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BeWell

JUNE 2026
NEWSLETTER

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8 DIMENSIONS OF WELL-BEING



INTELLECTUAL



EMOTIONAL



PHYSICAL



SOCIAL



OCCUPATIONAL



FINANCIAL



ENVIRONMENTAL



SPIRITUAL

Well-Being Tips from the Top

CONVERSATION WITH KYLE SNYDER, PRESIDENT AND CHIEF OPERATING OFFICER, PENN STATE HEALTH



Can you describe your background and your current role at Penn State Health?

I've spent more than 20 years in healthcare administration, a field I've been passionate about since my college and graduate studies. Early in my career, I completed an administrative fellowship at Cleveland Clinic, which helped shape my leadership journey. Over the years, I've had the opportunity

to work with several respected health systems, including WellSpan Health and Geisinger, before transitioning to Penn State Health.

Today, I serve as President and Chief Operating Officer, where I partner with our Chief Clinical Officer, Dr. Ken Wood, to oversee all clinical operations across the system. This includes our acute care hospitals— Penn State Health Milton S. Hershey Medical Center, Penn State Health Holy Spirit Medical Center, Penn State Health Hampden Medical Center, Penn State Health Lancaster Medical Center, and Penn State Health St. Joseph Medical Center—as well as our ambulatory surgery centers. In this role, I focus on ensuring we deliver high-quality, patient-centered care while supporting the dedicated teams who make that care possible every day.

What is the most rewarding aspect of your role?

For me, the most rewarding aspect of my role is supporting our clinicians in delivering exceptional care to our patients. While I don't have a clinical background, I see my role as helping to create the conditions that allow our care teams to thrive. That includes our clinical and non-clinical support staff who are on the front lines every day.

My role is centered on building and sustaining the systems that make high-quality care possible. This includes improving efficiency and ensuring patients move seamlessly through settings like the operating room and cath lab. I also focus on making sure our teams have the tools, resources, and safe environments they need to do their jobs well, while upholding the standards and regulations that enable us to care for our communities through programs like Medicare and Medicaid.

Ultimately, what's most meaningful to me is knowing that my work helps support the people who are directly caring for our patients. That sense of purpose is what continues to energize me and has kept me passionate about healthcare throughout my career.

What was your biggest motivator to enter this career path?

My biggest inspiration came from my mom, who was a pediatric hematology and oncology nurse. Growing up, I had a unique window into the impact healthcare professionals...

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BeWell Commitment Statement:

Penn State Health's mission is to continually improve the health and well-being of the people of Pennsylvania, and beyond. To achieve this mission, we must support and empower our employees to be well by offering inclusive and engaging benefits. The Penn State Health BeWell program aims to foster a culture of well-being across the health system that supports and empowers employees, in all dimensions, to improve their quality of life.

...can have on patients and families. One experience that really shaped me was a summer camp she helped run each year for children with cancer in rural Pennsylvania.

The camp brought together kids who were undergoing treatment or in remission, along with "buddies" during the camp's formative years who supported them throughout the week. It looked like a typical summer camp filled with activities like fishing, boating, and crafts, but it also carried a deeper purpose. As buddies, our role was to help ensure each child could fully participate and simply enjoy being a kid.

For my siblings and I, it was one of the most meaningful experiences of our childhood. It was both joyful and humbling. We built lasting friendships while also experiencing the realities and heartbreak that can come with serious illness. Over time, it was incredibly inspiring to see more campers return each year as outcomes improved. That experience had a lasting impact on me, and I truly believe those early moments of connection, compassion, and perspective helped guide me to where I am today.

What has it been like transitioning from supporting Penn State Health's West Shore hospitals to a role that supports the entire health system?

The transition has been incredibly positive, and much of that is due to the people. With more than 20,000 dedicated team members across Penn State Health, I've been fortunate to build strong relationships that made this next step feel both natural and rewarding. I've developed a deep connection not only to the community, but also to the colleagues I have the privilege of working with every day.

It's still an evolution, but I'm fortunate to work with incredibly talented colleagues who bring deep expertise and commitment to their work. Having such a strong team in place has made this transition both rewarding and energizing.

