



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 Champlain College, the well-being of our faculty and staff is a top priority and is what enables Champlain to fulfill its mission to be the finest small, professionally and globally focused college in the United States.

INVESTING IN OUR FACULTY AND STAFF

To support faculty and staff, Champlain 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. Take advantage of all that Champlain has to offer and thank you for all you do to support the institution, your coworkers, students and the community at large.



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CAREER WELL-BEING

According to Gallup (2015), career well-being, loving what you do each day plays the greatest role in a person's overall well-being. We spend a significant amount of our lives at work and as such if we are not thriving in career well-being that can impact every other aspect of our life. 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

- [DareU](#) provides a wide variety of developmental learning and growth opportunities throughout the year
- [Staff Council](#) advocates for the best interests of staff members; fosters an environment of respect and fairness; and helps build a sense of community by facilitating effective communication among staff, administration, faculty and students
- [Center for Learning & Teaching](#) support faculty to advance their teaching and research through a wide variety of programs, services, and opportunities
- [Women's Empowerment Initiative](#) offers a variety of events aimed at cultivating confidence and courage by fostering the achievements of women
- [Employee recognition and awards](#)
- [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 and your family

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.



PHYSICAL WELL-BEING RESOURCES

- Ongoing classes and events sponsored by the Champlain Well-being Committee. See events [calendar](#) and announcements in People Center newsletter.
- On campus [fitness facilities](#) at IDX Student Life Center includes full gym, fitness classes and access to personal training.
- Annual employee well-being and benefits fair provides staff, faculty and students greater awareness of community programs and organizations. Look for announcement for specific date.
- Office ergonomic evaluation - Contact the People Center at peoplecenter@champlain.edu
- Paid entry to annual VT Corporate Cup 5K race in May - see well-being announcement and/or calendar for more information
- Discounted membership to [CATMA/Greenride Bikeshare](#)
- Annual flu clinics held in October—see well-being announcement and/or calendar for more information
- Faculty/staff [meal plans](#) available through Sodexo for on campus dining
- Free health coaching to Cigna beneficiaries. 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/Omada [Diabetes Prevention Program](#) is an online, group-based program aimed at supporting healthy lifestyle behaviors
- Cigna telehealth programs. Save time and money by enrolling in this free benefit. Visit the [My Cigna](#) website or more information and to sign up
- Annual flu clinic for faculty, staff and Cigna enrolled family members 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 The Green Mountain Higher Education Consortium (GMHEC)
- Cafeteria plan of Benefits including Flexible Spending Account (FSA). Refer to [People Center](#) 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.” Additional research from Gallup (2010) suggests that spending on others, rather than on ourselves, and spending on experiences rather than material goods are the path to financial well-being.



FINANCIAL WELL-BEING RESOURCES

- Educational benefits for faculty, staff 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
- Cigna Motivate Me program rewards you up to \$300 per year for focusing on your individual health and Wellbeing efforts and is open to all full time benefit eligible faculty and staff including those who do not utilize the Champlain college Cigna health care benefit
- Computer loan program enables full time faculty and staff to purchase a computer through a one year, interest free payroll deduction
- 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
- 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.
- 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

SOCIAL WELL-BEING

Social well-being is about having strong relationships and love in your life. Research (Gallup, 2010 & Buettner, 2015) indicates that strong social relationships contribute to better health and increased longevity. Our work relationships play a key role in our career well-being as well. 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 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

- 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](#)
- Hundreds of free support groups and workshops for everything from Alzheimer's to weight management available in Chittenden County. List of groups available at [University of Vermont Medical Center](#) website.

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.



The greatest gift
you can give someone
is your time.
Because when you
give your time.
You are giving a portion
of your life that
you will never get back.

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
- Designated as [breastfeeding friendly workplace](#) with designated breastfeeding spaces on campus and at Lakeside
- Community volunteer opportunities advertised through the [United Way of Northwest Vermont](#)

FOR MORE INFORMATION....

Visit us at [Green Mountain Higher Education Consortium](#) (GMHEC) and [Champlain Well-being](#).

The GMHEC offers a variety of programs throughout the year to support your well-being. Sign up for [The Connection](#) newsletter to stay up to date on our initiatives.

