

## **Healthy Campus Network**

### **Draft Goals**

**Summer 2017**

#### **Background:**

The Healthy Campus Network Steering Committee at UCSB was established in March 2017. This was launched through the UC Global Food Initiative and established in concert with the creation of similar committees at all ten UC campuses. This committee will be developing an action plan to support the following charge.

The UCSB Healthy Campus Network Steering Committee will promote a wellness movement to make our campus the healthiest place in America to work, learn, and live. UCSB HCN will provide coordination and publicity to healthy campus programs currently in place while innovating new solutions. We will consider all aspects of the environmental, financial, physical, professional, social, emotional, psychological, and cultural wellness of our community members in order to initiate and sustain continual improvements in campus health.

#### **Vetting Process:**

The following goals were brainstormed by the sub-committees of the Healthy Campus Network at UCSB. Close to 100 different people were engaged in the process of developing these goals including students, staff, and faculty. The goals were primarily brainstormed over the summer though. Given this, we look forward to gathering further feedback from key stakeholders once the school year begins in Fall 2017. Many of the goals will still require further feasibility and cost/benefit analysis before commitments can be made.

#### **Vision and Mission:**

The UCSB Healthy Campus Network Steering Committee will promote a wellness movement to make our campus the healthiest in America to work, learn, and live. UCSB HCN will provide coordination and publicity to healthy campus programs currently in place while innovating new solutions. We will consider all aspects of the environmental, financial, physical, professional, social, emotional, psychological, and cultural wellness of our community members in order to initiate and sustain continual improvements in campus health.

UCSB established seven sub-committees representing different components of our overall strategy. These include: Emotional and Psychological Health, Environmental Health, Financial Health, Physical Health, Professional and Academic Health, Social and Cultural Health, and the Longevity Sub-Committee. We developed overarching missions for each of these sub-committees and those are:

- **Emotional and Psychological Health:** To ensure that the campus physical environment, policies, and resources support optimal emotional/psychological for students, staff, and faculty.
- **Environmental Health:** To promote a healthy campus environment that supports students, staff, and faculty learning, working and living on all campus properties.
- **Financial Health:** To increase financial literacy and financial health related education across the campus for staff, faculty, and students.
- **Physical Health:** To create a culture on the UCSB campus such that healthy living is a central part of daily life for staff, faculty, and students. The Physical Health Sub-committee will focus on food choices, physical activity, and overall fitness.
- **Professional and Academic Health:** To support a community of thriving faculty, staff, and student Gauchos who are engaged in their professions, careers, and academics. We will do this by utilizing and reinvigorating existing resources and programming ideas, and creating new ones where needed.
- **Social and Cultural Health:** To enhance connection to others, belonging, and sense of community in order to promote the sustained well-being of students, faculty, and staff. By promoting public social spaces, supporting cultural diversity awareness, and strengthening communication the subcommittee strives to make UCSB the healthiest place to work, learn, and live.
- **Longevity:** To sustain and grow the work of the Healthy Campus Network after the conclusion of the UC GFI.

**Goals:**

<b>Emotional and Psychological Health Goals</b>	
Short-term Goals (Present - 2018)	<ul style="list-style-type: none"> <li>• Identify resources and location for a mindfulness garden.</li> <li>• Identify and highlight existing landmarks across campus and in Isla Vista that are or could become spaces to relax. One space on each side of the campus is designated or highlighted in a way that facilitates taking a break in a restful area.</li> <li>• Create a centralized wellness center where all wellness services are provided and accessible.</li> <li>• Bring together partners who are or could offer psychological wellness, stress reduction services, or sleep hygiene workshops to discuss current and needed programming for staff, faculty, and students.</li> <li>• Assess psychological health needs, including stress reduction and sleep, for students, staff and faculty at least bi-annually to determine the most salient needs of each group.</li> <li>• Extend stress reduction services and resources that are available to students, to include services for staff &amp; faculty. Expand current mindful UCSB program &amp; establish online options to use on a short work break.</li> <li>• Identify social &amp; cultural barriers to accessing psychological health promotion.</li> </ul>

