

UI STRATEGIC PLAN

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# Holistic Well-Being

*Implementation through the Well-Being and Mental Health Campus Collaborative*

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Benefits Health & Productivity

# YEAR 2 – Major Accomplishments

- [Well-Being Website](#) (sneak peek)
- Focus Groups and Listening Posts
- Revised Well-Being Definition
  - *Well-being at Iowa is fostered by an environment that promotes healthy and purposeful living for all campus members*
- Expanded UI Support and Crisis Line to faculty/staff
- Peer to Peer Support - Development of programs for faculty/staff/students (i.e. for staff RU OK?)
- Implemented supervisor training on mental health support
- Piloted common evaluative questions for well-being services
- Added questions on “belonging in the workplace” to the faculty/staff PHA survey

**IOWA**

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**YEAR THREE**

# Basic Needs

## *Emphasis on Financial Well-Being*

### Subcommittee Primary Work

- **Build inventory** for campus financial services that support well-being for all campus members
- **Create awareness** for identified services via well-being website
- **Identify** financial well-being services and gaps to develop recommendations for enhanced campus support
- **Pilot program** with DSL

### WBMHCC Collaboration Opportunities

- **Learn** from P3 research: Use and Impact of Targeted, Need-based Financial Assistance at UI, Katie Broton; and recent surveys conducted through the Food Pantry and International Student and Scholar Services
- **Explore collaborations** with Better Together 2030 and UI Transportation (transportation/parking needs and opportunities)
- **Ongoing partnership** with HR and DSL to support Food Pantry philanthropy and basic needs for UI Campus



# Built and Natural Environment

## Subcommittee Primary Work

- **Embed** well-being considerations into the design and construction process
  - Simplify language of WELL Building and biophilic design to match University of Iowa's mission and values
  - Engage stakeholders and leadership
- **Develop** DIY strategies to incorporate well-being into existing spaces, pilot through liveWELL

## WBMHCC Collaboration Opportunities

- **Explore development** of campus labyrinth for walking meditation

*A labyrinth is a single winding path from the outer edge in a circuitous way to the center. Labyrinths are used to quiet the mind, calm anxieties, recover balance in life, enhance creativity and encourage meditation, insight, self-reflection and stress reduction.*



Grass labyrinth at  
Metropolitan State University



Paved labyrinth at  
University of Alabama

# Mental Health

## Subcommittee Primary Work



- **Develop/implement** peer support strategy for faculty and staff based on the Australian suicide prevention program: R U OK?
- **Develop and pilot** peer-to-peer support for students



## WBMHCC Collaboration Opportunities

- **Explore additional collaborations** with Suicide Prevention Taskforce and Scanlon Center for Mental Health/Higher Ed
  - Awareness building
  - Trainings and events
- **Support** workgroup identifying Kognito replacement

# Connection & Belonging

## Subcommittee Primary Work

- **Update inventory (from Year 1)** of existing services and supports that promote connection and belonging for faculty, staff, and students
- **Analyze data** on connection and belonging (faculty, staff, students)
- **Identify** gaps, challenges, and opportunities for improvement
- **Recommend** evidence-based and innovative approaches

## WBMHCC Collaboration Opportunities

- **Explore collaboration** with the Excellence in Teaching and Learning/Student Success SPARC and Faculty Success SPARC around supporting a Well-Being Community of Practice or Faculty Learning Community to provide a space for faculty to explore incorporating well-being into teaching and learning contexts
- **Explore opportunities in collaboration** with Excellence in Teaching and Learning/Student Success SPARC on intentionally incorporating well-being into existing and/or developing new First Year Experience opportunities.
- **Collaborate** with Dr. Beth Livingston to explore how we could integrate concepts of psychological safety into the workplace and classroom

# Communications

## *Support for all Subcommittee Work*

Co-Chairs:  
Joni Troester, Trish Welter

### Subcommittee Primary Work

- **Launch** campus well-being website
  - Update the "campus voices" campaign; feature voices/people on well-being website
- **Identify and prioritize** one shared communication opportunities to engage students, faculty, and staff on similar well-being topics and themes
- **Identify campus groups with low engagement** in well-being services; implement targeted communication and engagement strategies (e.g. health care, merit)

### WBMHCC Collaboration Opportunities

- **Explore collaboration** with Staff Success/EVP; integrate well-being messaging into EVP communication
- **Integrate communication** into existing opportunities for faculty, staff, students
  - i.e. work with Provost Office to engage faculty
- **Ensure** messaging and language is accessible and understandable to a wide audience



# Evaluation

## Support for all Subcommittee work

### Subcommittee Primary Work

- **Continue to develop** internal dashboards and share high-level metrics with campus
- **Expand the pilot** of the common set of evaluation questions for well-being programs and services
- **Create** online resources to support the evaluation of well-being programs, services, and culture
- **Engage** in regular collection of qualitative data around well-being

### WBMHCC Collaboration Opportunities

- **Support evaluation** throughout the collaborative

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# Questions?

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→ <https://hr.uiowa.edu/employee-well-being>