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

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## **BACKGROUND**

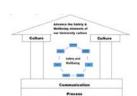
• It is important to support employee well-being to promote their healthy safe practices in the workplace.

## **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 wellbeing will enhance the safety and well-being elements of University culture.
- Admin-level goal will signal priorities and accountability

#### <u>PLAN</u>

#### 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 wellbeing and safety

### PROCESS

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

## **FOLLOW UP**

Need to establish baseline metrics

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

