



Employee Well-being Resource Guide 2026



**CHAMPLAIN
COLLEGE**



Green Mountain Higher Education Consortium
WELL-BEING
Champlain • Middlebury • Norwich • Saint Michael's

Employee well-being is paramount to the mission and vision of Champlain College

At Champlain College we understand the value of employee well-being in advancing our mission and vision. A thriving employee population is what will enable the college to support a learning community that advances society, provides a transformative hands-on experience for students and enable our students to create a better world.

Investing in you

To support you, our most valuable asset, the College and the Green Mountain Higher Education Consortium (GMHEC) offer a wide range of resources to support all domains of your well-being: physical, career, financial, social and community. Take advantage of these resources. Invite your coworkers to join you and together we will elevate our collective well-being.

Career Well-Being

Career well-being, a vital dimension of overall well-being, reflects a sense of fulfillment, purpose, and satisfaction in one's work. Individuals with the highest levels of career well-being enjoy greater physical and mental health and report higher levels of overall well-being.

Career Well-Being Resources

- [Staff Council](#) advocates for the best interests of staff members; fosters an environment of respect and fairness; and helps build a sense of community at the College
- [Center for Learning & Teaching](#) support faculty to advance their teaching and research through a wide variety of programs, services, and opportunities
- [Office of Diversity and Inclusion](#) strives to build a welcoming and inclusive community where students and employees engage in continuous learning and growth.
- [Employee recognition and awards](#) are given to employees for their contributions to the college under a variety of areas
- [Employee Assistance Program \(EAP\)](#) provides free confidential information; counseling; and referrals for matters related to work, family, health or any issues that are important to you, your family and members of your household. Web password is champlain.

Physical Well-Being

Physical well-being is defined as the ability to maintain an active, energized lifestyle through healthy habits such as regular exercise, proper nutrition, and quality sleep. It is about sustaining the energy needed to be productive and engaged in life. Achieving and maintaining robust physical well-being does not demand extensive amounts of time. Small actions taken consistently will net positive enhancements.



“Far and away the best prize that life offers is the chance to work hard at work worth doing.” — Theodore Roosevelt



Physical Well-Being Resources

- Daily well-being programming/events sponsored by GMHEC. Check out the calendar [here](#). To sign up for the “What’s on Tap” newsletter and stay in the know about upcoming events contact rebecca.schubert@gmhec.org.
- On campus [fitness facilities](#) at IDX Student Life Center includes full gym, fitness classes and access to personal training.
- 20% off classes and 10% off merchandise at [SoulShine Power Yoga](#) in Essex and Burlington. Contact soulshinepoweryoga@gmail.com for more information.
- Office ergonomic evaluation - Contact the People Center at peoplecenter@champlain.edu for more information
- Discounted membership to [CATMA/ Greenride Bikeshare](#)
- Employee [meal plans](#) available through Sodexo for on campus dining
- Free, confidential health coaching for 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.
- [Active & Fit Direct](#). Significant discounts on local fitness memberships and access to thousands of free, online workout videos for Cigna members.
- 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.

- Annual flu clinic for employees offered in October. See announcement in People Center newsletter and the Champlain 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
- Discount individual and family membership to The Edge in Essex offered as a benefit through GMHEC. Enroll in Oracle.

Financial Well-Being

Financial well-being is about having a sense of security and feeling as though you have enough money to meet your day-to-day needs. It’s about having the financial freedom to make choices that allow you to enjoy life. It also means having a high level of financial literacy. Financial literacy is the knowledge and understanding of financial concepts and skills that enable individuals to make informed and effective decisions regarding their money. This includes the ability to manage personal finances, budget, save, invest, understand credit, and handle debt responsibly. Financial literacy empowers people to plan for long-term goals, such as buying a home, funding education, or saving for retirement, while also making sound decisions about day-to-day expenses. Being financially literate helps individuals achieve greater financial stability and security, avoid common pitfalls like excessive debt, and build wealth over time.