At the same time, the transition has pushed me to grow as a leader. I've always been very operations-focused and hands-on by nature, so stepping into a broader, system-wide role required a shift in perspective. It's meant moving from directly leading the work to empowering and supporting the teams across the organization who carry it forward.

What do you like to do to maintain your own well-being and stay healthy?

I am a creature of habit, and I've found that having a consistent routine is key to maintaining my well-being. I start my day early, usually around 4:15 or 4:30 a.m., to fit in exercise before work. In a role where the days are long and demanding, that quiet time in the morning helps me recharge and set the tone for the day. I also keep things simple by sticking to the same breakfast and lunch most days, which helps me stay on track.

Outside of work, a big part of my well-being comes from spending time with my family. I have three teenagers who are very active in sports, and I love being there to support them. Whether it's traveling for my daughter's volleyball tournaments or watching my sons play baseball and basketball, those moments give me a chance to step away from work and be fully present. At this stage in my life, that balance of staying active, maintaining routines, and making time for family is what keeps me grounded, energized, and healthy.

How do you encourage your employees or hospital staff to take care of their own mental well-being?

Healthcare is incredibly meaningful work, but it can also be very challenging. Our teams often meet patients during some of the most difficult moments of their lives, and that emotional weight can take a toll over time. That's why it's so important to be intentional about supporting the well-being of our staff.

One of the keyways we encourage this is by promoting the use of paid time off. Taking time to

step away, recharge, and reset is essential, especially in high-stress environments like hospitals and outpatient clinics. Whether that time is spent with family, traveling, or simply resting, creating space to disconnect from work is critical for long-term well-being.

We also emphasize the importance of maintaining healthy daily habits, such as staying active, eating well, and finding time for activities that bring balance and energy. As leaders, it's important not only to encourage these behaviors, but to model them as well.

Ultimately, supporting mental well-being is about creating a culture where it's okay to pause, take care of yourself, and recognize that doing so allows you to continue showing up for others. When we invest in the health of our people, we strengthen our ability to care for our patients and our communities.

What do you hope for the future of well-being at Penn State Health as a whole?

As a healthcare organization, we have a unique responsibility to model what it means to live well. While our primary role is to care for people when they're not feeling their best, we also play an important part in helping individuals and communities stay healthy in the first place.

I often think about the impact we can have beyond our hospitals and clinics. Whether we're at work or out in our communities, we have an opportunity to lead by example by demonstrating healthy habits and reinforcing the importance of prevention and well-being in everyday life.

Looking ahead, my hope is that we continue to invest in the resources, programs, and benefits that support the health of our employees. By doing so, we empower our team members to be strong role models for wellness in the communities they live in and serve. Ultimately, that's how we can make the greatest impact, not just by treating illness, but by helping people stay well.

By Allison Haczewski, a Project Coordinator with Penn State PRO Wellness. She facilitates components of the BeWell employee well-being initiative for Penn State Health employees in partnership with Penn State Health Human Resources.

BenefitHub

Log In Today

Penn State Health provides members with exclusive perks through BenefitHub, including many health & wellness perks. Stack savings in four easy steps:

- Check the portal first to compare deals across retailers and more
- Purchase a gift card for a discounted rate where available
- Complete purchase through the merchant link in the BenefitHub portal using the gift card
- Get retailer discount and cash back

Lunch & Learns



Compassion Fatigue

July 14, 2026
Noon - 1 p.m

Presented by: SupportLinc
Register: <https://redcap.link/July2026LunchandLearn>

Connecting to others is essential for our own mental health. However, there can be a price to pay for this connection when we are impacted by others' stressors. For many of us, our day-to-day jobs are not only physically exhausting but mentally exhausting. The presentation will guide you through what compassion fatigue is, the signs and symptoms and real-life strategies to combat it in your everyday lives.

Share Your Well-Being Ideas

Have an idea for a well-being challenge, Lunch & Learn topic, program, activity, or resource you'd like to see offered? Let us know! Your feedback helps us plan meaningful BeWell programs for employees across the system.

Submit your ideas →



Upcoming:

Save the dates for these upcoming Lunch & Learns!

Life Blend

August 14, 2026, Noon - 1 p.m

Beyond the Workplace: Understanding Social Influence

September 2026, Noon - 1 p.m

Social Well-being



Take Care of Your Well-being This Summer



Summer often brings longer days, shifting routines, family activities, and new demands- at work and at home. It's a great time to check in on your emotional and social well-being and make space for support when you need it.

