



The Pathway to Success Strategic Plan

2014-15 End-of-Year Report: Goals 1-3

Goal Initiative #: 7

Initiative Title: Create a Comprehensive Wellness Program

Initiative Chairs(s):

President Bradley and Provost Maynard have requested Student Success Council input on what has been achieved in 2014-15 by Goal 1-3 initiatives of the ISU Strategic Plan. In addition, they would like to begin looking at the future of these initiative projects and how they can be integrated into the normal university operations. This input will be used as one source of guidance to inform 2015-16 budget allocations and related 2015-16 planning. To assist the Council and in preparation for your report-out, initiatives are asked to submit this brief (5 pages maximum) report by 1 week prior to your report-out date.

1. Specific accomplishments/achievements since 2013-14 report (*briefly explain using bullet points, noting any changed/adapted*):

- a. **Black Women's Student Summit (147 attendees) - 10/4/2014**
- b. **Pillow give away (1498 pillows distributed to ISU students) - 12/3/2014**
- c. **Partnered with the Center for Global Engagement to sponsor a trip to Indianapolis for International students to address food insecurity - 12/15/2014**
- d. **Trained 514 designated walkers for homecoming, which is the highest number ever trained (172 actually participated, which is a drop off from the year before) – 10/11/2014**
- e. **Community partners have been very gracious with donations and discounts, which have allowed us to stretch the budget to fund additional programs. - ongoing**

2. Objective/Actions Not Achieved (*briefly explain using bullet points*):

- a. **Hiring of a new Associate Director for Student Wellness**
 - **A candidate is being brought to campus the week following spring break 2015.**
 - **The pool in the initial search was limited and the salary doesn't fully reflect the requirements and experience level of the position, which impacted interest.**
- b. **Increased participation of students following the initial training to be designated walkers.**
 - **Overall training was up but student check-in during the day of homecoming dropped from 320 in 2013 to 172 in 2014.**
 - **The goal is to increase participation closer to 400 students by 2017**

3. Benchmark table and benchmark detail:

| | FY13 | FY14 | FY15 | FY16 | FY17 | National Benchmark | ISU Data Source |
|--|------|-------|------|------|------|--------------------|--|
| Reduce Students'... Percentage of students answering "yes " | | | | | | | |
| Academic impact of stress - | 68% | 67% | | | | 24.7% | Ind. Campus Substance Use Survey (ICSUS) |
| Academic impact of sleep difficulty | 38% | 43% | | | | 18.0% | ICSUS |
| Academic impact of anxiety | 48% | 48% | | | | 16.5% | ICSUS |
| Academic impact of Cold/flu/sore throat | 33% | 33% | | | | 16.2% | ICSUS |
| Substance Abuse | 38% | 37.7% | | | | | ICSUS |
| High-risk drinking | 44.1 | 44% | | | | 38.8% | ICSUS |
| Alcohol incidents during homecoming | | | | | | | Relevant Police Reports |
| Increase % of Students in... Based on 159 ISU Students completing the MyStudentBodyProgram FY14 | | | | | | | |
| Violence prevention education | | 1.7% | | | | 39.6% | MyStudentBody.com new survey & MyStudentBody.com |
| Suicide prevention education | | | | | | 33.1% | MyStudentBody.com |
| Alcohol education prevention | | 1.7% | | | | 71.3% | MyStudentBody.com |
| Exercise participation | | | | | | 53.6% | |
| Receiving on campus influenza vaccines | | | | | | 43.9% | UAP Clinic |

4. Total Funding Allocation for 2014-15:

- \$61,081

5. Expenditures as of report date (include both expenditures and encumbered costs):

- \$45,885 – expenditures to date

- Note that we saved another \$11,296 in the Wellness Initiative budget due to donations and discounts offered by community partnerships and use of previously purchased giveaways, many of which need to be restocked at the end of this academic year. Without the noted savings, total expenses for the year would currently be at \$57,181.
- \$12,000 – anticipated encumbrances
 - This estimate is based on the expectation of purchases of giveaways to restock recently used supplies, purchase of 2 new computers (1 for the new Associate Director for Student Wellness and 1 computer for the graduate students), and anticipated funding for the remaining SHP programs through the end of the school year.
 - Decisions will be made at the end of the academic year to allow greater flexibility toward funding relevant programs.

