# The Picture of Health and Wellness

# Saint Mary’s University

# Health and Wellness Strategy

# September 1, 2011

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Background

Excitement is building at Saint Mary’s University about health and wellness! The upcoming opening of the Homburg Tower/Centre for Health and Wellness has acted as a catalyst for review and broadening of the work Saint Mary’s has already been doing in facilitating health and wellness with students, faculty, staff, and members of the broader community.

There is a growing sense of commitment to work together on holistic health and wellness as a community. As aspiring citizens of the world, members of the Saint Mary’s community are called to champion the practice of healthier living for a healthier world.

The University Health and Wellness Team was given the mandate to create and recommend a University Health and Wellness Values/Vision, Strategy and implementation plan for the University, with a focus on the Wellness Wheel holistic approach to health and wellness. This Team has developed the Strategy, with a broad array of key stakeholders giving input and advice, including Faculty and Staff Union Executives, the Student Association, Tower Community Members, the Executive Management Group, Human Resources Department, Student Services Department, Athletics and Recreation Department, The Centre for the Study of Sport and Health, the CN Centre for Occupational Health and Safety, External Affairs, LifeMark, ARAMARK, and a representative from the Board of Governors.

The Strategy implementation will build on current activities and initiatives as well as develop new areas where there is identified need, interest and convincing opportunities for improvement. The Strategy espouses the fostering of collaborations within the University and with external partners. It intends to inform as well as encourage and invite participation.

This Strategy document includes:

* Vision, Mission and Community
* The Guiding Principles
* Marketing Message
* Holistically Approaching the Saint Mary’s Picture of Health and Wellness
* Strategic Themes
* Implementation Framework
* Going Forward – Next Steps
* Individual Characteristics and Current Saint Mary’s Programs and Initiatives in Keeping with the Health and Wellness Strategy
* Key Messages from Stakeholder Interviews

Vision

Saint Mary’s University inspires students, faculty, staff, and the external community to make healthy lifestyles choices transforming themselves into healthier individuals and creating a healthier community.

Mission

Saint Mary’s is committed to providing a safe, healthy work environment; and to promoting a learning culture that ecourages, engages and enables individuals and groups to:

* Learn about holistic health and wellness
* Understand the impact of their choices on their own health and wellness
* Develop and maintain healthier habits
* Support each other in health and wellness endeavours
* Positively transform themselves individually and as a community

Community

The Saint Mary’s community includes students – full time and part time, on-campus and off-campus; faculty; staff; members of the Board of Governors; alumni; volunteers; members of “The Tower”; families of community members; collaborating colleagues from other universities; and organizations, and workers of organizations conducting business on campus – individually and in both formal and informal groups.

Guiding Principles

Saint Mary’s is committed to:

1. Encouraging all members of our campus community to pursue healthy, safe and balanced lifestyles
2. Embracing a holistic approach to health and wellness recognizing the intellectual, spiritual, financial, emotional, physical, social,occupational, and environmental aspects of health and wellness
3. Translating the principles of health and wellness into concrete programs, activities and learning experiences with intentional focus and measureable directions to support achievement of individual and Saint Mary’s community health and wellness
4. Supporting the inclusion of health and wellness as an area of academic study - teaching and research
5. Collaborating and coordinating internally and externally to promote:
   1. Access to information, programs and services
   2. Awareness
   3. Dialogue between members and groups in the campus community
   4. Working, teaching and learning communities or groups at all levels that sustain and support healthy working, learning and living, leading to the evolution of grass roots initiatives accross campus that engage individuals in healthy living and mutual support
   5. Recognizing and celebrating health and wellness of individuals and communities

Marketing Messages

Healthy individuals come together as healthy groups within the larger Saint Mary’s community. By example and by individual and collective action, we together generate a healthier world.

Be the Best You Can Be

Grow Your Potential

The Picture of Health

A Healthy You and a Healthy U  
Make a Healthier World

Holistically Approaching Health and Wellness – The Saint Mary’s Picture of Health and Wellness

The **Saint Mary’s Picture of Health and Wellness**, shown below, represents areas of focus for initiatives to enhance health and wellbeing among the Saint Mary’s community - both internal and external - and beyond. The ellipses represent various aspects of health and wellness that intersect with each other and the whole. They are not held within a circle, representing their openness to the larger community of Saint Mary’s and the world. The spaces between, that are not part of the ellipses, represent other aspects of health and wellness that can’t easily be represented by words. Further explanation of the components, in individual characteristics and Saint Mary’s offerings, is included in the “Individual Characteristics and Current Saint Mary’s Programs and Initiatives in Keeping with the Health and Wellness Strategy” section of this report.