	<ul style="list-style-type: none"> <li>• Psychological wellness services are informed by culture based leaders.</li> <li>• Host an annual mental health conference for students, staff, and faculty to share and receive information/resources about emotional and psychological health.</li> <li>• Extend 1st year employee onboarding process of engaging staff in wellness activities.</li> <li>• Identify ways to incorporate emotional and psychological health information into the first year experience for students.</li> <li>• Initiate policy review for student workload issues in week 10.</li> <li>• Healthy campus network steering committee and subcommittees initiate collaboration with IV community leaders and governance to work on student issues in the community where they live.</li> <li>• Create nap stations.</li> </ul>
Mid-term goals (2019-2020)	<ul style="list-style-type: none"> <li>• Develop a plan for creating a mindfulness garden on campus.</li> <li>• Collaborations for stress reduction services/resources on campus for students continue to strengthen and expand.</li> <li>• Students, staff, &amp; faculty consistently engage in stress reduction programs and activities before, during, and after their work/school day, they take breaks, and know whom to contact for information and support.</li> <li>• Conduct second bi-annual needs assessment for staff and faculty psychological health resources and services on campus.</li> <li>• Regular stress reduction services/resources on campus for staff &amp; faculty continue to strengthen and expand.</li> <li>• Staff and faculty consistently engage in stress reduction programs and activities before, during, and after their workday.</li> <li>• Develop a phone app that highlights psychological and mental health resources.</li> </ul>
Long-term goals (2020-2025)	<ul style="list-style-type: none"> <li>• Mindfulness garden for campus community is established.</li> <li>• Stress reduction programs, specifically mindfulness programs, are growing in depth and consistency of use by students.</li> <li>• Conduct third biannual needs assessment for staff and faculty psychological health resources and services on campus.</li> <li>• Stress reduction programs, specifically mindfulness programs, are growing in depth and consistency of use by staff and faculty.</li> </ul>

Visionary goals (2025-2050)	<ul style="list-style-type: none"> <li>• Build community and use of mindfulness garden.</li> <li>• Student workload during week 10 facilitates integration of learning new information.</li> </ul>
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<b>Environmental Health Goals</b>	
Short-term Goals (Present - 2018)	<ul style="list-style-type: none"> <li>• Develop a report on current indoor air quality.</li> <li>• Make a commitment to well building and indoor air quality standards.</li> <li>• Develop a communication campaign to raise awareness of critical environmental health issues such as air quality, noise, lighting, outdoor emissions from idling vehicles, etc..</li> <li>• Increase access to and use of hydration stations.</li> <li>• Assess bicycle, skateboard and pedestrian networks for areas of the highest risk.</li> <li>• Reduce skateboard and pedestrian collisions.</li> <li>• Assess the feasibility of a helmet policy.</li> <li>• Contract with local farmers for more fresh food variety on Farmers Market Wednesdays.</li> <li>• Expand healthy options in campus vending machines and help implement the statewide vending machine policy at UCSB.</li> <li>• Launch the Take the Stairs Campaign.</li> <li>• Increase signage about the tobacco free campus program and seek other ways to eliminate smoking on campus.</li> <li>• Develop a location map of crime hotspots that is interactive.</li> <li>• Install a sexual health vending machine.</li> <li>• Increase condom distribution.</li> <li>• Assess state of accessibility for challenged staff, faculty &amp; students re: access to wellness resources.</li> <li>• Ensure that any Learn at Lunches, workshops, etc. related to wellness are filmed for later placement on a central webpage.</li> <li>• Make simultaneous translation available to anyone who requests for Learn at Lunches.</li> <li>• Enforcement of Tobacco &amp; Smoke Free policy.</li> <li>• Create policy that allows use of Professional Development time for attending wellness activities.</li> <li>• Document food policies, discuss in mixed audience focus groups.</li> <li>• Label foods in UCen dining franchises with composite index score.</li> <li>• Research alternative cleaning options in conjunction with Dr. Patricia Holden's laboratory.</li> </ul>

Mid-term goals (2019-2020)	<ul style="list-style-type: none"> <li>• Work with Environmental Health &amp; Safety to address indoor air quality issues identified in short term goals.</li> <li>• Increase pedestrian and bicycle safety.</li> <li>• Increase accessibility of wellness resources to people of all abilities.</li> <li>• Assess the feasibility of rewriting contract-bidding criteria to prioritize good food, and exclude unhealthy fast foods, soda, unethical food, environmentally and climate destructive food.</li> <li>• Develop a plan for improving food on campus.</li> <li>• Assess the feasibility of banning items such as sugar-sweetened beverages and processed meats.</li> </ul>
Long-term goals (2020-2025)	<ul style="list-style-type: none"> <li>• None to date</li> </ul>
Visionary goals (2025-2050)	<ul style="list-style-type: none"> <li>• Prioritize food for healthy people and environment as well as animal welfare.</li> </ul>

