



Employee Well-being Resource Guide – 2024



**CHAMPLAIN
COLLEGE**



Green Mountain Higher Education Consortium
WELL-BEING
Champlain • Middlebury • Norwich • Saint Michaels



What is well-being?

Well-being is “the combination and interaction between our love of what we do each day, the vibrancy of our physical health, the security of our finances, the quality of our relationships and the pride we take in what we have contributed to our communities” (Rath & Harter, 2010). At Champlain College, the well-being of our employees is a top priority and is what enables Champlain to fulfill its mission to support a learning community that advances society by delivering uniquely future-focused academic programs, transformative hands-on experiences, and meaningful connections and collaborations that engage the passions of our students to create a better world.

Investing in our employees

To support our employees, Champlain College and the Green Mountain Higher Education Consortium (GMHEC) offer a wide range of resources to support all five domains of well-being: career, physical, financial, social and community. On the following pages you will find a list of these resources. Take advantage of all that Champlain and the Consortium have to offer and thank you for all you do to support the institution, your coworkers, students and the community at large.

Career Well-Being

We spend a significant amount of our lives at work so it is no surprise that career well-being, loving what we do each day, plays the greatest role in our overall well-being. Work provides us with a sense of meaning and purpose,

gives us opportunities to work toward and accomplish goals and provides us with opportunities to grow personally and professionally. People with high levels of career well-being enjoy meaningful work, feel a sense of purpose in their work, are highly engaged, and report strong, supportive relationships with their coworkers and supervisors. They are less likely to suffer a workplace accident or injury, miss less days due to illness, spend less out of pocket for their health care, report less stress, anxiety and depression and have better health overall.

Career Well-Being Resources

- [Staff Council](#) advocates for the best interests of staff members; fosters an environment of respect and fairness; and helps build a sense of community at the College
- [Center for Learning & Teaching](#) support faculty to advance their teaching and research through a wide variety of programs, services, and opportunities
- [Office of Diversity and Inclusion](#) strives to build a welcoming and inclusive community where students and employees engage in continuous learning and growth.
- [Employee recognition and awards](#) are given to employees for their contributions to the college under a variety of areas
- [Employee Assistance Program \(EAP\)](#) provides free confidential information; counseling; and referrals for matters related to work, family, health or any issues that are important to you, your family and members of your household. Web password is champlain.

“To be successful, the first thing to do is fall in love with your work.” - Mary Laurreta

Physical Well-Being

Physical well-being is not just the absence of disease. It includes lifestyle behavior choices to ensure health, avoid preventable diseases and conditions, and to live in a balanced state of body, mind and spirit (AANA,n.d.). It means having the energy to get through your day with vibrancy and zest and requires a healthy, well-balanced diet, regular physical activity and adequate rest. When life gets stressful our physical self-care behaviors are often the first things we let fall off of our to do lists but this is when we need these habits the most. And, we don't need to invest as much time as we might think. Small increments of time compound and can lead to big results when it comes to enhancing and maintaining our physical well-being.

Physical Well-Being Resources

- Daily well-being programming/events sponsored by GMHEC. Check out the calendar [here](#). Password is GMHECWell-Being. To sign up for the "What's on Tap" newsletter and stay in the know about upcoming events contact rebecca.schubert@gmhec.org.
- On campus [fitness facilities](#) at IDX Student Life Center includes full gym, fitness classes and access to personal training.
- 20% off classes and 10% off merchandise at [SoulShine Power Yoga](#) in Essex and Burlington. Contact soulshinepoweryoga@gmail.com for more information.
- Office ergonomic evaluation - Contact the People Center at peoplecenter@champlain.edu for more information
- Discounted membership to [CATMA/ Greenride Bikeshare](#)
- Employee [meal plans](#) available through Sodexo for on

campus dining

- Free, confidential health coaching for Cigna members. Learn more by going to the [My Cigna](#) website. Click on "Manage My Health" and select "My Health Assistant Online Coaching" from the drop down menu.
- [Active & Fit Direct](#). Significant discounts on local fitness memberships and access to thousands of free, online workout videos for Cigna members.
- Cigna telehealth programs. Save time and money by enrolling in this free benefit. Visit the [My Cigna](#) website for more information and to sign up.
- Annual flu clinic for employees offered in October. See announcement in People Center newsletter and the Champlain events calendar for specific dates.
- Free, [local tobacco cessation](#) support offered through the Vermont Department of Health
- [Free support groups](#) to manage chronic health conditions including prediabetes, diabetes and chronic pain offered by the Vermont Department of Health
- Discount individual and family membership to The Edge in Essex offered as a benefit through GMHEC. Enroll in Oracle.
- Cigna [Healthy Pregnancies, Healthy Babies](#). A program for Cigna members. Earn up to \$400 by engaging with a maternity nurse during and after your pregnancy. Call (800) 615-2906 to enroll or to find out more.