This model provides a reference framework for the establishment of future programs, initiatives and learning experiences for holistic health and wellness within our three strategic themes, which are detailed in the next section of this report.

Strategic Themes

Three strategic themes for further initiatives and action in health and wellness form the basis of the Saint Mary’s Health and Wellness Strategy:

1. University’s Learning and Work Environment and Culture
2. Individual Opportunities and Personal Responsibility
3. Academic Opportunities

Strategic Theme 1: Learning and Work Environment and Culture

Given the University’s commitment to provide a safe and healthy work environment and to promote a learning culture that encourages all members of our campus community to pursue healthy, safe and balanced lifestyles, the University will:

* Adopt or adjust policies, practices and standards that support health and wellness in keeping with the strategy
* Promote and provide programs and learning experiences that support individual and group health and wellness:
* Establish the Homburg Tower/Centre as the welcoming campus home for physical activity, health and wellness learning experiences and related study
* Establish, support and provide resources for the implementation of goals and objectives for specific health and wellness initiatives and activities with baselines and measures of impact for health and wellness initiatives – for students, employees and our community
* Establish a communication plan to engage employees, students and the community in the Picture of Health and Wellness model and to promote participation
* Embed the concept of health and wellness in the University’s Brand Graphic Standards

Strategic Theme 2: Individual Opportunities and Responsibility

University members are invited to embrace personal health and wellness opportunities as an individual responsibility. Each Saint Mary’s community member can:

* Be engaged
* Learn about lifestyle choices
* Try new activites and experiences with an open mind
* Make use of available resources
* Develop and maintain healthy habits
* Respect others’ needs and characteristics
* Support others in their health and wellness endeavours

Strategic Theme 3: Academic Opportunities

The Saint Mary’s academic community can build on current strengths in research and teaching/learning related to health and wellness. Examples of areas of current strength include:

* the Centre for Study of Sport and Health
* the CN Centre for Occupational Health and Safety and work related to psychologically healthy workplaces

Through these and other initiatives, Saint Mary’s can:

* Increase the number of students engaged in studies related to health and wellness
* Expand or integrate course content related to health and wellness
* Continue, initiate and expand studies or research activities related to health and wellness of the Saint Mary’s internal community and the world
* Invite Senate to seek ways and means to develop a framework for advancing the Health and Wellness Strategy in academic programs and research
* Consider the establishment of a special competition for a Health and Wellness Teaching Scholar. The Teaching Scholar program has two components - advocacy and scholarship:
* The advocacy component involves, among other things, facilitating a community of practice - a small group of interested faculty from across campus who get together throughout the year to explore the topic in detail and discuss its relevance for teaching and learning.
* The scholarship component is an element of research related to the proposed topic and tied into teaching and learning. This may occur before or in parallel with the advocacy component.

Implementation Framework

The Strategy implementation will be overseen by the **University Health and Wellness Committee.** Reporting to the President, the University Health and Wellness Committee will ensure coordination of efforts and initiatives; consult with the **University Health and Wellness Advisory Committee**; plan and prioritize initiatives; recommend initiatives to the EMG for resourcing/budget allocation; support the implementation of action plans; and monitor, review and evaluate progress.

**University Health and Wellness Committee**

|  |  |
| --- | --- |
| Vice President, Administration (Chair) | Director, Centre for the Study Sport & Health |
| Director, Student Services | Director, CN Centre for OH&S |
| Director, Human Resources | External Affairs/Communications Manager |
| Director, Athletics and Recreation |  |

Leadership for the development and implementation of goals related to Learning and Work Environment and Culture rests with the:

* Director, Student Services for the Student Community
* Director, Human Resources for the Employee Community
* Director, Athletics and Recreation for the delivery of holistic health and wellness programs, activities and learning experiences through the Homburg Centre/Tower for Health and Wellness to the entire University Community

Leadership for further development and implementation of the goals of Academic Opportunities rests with Senate, Faculty, Deans, and the Vice President, Academic and Research; recognizing the work and leadership of the Centre for the Study of Sport and Health and the CN Centre for Occupational Health and Safety. The Board will be requested to invite Senate to seek ways and means to develop a framework for advancing the Health and Wellness Strategy in academic programs and research.

