



2026 Action Plan and Objectives

Based on Gap Analysis Using IU Fairbanks School of Public Health Survey Data and CDC Worksite Wellness Scorecard

Percent **completed**

0.13333333

Percent **in progress**

0.6

Percent **not started**

0.16

* As of "DATE REVIEWED"

Topic: Organizational Support/Marketing & Communications/Work+Life	Evaluation metric	Completion timing	Priority rating	Feasibility: Impact Ratio	Status	Responsibility
Organizational Support						
Complete a fourth university-wide workplace wellness survey (tentative 2023-2024)	Data comparison to past Fairbanks surveys	Long-term	Medium	Medium : Low	Not started	Work with Fairbanks School of Public Health or another surveying agency
Fully establish all components of a wellness ambassador program	Online orientation/trainings attendance; number of ambassadors; Fairbanks data	Short-term	High	High : Medium	Completed	Healthy IU team, Communications; campus coalitions; IU Studios
Continue university-wide steering committee with 3-year appointments and campus level wellness coalitions	Attendance, engagement, and annual evaluation	Short-term	Medium	High : Medium	In progress	Healthy IU team with commitment from all other campuses
Include Healthy IU in IUHR Strategic plan	Status-based	Short-term	Low	Medium : Medium	Not started	Work with IUHR HRLT
Conduct on-going evaluation of programming that uses multiple data sources to inform decision-making	Qualtrics evaluations; CDC scorecard; Fairbanks data; industry benchmarks	Short-term	Medium	High : Medium	In progress	Healthy IU team
Cross-promote volunteer paid leave policy	Status-based	Medium-term	Low	Medium : Low	Not started	Work with Benefits & Employee Relations in IUHR
Extend access to key programming components to all regional campuses and shift workers	Program attendance and evaluation	Medium-term	Medium	Medium : Low	In progress	Work with HR Business Partners for shift workers
Provide education on preventive services, benefits, and health care consumerism	Number of communications; utilization rates; employee feedback	Short-term	Low	High : Low	In progress	Work with Benefits and IUHR
Marketing & Communications						
Promote spouse and family inclusion in Healthy IU and work+life marketing and communications	Number of targeted communications or mailers sent; % spouse participation	Short-term	Medium	Medium : Low	In progress	Healthy IU team

Tailor communications to engage a diverse population (age, gender, education, job, culture, language, literacy)	Marketing metrics; staff trainings	Short-term	High	Medium : High	In progress	Healthy IU team
Utilize communication channels through wellness ambassadors, IUHR messaging, leadership, and HR business partners	Marketing metrics	Short-term	Low	High : Medium	In progress	Work with Ambassadors, Benefits, leadership, and HR business partners
Maintain Healthy IU social media accounts and monitor through improved engagement and followers	Marketing metrics	Short-term	Low	High : Medium	In progress	Healthy IU team
Use 8 dimensions of wellness assessment tool to direct people to programs and resources based on personalized results	Implementation; utilization	Medium-term	Low	High : Medium	Not started	Healthy IU communications
Promote LinkedIn Learning paths for wellness related topics (sleep, activity, mental health, work+life)	Status-based; utilization	Short-term	Low	High : Medium	Completed	Work with HR OD team
Maintain an updated Healthy IU website with evidence-based information	Marketing metrics	Short-term	Medium	High : Medium	In progress	Healthy IU team
Work + Life						
Build community network interest groups through work+life based on employee needs	Attendance; number of groups; evaluation surveys	Medium-term	High	Medium : High	In progress	Healthy IU team and group facilitators
Provide work+life listening sessions to each campus annually	Work-life metrics; attendance and feedback	Short-term	High	High : High	In progress	Healthy IU team
Implement university-wide alternative work schedule policy and training	Implementation and utilization rates; employee feedback	Short-term	Low	Medium : Medium	In progress	Healthy IU team, Benefits, IUHR, supervisors
Topics: Depression/ Stress Management/ Sleep/ Fatigue	Evaluation metric	Completion timing	Priority rating	Feasibility: Impact Ratio	Status	Responsibility
Promote and increase utilization of various services, resources, and tools included in the new EAP	Utilization metrics; number of communications	Short-term	High	High : Medium	In progress	Work with SupportLinc, Benefits & Employee Relations
Offer financial literacy trainings, including retirement resources, to all campuses	Pre/post program metrics; attendance; evaluation surveys	Medium-term	Medium	High : Medium	In progress	IU Office of Financial Literacy; IUHR
Expand current programming to provide online and/or in-person stress management programs to regional campuses	Program metrics; attendance; evaluation surveys	Short-term	Medium	Medium : Medium	Completed	Healthy IU team & program instructors
Increase awareness and resources on burnout, chronic stress, isolation and loneliness	Program metrics; attendance; evaluation surveys	Short-term	Medium	High : Low	In progress	Healthy IU team; SupportLinc, Benefits and related content experts

