



# 2020 Plan and Objectives

Based on Gap Analysis Using 2013 Fairbanks School of Public Health Survey Data and CDC Scorecard

As of June 2019: **83% Complete**, **15% In Progress**, **2% Not Started**

Topic: Mental Well-Being	Timing to Accomplish	Impact	Status	New or Expansion
Establish a university wide ad-hoc committee to create a comprehensive plan to address organizational issues surrounding stress and the impact on the university. Organizational issues to address include: flexible work schedule policy implementation, participatory decision making; scope of control; supportive environments; evaluation process and leadership communication.	Long-term	High	Complete	New
Address awareness of mental well-being during health screenings with links to self-assessment and resources.	Short-term	Medium	Complete	New
Promote EAP mental health screenings and services	Short-term	High	Complete/Ongoing	Expanded
Ensure various modalities of ongoing “drop-in” or relaxation at your desk breaks on all campuses (example: mid-day mindfulness, tai chi, chair yoga, 5 min massage, walking initiatives).	Medium- term	Low	Complete/Ongoing	Expanded
Provide stress management programs on all campuses.	Short-term	High	Complete on larger campuses. Regionals have online options	Expanded
Cross promote mental well-being services through Organizational Development/Healthy IU/Work-Life.	Short-term	Medium	Complete/Ongoing	Expanded
Expand existing work/life balance life skills programs to all campuses.	Medium- term	High	Complete/Ongoing	Expanded
Raise manager/supervisor awareness about workplace stress related issues and depression. Ensure managers and supervisors are aware of services via awareness campaign.	Medium- term	Medium	Complete/Ongoing	New

Raise awareness about the importance of employee participation in organizational decisions regarding workplace issues that affect job stress.	Medium- term	High	Complete/Ongoing	New
<b>Topic: Organizational Support</b>	<b>Timing to Accomplish</b>	<b>Impact</b>	<b>Status</b>	<b>New or Expansion</b>
Continue the Steering Committee with rolling membership and recruit new members to ensure all campuses have at least one representative. The committee purpose is to provide guidance to the Healthy IU initiative including quality, evaluation, standards of care, communication, organizational support and technical support in the areas that impact the well-being of IU employees.	Short-term	High	Complete/Ongoing	Expanded
To mark change in employee health and well-being, reassess health/ well-being of IU employees using the Fairbanks Study in spring 2015.	Short-term	High	Complete	Expanded
Clarify employee wellness participation time allowance parameters (on work time, on personal time, on work and personal time, supervisor permission).	Medium- term	Medium	Clarified as much as possible	New
Ensure strategic planning committees at the campus and university wide level address employee well-being and/or quality of life.	Short-term	Medium	Complete/Employee Well-being addressed in the 2020 IU strategic plan	New
Ensure all communications are provided at a 6th to 8th grade reading level. Modify message to engage unique constituents where possible.	Short-term	High	Complete/Ongoing	New
Establish guidelines for departments that considers the impact of the building environment on the well-being of employees and students.	Long-term	Medium	In progress	New
Promote the benefits of healthy employees with supervisors and managers. And provide flexible work schedule policy and guidelines awareness, education, and utilization support.	Medium- term	Medium	In progress	New
Promote spouse inclusion in wellness marketing and communications.	Medium- term	Low	Complete/Ongoing	Expanded
Encourage health initiatives with mutually beneficial community partners that utilize best practice through campus coalitions.	Long-term	Medium	Complete/Ongoing	New

