

2018 GMHEC WELL-BEING ANNUAL REPORT

December 2018

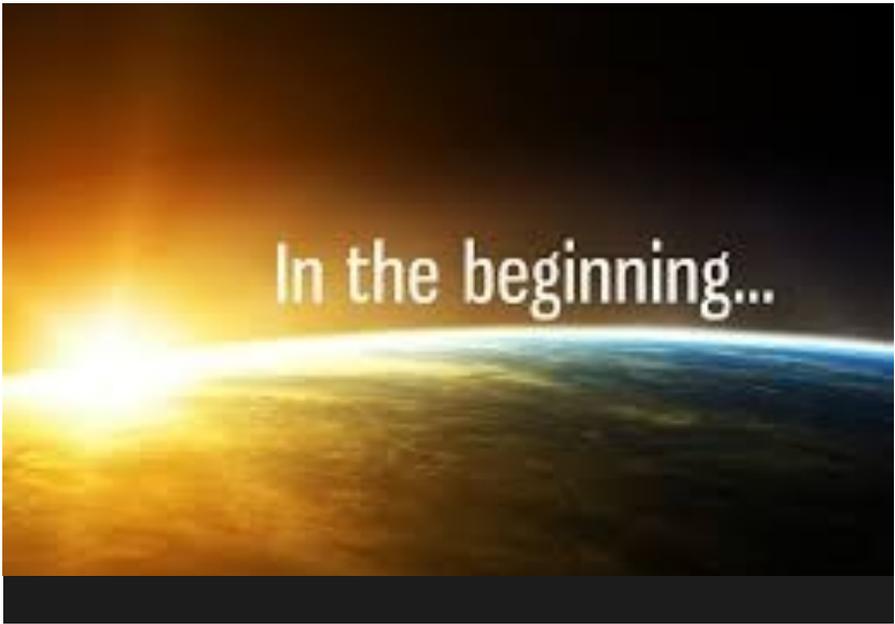
At the end of 2017, the Green Mountain Higher Education Consortium (GMHEC) hired our first Employee Well-being Program Coordinator. The Coordinator works in partnership with our members to establish a culture of health and well-being at the colleges and to engage faculty and staff and their families in finding their own well-being. It is our vision that well-being will enhance productivity and overall work and life satisfaction. We recognize that our faculty and staff are our most valuable resource and we believe that investing in well-being efforts helps to support the viability of our institutions and add value to the student experience.

*Well-being:
The combination and interaction between our love of what we do each day, the vibrancy of our physical health, the quality of our relationships, the security of our finances and the pride we take in what we have contributed to our communities.
(Rath & Harter, 2016)*



In This Issue

- In the beginning
- Mission, vision and strategic goals
- 2018 highlights
- Choosing Health, Choosing You
- Future directions



In the beginning.....

Much of the early part of 2018 was spent becoming familiar with working within the academic setting, cultivating relationships with key stakeholders at the member colleges and laying the foundation to create a culture of well-being on the campuses. With any new position or new journey, one first needs to be aware of the starting point.

To begin, we conducted a comprehensive, months-long needs assessment at each of the colleges. Utilizing both quantitative and qualitative data including demographic data, claims data, pharmacy spending, workers compensation claims, employee assistance program utilization, culture surveys, health risk assessment data, one-on-one interviews and focus group data, we were able to paint a clear picture of the current state of well-being at our member colleges.

Utilizing this data, GMHEC and our human resources partners at the colleges developed a strategic plan. The plan, which outlines the vision, mission, strategic goals and objectives for well-being, serves as a living document to guide the well-being work and inform the priorities from 2018 through 2020. The plan will be revised and updated annually with input from our stakeholders to ensure that the strategic goals are realized.

2018 Highlights

- 2018 highlights include:
- Implemented the first Consortium-wide event - a four week, team based step challenge which engaged 300 participants in a foot race across China. Participants walked an astonishing 4,300 miles, built relationships with their teammates and had fun along the way.
 - In partnership with the University of Vermont Health Network and two local pharmacies, we organized eight influenza clinics supporting hundreds of employees to stay healthy and flu-free this winter.



2018 Highlights

- Created a Consortium wide contract with a local fitness center to provide discounted memberships to all benefits-eligible faculty, staff and their family members at all member schools.
- Developed communication channels including a GMHEC well-being web page, college specific intranet sites and newsletters to be able to communicate well-being related information, benefits, resources and events to stakeholders, faculty and staff.
- Began the integration of well-being and risk management at one member college resulting in zero reported workplace injuries in three of the last six months of 2018.
- Provided a variety of programming and presentations at all member colleges including behavior based health coaching groups, lunch and learn sessions and presentations to leadership and key stakeholder groups.



Mission, Vision and Strategic Goals

GMHEC Wellbeing Mission: Establish a culture of health and wellbeing at our member colleges, engaging employees and their families in finding their own well-being.

GMHEC Wellbeing Vision: Faculty and staff of the member colleges thrive in the five domains of well-being including physical, career, social, community and financial, enabling them to bring their best selves to work and life everyday.

Strategic Goals:

1. Foster an environment that makes the healthy choice the easy choice.
2. Foster an inclusive and engaging culture of well-being that enables employees to bring their best self to work and life every day.
3. Educate and empower employees to effectively manage and utilize the health care system while maximizing opportunities presented to stabilize cost.

Choosing Health, Choosing You

“Choosing Health, Choosing You” is a eight to twelve week group-based health coaching program aimed at supporting participants to optimize their well-being. The group provides a safe, nonjudgmental space for participants to develop their personal well-being vision, set goals, and develop and action plans to support them in making their vision of well-being their reality. In 2018, three sessions were held at two of the colleges. Here is what participants had to say about the program:

- “This program was outstanding. Every week there were new lessons and take-aways to guide a healthy life. It will live on with me for the rest of my life. I want to do it all over again. I think each time you'd get a deeper understanding.” - Middlebury College staff member
- “The amount of support given by being in a group; knowing that others have the same self-care struggles, I felt empowered to make the wellness changes that I needed.” - Norwich University staff member



Future Directions

We recognize that we cannot foster and sustain a culture of well-being without the support of our leaders, managers and supervisors or without engaging all of our faculty and staff in being stewards of their own well-being and supporting their coworkers to do the same.

In 2019, our key objectives are to expand our reach and strengthen the foundation of well-being which we have started building in 2018. Specifically we aim to:

- Engage leadership at all levels in conversations about well-being and provide resources and education in ways in which leaders at all levels can support well-being.
- Engage with our partners at Cigna to develop a plan to engage our faculty and staff to be more proficient consumers of health care.
- Promote faculty participation in well-being related programming.

Contact Us

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