Leadership for promoting and communicating the Health and Wellness Strategy and its Themes rests with External Affairs.

The **University Health and Wellness Advisory Committee** will meet as requested by the University Health and Wellness Committee. It has a key role in developing and implementing action plans.

**University Health and Wellness Advisory Committee**

|  |  |
| --- | --- |
| Coordinator Programming, Athletics & Recreation | Conflict Resolution Advisor |
| Director, Atlantic Centre | HR Officer (OH&S and Wellness) |
| Asst Director Student Services-Counsellors | HR Officer (Benefits, Pension & Compensation) |
| Asst Director Residence Life |  |
| Counsellor/Manager of Career Services | Faculty Representative |
| Chaplain | Faculty Benefits Trust Rep |
| Registered Nurse Manager & Educator |  |
|  | LifeMark Representative |
| SMUSA General Manager | ARAMARK Dietitian |
| Student Representative/SMUSA Board or Executive |  |

The **University Health and Wellness Committee** is responsible to:

1. Oversee, support and monitor the implementation of the Health and Wellness Strategy
2. Facilitate the development of goals, plans and timelines for initiatives with faculty, staff, students, and other interested parties
3. Establish and commission task forces for initiatives, with measurable goals and standards
4. Foster synergies with the University’s health-related Benefit Advisory Committees (Staff, Faculty, and Student)
5. Foster partnerships with, and resource utilization of external programs, non-profit organizations, and government agencies with a health and wellness mandate
6. Make a recommendation to the EMG regarding the assignment of responsibilities and funding/resources required for achieving pertinent goals of departments, task forces and sub-committees
7. Report on progress annually to the EMG, the President and the Board of Governors through the Human Resources Committee of the Board

The **University Health and Wellness Advisory Committee** is responsible to:

1. Facilitate the development of goals, plans and timelines for initiatives with faculty, staff, students, and other interested parties
2. Advise and assist the University Health and Wellness Committee in the prioritization of recommendations for initiatives (including funding and resource requirements) for consideration by EMG
3. Implement initiatives as approved
4. Assist with annual report preparation
5. Foster partnerships with, and resource utilization of external programs, non-profit organizations, and governorment agencies with the health and wellness mandate

Going Forward – Next Steps

## The Health and Wellness Team/Committee to:

* September 2011 and March 2012
* Obtain EMG approval for Vision, Mission, Guiding Principles, Strategic Themes, and Ongoing Committee Structure and go forward plan
* Brand the University initiative and Homburg Centre for Health and Wellness in light of the University Health and Wellness Vision and the capacity offered by the expanded facilities
* Create a communications plan for promotion and implementation of the Health and Wellness Strategy
* Incorporate the key success factors established by the Health and Wellness Team to implement the Strategy:
  + - Awareness
    - Engagement
    - Health Assessments – self/individual and group
    - Targeted Action
* Preliminary priorities for the Learning and Work Environment and Culture – Student Community focus
* Get students engaged in the idea of wellness, without being intrusive or annoying
* Commit to wanting this to grow and continue to be part of culture
* Build motivational awareness – make up a one-liner or motto to get attention
* Hold a web based competition – pictures or stories of health and wellness in action
* Communicate what is available as per current and future offerings
* Consider implementing an accreditation/passport to health for recording and recognizing health and wellness activities (e.g. attendance at workshops)
* Incorporate health and wellness activities into the Co-curricular Transcripts initiative currently under development
* Link to “developing aspiring (healthy) citizens of the world”
* Develop/refine an interactive web-page
* Make available resources such as self-assessment tools
* Preliminary priorities for the Learning and Work Environment and Culture - Employee Community focus:
* Communicate the elements of the wheel/program to the whole community – communications plan – get people engaged
* Develop educational programming/awareness
* Create awareness of what is available (see next section for details of current offerings), who is eligible to participate, types of support for students; clarify the University’s role
* Recommend what will be in the Wellness building, and whether it is accessible for those who work at Saint Mary’s
* Take diversity into account (different needs among different groups -  
  e.g. females, diversity among staff, age, and demographic)
* Conduct a community health risk assessment for the Saint Mary’s community to be used as a resource for program development, and to stimulate motivation to do individual self-assessments
* Build motivational awareness –make up a one-liner or motto to get attention (e.g. “Be the Best You Can Be” on T-shirts)
* Priorities for the Learning and Work Environment and Culture related to the Homburg Centre/Tower for Health and Wellness – Student Community, Employee Community, and University Community focus
* Ensure the Health and Wellness Vision, Goals, and Strategy are considered and integrated into the design, services, and program offerings of the Homburg Centre for Health and Wellness
* Develop, prioritize, recommend and implement space allocation scenarios for the Integrated Wellness Space
* Establish and promote Homburg Centre for Health and Wellness programming
* Priorities for Academic Opportunities
* The Board will be requested to invite Senate to seek ways and means to develop a framework for advancing the Health and Wellness Strategy in academic programs and research.
* Process for implementing priorities:
* Create a list of initiatives/action plans and time frames
* Determine prioritization and costing
* Recommend approval to proceed to EMG, linking to budget process as required
* March 2012
* Open Homburg Centre for Health and Wellness
* Summer 2012
* Host major hockey conference through Centre for the Study of Sport and Health
* Promote health and wellness in planning New Student Orientation