<b>Financial Health Goals</b>	
Short-term Goals (Present - 2018)	<ul style="list-style-type: none"> <li>• To create an emergency housing plan for students who face eviction or unsafe living conditions.</li> <li>• Offer additional workshops to staff and faculty who are seeking housing listings within their budget.</li> <li>• Increase awareness of the AS Food Bank and other food security resources.</li> <li>• Increase awareness of the new Fidelity workshops.</li> <li>• Offer frequent feedback to Fidelity on whether financial workshops are meeting staff and faculty needs in coordination with other campuses who are also working with Fidelity.</li> <li>• Encourage departments to offer work release time to attend Fidelity workshops.</li> <li>• Collaborate with new student programs such as STEP and Freshman Summer Start Program to expand their financial workshops.</li> <li>• Raise awareness about public loan forgiveness programs, college savings plans, emergency loans, and financial planning resources.</li> <li>• Promote public loan forgiveness as a recruitment incentive for prospective employees.</li> <li>• Update Money Matters booklet and distribute more widely.</li> <li>• Identify potential opportunities to reduce food insecurity of staff and faculty.</li> </ul>

	<ul style="list-style-type: none"> <li>• Launch a student farm capable of growing food for food insecure students.</li> </ul>
Mid-term goals (2019-2020)	<ul style="list-style-type: none"> <li>• Establish a housing co-op for staff and faculty.</li> <li>• Provide a year round storage unit (physical space) for students, staff, and faculty to use during move in/move out periods or between leases.</li> <li>• Explore alternative meal plan options will be based on a sustainable business model as well as accommodating student requests.</li> <li>• Increase the maximum number of meal vouchers available for students. Seek opportunities for collaboration between the Swipes program and the Financial Crisis Team’s meal voucher program.</li> <li>• Increase low cost food options that are available on campus.</li> <li>• Offer a shuttle service to help AS Food Bank clients get their produce home.</li> <li>• Integrate EBT into all stores on campus that could potentially accept EBT.</li> <li>• Increase awareness of retirement options and lower number of staff/faculty who default selection.</li> <li>• Offer more workshops on seeking and applying for scholarships.</li> <li>• Require students to log into their loan history before taking out additional loans.</li> <li>• Require students to create a plan for loan repayment prior to graduation.</li> </ul>
Long-term goals (2020-2025)	<ul style="list-style-type: none"> <li>• Offer subsidized moving services to students.</li> <li>• Provide a financial and retirement consultation area for staff and faculty.</li> <li>• UC or UCSB providing a statement of support to encourage supervisors to allow employees to take work time to access campus services.</li> <li>• Increase EOP/AS Grants for low-income first generation students.</li> <li>• Create a budgeting app/tool for students to plan their finances.</li> <li>• Require budgeting course prior to loan increases.</li> </ul>
Visionary goals (2025-2050)	<ul style="list-style-type: none"> <li>• Construct more on-campus housing and purchase more housing near UCSB.</li> <li>• Promote use of engagement committee’s digital bulletin board for staff and faculty.</li> <li>• Integrate staff and faculty housing listings into new OrgSync pages for staff and faculty.</li> <li>• Offer (or mandate) a financial aid/literacy seminar for freshmen.</li> <li>• Increase affordable childcare on campus for students, staff, and faculty.</li> <li>• Increase financial support/aid for low-income and first-generation students.</li> <li>• Increase the number of work-study jobs available to our students.</li> </ul>

- Ensure all workers have a retirement plan suited for personalized individual needs.

