

WMU IS COMMITTED TO  
THE *WELL-BEING* OF  
**PEOPLE, PLACES  
AND PLANET.**



**Okanagan Charter**

WMU adopted the Okanagan Charter international framework November 7, 2023, to become a Health-Promoting University and advance well-being, equity and sustainability.



# WMU Well-being of People, Places and Planet

Faculty Senate

October 2, 2025

WMU Well-being Collective Co-Chairs

**Cari Robertson, MS, MCHES®**

Director, Health Promotion and Education

**Lillian Smith, DrPH, MPH**

Dean, College and Human Services



# **Well-being at WMU:**

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## **Foundations and Strategic Plan**

# Well-being at WMU: Foundational Work

- **Early 2000's-2020:** Alcohol Advisory Board, Title IX Committee, Tobacco free campus, Healthy Campus 2020 Committee for student health, Western Wellness Committee for employee health
- **2019-2021:** WMU becomes a JED Campus, WMU Well-being Wheel
- **2021:** WMU selects well-being as a priority goal for the next strategic plan
- **2021-22:** Well-being Working Group writes recommendations for the strategic goal, objectives, actions and metrics for WMU
  - Town hall listening/SOAR sessions, reviewed multiple frameworks
  - Recommended WMU adopt the Okanagan Charter
  - Full well-being recommendations at [wmich.edu/strategic/future](https://wmich.edu/strategic/future)
- **2022-23:** WMU publishes 2022-2032 strategic plan establishing a collective agenda for well-being at Western



# WMU Well-being Wheel

A model and tool to advance well-being on multiple levels

## Individual Level (core and eight dimensions of wellness)

- Support balance between multiple determinants of health
- Encourage healthy behaviors and build skills for navigating life
- Identify needs for support and intervene early to connect people to resources and services
- Enhance holistic student success

## University Community Level (outer ring)

- Ensure that policies and institutional practices support health for all
- Change the environment and culture to be more conducive to comprehensive well-being



# The Okanagan Charter

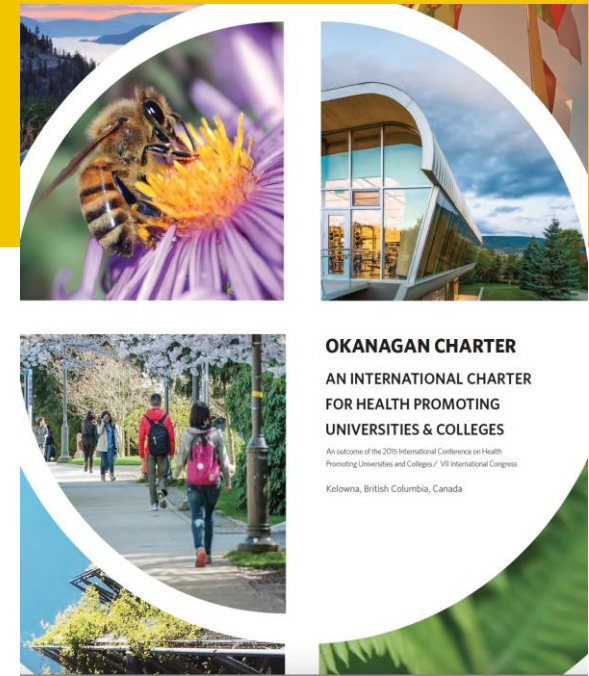
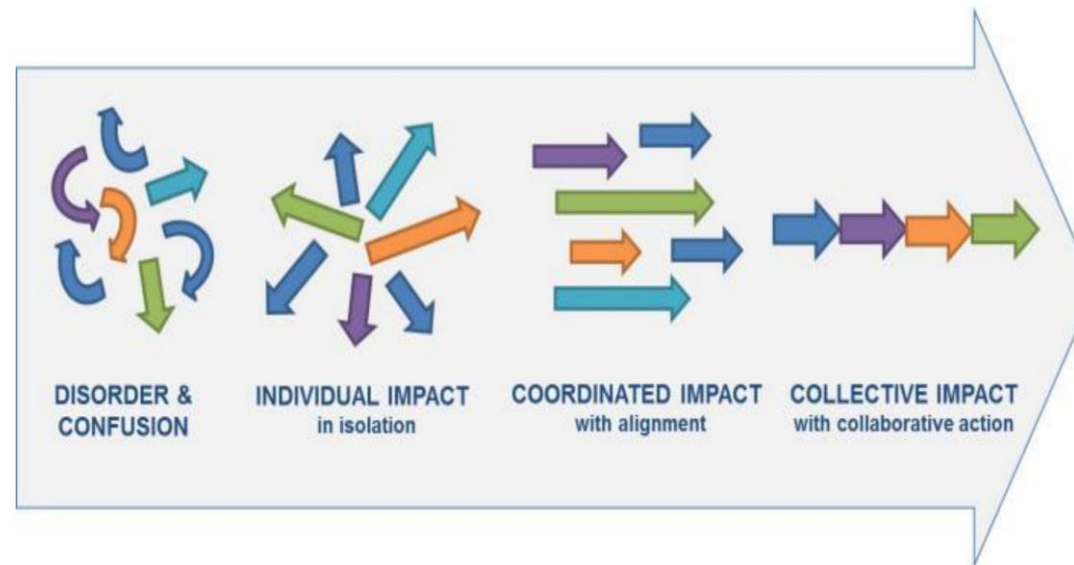
- The most current, international framework for well-being in higher ed

