

# BeWell Healthy Department Certification: Frequently Asked Questions

## What is the Healthy Department Certification?

The Healthy Department Certification is designed to spotlight departments that are visibly and consistently demonstrating commitment to employee health and well-being. The Healthy Department Certification process involves a designated faculty or staff member, in collaboration with leadership and colleagues, completing an online questionnaire on behalf of the department or unit. The questionnaire assesses current practices and highlights opportunities for department leaders to improve practices through specific and measurable steps. There are three possible certification tiers: Gold (Leader, Certified Healthy), Silver (Certified Healthy), and Bronze (Striving for Certified Healthy).

## Why is it important to prioritize employee well-being at the department level?

- Happy and healthy employees have a greater capacity to support institutional goals and facilitate student learning and success.
- A positive workplace health climate is a keystone of the overall employee experience, which helps to attract, support and retain a diverse and qualified workforce.
- Employees are more committed to maintaining and improving their health when they perceive that their health is valued by others (social exchange theory).
- Improving employee health and decreasing safety risk factors reduces financial risk to the university's self-insured health plan and helps to contain increases to insurance premiums.

## What if I don't know answers to all of the questions on the questionnaire?

It is highly recommended that you complete the questionnaire with at least one other colleague or in a small group. Department leaders should be in support of the assessment and are encouraged to take an active role in the process. This collaborative approach helps to ensure that all questions are answered and all viewpoints and interpretations of the questions are considered.

## When is the Healthy Department Certification process available?

The opportunity to be certified is available year-round; submissions are continuously monitored.

## Where can I check to see if our department has participated and/or view our current certification tier?

Check the current list of Certified Healthy Departments [here](#). Or, email [ucabewell@uca.edu](mailto:ucabewell@uca.edu).

## Does the Healthy Department Certification have to be completed every year?

No. The Healthy Department Certification is valid for two years. For example, if your department was certified in Fall 2022 you will not need to complete the online assessment form again until Fall 2024.

## If my department completed the certification process within the last two years, can we complete it again to seek a higher certification tier?

Yes, departments may complete the assessment again within that timeframe to achieve a higher certification tier. Please allow at least 3-6 months between submissions so that department leaders can effectively implement the changes necessary to improve workplace health climate.

## Who can we contact for resources and support?

Reach out to BeWell ([ucabewell@uca.edu](mailto:ucabewell@uca.edu); 501-852-2319) for advice, recommendations and support regarding promotion of well-being in your department or for assistance with the certification process. Also check out these helpful resources that are available on-demand:

- BeWell's [Resources Guide](#)
- BeWell's [Resiliency Toolkit](#)
- [Employee Assistance Program \(EAP\)](#)
- [Critical Incident Response Protocol for Faculty and Staff](#)