<b>Topic: Weight Management and Diabetes Prevention</b>	<b>Timing to Accomplish</b>	<b>Impact</b>	<b>Status</b>	<b>New or Expansion</b>
Expand Diabetes Prevention Program (DPP) to offer a class on each campus. Work to improve the effectiveness of the DPP curriculum by making recommendations for additional program components based on participant feedback and outcomes. An example: providing activity tracking devices as an ongoing incentive to track healthy behaviors.	Short-term	High	Complete/Ongoing	Expanded
Provide a flexible, easily accessible weight management program that can provide a group and online programs for all campuses.	Medium- term	High	Complete/Ongoing	Expanded
<b>Topic: High Blood Pressure &amp; Cholesterol</b>	<b>Timing to Accomplish</b>	<b>Impact</b>	<b>Status</b>	<b>New or Expansion</b>
Continue health screening and expand the screening incentive program to include options that encourage positive lifestyle choices like: recreation memberships, Weight Watchers, and Fitbit.	Medium- term	High	Modified/Ongoing	New
Update screening staff on new cardiovascular risk guidelines.	Short-term	High	Complete	Expanded
Expand health screening resource materials (packet) to include information and resources on signs and symptoms of mental illness, stroke, heart attack, BP, cholesterol, PA, glucose, work/life, nutrition.	Short-term	Low	Complete/Ongoing	Expanded
Provide American Heart Association health risk assessment link in post screening e-mail.	Short-term	High	Complete/Ongoing	Expanded
Create a map of BP machine locations and post on web & screening resource booklet.	Short-term	Low	Complete	Expanded
Pilot Chronic Disease Self-Management.	Medium- term	High	Not started	New
Pilot Pharmacy Brown Bag checks or promote existing community services	Long-term	Medium	Complete/Ongoing	New
<b>Topic: Nutrition</b>	<b>Timing to Accomplish</b>	<b>Impact</b>	<b>Status</b>	<b>New or Expansion</b>
Establish a common healthy foods definition for all university campuses. We recommend: "A healthy food is a plant or animal product that provides essential nutrients and energy to sustain growth, health, and life while satiating hunger."	Short-term		Complete/posted on website/shared with food systems partners	New

Collaborate with vending, catering, and other food vendors on all campuses to provide healthy food and beverage choices using the Healthy IU vending/meal guidelines or other mutually agreed upon nutrition guidelines. The initial vending goal is to provide at least 33% healthy (green) food options and no more than 33% unhealthy (red) options, as defined by the Healthy IU vending guidelines. The initial catering goal is to offer menu options on all campuses at breakfast, lunch, and dinner that meet the Healthy IU meal	Long-term	High	In progress/need student and administrative support	New
Identify and publicize healthy food and beverages at all purchase points with university-wide symbol.	Medium- term	High	In progress	Expanded
Develop “healthy meetings guidelines” for foods and physical activity based on Reach Healthy Communities program Healthy Meeting Guidelines.	Medium- term	Low	Complete	New
Promote healthy foods definition, symbol, meeting guidelines, etc. through online and print media.	Medium- term	High	Complete/Ongoing	New
Promote university wide nutrition counseling and education services.	Short-term	Medium	Complete/Ongoing	New
<b>Topic: Heart Attack and Emergency Response</b>	<b>Timing to Accomplish</b>	<b>Impact</b>	<b>Status</b>	<b>New or Expansion</b>
Collaborate with INLOCC to install AEDs and directional signs so that each building has at least 1 AED in every IU building where people work, live and play.	Medium- term	High	In progress	Expanded
Collaborate with INLOCC to install an adequate number of AED units such that a person can be reached within 3–5 minutes of collapse.	Long-term	High	In progress	Expanded
Create communication campaign raising awareness of signs and symptoms of heart attack and stroke, location of AED and CPR classes.	Short-term	Low	Complete/Ongoing	Expanded
<b>Topic: Tobacco</b>	<b>Timing to Accomplish</b>	<b>Impact</b>	<b>Status</b>	<b>New or Expansion</b>
Enhance the tobacco free culture with expanded awareness, education and counseling by:	Short- to mid-term	Medium		
a. Expanding the IUB parking lot intervention program which utilizes nicotine gum and cessation information to all campuses.	Short-term		Complete/Ongoing	Expanded

