

TAT Faculty Retreat Presentation

May 2022



**VANCOUVER ISLAND
UNIVERSITY**



People Place Potential

Mukw'Thwet q'ushin'tul tu shnits
ttha tat-ulut mustimuxw

Strategic Plan 2021-2026

People

Over the next five years, we will:

1 Welcome a larger and more diverse population of learners.

We know that university education transforms learners and their communities, and that access to university opens doors to a better future for all. We remain committed to deepening access and so seek to be home to a greater diversity of learners from our region, our country, and around the world.

2 Become a more inclusive and healthier place for work and study.

We believe that well-being in all its aspects depends on how we treat each other. We will therefore prioritize our work to advance equity, celebrate diversity, and practice inclusion, and we will do more to promote better mental health and more work, study, and life balance for all our learners and employees.

Place

Over the next five years, we will:

3 Grow to be the region's hub for research and expertise.

Our communities are active in solving the social, economic, and environmental challenges of our region and VIU wants to be the partner of choice in supporting that crucial work. We seek to become the community's first point of call for research and expertise to address the issues that matter most to them.

4 Build stronger partnerships with Indigenous communities.

VIU is committed to building on its partnerships with the Indigenous communities of this region. We will do more to honour Indigenous students, employees, and communities; deepen our understanding of Indigenous knowledges; and work with Indigenous Peoples to co-create programming that better serves the priorities of their communities.



Vancouver Island University

People Plan

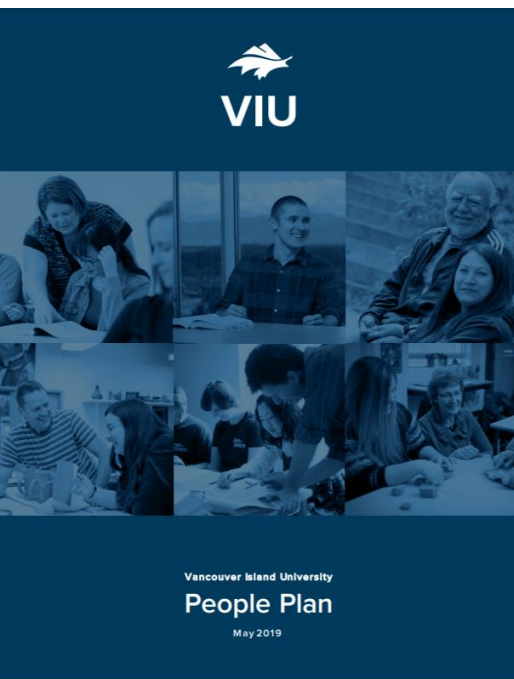
May 2019



People Plan Invitations for Action



VIU People Plan Key Completed Actions



- Recognition –Service and EDI Awards, alongside other full suite of President and Provost Awards
- Communication – VIU Voices (bi-monthly employee newsletter), renewed VIU Digest (weekly news and announcements)
- Institutional PD (Highlights include Coaching Approach to Leadership, Appreciative Inquiry and Performance Management, Managing Remote Teams, monthly Manage Here sessions, institution-wide access to LinkedIn Learning)
- Flexible Work - Flexible Work Framework launched spring 2021
- Healthy Workplace Culture – completed RFP for Workplace Experience Survey, Survey to launch Fall 2021
- Diversity, Fairness and Truth and Reconciliation: EDI Action Plan Development (launch Fall 2021), finalized mechanism for self-identification for job applicants and employees. Anti-racism training and ongoing encouragement, celebration, and promotion of participation in Na'tsa'maht Shqwaluwun: Understanding Indigenous Perspectives Learning Series
- HR Transparency and Accountability – fulsome enhancement of materials, guides and documentation on HR Website. Enhanced orientation and training materials for new employees/managers.
- Employee Development – 2nd year of Learning and Growth Plans for Admin. VIUFA – Self-evaluation process initiated, increased access for paid leave for research and scholarly activity. BCGEU – Innovation Education Support Committee; CUPE – Professional Development and Career Success joint committee

Wellbeing – multi-pronged approach during pandemic. VIU made a significant investment in time, initiatives, communication, campaigns and management focus to support VIU employee wellness and wellbeing

Operational Effectiveness and Innovation – COVID and the need to support VIU employees working remotely expedited departmental and institutional initiatives to operate more effectively and efficiently. (development of new tools, materials, guides, SOPs, online resources and process improvements).



