



2020 Plan/Objectives

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

As of May 2017: *56% complete, 23% in progress, 20% 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	In progress	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 1 session or online options	Expanded
Cross promote mental well-being services through Organizational Development/Healthy IU/Work-Life.	Short-term	Medium	Ongoing	Expanded
Expand existing work/life balance life skills programs to all campuses.	Medium-term	High	Not started	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	Piloted program via “Stop the Stigma” via IUPUI training & development	New
Raise awareness about the importance of employee participation in organizational decisions regarding workplace issues that affect job stress.	Medium-term	High	Piloted program w/ IUPUI training & development	New



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Topic: Organizational Support	Timing to Accomplish	Impact	Status	New or Expansion
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 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
Evaluate the impact of environmental changes via a Health Impact Assessment or literature review to avail data/strategies for future buildings and facility expansions.	Long-term	Medium	Not started	New
Establish a policy that considers impact on the well-being of employees and students in new and renovated buildings.	Long-term	Medium	Not started	New
Promote the benefits of healthy employees with supervisors and managers. And provide flexible work schedule policy 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	Not started	New



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Topic:	Timing to Accomplish	Impact	Status	New or Expansion
Weight Management & Diabetes Prevention				
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	Expanded

Topic:	Timing to Accomplish	Impact	Status	New or Expansion
High Blood Pressure & Cholesterol				
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	Not started	New



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Topic: Nutrition	Timing to Accomplish	Impact	Status	New or Expansion
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
Establish University wide contracts with vending machine and other food vendors to provide healthy food and beverage choices using the guidelines from Reach Healthy Communities and Dietary Guidelines 2010. The initial goal is to provide at least 50% healthy food options in vending machines and ensure there are nutrient dense food options in cafeterias, snack bars, and other purchase points.	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	In progress	New
Promote university wide nutrition counseling and education services.	Short-term	Medium	Complete/Ongoing	New

Topic: Heart Attack and Emergency Response	Timing to Accomplish	Impact	Status	New or Expansion
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
Install an adequate number of AED units such that a person can be reached within 3–5 minutes of collapse.	Long-term	High	Not started	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

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Topic: Tobacco	Timing to Accomplish	Impact	Status	New or Expansion
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. Including face to face tobacco cessation counseling and 12 week group program currently provided at IUB and IUPUI as options for the tobacco benefit subsidy.	Medium-term		Not started	Expanded
c. 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. Noting on all student applications (including international students), acceptance letters and in orientation: "IU cares about your health and is a tobacco free campus." Suggest: "if you currently utilize tobacco, we suggest you consider a tobacco cessation program before you arrive on campus."			Incomplete/Student Svs did not support initiative	
b. Provide tobacco cessation table with campus cessation resources at international and freshman orientation.			Provided on some campuses	
c. 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.			Provided on some campuses	

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Topic:	Timing to Accomplish	Impact	Status	New or Expansion
Physical Activity (continues on next page)				
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.			In progress, 90% complete	
c. Mark indoor walking routes.			Complete/posted on website	
d. Continue to examine built environment for other opportunities.			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 and stages of change			Not started	

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Topic: Physical Activity (continued)	Timing to Accomplish	Impact	Status	New or Expansion
Integrate Healthy IU physical activity efforts into academic efforts	Short- to medium-term	High	Complete/Ongoing/ Needs expansion to regionals	
a. Adapt existing Kinesiology efforts to include movement coaching, service learning, and workplace wellness education and delivery			Complete/Ongoing	Expanded
b. Evaluate all interventions for effectiveness on a regular basis			Complete/Ongoing	
c. Develop criteria for identifying and supporting effective physical activity programs			In progress	
Augment existing biometric screenings with movement screenings:	Long-term	High	Not applicable at this time	
a. Provide segmented opportunities for education, programming, and subsidized physical activity opportunities based on results of movement screening			In planning phase	

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Topic: Marketing & Communications	Timing to Accomplish	Impact	Status	New or Expansion
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 — needs better structure	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	In progress	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	In progress	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