



# 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 Middlebury College, the well-being of our faculty and staff is a top priority and is what enables Middlebury 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

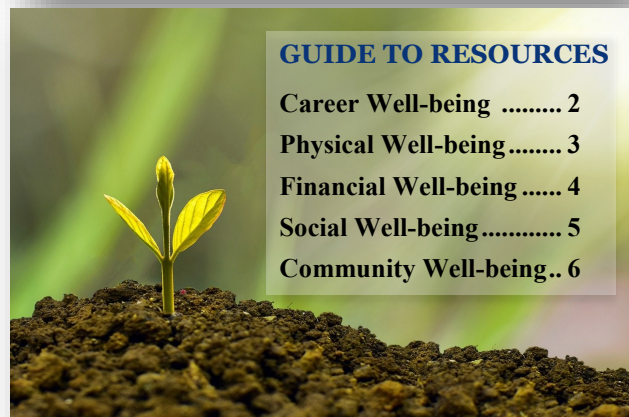
To support faculty and staff, Middlebury College and the Green Mountain Higher Education Consortium (GMHEC) offer a wide range of resources to support all five domains of well-being: career, physical, financial, social and community. On the following pages you will find a list of these resources. We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



Middlebury

### GUIDE TO RESOURCES

- Career Well-being ..... 2
- Physical Well-being ..... 3
- Financial Well-being ..... 4
- Social Well-being ..... 5
- Community Well-being.. 6



## 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 a source of meaning and purpose in our lives, 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.”*

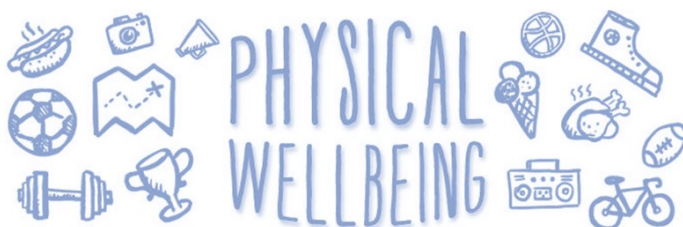
— Mark Twain

## Career Well-being Resources

- Organizational Leadership and Training provides support to faculty and staff with framing issues, identifying needs and developing approaches for change or improvement
- Staff Council provides support, assistance and an avenue for staff to continue to make Middlebury a great place to work
- Faculty Council coordinates faculty business, represents the College faculty when working with the administration and/or Board of Trustees, acts as the Committee on Committees and works with the administration and/or Board of Trustees on matters of shared interest related to the College, the Schools, and the Institute
- Center for Teaching, Learning & Research provides support and assistance for faculty to advance their teaching and research through a wide variety of programs, services, and opportunities
- Staff Development Fund supports a variety of work-related development activities that may include: participation in short courses, workshops, and training programs, as well as opportunities for staff members to prepare training programs and workshops for other employees on campus. In some cases the College will consider supporting self-improvement projects designed to benefit the individual or to facilitate career advancement if there is significant promise of benefit to the College as well.
- United at Work offers resource coordination, workforce training and financial wellness including free tax preparation services and emergency loan programs to all Middlebury employees
- Employee Family Assistance Program (EFAP) 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

## 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. When life gets stressful our physical self-care behaviors are often the first things we drop 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.



## Physical Well-being Resources

- Ongoing classes and events sponsored by the Middlebury Well-being Committee. See events [calendar](#) and announcements in [MiddPoints](#)
- On campus fitness facilities at [Peterson Family Athletics Complex](#) include full gym, cardio deck, pool, squash, spinning studio, climbing wall, tennis courts, indoor track and more
- Discount tickets and season passes to the [Middlebury Snow Bowl](#) for employees and their families
- Discount tickets and season passes to the [Rikert Nordic Center](#) for employees and their families
- Discount pass to the [Ralph Myhre golf course](#) for employees and their families
- Discounted membership to [VT Sun Fitness](#) for employees
- Free, one day trial to [Fair Haven Fitness](#) for employees
- Discount individual and family membership to [The Edge](#) in Essex offered as a benefit through GMHEC
- Office [ergonomic evaluation](#) offered through the Environmental, Health & Safety Department
- Free health coaching to Cigna members. 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 for more information and to sign up
- The Edge 90 Day [Commit to Get Fit](#) program. This 13 week comprehensive wellness program is designed to provide an education to enrich your life and help you become healthier. Programs start throughout the year. There is a cost to participate in this program and will depend on your insurance plan. To find out more, contact [Nicole Williams](#), Program Director at The Edge.
- 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.
- Annual flu clinic for faculty, staff and Cigna enrolled family members offered in October. See announcement in MiddPoints and in the Middlebury events calendar for specific dates
- Free, local [tobacco cessation](#) support offered through the Vermont Department of Health
- Free [support groups](#) to manage chronic health conditions including prediabetes, diabetes and chronic pain offered by the Vermont Department of Health
- 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.” 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

- Educational benefits available to faculty, staff and dependents include tuition benefits, on-campus workshops, manager training and continuing education classes
- 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
- Chaplain’s fund provides one-time grants or loans to regular part and full time faculty and staff who are facing unforeseen financial emergencies
- 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
- Helping Overcome Poverty’s Effects (HOPE) provides fuel assistance, free tax preparation, food assistance and budget counseling to income qualified individuals and families
- The Vermont Food Bank offers food assistance in the form of food pantries and free community meals

## Social Well-being

Social well-being is about having strong relationships and love in your life. Strong social relationships contribute to better health and increased longevity and because we spend so much time at work, our work relationships play a key role in our social and our career well-being. 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 overall 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

- Go/have fun groups sponsored by the Middlebury Well-being Committee utilize Outlook groups to connect Middlebury faculty and staff around common interests. The possibilities are endless and can include hiking, knitting, acapella, reading, canoeing, motorcycling, cooking, language learning and more. If you enjoy it and want to share it, you can create a group or join one.
- Access the full suite of Cigna Behavioral Health programs including virtual counseling, health coaching, lifestyle management programs and more [here](#).
- Charles P. Scott Center for Spiritual and Religious Life offers a variety of programs including meditation and mindfulness training and spiritual and religious events for the Middlebury community
- Eldercare support, referral and respite available through Age Well or by calling (800) 642-5119
- Lactation and new parent support, information and child care assistance available through the Addison County Parent Child Center or by calling (800) 388-3171
- Hundreds of free support groups and workshops for everything from Alzheimer's to weight management available in Addison County. Go to the Porter Medical website for a list of groups and additional resources.

## 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

- Release time approved for qualified employees to participate in the annual United Way “United Way Days of Caring” charitable giving campaign every September. Questions about the Days of Caring event can be directed to the United Way of Addison County at 388-7189. Questions regarding release time should be directed to Human Resources at 443-5465.
- The Knoll uses food as a medium to bring people together and to cultivate well-being. Though the educational garden, outdoor kitchen and the serenity garden, you are sure to find a way to connect with others.
- Community volunteer opportunities advertised through the United Way of Addison County

## 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](mailto:Rebecca.schubert@gmhec.org).