## Physical Health Goals

### Short-term Goals (Present - 2018)

- Launch a Bike Share Program Pilot.
- Apply for a TGIF grant to support new bike lockers on campus.
- Purchase and Install Health Kiosks (Know Your Numbers Funded Project).
- Explore options for expanding physical fitness locations.
- Relaunch Fit Squad.
- Develop a sustainable business model for Fit Squad.
- Evaluate existing programs on the Healthy Campus Network Asset Map to determine whether those participating in these programs represents the diversity of our community.
- Host a forum on recreation within the community of people with disabilities.
- Develop a resource guide highlighting existing options for people with disabilities.
- Survey faculty living at West Campus Point and North Campus Faculty Housing and ask them what might encourage them to bike to campus.
- Expand participation in CycleMania.
- Develop a plan for expanding healthy options at UCen locations.
- Explore marketing tactics such as putting healthy food options at eye level rather than less healthy options.
- Increase information about healthy on campus meal and snacking options on the food.ucsb.edu website.
- Launch the healthy vending machine policy (started at UCOP).
- Increase awareness of existing programs among staff and faculty. Promotion of the asset map.
- Survey staff and faculty to find out what times they would like to see workshops/programming. Make sure to include staff that work at shifts other than 8am-5pm and/or do not take their lunch from 12-1.
- Expand use of hand sanitizer on campus. Find out which departments may be willing to pay for hand sanitizer refills on an ongoing basis.
- Expand the Food, Nutrition and Basic Skills program to Staff and Faculty.
- Develop programs based in departments that can be used for team building activities as well as health and fitness.

<p>Mid-term goals (2019-2020)</p>	<ul style="list-style-type: none"> <li>• Transition Bike Share pilot program into an ongoing program.</li> <li>• Ensure that staff and faculty attend Campus Planning Committee Meetings and advocate for adherence to bike parking policy.</li> <li>• Expand capacity of the Wellness and Fitness Institute.</li> <li>• Offer weight management courses on campus.</li> <li>• Expand noon ball and other intramural activities for staff and faculty.</li> <li>• Offer more beginner level fitness programs specific to staff and faculty.</li> <li>• Offer more workshops that are located where staff work.</li> <li>• Identify stakeholders on campus to develop a flu vaccine campaign and research other successful campaigns at peer institutions.</li> <li>• Health competition between departments hosted. Departments encourage their employees to create teams to compete with other departments. This could be an expansion of UC Walks.</li> </ul>
<p>Long-term goals (2020-2025)</p>	<ul style="list-style-type: none"> <li>• Expand Bike Share pilot to Goleta and surrounding areas.</li> <li>• Expand bike parking requirements in new construction policies.</li> <li>• Raise funding for expanded recreational facilities.</li> <li>• Raise funding for expanding wellness programming for staff and faculty.</li> <li>• Employees interested in doing so, will have personal health tracking devices and will use these in peer to peer, motivational programming.</li> </ul>
<p>Visionary goals (2025-2050)</p>	<ul style="list-style-type: none"> <li>• Expand Bike Share program across South County.</li> <li>• Expand recreational facilities.</li> <li>• Employees offered work release time for health, wellness and fitness activities.</li> </ul>



## Professional and Academic Health Goals

Short-term Goals (Present - 2018)	<ul style="list-style-type: none"><li>• Develop co-curricular transcripts.</li><li>• Launch an I heart UCSB campaign.</li><li>• Promote policies already in place to support staff and faculty to pursue opportunities for personal and professional growth.</li><li>• Launch the OrgSync program for staff and faculty.</li></ul>
Mid-term goals (2019-2020)	<ul style="list-style-type: none"><li>• Offer low cost professional development events.</li><li>• Information about personal and professional growth opportunities is available and accessible to all staff.</li><li>• All new employees are aware of Gaucho mentor Connection and encouraged to participate by their third year of service.</li><li>• Expand bilingual professional development opportunities for staff.</li><li>• Increase attendance in class and campus programs such as FSSP, TSSP, and STEP.</li><li>• All staff are informed about career tracks and what it can mean to them.</li><li>• Create more robust FAQs and make it clearer who should be contacted under what circumstances for staff concerns.</li><li>• Increase professional development fund pools.</li></ul>
Long-term goals (2020-2025)	<ul style="list-style-type: none"><li>• All students utilize career services.</li><li>• Develop shared identity through new employee orientation.</li><li>• Promote staff participation in extracurricular groups.</li><li>• Increase employee engagement level to 45%.</li></ul>
Visionary goals (2025-2050)	<ul style="list-style-type: none"><li>• Increase employee engagement level to 73%</li><li>• Expand orientation programs for transfer students.</li><li>• All graduates have participated in an experiential learning opportunity.</li><li>• Expand career counseling opportunities for staff and faculty.</li></ul>