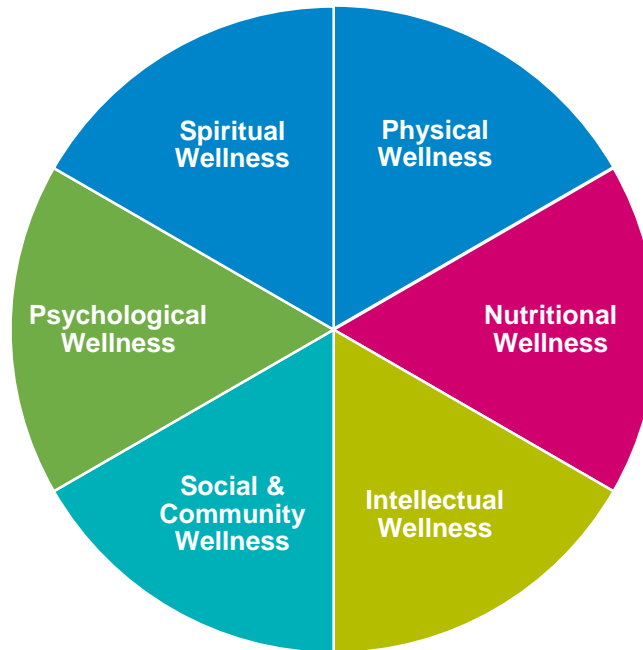
Encourage Employee Well-Being

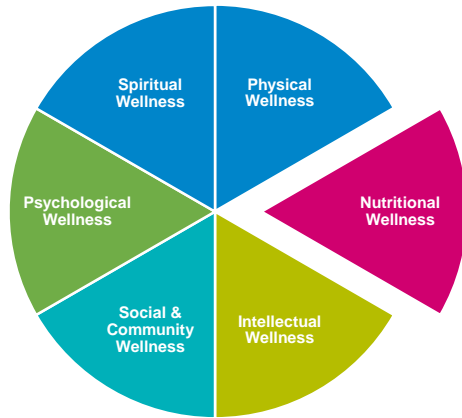
Health & well-being are nurtured by working in a culture where you can be psychologically, emotionally, socially, spiritually, and physically well.



<https://employees.viu.ca/human-resources/resources-employees/people-plan>

Dimensions of Wellness





Nutritional Wellness

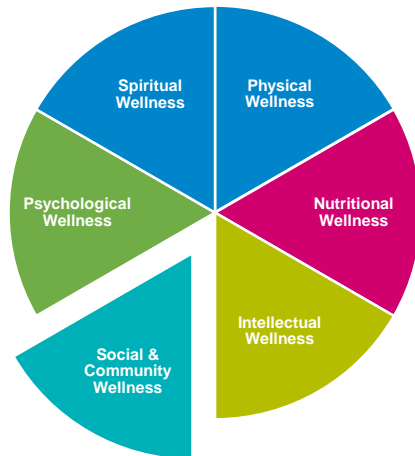
- Homewood Health Nutritional Coaching
- Mealime App
- Manulife Lifestyle Health Coaching
- Mindwell Studio Be - Nutrition: A Foundation for Mental Resilience
- Coming Soon from MindWell U – Mindful Cooking



Intellectual Wellness

- Manage Here Sessions
- Workshops, Webinars & Pro-D
- Employee Tuition Waiver
- Resources from Scholarship, Research and Creative Activity Office
- MindWell U Webinars

