a full list of programs, upcoming events and relevant resources for faculty and staff: <https://www.uoguelph.ca/wellnessatwork/>. The website links to information from Learning and Development, Occupational Health and Wellness, Athletics Fitness and Recreation and more for one convenient spot to find important wellness information.