Provide education, screening tools, and resources on depression through webinars, EAP, Mental Health First Aid Training, screenings, and communications	Program metrics; attendance; evaluation surveys; number of communications; EAP utilization	Short-term	Medium	High : Medium	In progress	Healthy IU team and Benefits; PSIA, IUPD
Provide education, tools, and resources for suicide prevention and intervention, and aim to reduce stigma	Program metrics; utilization of services	Long-term	High	Medium : Medium	In progress	Healthy IU team, SupportLinc, ER, mental health professionals on campuses
Integrate sleep education into university-wide challenge and other Healthy IU programming	Program metrics	Medium-term	High	Medium : Medium	In progress	Healthy IU team, related content experts, IUHR, and EHS
Promote educational programming on recognizing the signs of fatigue to employees and managers	Program metrics; attendance; evaluation surveys	Medium-term	Low	Medium : Low	In progress	Healthy IU, content experts
Topics: Heart Attack/ Stroke/ Cancer	Evaluation metric	Completion timing	Priority rating	Feasibility: Impact Ratio	Status	Responsibility
Create campaigns and emergency response actions around heart attack and stroke symptoms	Pre/post program metrics; number of communications	Medium-term	Medium	Medium : Medium	Not started	Work with EHS & Benefits
Advertise CPR/AED and emergency response plan training to encourage at least one person in each building floor/unit to be certified	Number of response plans and certified employees	Long-term	Low	Low : Medium	In progress	Work with EHS and HR Business Partners
Partner with EHS to provide interactive maps for AED locations at all campuses	EHS metrics/website	Medium-term	Medium	Medium : Low	In progress	Work with EHS
Provide medical coverage and education for HPV, breast, prostate, skin, and cervical cancer screenings	Benefits metrics	Short-term	High	Medium : Medium	Completed	Work with Benefits
Provide a support network for IU employee cancer survivors and loved ones	Program metrics; evaluation surveys	Short-term	Medium	Medium : Medium	In progress	Healthy IU team
Partner with IU School of Medicine and other internal and external experts for cancer prevention content	Best practices and benchmarks	Medium-term	High	Medium : Medium	Completed	Healthy IU and IU School of Medicine, ISDH and other content experts
Topics: High Blood Pressure/Cholesterol	Evaluation metric	Completion timing	Priority rating	Feasibility: Impact Ratio	Status	Responsibility
Integrate information on HBP and cholesterol into existing programs	Program metrics	Medium-term	Medium	High : Low	Not started	Healthy IU team
Maintain communications with updated scientific guidelines and materials	Marketing metrics	Short-term	High	High : Low	In progress	Healthy IU team
Provide regular training on best practices to those administering health screenings	Evaluation surveys	Short-term	High	High : High	In progress	Work with the Health Centers and screeners