<b>Social and Cultural Health Goals</b>	
Short-term Goals (Present - 2018)	<ul style="list-style-type: none"> <li>• Promote existing public social spaces and identify areas where additional public social spaces are needed.</li> <li>• Repair the classroom and meeting space at the Greenhouse and Garden Project.</li> <li>• Inspire community gatherings.</li> <li>• Wellness for all videos offered in Spanish and English.</li> <li>• Create better linkages between student-run cultural groups and their staff/faculty counterparts.</li> <li>• Common sensitivity training such as safe zone trainings more widely adopted or required.</li> <li>• Wellness welcome wagon for new staff.</li> <li>• Expand LUNA workshops and programming.</li> <li>• Launch the Food for Thought workshop series.</li> <li>• Launch the Home Cooking workshop series.</li> </ul>
Mid-term goals (2019-2020)	<ul style="list-style-type: none"> <li>• Create new public social spaces.</li> <li>• All HCN programs offered in multiple languages.</li> </ul>
Long-term goals (2020-2025)	<ul style="list-style-type: none"> <li>• TBD</li> </ul>
Visionary goals (2025-2050)	<ul style="list-style-type: none"> <li>• TBD</li> </ul>

<b>Longevity Goals</b>	
Short-term Goals (Present - 2018)	<ul style="list-style-type: none"> <li>• Centralize information about existing resources within websites already available.</li> <li>• Create a quarterly wellness newsletter.</li> <li>• Establish wellness ambassadors in each department.</li> <li>• Create a central wellness calendar.</li> <li>• Document existing workshops on video.</li> <li>• Develop metrics and evaluation program for the Healthy Campus Network and its key programs.</li> <li>• Identify which departments can support staff and faculty wellness program and better understand</li> </ul>

	<p>their missions and future expansion plans.</p> <ul style="list-style-type: none"> <li>• Map out funded projects and goals across potential departments that might be able to support them.</li> <li>• Seek ways to expand the number of departments that can work with staff/faculty.</li> <li>• Create a cohesive and engaged coalition.</li> <li>• Vet the draft goals with key campus stakeholders</li> <li>• Ensure consistent and broad participation in sub-committees.</li> <li>• Ensure that there is a high level of awareness of the work and successes of the HCN.</li> <li>• Better understand existing funding resources on the campus.</li> <li>• Create a partnership with campus development.</li> <li>• Map out potential grants for each goal and funded project.</li> </ul>
Mid-term goals (2019-2020)	<ul style="list-style-type: none"> <li>• Create a centralized website for all the HCN subcommittees that can grow over time.</li> <li>• Seek commitments from each department who work with staff/faculty programming to participate in at least one HCN funded project or goal moving forward.</li> <li>• Find long-term homes for at least ¼ of the funded projects and short-term goals.</li> <li>• At least one new department that did not offer services to staff and faculty now can.</li> </ul>
Long-term goals (2020-2025)	<ul style="list-style-type: none"> <li>• Regular email communication from high-level administration supporting wellness initiatives &amp; encouraging staff and faculty to engage &amp; participate.</li> <li>• Annual evaluations for supervisors, managers, and directors include questions pertaining to "how do you support your employees' levels of wellness" and "how are you making your workplace safer?"</li> <li>• Integrate requirements of wellness ambassadors into job descriptions.</li> <li>• Expand capacity of staff/faculty serving departments.</li> <li>• Expand the number of pilot programs who find long-term support.</li> <li>• Develop a plan for expanding the number of departments that can support staff and faculty over time.</li> </ul>
Visionary goals (2025-2050)	<ul style="list-style-type: none"> <li>• Integrate health goals from all sub-committees into the campus wide strategic plan</li> <li>• Identify external funds to support the creation of a full time position of campus-wide wellness coordinator.</li> <li>• Identify departments that could potentially house each funded project and HCN goal over time. Some of these departments may still rely on external funding to do so.</li> <li>• All of the programs with successful pilots will find long-term support through a mixture of internal and external funds.</li> </ul>

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|  | <ul style="list-style-type: none"><li>• The responsibility of offering services to staff and faculty expands to a level that is sustainable for all departments involved.</li></ul> |
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