Your Employee Assistance Program (EAP), SupportLinc, offers confidential support to help you navigate everyday challenges and enjoy the season- no enrollment in a PSH medical plan is

required for you or your household to use these services.

Support is within reach. Connect with SupportLinc EAP for help with:

- Managing stress, overwhelm, or burnout
- Strengthening relationships and communication
- Navigating family, parenting, or caregiving needs
- Building healthy habits and emotional resilience
- Finding balance between work, life, and summer commitments

Whether you're facing something big or just need a little extra support, help is here- so you can focus on feeling well, staying connected, and making the most of summer.

Call SupportLinc EAP 24/7/365 at 888-881-5462

Log in to take the next step in your well-being journey at mysupportlinc.com.

Group code: psh



Emotional Well-being

How To Live A Happier and Healthier Life



There are things that we can do to make ourselves happier and healthier, but we have to stay mindful of them to reap the benefits. We all fall victim to the topics below, but if you can work on a couple of these points, you will be a healthier and happier individual!

Forgive yourself and others.

There is no point to blame yourself or others for things that have happened. This causes a lot of unneeded stress, and everyone has enough of that already. Why let someone or something ruin your day? Does it really matter in the long run? Don't let your ego get in the way of you being happy. The best thing you can do is learn from the situation, and then move on!

Live in the moment.

No one can control everything, and if you think you can, it is likely you are going to get upset when something doesn't go your way. Constantly thinking about things that have happened in the past, or what might happen in the future, takes away the enjoyment of what you are doing in that moment.

Stop putting limits on yourself.

Most people underestimate what they can do or achieve. This is most likely because they do not want to look like they failed or lost, but it is always better to try than to not try at all. Don't be that person that regrets not trying or doing something out of fear of what people will think!

Source: [Wellbeing Place](#)

Physical Well-being

7 Easy Ways To Stay Healthy This Summer



Summer brings barbecues, beach days and basking in the warm weather. And along with all the fun, comes a slew of summer health and safety tips. While you are packing up for a summer full of adventures and memories, don't forget to pack the following seven health reminders, too!

Sun protection. Avoid sunburn and skin damage by applying broad-spectrum sunscreen with an SPF of at least 30 before heading outside; remember to reapply if you're swimming or sweating! And don't forget about lightweight protective clothing, sunglasses, and wide-brimmed hats to shield your skin from the sun's harmful rays – especially during peak hours.

Swim safety. Swimming is an excellent source of physical activity as it can improve cardiovascular health and reduce stress. The warmer months present lots of opportunities to get in the water. Be mindful of swimming health and safety! Refrain from diving into the shallow end of a pool or near a sandbar and don't swim when you are feeling fatigued. Put on your favorite tunes and go for a dip!

Hydration. As temperatures rise, so should your water intake. It is crucial to drink plenty of water throughout the day, especially if you're spending time outdoors or engaging in physical activity as you might not realize how easy it is to become dehydrated. Snack smart by adding hydrating foods to your diet – make a homemade ice pop with watermelon and strawberries or add cucumbers and mint to your glass of water.

Quality sleep. Don't sleep (pun intended!) on the importance of shut-eye during the warmer months. The sun might set later, but you should still strive to turn in at a time that will allow you to get adequate rest. With longer days and shorter nights, it can

be tempting to skimp on sleep instead of aiming for an average of eight hours of sleep per night.

Snack for the season. Take advantage of the many fresh fruits and vegetables available during the summer season. Incorporate colorful, fresh produce like berries, tomatoes, and leafy greens into your meals to boost your intake of vitamins, minerals, and antioxidants. Seasonal meals are a perfect time to experiment with new recipes like refreshing salads and grilled vegetables. Bonus: get your steps in and walk to your local grocer or farmers market!

Manage stress. Summer is often synonymous with living carefree. But there can be a lot of extra burdens that go unnoticed. Extra plans or vacations, later evenings forcing you to skip out on sleep, and social events can all add unnecessary stress. Be mindful when you might feel overwhelmed and remember to allow yourself time to relax and unwind.

