

UNIVERSITY WELL-BEING LEADERSHIP ALLIANCE (UWLA) CHARTER

OVERVIEW

There has been an overwhelming interest in and response to employee well-being efforts at Iowa State University since the idea's inception in 1997. This enthusiasm has been expressed by individuals, groups and departments with expertise or specialization in one or more elements of well-being. In the spring of 2014, University Human Resources created the position of ISU WellBeing Coordinator to launch employee well-being strategies. In addition, the Division of Student Affairs has had student wellness as a priority for many years, and in the fall of 2016 hired the first Director of Student Wellness. This grassroots approach has been effective in keeping well-being a priority at the University and in continuing to build on the momentum of the work initiated by the Wellness Task Force, the University Benefits Committee, and the Division of Student Affairs.

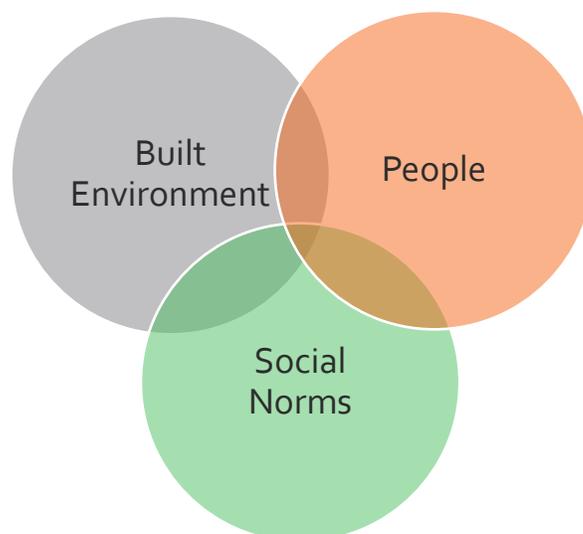
In July 2016, Iowa State University's 2017-2022 Strategic Plan was completed and adopted by the Iowa Board of Regents. In the plan, the University adopted several Goals designed to encompass the spirit of whole person and whole system approaches to well-being, including Goal 3: *Improve the quality of life for all Iowans through services and programs dedicated to economic development and the promotion of healthy communities, people, and environments*, and Goal 4: *Continue to enhance and cultivate the ISU Experience where faculty, staff, students, and visitors are safe and feel welcomed, supported, included, and valued by the university and each other*. These goals recognize the importance of the interdependence of our people, our communities, and our world in transforming the culture at Iowa State University.

The University Well-being Leadership Alliance (UWLA) provides a venue for cultivating this interconnectedness and affirming the strategic direction for well-being at Iowa State University through ongoing communication, innovation, and collaboration. This systemic approach will create the opportunity to tap into the energy and enthusiasm of invested individuals and entities for thoughtful dialogue, aligned direction, and coordinated action across the University.

PURPOSE

The purpose of the University Well-being Leadership Alliance (UWLA) is to create a teaming environment that provides an opportunity for invested stakeholders to collaborate across the University, to better align well-being priorities, and to take action in mobilizing the strategic direction for well-being at Iowa State University. By focusing on Goal 4 (and specifically Subgoal 4.2), the UWLA will enhance and promote all dimensions of well-being on the individual and institutional level. This focus will also indirectly address Goal 3, as campus is the hub that impacts our land grant mission throughout the state of Iowa. This cultural and systemic approach would include the following:

- **Built environments** (anything structural with a focus on safety, functionality, sustainability, and connection to nature and to other people),
- **People** (utilization of programs, policies, and practices that encourage and support employees and students), and
- **Social norms** (the “why we do what we do” – shifting toward a more sustainable work life, more supportive student life, and more welcoming campus).



GOALS AND DELIVERABLES

The focus of the UWLA is to support Goal #4 of the ISU 2017-2022 Strategic Plan to *continue to enhance and cultivate the ISU Experience where faculty, staff, students, and visitors are safe and feel welcomed, supported, included and valued by the university and each other.*

While the UWLA supports all Subgoals under Goal #4, the UWLA's primary focus is to advance Subgoal #4.2 to *enhance the safety, health, well-being, and security of faculty, staff, students and visitors.* The deliverables would include but are not limited to:

- Improving the climate at Iowa State University with physical changes that cultivate a safe and supportive environment thereby recognizing the interconnectedness of individuals and the environment.
- Strengthening our ISU culture to foster compassion, collaboration, and connection by promoting an inclusive community, positive social interaction, and mutual respect.
- Enriching the quality of life for ISU students and employees by emphasizing individual and institutional well-being and addressing determinants of health, including:
 - improved equity,
 - mental, physical and economical health,
 - social justice and respect for diversity,
 - safety and security,
 - sustainability, and
 - access to food.
- Enhancing the ISU Experience by creating conditions to continually encourage well-being, engage strengths, and inspire personal development throughout the university.