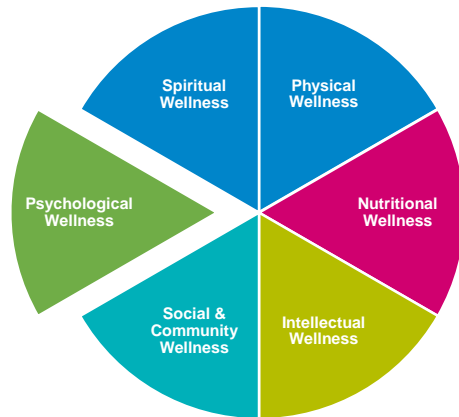
Social & Community Wellness



- Homewood Health EFAP
- Work Teams
- Communities of Practice
- Equity, Diversity and Inclusion initiatives
- Community Engagement events and initiatives

<https://news.viu.ca/categories/community-engagement>

Psychological Wellness



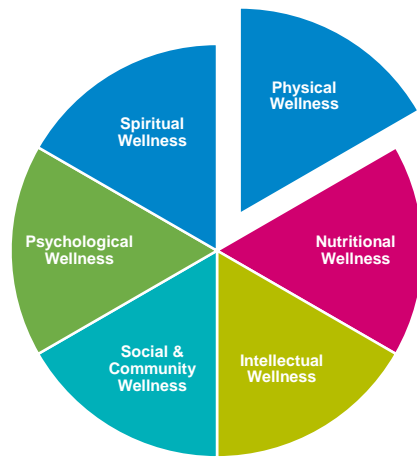
- Homewood Health EFAP counselling
- iVolve – online CBT
- MindwellU
- Workplace Solutions for Mental Health
- Stronger Minds by Beacon

Spiritual Wellness



- MindWell U
- Meditation & Prayer Rooms on campus
- Okayama Garden, Nanaimo campus
- Yoga
- Art & Music
- Inclusiveness for diversity of faiths and worldviews

Physical Wellness



- Manulife Vitality
- VIU Gym
- Storm the Stairs
- Explore local parks and trails
- Virtual workspace assessment

THRIVE HERE ACTION PLAN **MANAGE HERE: WELLNESS & WELL-BEING**

Name: _____

Spiritual Wellness

I commit to:

Physical Wellness

I commit to:

Psychological Wellness

I commit to:

Nutritional Wellness

I commit to:

Social & Community Wellness

I commit to:

Intellectual Wellness

I commit to:



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Mental Health
Commission
of Canada

Commission de
la santé mentale
du Canada

The Working Mind

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Staying Resilient During the COVID-19 Pandemic

This vlog has been created in part as a response to these difficult times connected to the COVID- 19 pandemic, but also to remind us all that we do have tools to cope.

As we all know, the spread of COVID-19 has caused many Canadians to change their everyday lives to help “flatten the curve” to avoid a spike in cases that would overwhelm our health services. For some of you, that will mean that you have to self-isolate for two weeks, for others, it will mean that you are now working from home for the foreseeable future. Still others continue to have to go to your workplaces because of the essential nature of your work. Still others may face the prospect of job loss.



**Resilience is the capacity
to adapt or recover
in the face of:**

- adversity
- trauma or tragedy
- threats or harassment
- stress or overwhelm
- relationship problems
- financial problems
- health problems
- work or school issues





- workplacestrategiesformentalhealth.com

Burnout

- No mental reserve
- Lack of appreciation
- Blindsided by betrayal





Common elements can help build resilience

Self-awareness

Anticipate challenges

Develop strategies

Social connections

Surviving to Thriving

RESILIENCE CAN TAKE YOU...