b. Raising awareness about the inclusion of e-cigarettes in the tobacco free policy via web, print and news articles	Short-term		Complete	New
Encourage recruitment, admissions and student services to raise awareness about the tobacco free campus by:	Short-term	Medium		New
a. Collaborate to promote and educate on the tobacco free policy and cessation resources in the enrollment and orientation process: Suggest: "IU cares about your health and is a tobacco free campus. If you currently utilize tobacco, we suggest you consider a tobacco cessation program before you arrive on campus."			In Progress	
b. Collaborate with campus resources to provide a tobacco cessation table with campus cessation resources at international and freshman orientation and at campus health fairs.			In Progress; Provided on some campuses	
c. Collaborate with campus resources to provide a Tobacco Free Awareness Campaign at the beginning of every semester on all campuses. Ensure that all forms of tobacco use are addressed including e-cigarettes.			In Progress; Provided on some campuses	
<b>Topic: Physical Activity</b>	<b>Timing to Accomplish</b>	<b>Impact</b>	<b>Status</b>	<b>New or Expansion</b>
Implement and continue to seek enhancements to the built environment that both promote physical activity and remove barriers related to it:	Short- to medium- term	High		New
a. Signs to encourage stair use.			Complete	
b. Walking trail markers on every campus.			Complete	
c. Mark indoor walking routes.			Complete	
d. Continue to examine built environment for other opportunities.			Complete/Ongoing	
Create infrastructure to support sustainable culture related to physical activity promotion:	Short-term	Medium		
a. Hire Healthy IU coordinator to develop and oversee implementation of area wellness programs			Complete	New
Create free or subsidized self-directed physical activity opportunities	Short-term	High	Complete/Ongoing	
a. Coordinate the use of individualized tracker tools in conjunction with long-term behavior change modification programs			Complete/Ongoing	Expanded

b. Create social networks around activities through community interest groups.			Complete/Ongoing	
Integrate Healthy IU physical activity efforts into academic efforts	Short- to medium- term	High		
a. Adapt existing Kinesiology efforts to include movement coaching, service learning, and workplace wellness education and delivery			Complete/OngoingExpanding to regionals	Expanded
b. Evaluate all interventions for effectiveness on a regular basis			Complete/Ongoing	
c. Develop criteria for identifying and supporting effective physical activity programs			Complete	
<b>Topic: Marketing &amp; Communications</b>	<b>Timing to Accomplish</b>	<b>Impact</b>	<b>Status</b>	<b>New or Expansion</b>
Create a visual identity that represents the intention of Healthy IU.	Short-term	High	Complete	Expanded
Refresh the Healthy IU website with the new visual identity designed by IU Communications.	Short-term	High	Complete/Ongoing	Expanded
Hire a communications specialist to craft and implement a communication plan, maintain website, maintain social media accounts and ensure the visual identity is implemented throughout communications. Create a communication toolkit to help apply branding and the Healthy IU visual identity consistently across campuses in communication material, including websites, printed material and physical and electronic signs.	Short-term	High	Complete	New
Establish an ambassador program, which would be a crucial grassroots component of effective communications. Peer ambassadors would share Healthy IU information with their schools or workplaces and provide a conduit for feedback concerning employee needs.	Medium- term	High	Complete/Ongoing	New
Create branded social media accounts and strategy for maintaining them, targeting audiences and collaborating with other social media specialists across the campuses.	Short-term	High	Complete/Ongoing	Expanded

Create a communication plan that can be consistently implemented across the campuses using a task force drawn from the Healthy IU steering committee and subcommittees.	Medium- term	Medium	Complete	New
Redesign the Healthy IU website to make it mobile friendly so that it can better feature videos and other multimedia.	Medium- term	Medium	Complete	Expanded
Distribute branded items to ID role models (T-shirts, water bottles, buttons). This can be done by ambassadors, the communication specialist, wellness committees and service providers.	Short-term	Low	Complete/Ongoing	Expanded