Take note of time. Be mindful of how much time you are spending outdoors or in direct heat during the summer months. Avoid direct sun exposure during the hottest parts of the day when your body will feel it most (and this goes for you AND your furry friends!) Going for a daily walk or tending to your garden? Strive to go out before 11 am or later afternoon.

By following these seven easy tips, you can feel confident that you are taking proactive steps to stay healthy all summer long. You know your body best, so stay diligent in your health endeavors during the warmer weather and make choices that support your overall wellbeing. Ready, set, enjoy the summer and sunshine!

Source: [Wellbeing Place](#)

Physical Well-being

Easy Stretches for the Summer



Welcome the warm weather, sunshine and plenty of opportunities to stretch your muscles during the summer season. No matter your ability level, stretching is a simple way to keep you feeling limber and prevent pain. Get motivated with these summertime feel-good summer stretches:

Use daylight to your advantage. Summer months mean the sun stays out longer. Make the sunshine work for you. In the morning, ease your body into your day with a light walk. Mid-afternoon, try 10-15 minutes of yoga while getting fresh air. In the evenings, enjoy an after-dinner stretch to wind down. Even if you are on vacation, take advantage of your surroundings. Sunshine and stretching make for the perfect combination.

Summer heat benefits. Your body might feel more limber and less stiff during the summer months due to your body's natural temperature regulation. Your increased muscle pliability could mean focusing on improved range of motion and deeper stretches. Warmer temperatures can help increase your blood flow and help your joints feel more flexible.

Stick to the basics. Stretching is meant to feel good, not painful. Even simple forward bends, spinal twists, toe raises and open chest stretches can do wonders. Once you feel you have mastered some of these, ease into deeper stretches, hold for longer periods of time and add full-body stretches that focus on multiple areas of your body. Remember that recovery and stretching are just as important as high-intensity workouts.

Hydrate. Warm weather coupled with stretching activities might raise your body temperature and loosen your joints and muscles. Make the most of your stretching routine by fueling your muscles from the inside out with plenty of water, which can help with muscle function and recovery while also preventing cramps.

Enjoy summer for all its benefits, including added opportunities to stretch. Think of it as a vacation for your muscles by adding and maintaining flexibility and energy.

Source: [Wellbeing Place](#)

Financial and Environmental Well-being

Invest in Closed-Loop Cooking



Did you know forty percent of all food in America is wasted, making it the No. 1 thing found in landfills? All this food heaped into landfills is a huge contributor to climate change.

A simple mindset shift in the kitchen can help you stay aware of the environmental footprint of your food and make better choices. Now that summer is upon us, it's the perfect time to try Closed-Loop Cooking. This is a term used to refer to the circular nature of sustainable cooking and eating. Using the scraps

and leftovers from one meal as the foundation for the next.

Transitioning to a low-impact lifestyle can be daunting, but what we eat doesn't have to be. By remembering to close the loop in your kitchen—be it by making your own ACV, cooking up vegetable broth using scraps, or finding creative ways to reuse old containers—you'll exercise your power to make a difference as a home cook and eater every day.

Source: [Wellbeing Place](#)



Recipes



Strawberry Peach Smoothie

Here's a smoothie recipe that makes a delicious dessert. Fat free vanilla ice cream and skim milk keep this peach smoothie fat free. Strawberries and peaches make it a sweet treat.

Serves: 4 | Time: 10 minutes
Heart Healthy, Gluten Free, Diabetic



Recipe Source: [Click Here](#)

INGREDIENTS:

- 1 cup fat free plain yogurt (gluten free if needed)
- 1 cup fat free vanilla ice cream
- 1 cup skim milk
- 4 large strawberries
- 1/2 cup canned peaches
- 1 cup chopped ice

PREPARATION:

1. In a blender, combine all ingredients and blend until smooth.

NUTRITION:

Serving size: 1 cup	Saturated Fat: 0g	Carbohydrates: 21g
Calories: 118	Cholesterol: 2mg	Fiber: 1g
Fat: 0g	Sodium: 116mg	Protein: 8g

Grilled Chicken Tacos with Mango Salsa

This easy taco recipe gives grilled chicken a kick of flavor. Topped with a mango salsa, this healthy Mexican food recipe puts a tropical twist on tacos.

