

Striving for Well-Being Charge 2018



VOICES OF THE STAFF
UNIVERSITY OF MICHIGAN

Group Name	Voices of the Staff Network Team: Striving for Well-Being
Network Membership	<ul style="list-style-type: none"> • Team Members • Facilitators and Advisors • Network team members will select two representatives and one alternate from the group to serve on the Core Team
Statement of Purpose	<p>Striving for Well-Being helps build a positive workplace culture for all by facilitating regular dialogue between the team, stakeholders, and executive officers delivering the insight of the staff perspective. Through a holistic approach, the team explores ideas concerning well-being programs most important to staff while identifying ways to maximize the value of these programs.</p>
Objectives	<p>To examine the selected topic of Striving for Well-Being by:</p> <ul style="list-style-type: none"> • Partner with MHealthy to investigate best practices in evidence-based well-being programs and services • Research industry trends for creating cultures of health where both the individual and organization thrive • Provide input and feedback on new and existing well-being programs and services to ensure they are inclusive and support the health needs of our diverse community • Review and analyze potential new initiatives or strategies, as needed • Find new ways to engage the university community in the eight dimensions of well-being
Scope	<p>Discussions/activities might include:</p> <ul style="list-style-type: none"> • Learning about the topic through readings, guests, video presentations, etc. • Learning more about and finding ways to communicate about the model of eight key dimensions of personal well-being, including physical, spiritual, emotional, social, mental, etc. • Researching best practices about effective incentives for healthy behaviors • Providing information and ideas about the programs that staff members most value • Considering the spectrum of health and well-being programs available, and where relevant, suggesting other potential programs of value to staff • Considering potential new ways to communicate with staff members about mental and emotional health and well-being

Outcomes or Activities	Outcomes may include (for illustrative purposes): <ul style="list-style-type: none"> • Suggesting to UHR and appropriate administrators, ideas to enhance communication on health and well-being programs, for the university’s staff members • Developing ideas for new programs in alignment with U-M’s philosophy of well-being • Implementing actions when they are in scope and approved
Boundaries	Exclusions: <ul style="list-style-type: none"> • Individual, local, and specific issues will not be addressed unless systemic • Issues subject to collective bargaining will be respected
Tasks/Activity Timeline	<ul style="list-style-type: none"> • Monthly meetings for network group members • By first meeting: discuss and establish responsibility for note-taking • By second meeting: select two core team members and one alternate • Report on Network activities at the Annual Network event
Deliverables	<ul style="list-style-type: none"> • Options to promote participation and regular attendance at meetings will be identified by team members at the start of each year • Agendas, attendance, and meeting notes stored on the Voices of the Staff c-tools site • One or more topic-focused, value-added activity within each two-year time span • Quarterly status reports to the Program Management Team • Report on team activities on the VOICES Google Drive site