Individual Characteristics and Saint Mary’s Programs and Initiatives in Keeping with the Health and Wellness Strategy

Intellectual Wellness

Individual characteristics of intellectual wellness include:

* The perception of being internally energized by an optimal amount of intellectually stimulating activity
* Learning because you want to – not because you are told to
* Doing the work assigned
* Learning through varied experiences – reading, writing, sharing, and exploration
* Observing what is around you

Saint Mary’s activities, programs and services, as identified in the 2010 interdisciplinary group brainstorming sessions, which support the intellectual aspects of health and wellness include:

|  |  |  |
| --- | --- | --- |
| **Students** | **Faculty and Staff** | **Community** |
| * Academic Advisors – Athletics * Areas to study * F.Y.I. * S.T.E.P.S. * Counselling - personal & career * Residence Assistants’ training/workshops * Residence Assistants’ educational programming on floors * Scholarships * All academic programs/credit courses/lectures * Co-op Education/SEEP * Study abroad * Diversity and culture * Experiential learning * Employment and training for students | * Tuition Waivers * Free lectures to various topics - general environment * Opportunities to participate on committee * Centre for the Study of Sport and Health * Leadership Development Series * Grow intellectual capacity of students | * Lectures * General environment |

Spiritual Wellness

Individual characteristics of spiritual wellness include:

* A positive perception of the meaning and purpose of life
* Being open to different cultures and religions
* Giving your time to volunteer or participate in community service activities
* Spending time defining personal values and ethics and making decisions
* Spending time alone in personal reflection
* Participating in spiritual activities
* Caring about the welfare of others and acting out of that care

Saint Mary’s activities, programs and services, as identified in the 2010 interdisciplinary group brainstorming sessions, which support the spiritual aspects of health and wellness include:

|  |  |  |
| --- | --- | --- |
| **Students** | **Faculty and Staff** | **Community** |
| * Prayer Room * Chapel * Chaplain * Theology on Tap/Sunday Mass * Religious holiday * Food Bank * Volunteer Fair * International Awareness – International Night/Week * Conflict Resolution Services * Counselling * Accommodation * United Way * Anti-bullying * Diversity and culture * Connecting with community groups and services * Spiritual retreats and conferences | * Chaplain * Sunday Mass * Weekday Masses * Religious holiday * Employment equity/diversity * Conflict Resolution services * Accommodation * Family/sense of community * United Way * Anti-bullying * Diversity and culture | * Weekday Masses * International Night/Week |

Financial Wellness

Individual characteristics of financial wellness include:

* Ensuring your day-to-day financial relationships enable you to do the things that bring you balance and enjoyment
* Taking responsibility for our personal finances
* Working towards balance in how we think, feel, and how we handle money
* Understanding personal finances in order to better handle financial change