Maintain and promote campus blood pressure machines, possibly in a university-wide challenge	Blood pressure utilization data	Short-term	Medium	Medium : High	In progress	Healthy IU team
Continue annual employee wellness screenings	Evaluation surveys; utilization	Short-term	High	Medium : High	In progress	Work with the Health Center
Topics: Maternal Health/Lactation	Evaluation metric	Completion timing	Priority rating	Feasibility: Impact Ratio	Status	Responsibility
Administer a university-wide parenting survey	Implementation; Response rate	Medium-term	Low	Medium : High	Not started	Healthy IU team, Benefits, and IU Communications
Update and promote breast/chestfeeding policy allowing flexible break time to express milk	Policy status	Medium-term	Medium	Medium : Low	Completed	Work with IUHR- ER and Benefits
Assess lactation rooms to assure standards and best practices are followed	Annual formal assessments; best practices	Short-term	High	Medium : Medium	In progress	Healthy IU and room hosts
Support community interest groups for pregnant and/or lactating parents	Implementation and participation	Short-term	Medium	Medium : High	In progress	Healthy IU team and group facilitators
Create resource communication campaign to new parents	Status-based	Medium-term	Low	Medium : High	Not started	Work with Benefits
Go out for RFP for child, elder, and pet care vendor(s)	Status-based	Medium-term	Medium	Medium : High	Not started	Work with Benefits; Legal department and RFP vendors
Implement a baby gift basket giveaway program for new and expecting IU mothers	Utilization; evaluation survey	Long-term	Low	Low : Medium	Not started	Work Benefits and community partners and new moms
Topic: Nutrition	Evaluation metric	Completion timing	Priority rating	Feasibility: Impact Ratio	Status	Responsibility
Maintain current 1:1 nutrition counseling with RD	RD metrics	Short-term	High	High : Medium	In progress	Healthy IU team
Continue to work with campus foodservice providers to increase the availability of healthy vending, catering, and cafeteria options	Partner evaluations	Short-term	High	Low : High	In progress	Healthy IU team; foodservice vendors
Facilitate collaboration between campus foodservice providers through participation in a university-wide foodservice council	Partner evaluations	Medium-term	Medium	Low : Medium	Not started	Healthy IU team; foodservice vendors
Develop group nutrition programming (Both telehealth and in person)	RD metrics	Short-term	Medium	High : Medium	Completed	Healthy IU team
Promote local CSAs if the campus doesn't have a produce stand	RD metrics	Medium-term	Low	Low : Low	In progress	Work with local farmer's markets and CSA's
Leverage current RD tools/focused communications (consultations, meeting menu planner, recipes)	RD metrics	Short-term	Low	Medium : Medium	In progress	Healthy IU team

