

SON Trailblazers

Enhancing Staff
Wellness at the UCSF
School of Nursing

2023-2024
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Overview

To address the pillars of physical and social wellness, we hosted a picnic and low-impact hike for School of Nursing staff members. To make the events accessible to our staff colleagues that live in different parts of the Bay Area, we hosted two simultaneous hikes — one in San Francisco and one in the East Bay.

Data Snapshot

- 21 event participants
- 2 hike locations
- 100% of participants reported that they “enjoyed the SON hike activity”
- 95% of participants reported that the “SON hike improved my personal wellness”

Resources

<https://mywellness.ucsf.edu/physical-wellness>

<https://mywellness.ucsf.edu/social-wellness>



Project Details

On March 15, 21 UCSF School of Nursing staff members enjoyed a picnic, low-impact hike and the opportunity to connect with colleagues in person on a beautiful sunny day. To make the event accessible to a broad range of staff members who live throughout the San Francisco Bay Area, attendees were invited to choose between two hike options that were offered simultaneously — a 3.4-mile segment of the coastal Land's End trail in San Francisco or a 2-mile trail in Sibley Volcanic Regional Preserve in Oakland. Before each hike, attendees enjoyed a catered boxed lunch with nutritious food options from Mission Picnic. To encourage event attendance, staff that successfully joined the events were entered in a raffle to win one of 11 gift cards to Amazon or Starbucks. To make the events physically accessible to all, we encouraged everyone to join us for lunch and identified locations at each site where staff could visit together if they were not participating in the hike.

“The hike was rejuvenating! Connecting with nature with my coworkers gave me a sense of camaraderie. The fresh air, yummy lunch and exercise boosted my morale and overall mood. I’m grateful that I had the opportunity to spend time with my wonderful coworkers and to recharge both mentally and physically.” — Anonymous

“The Monday following the hike, it was evident how much this positively impacted participants. Numerous people spoke up at the morning meeting, and a couple of people shared photos. It was great to see so many smiles!” — Anonymous

Project Challenges

We often have the same staff members participating in optional school-sponsored community events, while others consistently do not participate. While this event did engage some folks that do not regularly participate, it was not as many as we had hoped. This presents a valuable opportunity for us to identify ways to better engage more colleagues, digging into the obstacles for these staff members to participate and identifying ways to address these challenges. Additionally, we have some staff members that work remotely and are unable to attend in-person events. This project did not provide a virtual participation option. An opportunity for future events is to identify ways to engage remote employees.

Lessons Learned

A major success of this project was hosting simultaneous events in multiple locations. Not only did this address accessibility, but it facilitated smaller groups of people and therefore more opportunities to connect with everyone at each event site. Additionally, we heard from attendees that it was nice to connect with coworkers who live in the same geographical areas. East Bay hike participants particularly expressed appreciation for a school-sponsored event that was not in San Francisco.