Saint Mary’s activities, programs and services, as identified in the 2010 interdisciplinary group brainstorming sessions, which support the financial aspects of health and wellness include:

|  |  |  |
| --- | --- | --- |
| **Students** | **Faculty and Staff** | **Community** |
| * Financial Aid and Awards * Financial Counselling * Employment and training for students * SEEP Program * Student employment * Experiential learning * Co-op programs | * Family discounts – tuition * Workshops – benefits/retirement planning * Informal communication approach * Encouraging volunteerism |  |

Emotional Wellness

Individual characteristics of emotional wellness include:

* Possession of a secure self-identity and a positive sense of self-regard
* The ability to cope with and/or improve unpleasant mood states
* Keeping a positive attitude
* Being sensitive to personal feelings and the feelings of others
* Learning to deal with conflict
* Learning to cope with stress
* Being realistic about your expectations and time
* Taking responsibility for your own behaviour
* Dealing with your personal and financial issues realistically
* Viewing challenges as opportunities rather than obstacles
* Functioning independently but knowing when you need to ask for help

Saint Mary’s activities, programs and services, as identified in the 2010 interdisciplinary group brainstorming sessions, which support the emotional aspects of health and wellness include:

|  |  |  |
| --- | --- | --- |
| **Students** | **Faculty and Staff** | **Community** |
| * Conflict Resolution Services * Counseling * Financial Aid and Awards * Atlantic Centre for Students with Disabilities * Health Services * Student discipline/self-responsibility * Employment and training for students * Student Health Office | * Benefit plans/EAP and programming * Conflict Resolution Services * Leave plans * Flexible work arrangements * On-site daycare * Violence policies * Workshops on conflict/violence, pensions * Tuition waiver – family * Family friendly policies (sub-plans, Christmas closure, summer hours) * Open environment/friendly * Access to all levels/encourage involvement * Informal communication approach * Weather watch * Mental wellness – Career Services |  |

Physical Wellness

Individual characteristics of physical wellness include:

* A perception and expectation of physical health that is maintained by exercising regularly
* Eating properly
* Getting regular physical check-ups
* Avoiding the use of harmful substances such as tobacco or illicit drugs

Saint Mary’s activities, programs and services, as identified in the 2010 interdisciplinary group brainstorming sessions, which support the physical aspects of health and wellness include:

|  |  |  |
| --- | --- | --- |
| **Students** | **Faculty and Staff** | **Community** |
| * The Tower - free membership * Participation at different levels * Elite * Club * Intramurals * Recreation & Food Services – ARAMARK Nutrition programs, consultations, workshops, & presentations * Free access to varsity games * Health Services and physio clinic services * DRAFT Team – alcohol awareness * UFIT * Nutrition for success/Weight Watchers program * Campus Security * Environmental treadmills * Weather watch | * The Tower - 50% discount for memberships * 5 step program * Free Active Living * Discounts for camps * Personal training * Benefit coverage – smoking cessation, drugs * EAP * Scent/tobacco * Ergonomics * Safety * Food Services ARAMARK -Nutrition programs, consultations & presentations * Health Services and physio clinic services * Nutrition for success/Weight Watchers program * Clinics/officials/shoe fitting * Campus Security * Weather watch * Environmental treadmills | * Community access to all Tower programs * Nutrition information and presentations * Campus Security * Environmental treadmills * Weight-watchers |

Social wellness

Individual characteristics of social wellness include:

* A perception of having support available from family, friends, or co-workers in times of need and a perception of being a valued support provider
* Being comfortable with and liking yourself as a person
* Interacting easily with people of different ages, backgrounds, races, and lifestyles
* Contributing time and energy to the community
* Communicating your feelings, developing friendships, recognizing a need for “fun” time in your life
* Budgeting and balancing your time to include both responsibilities and relaxation

