

# Enhancing Cross-Silo Collaboration & Strengthening Community through a 3-month Wellness Program

For the Neurology Administration & Finance Team

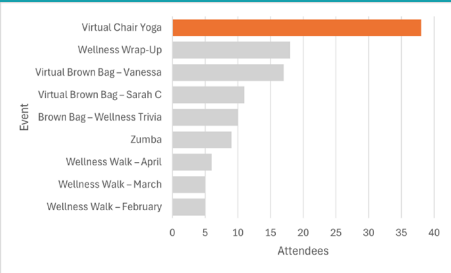
FY25 Wellness Champions Mini-Grant Cycle

Rudy Asuncion & Nancy Puckett

## Overview

We surveyed 54 Neurology finance and administration staff about their wellness needs. Twenty-six respondents identified a strong need for emotional, physical, and social wellness activities to help relieve stress from the department’s growing workload. In response, we developed and offered a mix of virtual and in-person activities open to all finance and administration staff throughout February, March, and April 2025.

## Data Snapshot



### Key Takeaways

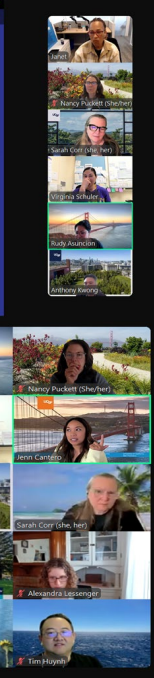
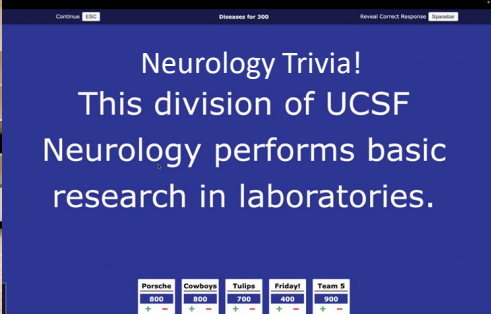
- Highest engagement was with Virtual Chair Yoga and Wrap-Up Lunch.
- Brown Bag sessions were popular, especially travel and trivia-themed.
- Walks had consistent attendance.
- Consider keeping Chair Yoga and Brown Bags as recurring offerings.

## Resources

- [UCSF Spiritual Care Services Mid-Day Mindfulness](#)
- [Awe walks reference](#)
- [UCSF Fitness and Recreation](#)
- [SPARK Social SF](#)



UCSF Human Resources Wellness



## Project Details

Approximately 87% of our team works in a hybrid or fully remote environment. Our needs assessment revealed a strong desire among staff to address burnout, manage stress, and foster cross-team connections within the finance and administration unit. In response, we created inclusive wellness opportunities—both virtual and in-person—to encourage breaks, support emotional and physical well-being, and build a stronger sense of community. We also invited staff to help lead these efforts through the needs assessment survey, and thanks to monthly meetings, we’ve now established a core group to support ongoing wellness initiatives.

## Project Challenges

Despite offering a wide range of virtual and in-person activities at various times of day, attendance remained inconsistent. While we had a group of regular participants, some staff did not engage in any activities. Finding a day and time that worked for everyone proved difficult. Survey feedback cited common barriers such as feeling overloaded, conflicting meetings, remote or offsite work, and events scheduled at less optimal times (e.g., during lunch or late in the day). Some staff were also unavailable due to vacation or were new to the department. Collecting RSVPs for in-person events like Zumba and the lunch social was also a challenge—some who RSVP’d didn’t attend, while others participated without signing up.

## Lessons Learned

Based on the survey results, the highest-rated areas of impact were social, physical, and emotional wellness—aligning well with the core goals of the program. Of those surveyed, 87% participated in at least one activity, and 67% felt the department would benefit from a regular wellness program. Additionally, 70% expressed interest in helping plan future events. We surpassed our goal of receiving positive feedback from at least 50% of respondents. Participants shared strong appreciation for the program’s value and expressed a desire for it to continue—with more structure, greater inclusivity, and expanded opportunities to connect and recharge. We also learned that staff engagement increased when individuals contributed by helping organize, lead, or support wellness activities.

Continued...

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# 2025 Monthly Wellness Activities



## FEBRUARY

- **Meditation | M-W-F Weekly (Emotional):**  
Mid-Day Mindfulness, 12:00-12:15 pm. <https://tiny.ucsf.edu/FViKt5>
- **Awe Wellness Walks | Monthly (Emotional, Physical, Social):**  
Wednesday, February 19, 2:20-3:00 pm  
Virtual and in-person participation encouraged Take a break if you can!

## MARCH

- **Meditation | M-W-F Weekly (Emotional):**  
Mid-Day Mindfulness, 12:00-12:15 pm. <https://tiny.ucsf.edu/FViKt5>
- **Virtual Chair Yoga class (Emotional, Physical, Social):**  
Tuesday, March 4, 10:10-11:00 am
- **Awe Wellness Walks | Monthly (Emotional, Physical, Social):**  
Wednesday, March 19, 2:20-3:00 pm  
Virtual and in-person participation encouraged. Take a break if you can!
- **Virtual Brown Bag (Social):**  
Friday, March 21, 2:00-2:30 pm  
Wellness trivia hosted by Rudy Asuncion. Trivia winners will be rewarded!

## APRIL

- **Meditation | M-W-F Weekly (Emotional):**  
Mid-Day Mindfulness, 12:00-12:15 pm. <https://tiny.ucsf.edu/FViKt5>
- **In Person Zumba class (Emotional, Physical, Social):**  
Bakar Fitness Center, Mission Bay, Thursday, April 10, 4:00-5:00 pm
- **2 Virtual Brown Bags (Social):**
  - Neurology Trivia with Sarah Corr. Wednesday, April 9, 3:00-3:30 pm
  - Azores & Madeira, Portugal: A Hidden Gem by Vanessa Azevedo. Monday, April 14, 2:00-2:30 pm
- **Awe Wellness Walks | Monthly (Emotional, Physical, Social):**  
Wednesday, April 16, 2:20-3:00 pm  
Virtual and in-person participation encouraged Take a break if you can!
- **Wellness Wrap-Up | End-of-Program Lunch (Social):**  
Ice breaker game, raffle prizes and final program survey. In-person group lunch at Spark Social, Mission Bay, Thursday, April 24, 12:00-2:00 pm.

*Special thanks to our friends and colleagues Sarah Corr and Vanessa Azevedo who volunteered their time presenting the virtual Brown Bags and Alex Khu, Jerimiah Martinez, Carolina Gonzalez Lopez and Sandra Ramirez who provided their valuable time and feedback during the planning process!*

*Thank you and take care!*  
Nancy & Rudy

We hope you were able to take a moment for yourself and join us for these sessions. Prioritizing wellness helps us all stay refreshed and focused!



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