



# Refuel, Invest and Inspire Campus Well-Being

---

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

Sponsored by



# Presenters



**Chris Dawe**  
Assistant Vice President,  
Health & Wellbeing  
Northwest Missouri State  
University



**Krista Barcus, SHRM-CP**  
Assistant Vice President,  
Human Resources  
Northwest Missouri State  
University



**Kathleen Hatch**  
Morrison Family  
Associate Vice President,  
Student Well-being  
Kansas State University



**Shanna Legleiter**  
Associate Vice President,  
Human Capital Services  
Kansas State University

# Learning Objectives

---

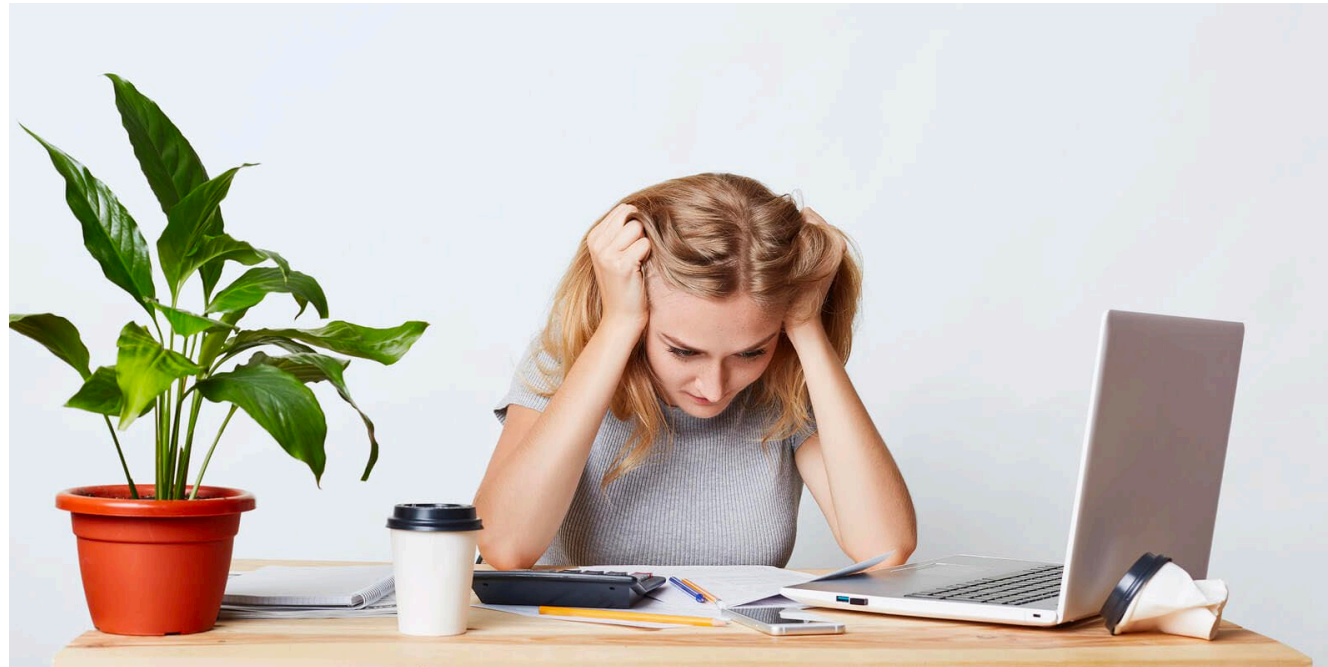
- Discover micro-strategies to refuel yourself in the most challenging times
- Learn how to utilize your influence to create and navigate sustainable communities of care
- Identify opportunities for scaling those strategies to create cultures of compassion and wellbeing on our campuses



# 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....

**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)

**30%** of employees reported high levels of stress and anxiety, noting symptoms had not resolved with businesses' reopening efforts.

(Pathways at Work '22)

**85%** of employees experienced higher levels of burnout while **40%** reported adverse impacts on work-life balance.

(Forbes, '22)

**45%** of U.S. employees reported their mental health worsened during the pandemic.

(SHRM, '22)









# Poll Question

---

What's your phone battery charged to right now?