6. Anticipated Remainder June 30, 2015:

- \$4,000

7. Initiative accomplishments since inception of strategic plan:

- a. Homecoming Alcohol Abuse Risk Reduction programs
 - Sober Ride
 - Designated Walker
- b. No Woman Left Behind
- c. Wellness Bash
- d. Created a campus wellness grant for undergraduate students
- e. Expanded programming in the areas of exercise and nutrition, anxiety, homesickness, and stress

8. Looking ahead, what recommendations do you have for the future of this initiative:

- a. This initiative should be continued with an expanded focus on different areas of wellness; specifically increased emphases on:
 - sexual health and responsibility
 - sexual assault awareness and Title IX
 - substances of abuse and particularly marijuana education
 - mental health
 - nutrition and fitness
 - sleep hygiene

- b. Due to the nature of this initiative, there should also be an increased focus on grant writing to obtain additional funds for specific wellness topics.**

9. What barriers do you anticipate for full implementation of these recommendations?

- a. There are 3 primary barriers to successfully implementing these recommendations**

- Staffing**

- In addition to the hiring of a new Associate Director for Student Wellness, there needs to be consideration of hiring:**

- a. A Health Educator with a specialization in substance abuse, nutrition, or sexual health to assist with overall programming needs.**

- i. Note that SHP actually had 8-9 FT staff and grad students in the 1990s but this number declined due to attrition, budget cuts, and restructuring of responsibilities. To accomplish our long term goals related to creating a “comprehensive” wellness program, there needs to be serious consideration for making this office not so heavily dependent on a single individual who can’t meet all the needs required for programming, grant writing, management of students, budgets, etc.**

- ii. Student Health Promotion still had 3 FT employees in 2003 before restructuring, after which the lowest level position, Health Educator, was retained.**

- b. Hiring of a 9-month Administrative Assistant to be shared by the SCC and SHP who would be responsible for managing the SHP budget and programming requests.**

- i. SHP and the SCC currently share a single administrative assistant, which can slow down purchases, transfer of funds, or other wellness programming related needs during the busiest times of year for the SCC.**

- Opportunities and funding for continuing education and expansion of training to cover a broader range of wellness areas.**

- A need to explore changes in program delivery since many of our students tend to be digital natives who are more likely to turn to social networks for information over traditional programming.**

10. At this point in the implementation of the strategic plan, do you believe that there are new points of emphasis for your initiative? If so, please explain.
- a. At this point, there are 2 new points of emphasis that should be included in this initiative going forward.
 - First, given the increased number of incidents reported by Student Conduct and Integrity and recent changes in laws around the country, there is a strong need for more wide range marijuana education for ISU students.
 - Second would be an expansion of nutrition awareness and food insecurity faced by ISU students; especially of international students.
 - Though not a major point of emphasis in the current Strategic Plan, there needs to be consideration of student and employee mental health concerns going into the next Strategic Planning process.
11. Looking back from this point in the implementation of the strategic plan, do you see any missed opportunities related to your initiative?
- a. No. This initiative has been pretty good about adapting as the time went on.
12. Has this initiative been sufficiently integrated into your operations?
- a. Yes.
13. Do you see opportunity for this project to work more closely with another initiative(s) or University department such that greater impact might be possible (*briefly explain*)?
- a. Yes.
 - The Wellness Initiative needs to be more closely linked to retention efforts geared toward freshmen and transfer students. Educating these students early in their academic careers can potentially reduce risk of attrition due to poor lifestyle choices.
 - These efforts should include required alcohol and marijuana education for all incoming students; sexual violence prevention geared toward all members of the ISU community, and expanded marketing of health and wellness related resources at and around ISU.
 - Recently, Human Resources hired an Employee Wellness Coordinator to work with faculty and staff. Going forward, it would benefit wellness efforts on both the student and faculty/staff sides to develop collaborative efforts that can overlap both areas, thereby reducing the need for separate resources to provide these programs.

- **There needs to be increased engagement of Student Government and other student groups to both partner and promote wellness initiatives among ISU students.**