- **Vision:**

Health promoting universities transform the health and sustainability of our current and future societies, strengthen communities and contribute to the **well-being of people, places, and planet**

- **Call to action 1:**

Embed health into all aspects of campus culture, across the administration, operations and academic mandates



**Okanagan Charter** is a framework of best practice for collective impact

# WMU Strategic Plan 2022-32 Well-being Goal

## Objectives

### **1. Policies and practices**

Make systemic changes in the written and unwritten rules and processes throughout the institution to better empower all people at WMU to flourish and thrive, especially historically marginalized communities.

### **2. Built environments**

Scan the built environments at WMU and enhance the spaces where we learn, work, live, and connect so they are more inclusive and conducive to holistic health, safety and accessibility for diverse communities.

### **3. Collective action for a culture of well-being**

Adopt the Okanagan International Charter for Health Promoting Universities and Colleges and mobilize an institution-wide, multi-disciplinary coalition of students, faculty, staff and alumni to take collective action for a culture of well-being.

### **4. Personal development**

Provide effective, equitable opportunities for students, faculty and staff to build the personal capacity, health information fluency and life-enhancing skills they need to thrive in all aspects of the WMU Well-being Wheel, including social, financial, spiritual, environmental, physical, emotional, intellectual and occupational wellness.

### **5. Wellness services**

Create or re-orient WMU services to provide equitable access to and distribution of resources for prevention, support and treatment.



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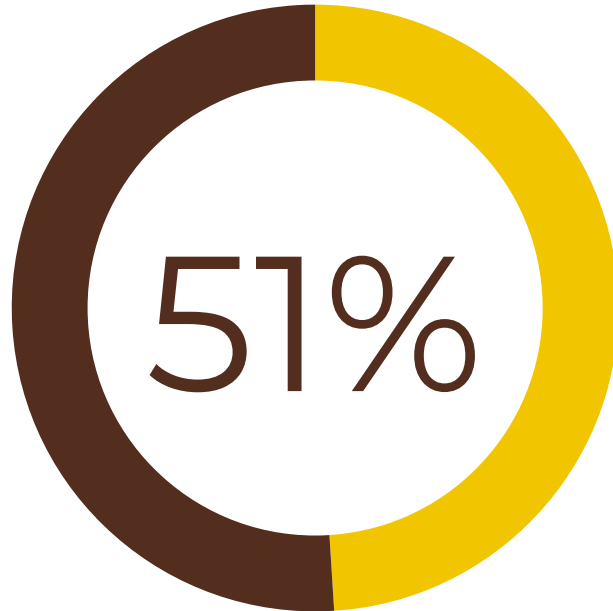


## Key Metric

Increase sense of well-being and safety among faculty, staff, and students as measured through the American College Health Association-National College Health Assessment (ACHA-NCHA) and National Faculty and Staff Health Assessment (ACHA-NFSHA).