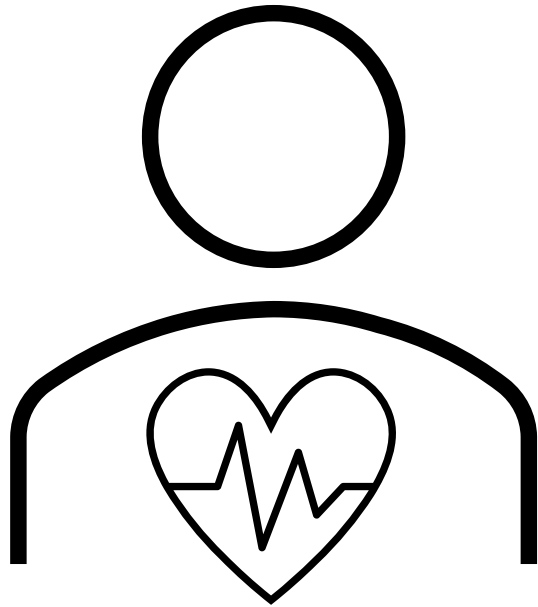
- 100%
- 75-99%
- 50-74%
- 25-49%
- 24% or lower





# 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

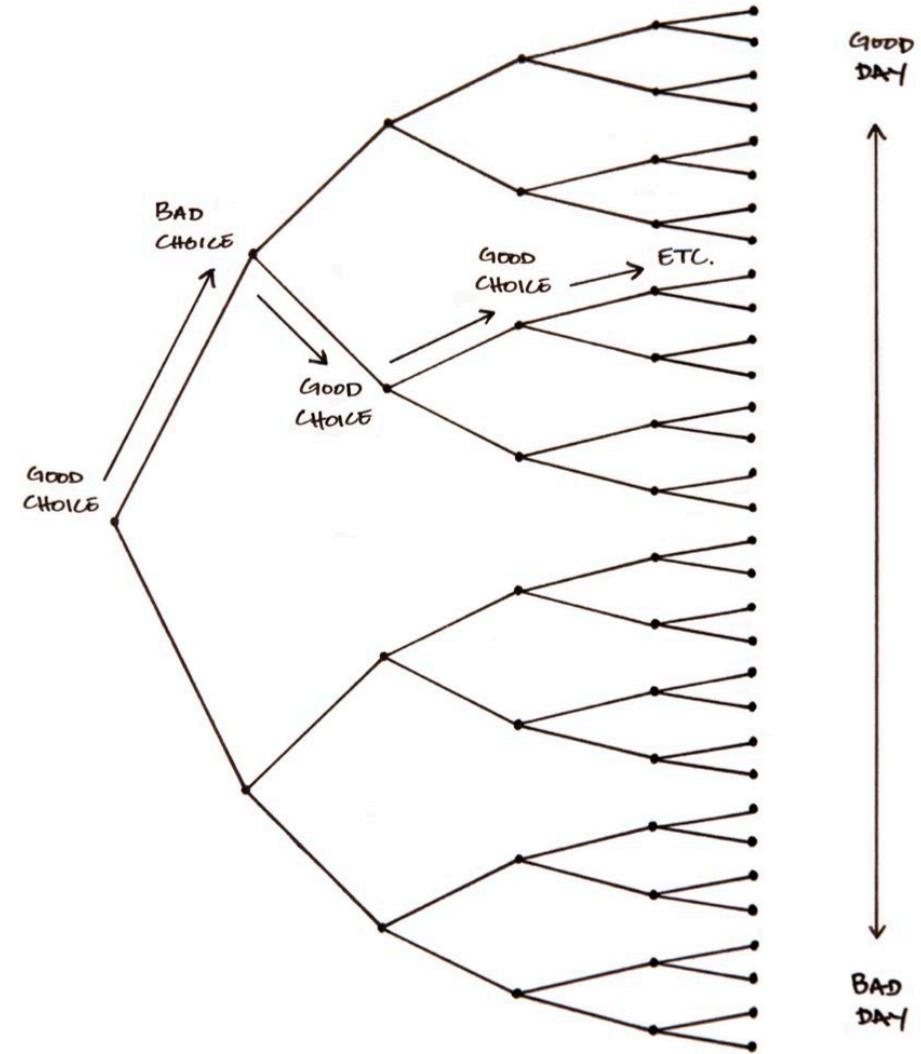
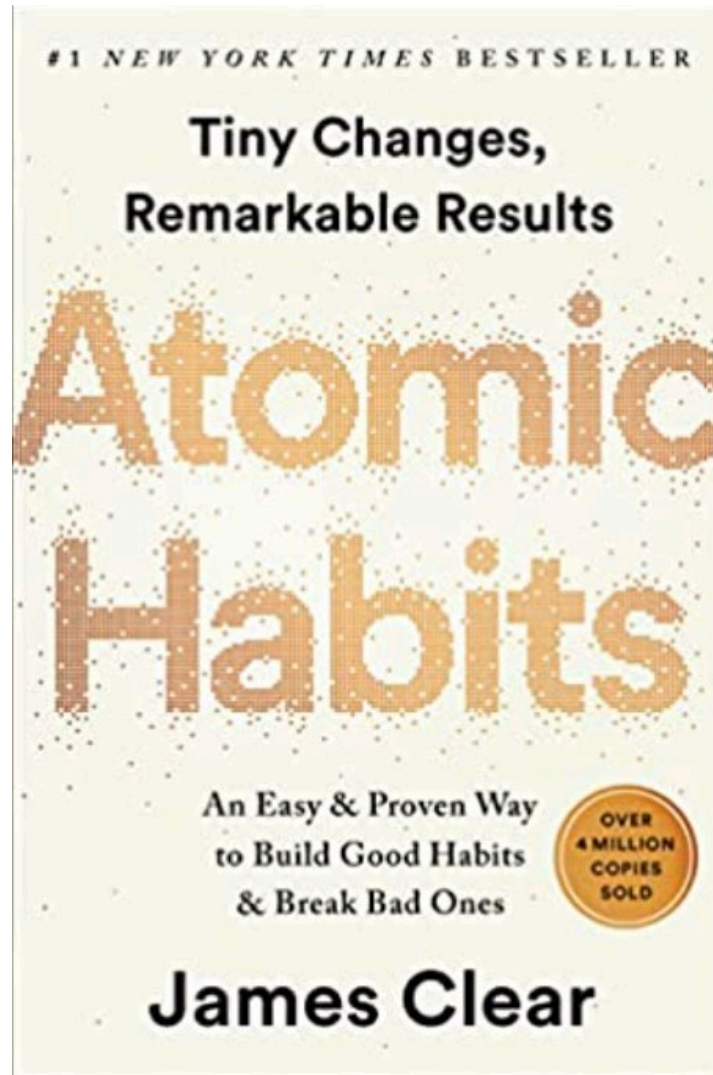
## Build Awareness of Self *(battery)*

