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# Our Common Agenda

A collaborative effort focused on making U-M a better place to live, work and learn for our students, faculty and staff by implementing a systemwide approach to supporting well-being across our campus.



WELL-BEING  
COLLECTIVE

Spiritual

Social

Phy

Occu

# Our Foundation | The Okanagan Charter

## An International Charter for Health Promoting Colleges & Universities

Health promotion requires a **positive, proactive approach, moving beyond a focus on individual behavior toward a wide range of social and environmental interventions** that create and enhance health in settings, organizations and systems, and address health determinants.

As such, health promotion is not just the responsibility of the health sector but **must engage all sectors** to take an explicit stance in favor of health, equity, social justice and sustainability for all, while recognizing that the **well-being of people, places and the planet are interdependent**.

In September 2021,  
the University of Michigan  
became one of the first U.S.  
institutions to adopt the  
Okanagan Charter.

An outcome of the 2015 International Conference on  
Health Promoting Colleges and Universities, Kelowna,  
British Columbia (Okanagan)



# Supporting the Well-being of our People, Places and Planet



To me, the Well-being Collective and the Common Agenda signify our commitment to nurturing a community where every individual's welfare (be it staff, student, or faculty) is valued and supported. They signify the recognition that our shared goals and aspirations as an academic, medical, and philanthropic institution are intrinsically linked to and dependent on the thriving of each member, and fostering a culture of empathy, collaboration, and collective responsibility for the universal betterment of our campuses.

**Harrison Haywood IV**  
Undergraduate Student - LSA  
Vice President,  
Residence Halls Association





Everyone deserves to thrive, and that belief can come to life through the collaborative creation and enactment of this agenda.

**Martino Harmon, PhD**  
Vice President  
for Student Life

## Informing Our Common Agenda with Research

To ensure that the Common Agenda be data driven, well-being research was compiled from across campus and presented to the Well-being Collective Infrastructure. These findings were organized into two reports:

1. The **Synopsis of Recommendations for Well-being** compiled recommendations from 10 different internal reports made in the past five years, organized into the dimensions of well-being
1. The **Current State of Well-being** presented findings from campuswide assessments conducted in the past three years, organized by population (i.e. students, staff, faculty)

Both reports also highlighted existing gaps in research, either by dimension of well-being or by population.

Compiling  
of Existing  
Research

Top 100  
Influencers  
Feedback

Organizing of  
Information

Collective  
Dialogue &  
Reflection

Common  
Agenda



# Our Common Agenda for Well-being

## Our Purpose

Support the well-being of our people, places and planet within university policies, systems and culture.

## Well-being Action Areas

- Coordinate efforts to promote the holistic well-being of the Ann Arbor campus and Michigan Medicine ecosystem.
- Examine each dimension of the Model of Well-being in order to create conditions where individuals and communities can flourish.
- Integrate well-being into university policy decisions and practices within divisions, departments, units and organizations.
- Design, evaluate and share key performance metrics that reflect the university's values and priorities for well-being; engage in ongoing indicator assessments and adjust as needed.

## Rationale

By prioritizing the holistic well-being of students, staff and faculty, we aim to cultivate environments that foster personal growth, resilience and fulfillment, as well as academic and professional development. This approach acknowledges that a healthy and supported community is essential for individuals to reach their full potential. Integrating well-being holistically into institutional policies and systems reflects our adoption of the Okanagan Charter and advances the mission of our university.

A comprehensive evidence-based and data-informed strategy guides well-being initiatives and monitors progress. Shared and transparent measures and key performance metrics will ensure that systemwide partners are working toward the same goals and remaining accountable to our Common Agenda for Well-being.



We understand that mental health and well-being are not simply matters of individual experience, but a state connected to one's environment, as well as social and policy factors.

## Lindsey Mortenson, MD, MS

Chief Mental Health Officer  
Executive Director, University Health & Counseling



To truly be a health-promoting university, we must work collectively across our institution to cultivate an ecosystem that fosters the holistic development of students and creates the conditions for everyone, including faculty and staff, to thrive.

## Robert D. Ernst, MD

Chief Health Officer  
Associate Vice President  
for Health and Wellness in Student Life

## Common Agenda Adoption Date:

April 3, 2024

## Next Revision Date:

The Well-being Collective Common Agenda is a dynamic document subject to revisions with a planned review minimally every three years.



Our efforts are guided by the adoption of the Okanagan Charter, which calls on us to embed health into all aspects of campus culture.

**Laurie McCauley, DDS, MS, PhD**  
Provost & Executive Vice President  
for Academic Affairs

## Blueprint to Advance the Common Agenda for Well-being

### Equity & Access

Amplify a culture of well-being by adapting to our community's needs, and encouraging innovative approaches through inclusive engagement.

- Increase access to well-being resources available to faculty, staff and students by reducing barriers to these services and expanding their visibility.
- Invest in the holistic development of people throughout the institution in order to develop and sustain positive academic, social and workplace cultures.
- Create the conditions where the U-M community can feel a sense of belonging and empowerment and have equitable opportunities for growth, success and thriving.
- Develop intentional partnerships across the Presidential Initiatives and Focus Areas to work toward our common commitments.

Ensuring the inclusivity of all members of the community is imperative for fostering a sense of belonging and equity. Ultimately, by valuing and embracing diverse lived experiences, we cultivate a healthy community where every member feels respected, valued and empowered to thrive.



## Process & Resources

Put in place support for system-level change, to be sustained with necessary resources, infrastructure and transparency.

- Sustain a dedicated infrastructure for continual improvement and advancement of the Common Agenda for Well-being.
- Amplify complementary initiatives to support alignment across the university.
- Set key performance indicators that measure the Well-being Action Areas and share our well-being metrics, strategies and aspirations throughout the U-M community.

The commitment to well-being is an ecosystem responsibility that requires support and resources with the power to enact meaningful change. System-level goals are aligned with the vision outlined in the Okanagan Charter, with opportunities for ongoing monitoring, feedback and refinement of initiatives. By amplifying complementary initiatives, U-M can support alignment across various areas, fostering a cohesive approach toward achieving metrics and addressing complex challenges in a holistic manner.

## Data-informed Strategy

Use data to inform our strategy, evaluate progress toward metrics and engage in continuous improvement.

- Define shared measures for data collection across staff, faculty, and student communities with an emphasis on elevating and including voices not often heard.
- Share results broadly across the U-M community in order to build trust, maintain transparency and promote community engagement.

A comprehensive data-informed strategy provides vital information to guide well-being initiatives and monitor progress. Analysis of current data sources offers a fuller understanding of the needs of faculty, staff and students while identifying areas for further exploration and inquiry. Shared measures and key performance metrics will ensure that systemwide partners are working toward the same goals and remain accountable to the vision for well-being. Maintaining transparency around collective goals and strategies builds trust and cultivates a sense of community and participation, empowering faculty, staff and students to authentically grow and develop.



## What Happens Next?

### Key Performance Indicators

Key Performance Indicators are the quantifiable indicators of Common Agenda progress. They provide shared measurements and include setting targets and tracking progress against those targets.

### Key Performance Indicators Group

Data, research and assessment experts from Academic Affairs, Student Life and Human Resources are working with the Steering Committee to establish the Common Agenda Key Performance Indicators.

### Establish Action Teams

Action teams will be established to advance the Common Agenda over Spring/Summer 2024.

Stay tuned for involvement opportunities!



For more information, please visit  
[wellbeing.umich.edu](http://wellbeing.umich.edu)

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