Refuel, Invest and Inspire
Campus Well-Being

Tuesday, October 4, 2022 | 1:00 p.m. ET

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PageUp
Learning Objectives

- Discover micro-strategies to refuel yourself in the most challenging times
- Learn how to utilize your influence to create and navigate sustainable communities of care
- Identify opportunities for scaling those strategies to create cultures of compassion and wellbeing on our campuses
Chat Question

What are your stressors?
HR Staff on Fire

COVID-19 Impact Shockwaves
- Navigating enhanced workloads, heightened time for change and drive, sustaining energy levels, managing stressors and emotions, redefining boundaries and tolerances, slimmer resources

Evolving Workforce Modalities
- Implementing policy revisions for workforce demands, managing employee & supervisor expectations, navigating flexibility to accommodate requests

The Great Resignation (Evolution)
- Managing turnover, doing “more with less”, facing short turnaround times, working long hours, fielding difficult demands, navigating political balance of stakeholders
Research Says…

- **85%** of employees experienced higher levels of burnout while **40%** reported adverse impacts on work-life balance.
  - (Forbes, ‘22)

- **70%** of employees say the increase in remote work has made it easier for colleagues to get away with boorish behavior.
  - (Korn Ferry, ‘21)

- **3 in 4** employees mentioned they were having trouble re-establishing the trust and bonds shared with their co-workers before the pandemic.
  - (Pathways at Work ‘22)

- **45%** of U.S. employees reported their mental health worsened during the pandemic.
  - (SHRM, ‘22)

- **30%** of employees reported high levels of stress and anxiety, noting symptoms had not resolved with businesses’ reopening efforts.
  - (Pathways at Work ‘22)
Poll Question

What’s your phone battery charged to right now?

- 100%
- 75-99%
- 50-74%
- 25-49%
- 24% or lower
Poll Question

What’s your inner battery charged to right now?

- 100%
- 75-99%
- 50-74%
- 25-49%
- 24% or lower
Micro-strategies    WHY & HOW

5 Ingredients of a Healthy Brain
(Move/Nourish/Connect/Discover/Relax)
Focus on Managing Energy
(Physical, Emotional, Mental, Spiritual)
Practice Gratitude/Kindness
Build Awareness of Self (battery)
NATURE RX

“We are what we repeatedly do.” Aristotle
Tiny Changes, Remarkable Results

Atomic Habits

An Easy & Proven Way to Build Good Habits & Break Bad Ones

James Clear

DECISIVE MOMENTS

Good Day

Bad Day

Good Choice

ETC.
The ESSENTIALIST

**noun:** one who believes and inspires the community to pursue health and well-being.

The **LIST**

- Reflect **SOMEWHERE**
- Enjoy **SOMETHING**
- Move **SOMETIME**
- Connect with **SOMEONE**
- Recharge **SOMEHOW**
Influencing in your circle

Invest in Recognition
- Grant permission to reward employees (tokens of appreciation, bonuses, etc.)
- Focus on time and investment in your team and those leaders in units you work with.

Evolve the traditional emphasis on self-care to a community-wide impact
- Seek out natural partnerships

Utilize your influence to create and navigate sustainable communities of care
- Promoting healthy breaks, vacation is vacation, avoid lunchtime meetings, meeting-free Fridays, balance email hours and working times
K-State’s Braggin’ Wagon
Influencing in your circle

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Influencing Institutional Culture

• Moving from Self Care to Community Care

• "Three decades of research has demonstrated that work environments, not individual workers, have the greatest impact on the possibility of burnout and worker turnover." - Justin D. Henderson, PhD

• "Shifting out of an individualistic interpretation of burnout and self-care will produce a more community-oriented and compassion-centered approach to what has become a growing concern in work environments. The results will more likely produce resilient workplaces and happier workers. - Justin D. Henderson, PhD
Business Priorities Influenced by Employee Health

- Performance: 60%
- Benefits cost reduction: 30%
- Global competitiveness: 3%
- Recruitment/Retention: 6%
- Employee engagement or morale: 41%
- Sales: 4%
- Sustainability: 10%
- Safety: 29%
- Quality: 22%
- Productivity: 62%

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Settings-based Approach

“If the frogs in a pond started behaving strangely, our first reaction would not be to punish them or even to treat them. Instinctively, we'd wonder what was going on in the pond.”

DAN REIST, UBC, CANADIAN INSTITUTE FOR SUBSTANCE USE RESEARCH
“THERE COMES A POINT WHERE WE NEED TO STOP JUST PULLING PEOPLE OUT OF THE RIVER. WE NEED TO GO UPSTREAM AND FIND OUT WHY THEY’RE FALLING IN.”

Archbishop Desmond Tutu
Vision

Health promoting universities and colleges transform the health and sustainability of our current and future societies, strengthen communities and contribute to the well-being of people, places and the planet.

Calls to Action

1. Embed health into all aspects of campus culture, across the administration, operations and academic mandates

2. Lead health promotion action and collaboration locally and globally
Mission: Commitment to Well-being in Higher Education
We commit to innovating, supporting, and fostering a holistic, integrated, and strategic approach to well-being from the association level to the institutional level.

Vision: An Integrated Focus on Creating a Culture of Community of Well-being in Higher Education
We commit to promoting cultures of integrated well-being on campuses worldwide through the collaboration of higher education associations.
Wellness AND Wellbeing

- Individually focused
- Balance of dimensions
- Programs and services

- Systems, settings, upstream focused
- People, place, and planet
- Holistic, culture, lens
- Natural and built environment
- Policies, practices, collaborations
Customizing the "Harrington Model"
Collective Impact
Poll Question

Are you part of a campus-wide well-being initiative?

- Yes
- Not yet
- Not interested
- No one has asked
- Over my dead body
Recommended Reads & Helpful Links

- Atomic Habits (James Clear)
- The Five Side Effects of Kindness (Dr. Richard Hamilton)
- Micro-Resilience – Minor Shifts for Major Boosts in Focus, Drive and Energy (Bonnie St. John & Allen Haines)
- Your Time to Thrive – End Burnout, Increase Well-being and Unlock Your Full Potential with the New Science of Microsteps (Marian Khidekel & Editors of Thrive Global)
- Why Has Nobody Told me This Before (Dr. Julie Smith)

- Self Care is not the solution for burnout article
  https://index.medium.com/self-care-is-not-the-solution-for-burnout-6969bc0a2de6
- Okanagan Charter
  https://open.library.ubc.ca/cIRcle/collections/53926/items/1.0132754
- U.S. Health Promoting Campuses Network
  http://ushpcn.org/
- Inter-Association Commitment to Student Success
  https://nirsa.net/nirsa/portfolio-items/health-wellbeing-in-higher-education/
- Collective Impact original article
  https://ssir.org/articles/entry/collective_impact
- Designing Healthy Campus Communities (SFU video)
  A Healthy Campus Community at SFU
Have a Question?

Submit questions to our presenters using the Chat.
Thank You

**Kathleen Hatch**  
kehatch@ksu.edu  
Morrison Family, Assoc. Vice President Student Well-being  
Kansas State University

**Shanna Legleiter**  
legleiters@ksu.edu  
Associate Vice President, Human Capital Services  
Kansas State University

**Chris Dawe**  
cdawe@nwmissouri.edu  
Assistant Vice President, Health & Wellbeing  
Northwest Missouri State University

**Krista Barcus, SHRM-CP**  
Kbarcus@nwmissouri.edu  
Assistant Vice President of Human Resources  
Northwest Missouri State University
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