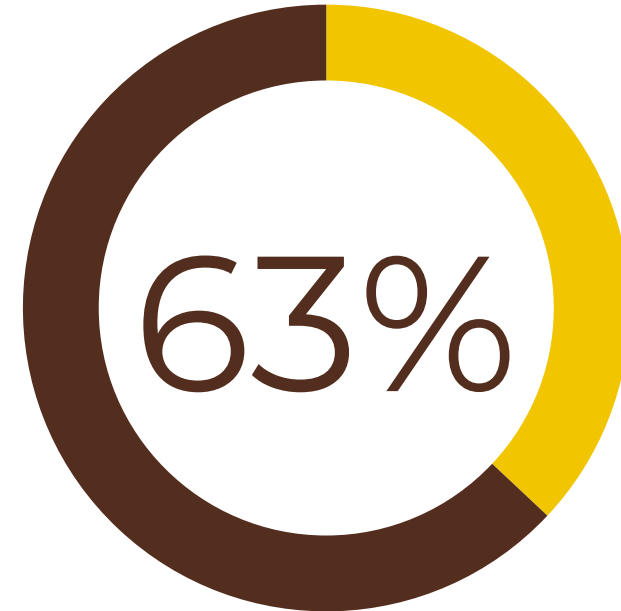
# WMU Well-being Key Metric

## Student Sense of Well-being



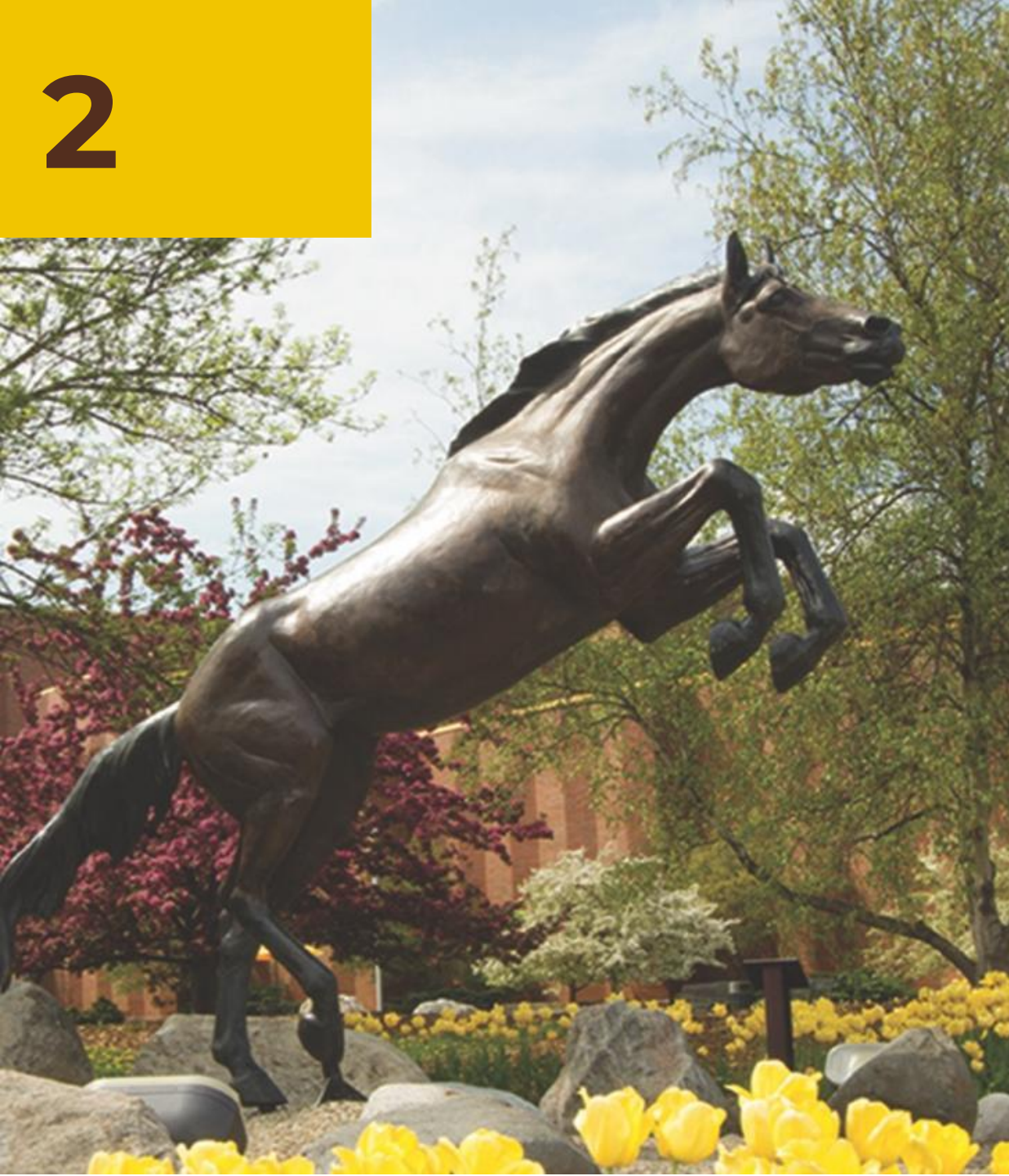
**Agree or strongly agree that students' health and well-being are a priority at WMU**

