

Advance the Safety and Well-being elements of our University culture.

Date: 5-21-18

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BACKGROUND

- *It is important to support employee well-being to promote their healthy safe practices in the workplace.*



CURRENT CONDITIONS

- *We have existing safety and wellness programs, but student and employees may not be aware.*
- *The safety element of University culture is growing, but it is not consistent*
- *Student employees do not always have opportunity to participate in safety and wellness programming.*



GOAL

- *During FY19 the Vice President for Administration group will engage in proactive activities, improvements, and programs to support and enhance our employees' physical, mental, and emotional well-being and safety.*



ANALYSIS

1. *Achieve 100% compliance on Basic Safety Training (leading indicator measured monthly and annually)*
2. *Increase reporting of incidents and near misses from _____ to _____ (leading indicator measured monthly and annually)*
3. *Decrease workers comp \$'s and occurrences from \$_____ #_____ to \$_____ #_____ (lagging indicator measured quarterly and annually)*

PROPOSAL

- *Focusing on activities, improvements, and programs that improve communication, culture, and process relative to safety and well-being will enhance the safety and well-being elements of University culture.*
- *Admin-level goal will signal priorities and accountability*

PLAN

COMMUNICATION

- *Develop innovative ways to share information and raise awareness*
- *Celebrate our successes as One Administration*

CULTURE

- *Create a structure within Administration to facilitate sharing*
- *Explicitly empower all employees to feel safe and comfortable to report near-misses or safety concerns*
- *Send Admin-level messages that signal the importance of well-being and safety*

PROCESS

- *Identify key processes needed to support safety and well-being*

FOLLOW UP

- *Need to establish baseline metrics*

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