Financial Well-Being

Financial well-being is "a state of being wherein you have control over day-to-day and month-to-month finances, have



the capacity to absorb a financial shock, are on track to meet your financial goals and have the financial freedom to make the choices that allow you to enjoy life” (Consumer Protection Financial Bureau , 2015). Is about a sense of security and feeling as though you have enough money to meet your needs. It’s about being in control of your day-to-day finances and having the financial freedom to make choices that allow you to enjoy life. People with the highest levels of financial well-being tend to spend their money on others instead of themselves and spend their money on experiences rather than material goods. It’s important to keep in mind that we don’t have to give a lot to reap the benefits. Treating a friend to a cup of coffee and enjoying their company can go a long way in supporting financial.

Financial Well-Being

- [Educational benefits](#) for employees and dependent children including tuition benefits, on-campus workshops, manager training and continuing education classes
- Discounts/perks for Cigna beneficiaries. Go to the [My Cigna](#) website and click on “Healthy Rewards” or call the number on the back of your card to learn more.
- [Discounts and perks](#) on a variety of services and merchandise available to all Champlain employees
- Cigna decision making tools: Get more out of your health plan by utilizing the tools available on mycigna.com to find an in-network provider, compare costs of procedures, pharmacies and more. Check out this [video](#) (see item #3) for a tutorial of the tools.
- Cigna [Motivate Me](#) program rewards you up to \$300 per year for focusing on your individual health and well-being efforts and is open to all full time benefit eligible employees including those who do not utilize the Champlain college Cigna health care benefit.
- Discounted [ski/ride passes](#) at Bolton Valley, Smuggler’s Notch and Sugarbush.
- Free [transportation](#) with valid Champlain College ID on CCTA-CATMA buses
- Discount membership for [Car Share VT](#)
- Employee [discounts/perks](#) on everything from auto, home, sports and travel
- Tax deferred [investment plan](#) for all employees who are scheduled to work 20 hours per week or more including 403(b) consulting
- [Champlain Valley Office of Economic Opportunity](#) (CVOEO) offers fuel assistance, free tax preparation, matched savings program, Growing money program, financial futures program, and weatherization services for income qualified individuals

Social Well-Being

Social well-being is about having strong relationships and love in your life. Friendships provide a buffer against stress, and enhance our feelings of safety and security leading to better health and increased longevity. Our work relationships play a key role in our career well-being as well. People who report having a best friend at work are “seven times as likely to be engaged in their jobs, are better at engaging customers, produce higher quality work, have higher well-being, and are less likely to get injured on the job” (Gallup, 2010).

Social Well-Being Resources

- Access the full suite of Cigna Behavioral Health programs including virtual counseling, health coaching, lifestyle management programs and more [here](#).
- Eldercare support, referral and respite available through [Age Well](#) or by calling (800) 642-5119
- Lactation and new parent support, information and child care assistance available through [LUND Champlain College](#) is recognized by the State of Vermont as a Breastfeeding Friendly Employer
- Connect with a [local support group](#) for everything from Alzheimer’s to weight management.



“We cannot live only for ourselves. A thousand fibers connect us with our fellow men.”

– Herman Melville

Community Well-Being

Community well-being is the sense of engagement you have with the area where you live. It is all about giving back to society and may be what differentiates a good life from an exceptional life. When we give our time, we are giving of ourselves and this not only feels good in the moment but can also help protect us from stress and negative emotions. Tell your friends, family and coworkers about your interests and you'll be surprised at how many opportunities come your way.

Community Well-Being Resources

- [Sustain Champlain](#) is a campus-wide initiative that strives to infuse sustainability concepts and practices throughout Champlain College by coordinating and promoting best practices within four areas: our institution, academics, operations and culture
- Community volunteer opportunities advertised through the [United Way of Northwest Vermont](#)



For More Information...

Visit us at [Green Mountain Higher Education Consortium \(GMHEC\)](#).

GMHEC offers a variety of programs throughout the year to support all domains of your wellbeing. Stay in the know about all our exciting programming by signing up for the [What's on Tap for well-being?](#) newsletter. We look forward to seeing you.

We'd also love to hear from you and are always open to feedback and/or suggestions for how we can better serve you. You can contact our Employee Well-being Program Coordinator, Rebecca Schubert at Rebecca.schubert@gmhec.org. Take care. Be well.