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

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