Help campus with survey for food, vending, and catering options for employees	Survey implementation	Long-term	Low	Medium : Medium	Not started	Work with IU vendors and dining
Topics: Musculoskeletal Disorders/ Occupational Health and Safety	Evaluation metric	Completion timing	Priority rating	Feasibility: Impact Ratio	Status	Responsibility
Expand and promote communication on safety (ergonomics, sleep, carpal tunnel, proper lifting etc.)	Program metrics; number of communications	Medium-term	Medium	Medium : Low	In progress	Work with Benefits & EHS
Cross-promote and serve as a resource for EHS safety trainings and programs	Program metrics	Short-term	Low	Medium : Low	In progress	Work with EHS
Create an educational balance program to provide training on slips, trips, and falls prevention	Program attendance; evaluation surveys; EHS data	Medium-term	Medium	Medium : Medium	Not started	Healthy IU, EHS, SPH, Campus Rec Sports, and other content experts
Promote reporting protocols and tools for injuries for managers and supervisors	Current reporting measures	Long-term	Low	Low : Low	Not started	Work with EHS
Create a multi-session back health program	Program attendance; evaluation surveys; benefits data	Short-term	High	High : Medium	Completed	Healthy IU, EHS, SPH, and other content experts
Topic: Physical Activity (PA)	Evaluation metric	Completion timing	Priority rating	Feasibility: Impact Ratio	Status	Responsibility
Increase campus academic partnership programs and connect regional campuses to these PA resources	Number of programs and campuses; program utilization; evaluation surveys	Short-term	High	Medium : Medium	In progress	Work with SPH, nursing, campus rec sports and other content experts
Maintain elevator and stair signs to encourage PA participation	Annual replacements; email check-ins	Short-term	Low	Medium : High	Completed	Healthy IU and campus coalitions
Cross-promote active transportation options for employees	Transportation working group metrics	Long-term	Low	Low : High	In progress	Work with transportation group representatives on each campus as applicable
Promote indoor/outdoor campus walking paths to improve PA participation	Utilization; Fairbanks data	Short-term	Medium	High : High	In progress	Healthy IU; campus coalitions
Improve culture of movement at work by promoting PA interest groups and workstation movement tools	Educational or challenge sessions; communications; Fairbanks data	Short-term	Medium	Medium : Medium	In progress	Healthy IU; supervisors
Topic: Vaccine Preventable Diseases	Evaluation metric	Completion timing	Priority rating	Feasibility: Impact Ratio	Status	Responsibility
Create on-campus vaccine clinics and improve offerings on regional campuses	Status-based	Long-term	High	Low : High	In progress	Work with Benefits, campus Health Centers
Improve vaccine and handwashing education and marketing efforts	Program metrics	Short-term	Medium	Medium : Low	Completed	Healthy IU team, Benefits, IU Studios
Topics: Alcohol/Other Substance/Tobacco Use	Evaluation metric	Completion timing	Priority rating	Feasibility: Impact Ratio	Status	Responsibility

Promote preventive measures for substance abuse, including alcohol and drugs, through EAP offerings	Program metrics	Short-term	Medium	Medium : High	In progress	Work with IUHR and Benefits
Create interactive substance use education and screening tools	Program metrics	Medium-term	Medium	Medium : Medium	Not started	Work with IUHR, Benefits, content experts
Create university-wide tobacco Quit Campaign among multiple communication platforms	Status-based	Medium-term	Low	Low : Low	Not started	Work with IU Tobacco committee; SPH: content experts; IU Studios
Apply for external grant funding to leverage cessation resources; particularly in-person, on campus	Status-based	Long-term	Low	Low : Low	Not started	Work with community partners and potential funding sources
Implement peer to peer and manager training on tobacco cessation and IU tobacco policies	Status-based	Long-term	Medium	Low : High	Not started	Work with IUHR
Topic: Weight Management	Evaluation metric	Completion timing	Priority rating	Feasibility: Impact Ratio	Status	Responsibility
Provide metabolic syndrome education surrounding risk factors associated with obesity in current and future programming	Pre/post program metrics	Medium-term	Medium	Medium : Low	In progress	Healthy IU team and related content experts
Promote healthy lifestyle techniques among entire households (use Theory of Planned Behavior)	Program metrics	Medium-term	Medium	Low : Low	In progress	Healthy IU team
Continue to offer and promote Weight Watchers	Program metrics	Short-term	Medium	Medium : High	In progress	Healthy IU, Benefits, campus coalitions
Continue to offer Prevent T2 programming	Program metrics	Short-term	High	High : High	In progress	Healthy IU
Topic: Prediabetes/Diabetes	Evaluation metric	Completion timing	Priority rating	Feasibility: Impact Ratio	Status	Responsibility
Promote diabetes self-care by bringing experts on campus and to health fairs (foot screenings, eye exams etc.)	Status-based	Medium-term	Medium	Low : High	Not started	Work with IUHR, campus coalitions; community partners and resources
Promote prediabetes/diabetes online self-screening for risk factors	Program metrics	Short-term	High	High : High	In progress	Healthy IU team
Incorporate A1C testing and education into employee wellness screenings	Screening metrics	Long-term	High	Low : High	Not started	Work with Health Centers, screeners, and Benefits