Furthermore, the UWLA has established a reporting process to the Subgoal 4.2 team and to the Vice President for Diversity and Inclusion through the UWLA co-chairs. This leadership alliance has been established to bring clarity to existing work and help fill the gaps that may surface throughout the University. It will be the responsibility of the UWLA to identify 2-3 deliverables that address the Goals listed above. Metrics and action items will be established as they relate to those deliverables.

STAKEHOLDERS/MEMBERSHIP

The following is a list of some of the stakeholders across campus that may have a vested interest and/or influence on University priorities addressing Subgoal 4.2. This list is not exhaustive and may evolve over time as new University partners are identified.

Division/Unit	Representative	Role
Athletic Department	Charles Small/Amber Giese	Member
Division of Student Affairs, Student Wellness	Mark Rowe-Barth	Co-chair
Environmental Health and Safety	Paul Richmond/Betsy Matos	Member
Facilities Planning and Management	Paul Fuligni	Member
ISU Dining	Karen Rodekamp	Member
ISU Extension and Outreach	Chad Higgins/Deb Sellers	Member
ISU Police Department	Michael Newton/Aaron Delashmutt	Member
ISU Residence	Pete Englin	Member
Division of Diversity and Inclusion	Adrienne Lyles	Member
Division of Diversity and Inclusion	Reginald Stewart	Champion
Provost Office, Academic Affairs	Katharine Hensley	Member
Thielen Student Health Services	Erin Baldwin	Member
UHR, Child Care and Family Resource Services	Julie Graden	Member
UHR, ISU WellBeing	Stephanie Downs	Co-chair
University Relations	Anne Krapfl	Member

The UWLA values a participatory and whole systems approach in this collaboration. To engage the voice of faculty, staff and students beyond the membership stated above, ex-officio members are welcome to attend the UWLA meetings on a regular basis. Ex-officio members would include but are not limited to the following:

Ex-officio Organization	Representative
AFSCME	TBD
Faculty Senate	TBD
GPSS	TBD
IRHA	TBD
ISSO	TBD
Professional and Scientific Council	TBD
Student Government	TBD

ROLES AND RESPONSIBILITIES

UWLA members are expected to serve as decision-making leaders for the Alliance's purpose and goals.

As such, member engagement includes, but is not limited to:

- Attending and actively participating in UWLA meetings.
- Speaking on behalf of their division/unit and providing feedback regarding priorities and direction.
- Assisting in the design, development, and implementation of agreed upon UWLA initiatives.
- Communicating decisions and action items back to their division/unit.

Expectations of UWLA members include, but are not limited to:

- Supporting the Goals included in ISU's Strategic Plan.
- Identifying opportunities for incorporating new thoughts/ideas into the physical environment at minimal cost.
- Collaborating to identify other university needs and advance determined initiatives.
- Establishing metrics to assess outcomes and progress toward goals.
- Communicating UWLA activities and progress to the university at large.

Ex-officio member role is to serve as the voice for the specific population represented and provide insight on various topics of discussion as applicable.

GENERAL PRINCIPLES OF COLLABORATION

The following general operating principles will guide UWLA's deliberations:

- It is the responsibility of all UWLA members to work toward the common goal (Subgoal 4.2) of *enhancing the safety, health, well-being, and security of faculty, staff, students and visitors.*
- Relationships among and between UWLA members will demonstrate mutual respect, understanding, responsiveness, flexibility, transparency, and open communication.
- UWLA members will actively engage in meetings by:
 - Being prepared to listen to the feedback and observations of others, and respecting all interests represented.
 - Asking questions and seeking clarification to ensure they fully understand other members' interests and suggestions.
 - Actively thinking "outside the box" to develop innovative strategies and creative solutions that support the well-being of the University.
 - Committing to expending the time, energy, and organizational resources necessary to carry out such initiatives.

MEETING PROTOCOLS

Given the decentralized nature of the University, it is difficult to bring these leaders together on a regular basis and to expect more from their already limited time. Therefore, we will establish no more than quarterly forums throughout the year to bring UWLA members together for focused conversation and alignment of action items.

MEETING SCHEDULE

The UWLA will meet on a regular basis throughout the year. The exact dates and times will be determined at the first meeting.