Spartan Wellbeing Collective Objective and Strategy Framework (2025–26)

MICHIGAN STATE UNIVERSITY

Priority 1: Supports for Mental Health, Physical Health, and Basic Needs

Goal: Expand mental and physical health and wellbeing supports to address the needs of the University.

Objective 1: Increase the knowledge and skills of students, faculty, and staff of prevention and management of common health issues, such as stress, anxiety, depression, substance use, and chronic health conditions.

Strategies:

1. Create opportunities for all to learn about health and wellbeing topics, increasing knowledge and reducing stigma.
2. Utilize networks and people to share health and wellbeing information.
3. Make the healthy choice accessible, easy and fun through events and challenges.
4. Develop comprehensive and accessible health and wellbeing communication/campaign materials.
5. Enhance support for the liaison network and advocate for embedding health and wellbeing professionals in Major Administrative Units.

Objective 2: Ensure that students, faculty, and staff have access to programs and information addressing basic needs related to food, clothing, housing, transportation, and other essential resources that affect their health and wellbeing.

Strategies:

1. Implement programs and information in a manner that reduces stigma and fosters environments that ensure students, faculty and staff have access to these programs.
2. Engage the community to support the health and wellbeing needs of others.
3. Expand support and advocacy for free menstrual products across campus.
4. Advocate for pay equity of MSU employees, including graduate students.

Priority 2: Health Promoting Work and Learning Culture

Goal: Establish a culture of caring that supports health and wellbeing and promotes equitable and inclusive working and learning environments.

Objective 1: Adopt a *Health in All Policies* approach to revising and developing University policies.

Strategies:
1. Utilize existing expertise to increase capacity for University policymakers at all levels of the organization to adopt a *Health in All Policies* approach.
2. ***New:** Use the University Health and Wellbeing Plan as a foundation to develop a practical rubric or checklist tool to ensure that health and wellbeing considerations are embedded into the development and review of new and existing policies and procedures at the University.
3. Ensure the University Health and Wellbeing or other health and wellbeing partners are present or consulted when university-wide policy decisions are being made.

Objective 2: Implement a messaging campaign to communicate University support and encouragement for improving health and wellbeing.

Strategies:
1. Collaborate and form partnerships with all units (colleges, divisions, departments, programs) at the University to design health messaging that addresses relevant and emergent health trends impacting the University community.
2. Utilize evidenced-based health communication best practices to guide the design of health and wellbeing campaigns and messages to be integrated throughout academic, work, and living environments.
3. Coordinate consistent messaging for institutional leadership to communicate MSU's commitment to supporting health and wellbeing.

Objective 3: Develop a robust set of wellbeing supports available to students, faculty, and staff.

<u>**Strategies:**</u>
1. Utilize findings from the University Health and Wellbeing assessment and other survey tools to develop responsive, inclusive programming and resources that meet the needs of the University community. This includes those working and learning outside of MSU main campus geographical area (remote learning/work environments, satellite campus communities).
2. ***New:** Increase opportunities for physical movement and wellbeing activities within work and learning environments.
3. ***New:** Increase opportunities to support spiritual wellbeing (beliefs, faith, values, ethics or moral principles) that provide purpose, meaning, and direction.

Objective 4: Increase support from leaders at all levels for wellness supports built into work and learning environments.

<u>**Strategies:**</u>
1. Design and implement health and wellbeing training for University supervisors and leaders to increase ability and capacity for supporting student and employee wellbeing.
2. Educate faculty on best practices for pedagogical wellness to support student health and wellbeing.
3. Advocate with Human Resources regarding release time for employees to utilize wellbeing supports for physical, mental, emotional, and spiritual wellbeing.

Priority 3: Service Access and Accessibility

Goal: Enhance service access and consistent integration of accessibility standards.

Objective 1: Enhance awareness, outreach, and access for health and wellbeing services offered by MSU and partners for students, faculty, and staff.

Strategies:

1. Get information about health and wellbeing services and supports out to the University in easy-to-access formats.
2. Increase awareness of existing supports that address needs identified through the University Health and Wellbeing assessment.
3. Implement a no-wrong-door approach to connect people to needed services.
4. Embed support for health and wellbeing within each college or organizational unit.
5. Increase promotion of available mental health resources including Counseling and Psychiatric Services and the Employee Assistance Program.

Objective 2: Address barriers that prevent individuals from utilizing available health and wellbeing services.

Strategies:

1. Diversify options for accessing health and wellbeing services.
2. Increase access to needed health and wellbeing services through expanding staff, service times, accessible exam tables, effective communication during visits through CART or American Sign Language, and other accessible means.
3. Implement policies and practices that support individuals' ability to access needed health and wellbeing services.
4. Explore alternatives that take services to individuals who need them.
5. Advocate with Human Resources to ensure insurance coverage includes access to local mental health care providers, particularly those who serve marginalized groups.

Objective 3: Increase understanding of universal design and provide support for its implementation.

Strategies:
1. Promote understanding of universal design among university employees through education and informative resources.
2. Develop policies and practices to support application of universal design principles across MSU.

Objective 4: Ensure services are trauma-informed and culturally sensitive.

Definition of trauma-informed care (per Trauma Service and Training Network, Trauma-Informed Care (https://www.traumapolicy.org/topics/trauma-informed-care) and Substance Abuse and Mental Health Services Administration (SAMHSA)):

"Trauma-informed care is a universal framework that *any organization* can implement to build a culture that acknowledges and anticipates that many people we serve or interact with have histories of trauma and that the environment and interpersonal interactions within an organization can exacerbate the physical, mental, and behavioral manifestations of trauma."

Strategies:
1. Increase awareness and actively promote training to service providers, students, faculty, and staff to support understanding of trauma-informed and culturally sensitive approaches to care.
2. Increase awareness of available tools that exist to support implementing trauma-informed and culturally sensitive services.
3. Require mental health training for trauma-facing positions, such as officers, detectives, and Title IX employees.

Priority 4: Connection and Belonging

Goal: Create environments that foster connectedness and belonging to strengthen social health and wellbeing of students, faculty, and staff.

Objective 1: Increase opportunities for connection for students, faculty, and staff.

Strategies:
1. ***New:** Collect and determine what efforts are in place to establish where there is need.
2. Develop spaces and places that encourage social interaction.
3. Develop and implement inclusive events and programs designed to support connection for the whole university, as well as for communities within MSU.

Objective 2: Advance collaborative learning and working environments.

Strategies:
1. ***New:** Collect and determine what efforts are in place to establish where there is need.
2. Develop a mentoring/coaching program for students, faculty, and staff.
3. Create spaces and other infrastructure that encourage collaborative approaches to learning and working.