



# Faculty/Staff Well-being Resource Guide

## WHAT IS WELL-BEING?

Well-being, as defined by Tom Rath and Jim Harter (2010) is “the combination and interaction between our love of what we do each day, the vibrancy of our physical health, the security of our finances, the quality of our relationships and the pride we take in what we have contributed to our communities.” At St. Michael’s College, the well-being of our faculty and staff is a top priority and is what enables St. Michael’s to fulfill its mission to contribute through higher education to the enhancement of the human person and the advancement of human culture in light of the Catholic faith.

## INVESTING IN OUR FACULTY AND STAFF

To support faculty and staff, St. Michael’s College and the Green Mountain Higher Education Consortium (GMHEC) offer a wide range of resources to support all five domains of well-being: career, physical, financial, social and community. On the following pages you will find a list of these resources. Take advantage of all that St. Michael’s has to offer and thank you for all you do to support the institution, your coworkers, students and the community at large.



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## CAREER WELL-BEING

According to Gallup (2015), career well-being, loving what you do each day plays the greatest role in a person's overall well-being. We spend a significant amount of our lives at work and as such if we are not thriving in career well-being that can impact every other aspect of our life. People with high levels of career well-being enjoy meaningful work, feel a sense of purpose in their work, are highly engaged and report strong, supportive relationships with their coworkers and supervisors. They are less likely to suffer a workplace accident or injury, miss less days due to illness, spend less out of pocket for their health care, report less stress, anxiety and depression and have better health overall.

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*“The secret of success is making your vocation a vacation.” - Mark Twain*

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## CAREER WELL-BEING RESOURCES

- Staff Welfare Committee provides staff a focused and direct involvement in the governance of non-academic affairs and in the life of the Saint Michael's College community
- Faculty Welfare Committee advises the faculty and the administration concerning faculty compensation, salary, benefits, and related matters and reviews the academic and professional environment as it concerns the welfare of the faculty
- Center for Teaching and Learning promotes excellence and innovation in teaching, learning, and assessment that is student centered
- Employee Assistance Program (EAP) provides confidential counseling and referral services to reduce stress and improve the quality of life for employees, dependent children and all family members residing in the home
- Computer loan program available to qualified employees. Contact HR at 654-2533.

## PHYSICAL WELL-BEING

Physical well-being is not just the absence of disease. It includes lifestyle behavior choices to ensure health, avoid preventable diseases and conditions, and to live in a balanced state of body, mind and spirit (AANA, n.d.). It means having the energy to get through your day and requires a healthy, well-balanced diet, regular physical activity and adequate rest.



## PHYSICAL WELL-BEING RESOURCES

- Ongoing classes and events sponsored by the St. Michael’s Well-being Collaborative (WBC). See [calendar](#) and announcements in Daily Digest. Subscribe to the [mailing list](#).
- On campus fitness facilities at [Tarrant Recreation Center](#) includes indoor track, racquetball, squash and tennis courts, climbing wall, pool, fitness center and weight room.
- [Adventure Sports Center](#) provides access to high quality adventure sports programming and state-of-the-sport equipment for hiking, mountain biking, rock climbing, kayaking, snowshoeing, ice climbing, mountaineering, and backcountry skiing.
- Discounted [ski and ride pass](#) to Smuggler’s Notch
- Weekly yoga offered by Kristin Hindes in the Tarrant Dance Studio. Contact Kristin at [khindes@smcvt.edu](mailto:khindes@smcvt.edu) for more information.
- Office ergonomic evaluation offered by Rick Battistoni. Contact Rick at [rbattistoni@smcvt.edu](mailto:rbattistoni@smcvt.edu)
- Free health coaching to Cigna beneficiaries. Learn more by going to the [My Cigna](#) website. Click on “Manage My Health” and select “My Health Assistant Online Coaching” from the drop down menu.
- Cigna telehealth programs. Save time and money by enrolling in this free benefit. Visit the [My Cigna](#) website or more information and to sign up
- Cigna/[Omada Diabetes Prevention Program](#) offers online, group based support for healthy lifestyle habits
- Annual flu clinic for faculty, staff and Cigna enrolled family members offered in October. See announcement in Daily Digest and on [WBC events calendar](#).
- Free, local [tobacco cessation](#) support offered through the Vermont Department of Health and your Cigna health plan
- Free [support groups](#) to manage chronic health conditions including prediabetes, diabetes and chronic pain offered by the Vermont Department of Health
- Discounted individual and family memberships to [The Edge](#) in Essex offered as a benefit through The Green Mountain Higher Education Consortium (GMHEC)
- Cafeteria plan of Benefits including Flexible Spending Account (FSA). Refer to [Human Resources website](#) for benefits information. Open Enrollment is in November.