Serves: 4 | Time: 30 minutes
Heart Healthy, Gluten Free, Diabetic



Recipe Source: [Click Here](#)

INGREDIENTS:

- Grilled Chicken
- 1/4 cup fresh lime juice
 - 4 garlic cloves, minced
 - 1 Tbsp chopped fresh cilantro, plus additional for garnish
 - 1 tsp ground cumin
 - 1/4 tsp salt
 - 1/4 tsp black pepper
 - 1 lb boneless, skinless chicken breast
- Mango Salsa
- 1 large mango, peeled and diced
 - 1 avocado, peeled, pitted and diced
- 1 medium tomato, chopped
 - 1 red onion, chopped
 - 2 Tbsp chopped jalapeño pepper (optional)
 - 3 Tbsp fresh lime juice
- Tacos
- 8 corn tortillas (6 inches each), warmed

PREPARATION:

- Grilled Chicken
1. In a resealable plastic bag, combine lime juice, garlic, cilantro, cumin, salt, black pepper and chicken. Marinate in refrigerator for 8 hours or overnight.
 2. Preheat grill to medium-high heat. Grill chicken until cooked through and lightly charred, about 5 to 7 minutes per side. Let chicken rest for 5 minutes and then slice into strips.
- Mango Salsa
3. In a bowl, combine the mango, avocado, tomato, onion, jalapeño (if using) and lime juice. Toss gently to combine.
- Tacos
4. Prepare Tacos: Arrange chicken in tortillas and top with mango salsa and additional chopped cilantro, if desired.

NUTRITION:

Serving size: 2 tacos	Saturated Fat: 2g	Carbohydrates: 26g
Calories: 308	Cholesterol: 66mg	Fiber: 7g
Fat: 11g	Sodium: 240mg	Protein: 29g

WeightWatchers®



Meet the NEW Weight Watchers

We've reimagined everything to be brighter, bolder, and all about you. We're moving beyond the limits of the traditional scale to give you the most sophisticated support system in our history.

New Features included in your benefit:

The 3D Body Scanner: Don't let a single number define you. Our new 3D technology tracks fat loss and muscle gain visually, showing you the transformation the scale simply misses.

Weight Health Score: We've simplified your data. Your nutrition, activity, and sleep are now captured in one simple Weight Health Score, giving you instant insight into your overall wellness.

Modes: Whether you need to go all-in, lose mode, or maintain, our new flexible Modes adapt to your life stage. Your pace, your rules.

Tailored Paths: Get a plan built for your biology. Whether you need GLP-1 support, diabetes nutrition, or menopause-specific guidance, we provide custom paths for real results, your way.

Experience the new era of weight loss.

Penn State Health is partnering with Weight Watchers to offer membership plans to employees and spouses starting at \$9.75/month.* Join now at ww.com/PennStateHealth.



*Pricing reflects the cost of an eligible WW membership plan through your organization. If your membership includes a monthly payment, it is required in advance. You'll be automatically charged each month, if applicable, in accordance with company pricing until you cancel. Pricing may adjust to the standard monthly rate if your relationship with your organization changes or terminates, or the agreement between your organization and WW terminates.

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Peloton



Sign up for your Peloton benefit for as low as \$4.99/month today!

Penn State Health and Peloton have partnered to provide you with preferred pricing on Peloton Memberships and Equipment, empowering you to reach all your well-being goals.

Preferred pricing, just for you: through our partnership you can save \$250 off a new Bike, Bike+, Tread, Tread+, and Row+ and save \$5/month on all monthly memberships! Go to onpeloton.com/benefits/corporate to sign up or purchase Peloton Equipment. Don't forget to add the #LionStrong tag to connect with other Penn State Health employees throughout your Peloton well-being journey.

Pride Month

Celebrate Pride through movement. Peloton's themed Pride classes honor the energy, strength, and vibrancy of the LGBTQIA+ community. Jump in and start moving.

- 20 min Pride 365 Yoga Flow
- 30 min Pride Pop Run
- 30 min Coming Out Strong Full Body

Interact with Peloton's global community by adding tags to your App profile. Member groups like #PelotonPride and #LGBTQAllyGrp are here for mutual support (and celebration). Remember, you don't need a Peloton Bike or Tread to use the Peloton App—all you need is you. If you haven't signed up for your App Membership yet, do so here.