FROM SURVIVING, WHICH MAY INCLUDE...	TO THRIVING, WHICH MAY INCLUDE...
Being stressed	Recognizing your automatic responses to stress
Reacting in unhealthy ways to stressors	Choosing healthier responses
Denying or ignoring stressors	Recognizing and exploring your stressors
Isolation or one-sided relationships	Balancing your support network – those you help and those who provide help to you
Doing what you have always done even if it's not working	Examining your options and making good decisions
Continually battling your personal weaknesses	Identifying and using your strengths
Resisting or feeling unable to make positive change	Committing to growing, learning, and thriving
Waiting until a crisis to find help	Ensuring that you are aware of potential resources

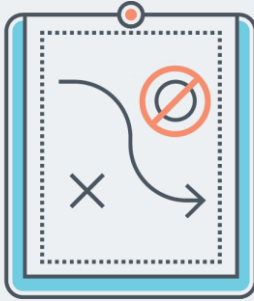
Each '**A**' is a potential option when dealing with a specific stressor.





Accept
the things
and people
you really
cannot change

- **Don't try to control** the uncontrollable
- Look at challenges as **opportunities** for personal growth and learning
- **Share your feelings** to help reduce their power over your emotions
- Learn to forgive and **move on**



Avoid unnecessary stress

- Learn to **say “no”** and have boundaries
- **Avoid people** who create a stressful environment whenever possible
- Establish a **low-stress work space**
- **Prioritize** your “to-do” list and dropping tasks or activities that aren’t truly necessary



Alter
the external
situation

- Modify your **environment**.
- Change your **routines** including what you consume, how you move, what you watch, and where you go.
- Set boundaries in your **relationships**.



Adapt
your internal
thought
processes

- **Reframe problems** as a desired solution (*I don't sleep enough reframed as I need to improve the quality of my sleep*)
- **Consider potential consequences** of taking various actions - Look at the big picture.
- Set clear and **reasonable expectations** and standards for yourself.

So How Are We Doing At VIU?

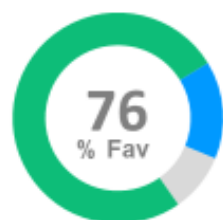
Employee Experience Survey Data



Employee Experience Survey

January 2022

Employee Engagement



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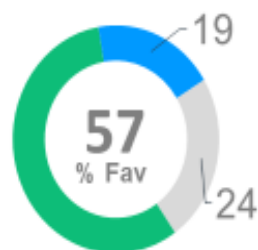
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	% Fav	+/-
Norm	76	0

Overall employee engagement meets the benchmark average for post-secondary education institutions. Only Q58 shows a considerable proportion of employees with thoughts of leaving, likely amplified by the "The Great Resignation" trend. This will be investigated throughout the remainder of the report.

	2021 (%)			Norm (%)
I am proud to be part of VIU. (Q56)	6	19	76	83
TOP 5 I want VIU to succeed. (Q57)	2		98	76
I rarely think about working for another organization. (Q58)	29	21	50	66
I believe in VIU's values, ambition, and vision. (Q59)	8	18	74	73
I fully invest my energy and passion into VIU. (Q60)	7	14	79	80
I am willing to put in extra effort to contribute to VIU's success. (Q61)	5	15	81	78

Organizational Climate



	% Fav	+/-
Norm*	71	--

Note:

