



Faculty/Staff Well-being Resource Guide

What is Well-being?

Well-being 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” (Rath & Harter, 2010). At the Monterey Institute and Middlebury College, the well-being of our faculty and staff is a top priority and is what enables “Big Midd” to fulfill its mission to prepare students to lead engaged, consequential, and creative lives, contribute to their communities, and address the world’s most challenging problems.



Investing in our Faculty and Staff

To support faculty and staff, of “Big Midd” 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. We encourage you to take advantage of all that we have to offer and thank you for all you do to support the institution, your coworkers, students and the community at large.



Middlebury Institute of International Studies at Monterey



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Career Well-being

We spend a significant amount of our lives at work so it is no surprise that career well-being, loving what we do each day, plays the greatest role in our overall well-being. Work provides us with a sense of meaning and purpose, gives us opportunities to work toward and accomplish goals and provides us with opportunities to grow personally and professionally. 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.



“The secret of success is making your vocation a vacation.”

— Mark Twain

Career Well-being Resources

- Employee and Family Assistance Program provides confidential assessment, referral services and short-term counseling to help you and your household members work through life's challenges.
- Staff development fund supports a variety of work-related development activities that may include participation in short courses, workshops, training programs and opportunities for staff members to prepare training programs and workshops for other employees on campus
- Staff Advisory Team (SAT) - help address MIIS staff member concerns. The Staff Advisory Team serves as a resource to Institute staff on a wide variety of topics, including but not limited to: staff social events, professional or personal trainings, workshops, and campus-wide volunteer opportunities.



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 with vibrancy and zest and requires a healthy, well-balanced diet, regular physical activity and adequate rest. When life gets stressful our physical self-care behaviors are often the first things we let fall off of our to do lists but this is when we need these habits the most. We don't need to invest as much time as we might think. Small increments of time compound and can lead to big results when it comes to enhancing and maintaining our physical well-being.



Physical Well-being Resources

- Well-being programs and activities sponsored by the Middlebury Well-being committee throughout the year. See announcements in Midd Points and events calendar.
- Daily well-being programming/events sponsored by GMHEC. Check out the calendar [here](#). Password is GMHECWell-Being.
- Fitness center discount at Golds Gym and Anytime Fitness for Cigna members. Learn more at Active and Fit Direct or at Cigna Healthy Rewards
- Ergonomic assessments available by contacting Jan Dahlstrom at x3539
- Free health coaching to Cigna beneficiaries. Log in to My Cigna. Click on “Manage My Health” and select “My Health Assistant Online Coaching” from the drop down menu.
- Cigna/Omada Diabetes Prevention Program. Digital lifestyle management program aimed at supporting participants to implement lifestyle changes to enhance their health and well-being. Click here to see if you are eligible. Open to all Cigna members.
- Cigna telehealth programs provide on demand health care and information via telecommunications technologies for virtual consultations. Log in to My Cigna and select the Cigna Telehealth Connection.
- Monterey Bay Coastal Recreation Trail is an 18 mile waterfront recreation trail stretching from Castroville to Pacific Grove. The rec trail is a great way to reach the Monterey Bay Aquarium and Cannery Row, the American Tin Cannery shopping and outlet mall, Fisherman's Wharf, and much more.
- Annual flu clinic held in October is open to faculty, staff and family members over the age of 18. See announcement in Midd Points for specific date.
- Free, local tobacco cessation support offered by the Community Hospital of the Monterey Peninsula
- Free workshops to support healthy living, falls prevention, caregiver support and memory programs offered through the California Healthier Living Coalition
- Shop local and enhance your health with a CSA or by visiting a local farm stand. Details available from Edible Monterey Bay.
- Cafeteria Plan of Benefits including Flexible Spending Account (FSA). Open Enrollment is in November. Visit Middlebury Human Resources for more information.

Financial Well-being

Financial well-being is “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” (Consumer Protection Financial Bureau, 2015). Is about a sense of security and feeling as though you have enough money to meet your needs. People with the highest levels of financial well-being tend to spend their money on others instead of themselves and spend their money on experiences rather than material goods. It’s important to keep in mind that we don’t have to give a lot to reap the benefits. Treating a friend to a cup of coffee and enjoying their company can go a long way in supporting financial well-being.



Financial Well-being Resources

- Tuition assistance for employees and their dependents for MIIS courses. Refer to [Middlebury Handbook](#). Education assistance and tuition benefits are listed under: D.3.n. Employee Educational Assistance, D.3.o. Educational Assistance for Dependents of Employees.
- 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.
- Cigna decision making tools: Get more out of your health plan by utilizing the tools available on [my-cigna.com](#) to find an in-network provider, compare costs of procedures, pharmacies and more. Check out this [video](#) (see item #3) for a tutorial of the tools.
- Free, confidential financial coaching available through [My Secure Advantage](#) with a professional, personal, unbiased and confidential money coach
- Retirement planning, investing and managing debt services available from [TIAA](#)
- [Medical Leave Assistance Fund](#) provides up to 160 hours of paid sick leave reserve within a 12-month period for unforeseen times when an employee has exhausted their combined time off before they are able to return to work
- Employee discounts at AT&T, Verizon and the Monterey Bay Aquarium. Visit [MIIS Human Resources](#) for more information.
- Utility assistance, weatherization, food assistance and financial counseling available through the [California Department of Community Services and Development](#).

Social Well-being

Social well-being is about having strong relationships and love in your life. Friendships provide a buffer against stress and enhance our feelings of safety and security leading 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).



“The quality of your life is the quality of your relationships.”

— Tony Robbins

Social Well-being Resources

- Access the full suite of Cigna Behavioral Health programs including virtual counseling, health coaching, lifestyle management programs and more [here](#).
- Eldercare support, referral and respite available through the [Alliance on Aging](#)
- Parent/family, financial and community resource information available through the [United Way of Monterey County](#)
- Hundreds of free support groups and workshops for everything from alzheimer’s to weight management available through the [Community Hospital of the Monterey Peninsula](#)

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.

Community Well-being Resources

- Find out about what's happening in the community in the [local events calendar](#)
- Give back to your community and volunteer. Find out about local opportunities to volunteer at [Volunteer Match](#)



For More Information

Visit [Green Mountain Higher Education Consortium \(GMHEC\)](#) and [Middlebury Well-being](#)

GMHEC offers a variety of programs throughout the year to support all domains of your well-being. Stay in the know about all our exciting programming by signing up for [The Connection](#) newsletter. We look forward to seeing you.

We'd also love to hear from you and are always open to feedback and/or suggestions for how we might better serve you. You can contact our Employee Well-being Program Coordinator, Rebecca Schubert at Rebecca.schubert@gmhec.org.