## FINANCIAL WELL-BEING

The Consumer Protection Financial Bureau (2015) defines financial well-being as “a state of being wherein you have control over day-to-day and month-to-month finances, have the capacity to absorb a financial shock, are on track to meet your financial goals and have the financial freedom to make the choices that allow you to enjoy life.” Additional research from Gallup (2010) suggests that spending on others, rather than on ourselves, and spending on experiences rather than material goods are the path to financial well-being.



## FINANCIAL WELL-BEING RESOURCES

- Educational benefits for faculty, staff and dependents
- Discounts/perks for Cigna beneficiaries. Go to the My Cigna website and click on “Healthy Rewards” or call the number on the back of your card to learn more
- Discounts/perks available to all SMC faculty and staff on everything from automotive to health and wellness
- Professional financial counseling for employees with at least ten years of service, over the age of 55 and planning to retire within five years. College will pay 50% of the charges for professional financial counseling up to \$500. Contact Human Resources at 654-2533 for more information.
- Defined contribution retirement plan available to all regular full and part time employees
- Chittenden County Community Action provides resources and support to income qualified individuals and families including food and fuel assistance, small business development services and financial services
- Local food assistance including food pantries and free community meals offered through the Vermont Food Bank

## SOCIAL WELL-BEING

Social well-being is about having strong relationships and love in your life. Research (Gallup, 2010 & Buettner, 2015) indicate that strong social relationships contribute to better health and increased longevity. Our work relationships play a key role in our career well-being as well. People who report having a best friend at work are “*seven times* as likely to be engaged in their jobs, are better at engaging customers, produce higher quality work, have higher well-being, and are less likely to get injured on the job” (Gallup, 2010).



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*“The quality of your life is the quality of your relationships.”  
- Tony Robbins*

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## SOCIAL WELL-BEING RESOURCES

- Edmundite [Campus Ministry programs](#) including: Partners in Ministry, Pontigny Society and Food For Thought.
- Eldercare support, referral and respite available through [AgeWell](#) or by calling (800) 642-5119
- Lactation and new parent support, information and child care assistance available through [LUND](#)
- Hundreds of free support groups for everything from Alzheimer's to weight management available in Chittenden County. List of groups is available at the [University of Vermont Medical Center](#) website.

## COMMUNITY WELL-BEING

Community well-being is the sense of engagement you have with the area where you live. It is all about giving back to society and may be what differentiates a good life from an exceptional life (Gallup, 2010). When we give our time, we are giving of ourselves and this not only feels good in the moment but can also help protect us from stress and negative emotions. Tell your friends, family and coworkers about your interests and you'll be surprised at how many opportunities come your way.



The greatest gift  
you can give someone  
is your time.  
Because when you  
give your time.  
You are giving a portion  
of your life that  
you will never get back.

## COMMUNITY WELL-BEING RESOURCES

- [Mobilization of Volunteer Efforts \(MOVE\)](#) offers up to 40 hours of paid volunteer time annually to qualified faculty and staff for volunteering locally or through one of the many annual service trips.
- Community service events offered throughout the year including community service day in May. See announcement in Daily Digest and on [SMC events calendar](#) for specific events.
- Community volunteer opportunities advertised through the [United Way of Northwest Vermont](#)

## FOR MORE INFORMATION....

Visit us at [Green Mountain Higher Education Consortium \(GMHEC\)](#) and St. Michael's [Well-being Collaborative](#)

The GMHEC offers a variety of programs throughout the year to support your well-being. Sign up for [The Connection](#) newsletter to stay up to date on our initiatives.