Saint Mary’s activities, programs and services, as identified in the 2010 interdisciplinary group brainstorming sessions, which support the social aspects of health and wellness include:

|  |  |  |
| --- | --- | --- |
| **Students** | **Faculty and Staff** | **Community** |
| * Diverse student body * Pride in Our Shared Neighbourhood Committee * Orientation * Student clubs and societies (e.g. Drama Society) * Intramurals/The Tower * Varsity sports/teams * SMUSA * Gorsebrook Lounge/coffee shops/dining halls * Residence Assistant training * International events (e.g. Japanese, Caribbean, Chinese, & TESL) * Study abroad * Lectures * Employment and training for students * Athletics as social glue * Art Gallery * Conflict Resolution Services * Community outreach/connecting with other community groups | * President’s Breakfast * Wine/cheese * Holiday parties * Employee Recognition Program * Diverse work force * Access to games * Children’s Holiday Party * Wellness Barbeque & Walk * Faculty and staff lunch rooms * Athletics as social glue * Art Gallery * Conflict Resolution Services | * Art Gallery * Conflict Resolution Services |

Occupational Wellness

Individual characteristics of occupational wellness include:

* Preparing and making use of your gifts, skills and talents in order to gain purpose, happiness and enrichment in your life
* Discovering your skills, talents and aptitudes
* Integrating a commitment to your occupation
* Developing satisfaction and wellness related to your attitude about work
* Taking responsibility for personal and workplace safety
* Identifying and reporting safety concerns
* Following safe work practices

Saint Mary’s activities, programs and services, as identified in the 2010 interdisciplinary group brainstorming sessions, which support the occupational aspects of health and wellness include:

|  |  |  |
| --- | --- | --- |
| **Students** | **Faculty and Staff** | **Community** |
| * Conflict resolution Services * Career planning services * Presidents Dinner/International Night * Employment and training for students * Residence Assistant training * Experiential learning | * Benefit Plans/EAP and programming * Conflict Resolution Services * Welcome receptions - faculty/staff * Celebrating success: * President’s Award for Exemplary Service * Length of Service Recognition * Workshops on conflict/violence & pensions * Flexible work arrangements * Violence policies * On-site daycare * Tuition waiver – family * Holiday Dinner/Dance * Leave plans * Occupational Health and Safety * Christmas Vacation Policy * President’s Holiday in February * CN Centre for Occupational Health and Safety * Informal communication approach | * CN Centre for Occupational Health and Safety |

Environmental Wellness

Individual characteristics of emotional wellness include:

* A positive perception of the environment that one works and lives in
* Understanding the impact of our choices on the world
* Participating in activities that protect the environment
* Engaging in rethinking, reducing, reusing, recycling, and consciously conserving energy
* Enjoying and appreciating your physical environment

Saint Mary’s activities, programs and services, as identified in the 2010 interdisciplinary group brainstorming sessions, which support the environmental aspects of health and wellness include:

|  |  |  |
| --- | --- | --- |
| **Students** | **Faculty and Staff** | **Community** |
| * Sustainability initiatives * Safe environment – Security * Celebrating success * Athletic Banquet * Charter Day * Residence President’s Dinner * International Night * Environmental treadmills * U-pass | * Sustainability initiatives * Recycling * Welcome receptions - faculty/staff * Holiday Dinner/Dance * Occupational Health and Safety * Christmas Vacation Policy * President’s Holiday in February * Encouraging/promoting balance in work/life * Environmental studies * CN Centre for Occupational Health and Safety * Environmental treadmills | * Green clean campus * Chemicals well maintained * CN Centre for Occupational Health and Safety * Safe environment – Security * Natural gas * Environmental treadmills |

Key Messages from Stakeholder Interviews

A number of key messages emerged from the interviews and meetings, review of documents, and web resources. The Consultant, Naomi Mensink, has summarized the messages below:

1. Focusing on the Purpose – Mission, Vision and Values – of Saint Mary’s

“To make the world a better place”, is a summary theme that came through in all conversations and interviews with people and groups related to Saint Mary’s and interested in health and wellness. The University was seen as having responsibility to Nova Scotians and to the world. This leads to engagement and participation of all members of the Saint Mary’s community. Saint Mary’s University is understood to have a unique culture, and that a health and wellness approach builds on current strengths and a history of involvement.

The University as a whole has a role in health and wellness. This is partly demonstrated through organizational initiatives such as the sustainability initiative, the on-going initiatives of The Tower, and the building and preparations for the Homburg Centre. In addition, Saint Mary’s sends out graduates to all parts of the world who have studied and lived within the Saint Mary’s approach. Two academic research and study centres challenge the world through writing, conferences and leadership: the CN Centre for Occupational Health and Safety, and the Centre for the Study of Sport & Health. All members of the Saint Mary’s community have a role to play and a responsibility to represent health and wellness as citizens of the world.