## NATURE RX



***“We are what we repeatedly do.” Aristotle***

## DECISIVE MOMENTS





# 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

---

## 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

# 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



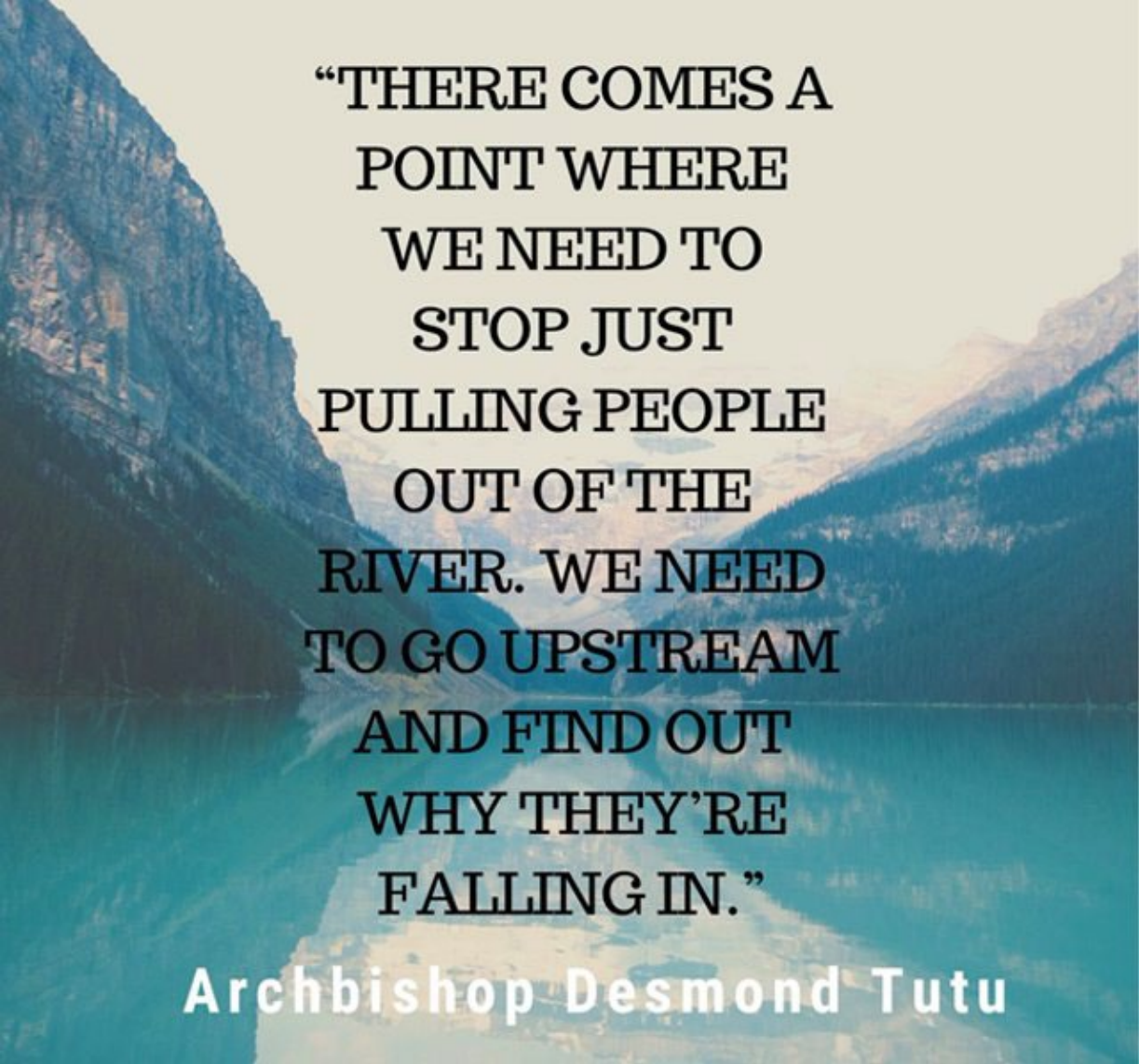




## Settings-based Approach

“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, UVIC, 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



**OKANAGAN CHARTER**  
**AN INTERNATIONAL CHARTER**  
**FOR HEALTH PROMOTING**  
**UNIVERSITIES & COLLEGES**  
An outcome of the 2015 International Conference on Health  
Promoting Universities and Colleges / VII International Congress  
Kelowna, British Columbia, Canada

# HEALTH AND WELL-BEING IN HIGHER EDUCATION

A Commitment to Student Success

DECEMBER 2019

## 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

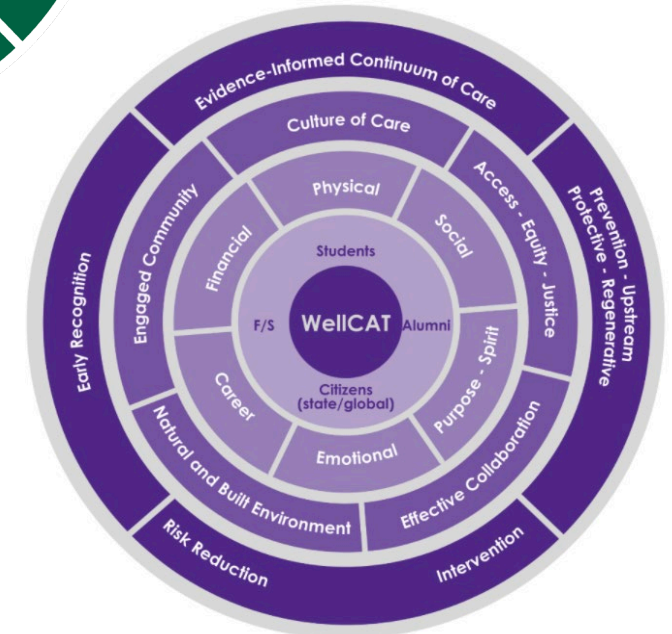
- Individually focused
- Balance of dimensions
- Programs and services



- 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](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](mailto:kehatch@ksu.edu)

Morrison Family, Assoc. Vice  
President Student Well-being  
Kansas State University

**Chris Dawe**

[cdawe@nwmissouri.edu](mailto:cdawe@nwmissouri.edu)

Assistant Vice President,  
Health & Wellbeing  
Northwest Missouri State University

**Shanna Legleiter**

[legleiters@ksu.edu](mailto:legleiters@ksu.edu)

Associate Vice President, Human  
Capital Services  
Kansas State University

**Krista Barcus, SHRM-CP**

[kbarcus@nwmissouri.edu](mailto:kbarcus@nwmissouri.edu)

Assistant Vice President of Human Resources  
Northwest Missouri State University



# Thank You

*Please complete your event evaluation*

---

Sponsored by

