

# 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 Middlebury College, the well-being of our faculty and staff is a top priority and is what enables Middlebury to fulfill its mission to prepare students to lead engaged, consequential, and creative lives, contribute to their communities, and address the world’s most challenging problems.

## INVESTING IN OUR FACULTY AND STAFF

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



Middlebury Institute of  
International Studies at Monterey



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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. Given that we spend a significant amount of time at work, it only makes sense that our work, and how we feel about our work will impact our lives. 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.

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*“The secret of success is making your vocation a vacation.” - Mark Twain*

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## CAREER WELL-BEING RESOURCES

E4 Health Employee and Family Assistance Program provides confidential assessment, referral services and short-term counseling to help you and your household members work through life's challenges.

Staff development fund supports a variety of work-related development activities that may include participation in short courses, workshops, training programs and opportunities for staff members to prepare training programs and workshops for other employees on campus

Staff Advisory Team (SAT) - help address MIIS staff member concerns. The Staff Advisory Team serves as a resource to Institute staff on a wide variety of topics, including but not limited to: staff social events, professional or personal trainings, workshops, and campus-wide volunteer opportunities.



## 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.” People with the highest levels of financial well-being tend to spend their money on others instead of themselves and spend their money on experiences rather than material goods. It’s important to keep in mind that we don’t have to give a lot to reap the benefits. Treating a friend to a cup of coffee and enjoying their company can go a long way in supporting financial well-being.



## FINANCIAL WELL-BEING RESOURCES

Tuition assistance for employees and their dependents for MIIS courses. Refer to [Middlebury Handbook](#). Education assistance and tuition benefits are listed under: D.3.n. Employee Educational Assistance, D.3.o. Educational Assistance for Dependents of Employees.

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

Free, confidential financial coaching available through [My Secure Advantage](#) with a professional, personal, unbiased and confidential money coach

Retirement planning, investing and managing debt services available from [TIAA](#)

[Medical Leave Assistance Fund](#) provides up to 160 hours of paid sick leave reserve within a 12-month period for unforeseen times when an employee has exhausted their combined time off before they are able to return to work

Employee discounts at AT&T, Verizon and the Monterey Bay Aquarium. Visit [MIIS Human Resources](#) for more information.

Utility assistance, weatherization, food assistance and financial counseling available through the [California Department of Community Services and Development](#).

Medical Leave Assistance Fund provides up to 160 hours of paid sick leave reserve within a 12-month period for eligible employees. Refer to program guidelines at [MIIS Human Resources](#) for more information.

## SOCIAL WELL-BEING

Social well-being is about having strong relationships and love in your life. Strong social relationships contribute to better health and increased longevity (Gallup, 2010 & Buettner, 2015) and because we spend so much time at work, our work relationships play a key role in our social and our career well-being. 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 overall well-being, and are less likely to get injured on the job” (Gallup, 2010).



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*“The quality of your life is the quality of your relationships.”  
- Tony Robbins*

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## SOCIAL WELL-BEING RESOURCES

Eldercare support, referral and respite available through the [Alliance on Aging](#)

Parent/family, financial and community resource information available through the [United Way of Monterey County](#)

Hundreds of free support groups and workshops for everything from alzheimer’s to weight management available through the [Community Hospital of the Monterey Peninsula](#)

## 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

Find out about what's happening in the community in the local [events calendar](#)

Give back to your community and volunteer. Find out about local opportunities to volunteer at [Volunteer Match](#)

## FOR MORE INFORMATION....

Visit [Green Mountain Higher Education Consortium](#) (GMHEC) and [Middlebury Well-being](#)  
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 and check out the GMHEC [Well-being events](#) page for updates.