1. Nature of Approach

One scholar summarized many of the thoughts and directions expressed: A health and wellness approach is:

* Integrated – an approach or culture that lives across various constituencies
* Holistic – all members of the community are part of the endeavor
* Coherent – having a systematic approach, with intentional programs as the visible front-end, and principles that govern all aspects of the approach

A preferred approach would encourage continuous transformation. On an individual level, this could be summarized as the feeling that, “I am healthy; I am contributing to the health and wellness of the world. ”Individuals working through groups, recognize and value the contributions of others.

Such an approach would seek to make the local “world” a better place. It would build skills among all members of the community to apply to work in the larger world, focusing on:

* Students, academics and all those involved in academic endeavor
* Students, faculty and staff in all aspects of Saint Mary’s
* Members of the broader Saint Mary’s community

Health dialog among individuals and groups is a characteristic of this approach: where variations in understanding, opinions and contribution are recognized, valued and integrated into the total fabric.

1. Wellness Wheel

The previously developed wellness wheel, with its eight components was well accepted by all those interviewed, and often served as a base for continuing recommendations. These components include: intellectual, spiritual, financial, emotional, physical, social, occupational, and environmental. The wheel was seen as providing the core elements of action. Many suggested that it would be very helpful to have a set of guiding principles to move from the mission to the action areas suggested in the wheel.

1. Physical Wellness as a Foundation

The creation of the Homburg Centre for Health and Wellness has inspired Saint Mary’s to formalize a University health and wellness strategy, building on the tradition of a sound body and a sound mind. Physical activity is known to be one of the best catalysts for overall wellbeing.

All groups, with most conceding that it is not well practiced, accepted the concept of physical health as an important foundation. The Homburg Centre will significantly increase the physical wellness /recreational capacity of the University through the addition of work out/ recreational studios to provide greater access to a variety of activities. Examination of the differences among the characteristics and working routines of constituencies can lead to programs that can better encourage overall physical wellness. The University strategy will also encourage us to rethink fitness options and use venues beyond the Homburg Centre to help more people to meet their fitness needs within work requirements, for example  
non-traditional offerings such as a lunchtime walking club or an alternative to the coffee break- the yoga break.

Many gave a strong message that the social aspects of physical fitness were as important as the sense of physical wellbeing. The physical and emotional are closely linked as a basis point for a sense of feeling good. Many noted that they began physical training to feel physically better and continued for social reasons. Some noted that ergonomics needed attention for those who work seated at a computer for long periods of time.

1. Intellectual Aspects are Critical

Interviewees noted:

* We are preparing students to be “Citizens of the World”. Our primary focus as a University is on students.
* A focus on the processes of teaching and learning is critical to health and wellness of scholars: both students and teaching faculty. Strong teaching is required as well as a focus on the transformative, and sometimes traumatic, nature of learning.
* All members of the Saint Mary’s community are seen as mindful/thoughtful/intelligent/knowledgeable about their choices. It is important to recognize the intelligence, expertise, and knowledge of each member of the community in his/her domain
* The role of continuing education for all members to support continuing growth is important for health and wellness

1. Collaborative, Social, Community Sense and Communication

Saint Mary’s is seen to have various constituencies and communities with differing roles and core characteristics. In a strong health and wellness approach interviewees felt it was critically important for individuals to deeply understand the unique character of each, to inspire and stimulate health living and working in each. They want to value each other as individuals and communities, and seek recognition of value to each other.

Interviewees noted:

* That growth and wellness occur through stimulating interactions
* They appreciate mentoring and learning from each other
* They value being accepted and included in the community. Engagement is critical to health and wellness
* The importance of collaborative influence and autonomy
* Occupational health and wellness are important elements to community wellness.

1. Nutrition

Many noted the need for better general access to health foods for those who are non-residents at the university.

