

Foundational Sustainable Health and Well-being Strategy

Strategic Plan Theme: Sustainable Health

Funding Level: Between \$1-5 million

Facility Needs: Adjustments to existing facilities will be needed

Submitting Unit: Student Health & Wellness, Health Promotion Department

Collaborating colleges/departments/units involved with this proposal.

Student Health & Wellness, Health Promotion Department, College of Music, Graduate Student Life & Wellness, Recreational Sports & Fitness Services, Office of Sustainability, Health4U/EAP, MSU Extension

What is the proposal's big theme or idea?

The following is a proposal to implement one university- and system-wide well-being definition and framework within a collective impact infrastructure. This will establish a necessary foundational strategy for creating a culture of sustainable health. A universal definition and framework for well-being are critical to unify the aspects of sustainable health present in the six pillars of the MSU strategic plan. The purpose and specific aims below provide further detail of the importance of a shared mission and vision to best support the physical and mental health needs of all members of the campus community.

This proposal would establish a collective impact well-being infrastructure that will enhance and promote collaboration between (but not limited to) MSU leadership, Student Health & Wellness (Health Promotion Department, Counseling and Psychiatric Services, Student Health Services, Center for Survivors, MSU Safe Place), Graduate Wellness, Health4U, Employee Assistance Program, Office of the University Physician, Student Life and Engagement, Infrastructure Planning and Facilities, Office of Sustainability, Office of Student Support and Accountability, MSU Police, Office for Institutional Diversity and Inclusion, and involve faculty, staff, and student representation from each college.

What is the proposal's goal?

The primary purpose of this proposal is to create a foundational health strategy for MSU by implementing a shared definition, framework, infrastructure, and assessment for well-being based on health promotion best practices.

Define the significance, or impact of your big idea.

Specific Aim 1: Support an endorsed, multifaceted definition of well-being to promote individual and community health.

The Inter-association Well-being Definition states that well-being is, “an optimal and dynamic state that allows people to achieve their full potential.” Access to the expanded definition along with a list of 15 professional associations that currently endorse this definition can be found in the reference section below. MSU supporting this definition would allow all departments, colleges, and units within the university to collectively work together toward a common goal. This would create systemic change by opening opportunities to create high-impact health promoting programs and reduce redundant and duplicate efforts happening across campus.

Specific Aim 2: Adopt an internationally recognized and evidence-based university-wide framework for well-being at MSU to lead health promotion initiatives locally and globally.

The Okanagan Charter provides higher education institutions with a framework for promoting well-being within all aspects of campus culture. This charter was developed by researchers and practitioners from 45 countries and has been adopted by 47 universities and peer institutions in 25 states. Weaving this framework into the fabric of MSU would infuse health into everyday operations, business and leadership practices, research, and academics. This framework has been shown to enhance the success of institutions by creating a campus culture of compassion, well-being, equity, and social justice, and strengthening the ecological, social, and economic sustainability of campus communities.

Who will be impacted?

(continued from above) University Well-Being Steering Committee: This committee would bring together a diverse group of health promotion and public health leaders across campus including representatives from Student Health & Wellness, Student Life & Engagement, Health4U, Employee Assistance Program, Student Health Advisory Council, among other academic departments and student organizations. This group of dedicated staff, faculty, and students would be charged by university executive leadership to oversee the institutional efforts to address the complex and every-changing individual and community health and well-being needs of the campus community. This group would be responsible for coordinating and sustaining short-term and long-term goals and objectives related to an agreed upon common agenda based on the shared definition and framework for well-being. This group would also identify key performance indicators and collect and review data to track outcomes. The co-chairs for this committee would serve as a liaison between executive leadership and the rest of the steering committee and be responsible for communicating regular updates and progress reports. The MSU University Well-Being Coalition (UWBC) is an already established network of university partners working cross-functionally to create a healthier community for students, faculty, and staff. This established committee could serve as the foundation for the steering committee.

Work Teams: Comprised of content area experts and diverse stakeholders within different areas of health and well-being. The individuals would be tasked with implementing identified action items and well-being initiatives.

Well-being Network Ambassadors: A network of student, staff and faculty ambassadors who would work within their colleges and units to promote and provide information, consistent messaging, and well-being resources, to their specific target audience.

Backbone Support: Critical administrative support would also be provided by Health Promotion Department within Student Health & Wellness with dedicated project managers and health promotion professionals.

The expected outcomes for this project include but are not limited to:

Endorse evidence-based health promoting best practices in higher education that include evaluation and assessment strategies to improve and positively impact health outcomes related to individual and community well-being.

Enhance consistency and efficiency in delivery of information, key messages, educational programs, and services resulting in greater percentage of students, staff, and faculty who can access and participate in resources related to health and well-being.

Assess and improve scores on individual and community well-being assessment measures and surveys (National College Health Assessment; Staff/Faculty Well-Being Survey, etc.).

What does sustainability for your proposal look like?

We estimate the budget for this proposal to be between \$1-5 million and involve some adjustments to existing facilities to accommodate personnel and space needs. This estimation considers the staffing and financial support needed to fund evidence-based well-being initiatives and programs that assess and target the physical and mental health needs of the university community.

The Health Promotion Department within Student Health & Wellness would serve as the backbone support to provide leadership and manage the specific aims outlined in this proposal. A defining feature of collective impact initiatives is the existence of a centralized infrastructure known as a backbone organization, with a staff

dedicated to coordinating the efforts of group members and ensuring that the activities of participants remain in concert. The expectation that consistent collaboration can occur without a supporting infrastructure is one of the most frequent reasons collective impact fails. The addition of 2-4 FTE positions housed within the Health Promotion Department would be needed for long-term sustainability to manage the administrative duties and leadership needed to manage and lead the collective impact infrastructure.

This proposal also requires communications and marketing support. This would involve cohesive branding of the well-being infrastructure, definition and strategy, website support, and resources so that consistent messaging and materials are being used across campus based on shared goals and objectives.