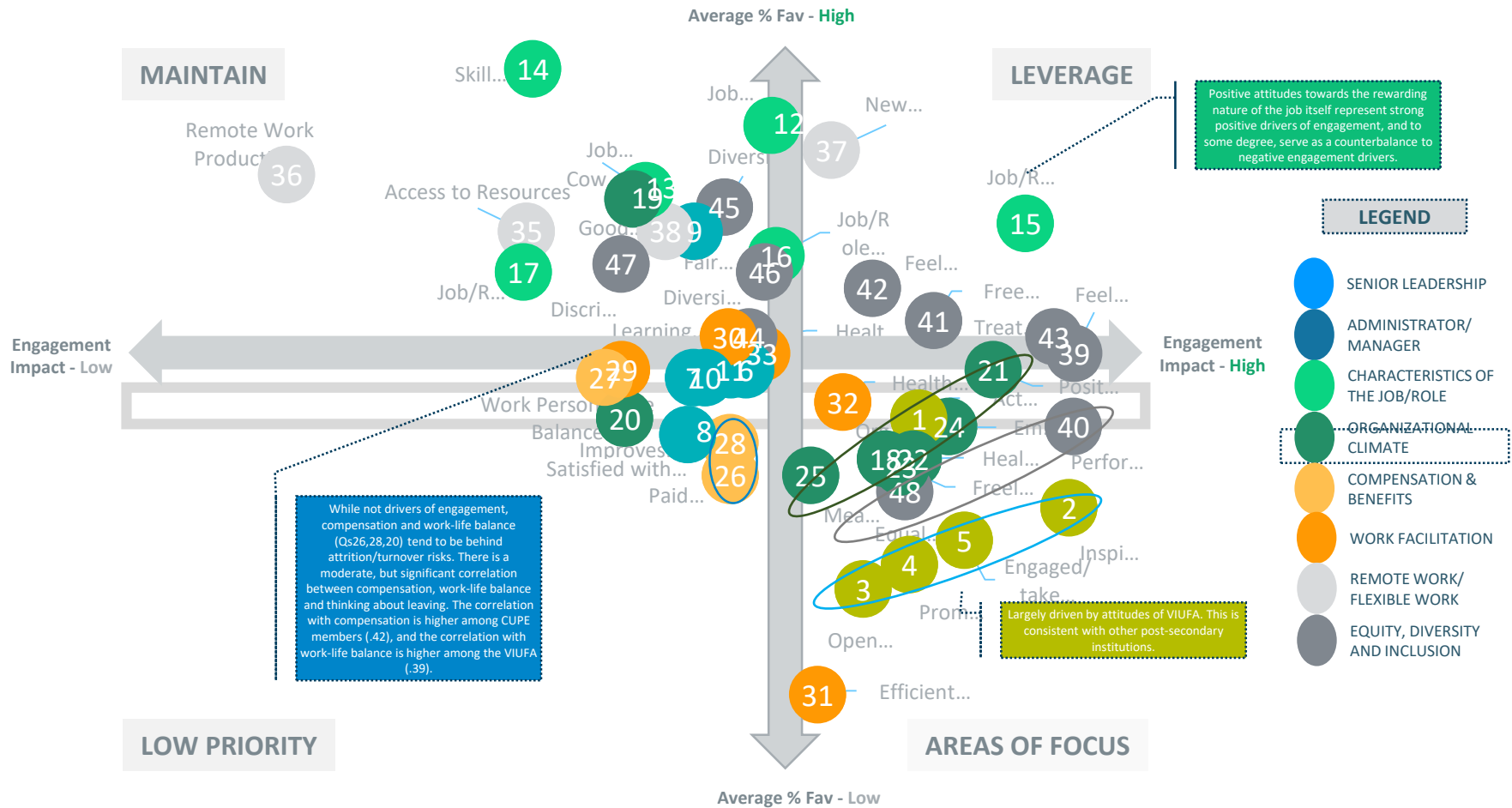
*Norm score = Average of all questions below excluding Q22.

VIU provides me with the support I need in order to succeed in my job/role. (Q18)

	2021 (%)			Norm (%)
	28	21	51	67
I feel supported at work by my coworkers. (Q19)	6	11	83	83
I am satisfied with the balance between my work and personal life. (Q20)	31	13	56	62
I work in a positive organizational environment. (Q21)	20	18	62	80
There are healthy relationships between teams at VIU. (Q22)	22	27	51	N/A
At VIU, I feel I can express my opinion without fear of negative consequences. (Q23)	31	19	50	56
At VIU, employee well-being is important. (Q24)	24	21	55	76
I receive meaningful recognition for work well done. (Q25)	28	23	49	73

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Key Drivers





Questions?



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