1. Environment

Interviewees agreed that the structural environment was good or improving through renovations. Spaces reflect the nature and principles of the University culture. The structural connectedness of the campus reflects the oneness of “university”. Open gathering and study spaces generate healthy dialog and collaborative learning. The care shown for the internal and external environment as demonstrated in healthy structures and cleanliness shows respect and generates healthy respect. Saint Mary’s focus on safety and security of the community also reflects caring and respect.

There was general agreement that the Sustainability Initiative was being very successful at raising awareness of the environment and changing everyday habits.

1. Spiritual

Interviewees agreed that there is recognition and respect for varying faith traditions, especially in the context of the large proportion of international students and the history of Saint Mary’s. Inclusiveness is well practiced as part of spiritual and community wellness. There are opportunities to practice and question faith traditions in safety.

1. Emotional

There was strong emphasis among a number of interviewees on the need for work-life balance for emotional health. This was across the constituencies. It was noted that important services are in place.

Several groups noted the concept of “advocates” as persons who could support someone in dealing with issues such as emotional elements related to work or studies. Also considered important is the concept of dialog in which there is respectful sharing of conflicting or diverging perceptions.

1. Measurement and Feedback

Several groups noted the critical importance of meaningful measurement and feedback for both academic work and all other forms of work. Feedback in general is considered as critical to a sense of health and wellness.

The following are the stakeholders interviewed in order of appointments:

* Dr. Esther Enns, Dean of Arts
* Dr. Colin Dodds, President
* Joe Makary, Director – ARAMARK Food Services
* Erica Savage, Dietitian – ARAMARK Food Services
* Dr. Jeff Power, Full-time Faculty Union
* Dr. Bob Konopasky, Full-time Faculty Union
* Dr. Madine VanderPlaat, Full-time Faculty Union
* Lawrence Freeman, Member - Board of Governors
* Norm Latimer, Staff Union (NSGEU)
* Joe Pay, Staff Union (CUPE – CHP)
* Adrian MacIsaac, Staff Union (CUPE – M&T)
* Gerry Duranceau, Staff Union (NSUPE)
* Cathie Ross, General Manager, Student Association (SMUSA)
* Graeme MacKenzie, Student Association (SMUSA)
* Karla Hodge, Student Association (SMUSA)
* Lisa Courtney, Student Association (SMUSA)
* Andrew Barbour, Student Association (SMUSA)
* Valerie Lively, Student Association (SMUSA)
* Julia Markus, Student Association (SMUSA)
* Jasmine Paloheimo, Student Association (SMUSA)
* Betty MacDonald, Senior Administrator
* Gary Schmeisser, Senior Administrator
* Dr. Colin Howell, Centre for the Study of Sport and Health
* Dr. Kevin Kelloway, CN Centre for Occupational Health and Safety
* Dr. Arla Day, CN Centre for Occupational Health and Safety
* Keith Hotchkiss, Student Services
* Sarah Morris, Student Services
* Donnie Jeffrey, Student Services
* Father Randy Hendriks, Student Services
* Dr. David Leitch, Student Services
* Jane Collins, Student Services
* Kati Kilfoil, Student Services
* Kim Squires, Human Resources
* Valerie Wadman, Human Resources
* Sheree Delaney, Human Resources
* Bridget Brownlow, Human Resources
* Margaret Murphy, External Affairs
* Steve Proctor, External Affairs
* Heather Fitzpatrick, External Affairs
* Heidi Weigand, External Affairs
* Perry Sisk, Senior Administrator
* Jeremy Eastwood, Senior Administrator
* Ron Cochrane, Senior Administrator
* Marie DeYoung, Senior Administrator
* Valerie Dubois, Senior Administrator
* Pat Crowley, Senior Administrator
* Dr. Kevin Vessey, Senior Administrator
* Dr. Paul Dixon, Senior Administrator
* (6 representatives of the Tower Community)
* Steve Sarty, Athletics & Recreation
* Sandra Jamieson, Athletics & Recreation
* Dana Clements, Athletics & Recreation
* Jonah Taussig, Athletics & Recreation
* Margaret-Anne Bennet, Centre for Academic and Instructional Development
* Dr. Carol Roderick, Centre for Academic and Instructional Development
* Dr. Catherine Loughlin, CN Centre for Occupational Health and Safety
* Dr. David Gauthier, Vice President, Academic and Research
* Gabrielle Morrison, Vice President, Administration