Financial Well-Being

- [Educational benefits](#) for employees and dependent children including 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.
- [Discounts and perks](#) on a variety of services and merchandise available to all Champlain employees
- Cigna decision making tools: Get more out of your health plan by utilizing the tools available on [mycigna.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.
- Cigna [Motivate Me](#) program rewards you up to \$300 per year for focusing on your individual health and well-being efforts and is open to all full time benefit eligible employees including those who do not utilize the Champlain college Cigna health care benefit.
- Discounted [ski/ride passes](#) at Bolton Valley, Smuggler’s Notch and Sugarbush.
- Free [transportation](#) with valid Champlain College ID on CCTA-CATMA buses
- Discount membership for [Car Share VT](#)
- Employee [discounts/perks](#) on everything from auto, home, sports and travel
- Tax deferred [investment plan](#) for all employees who are scheduled to work 20 hours per week or more including 403(b) consulting
- [Champlain Valley Office of Economic Opportunity](#) (CVOEO) offers fuel assistance, free tax preparation, matched savings program, Growing money program, financial futures program, and weatherization services for income qualified individuals
- Cigna One Guide representatives can get you answers to any questions you may have about your health plan. You can reach the team at 888.806.5042.

Social Well-Being

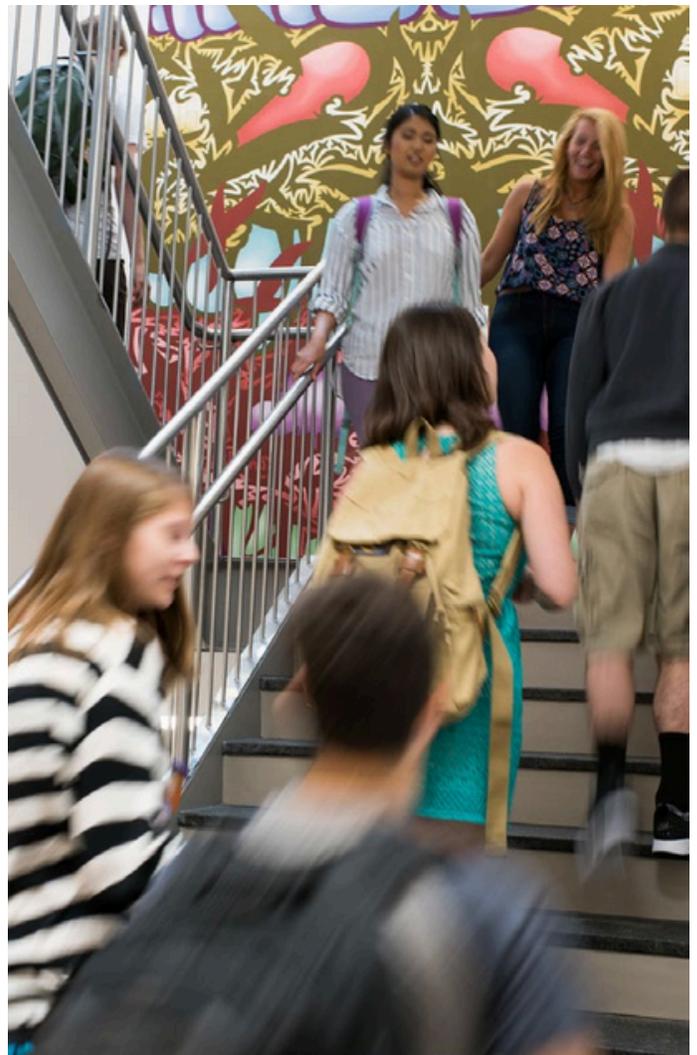
Social well-being is about having strong, supportive relationships and a sense of connection with others. Strong, supportive relationships significantly impacts overall happiness and well-being. Positive social interactions, whether with family, friends, or colleagues, contribute to feeling cared for, loved, and valued, which enhances emotional resilience and life satisfaction.

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 [Age Well](#) or by calling (800) 642-5119
- Lactation and new parent support, information and child care assistance available through [LUND](#). Champlain College is recognized by the State of Vermont as a Breastfeeding Friendly Employer
- Connect with a [local support group](#) for everything from Alzheimer’s to weight management.

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. 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.



“An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity.” — Martin Luther King Jr.

Community Well-Being Resources

- [Sustain Champlain](#) is a campus-wide initiative that strives to infuse sustainability concepts and practices throughout Champlain College by coordinating and promoting best practices within four areas: our institution, academics, operations and culture
- Community volunteer opportunities advertised through the [United Way of Northwest Vermont](#)
- [Champlain Giving Day](#). Support the next generation of learners and make your gift today to support one of many merit and need based scholarships to make higher education accessible to students of all backgrounds, regardless of their financial means.
- [Toastmasters International](#) gives you the opportunity to take your speaking and leadership skills to the next level.



CHAMPLAIN
COLLEGE



For More Information...

Visit us at [Green Mountain Higher Education Consortium \(GMHEC\)](https://www.gmhec.org).

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 “What’s on Tap for Well-being?” newsletter. To sign up, email wellbeing@gmhec.org. 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. Take care. Be well.