## Faculty & Staff Sense of Well-being



**Agree or strongly agree that WMU cares about their health and well-being**

2



**Well-being at  
WMU:**

**Collective Progress  
and Call to Action**



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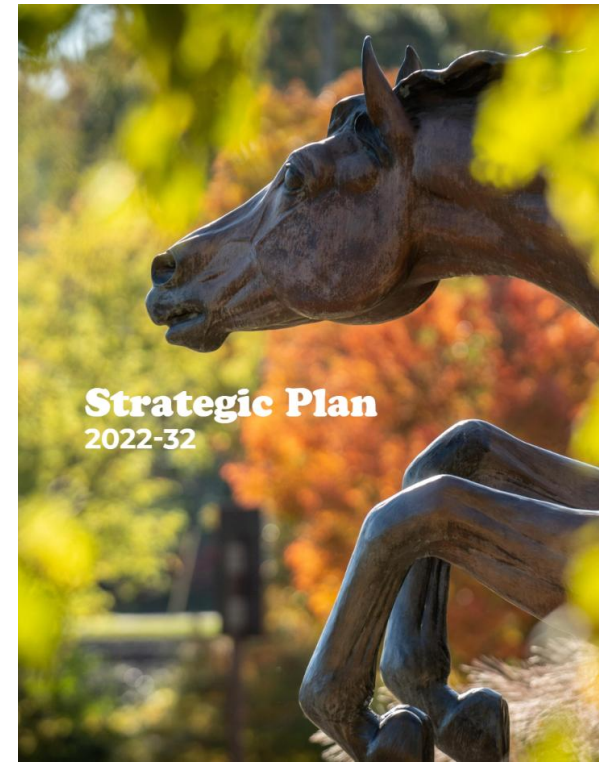
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# Health Promoting Campus: WMU Milestones

## Adoption Phase

- **June- October 2023:** Vice President for Student Affairs agrees to champion, Board of Trustees and President's Cabinet support adoption
- **November 7, 2023:** WMU becomes 21<sup>st</sup> campus in the US and 4<sup>th</sup> in Michigan to adopt the Okanagan Charter and commit to being a health promoting university

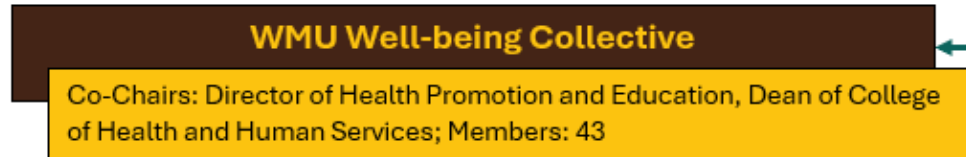
## Implementation Phase

- **2024:** Built infrastructure and capacity, identified co-leaders and backbone organization
- **Winter 2025:** Convened the Well-being Collective Steering Committee who developed 3-year action plan from existing WMU well-being strategic plan
- **Spring 2025-current:** Invited students, faculty, and staff to join the full Well-being Collective, deployed 4 workgroups:
  - Space and Place
  - Advocacy and Infrastructure
  - Assessment and Tracking
  - Communication



# WMU Health Promoting Campus Infrastructure

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*Implements the common agenda/well-being strategic plan inspired by the Okanagan Charter and WMU Well-being Wheel. Membership involves diverse perspectives and expertise within the WMU ecosystem to become a health promoting university; includes students, faculty, staff, alumni, local community agencies, and aligned committees.*



WMU Well-being Wheel

## Accountability Organization

*Champions and sustains university-wide support, resources and accountability.*

President's Cabinet

## Backbone Organization

Office of Health Promotion and Education

*Serves as an administrative core for the Well-being Collective to connect campus partners, record and communicate progress on the common agenda, and sustain collective impact.*

## Steering Committee

Student Affairs, CHHS, WSA, GSA, International Student Advocate, Sustainability, Diversity and Inclusion, Athletics; Members: 20

*Builds capacity, resources, and consensus for the common agenda; provides short- and long-term strategic direction; creates and monitors assessment and communication plans, including key performance indicators.*

## Work Groups

Space and Place Advocacy and Infrastructure Assessment and Tracking Communication

## Foundational Documents

WMU Well-being Strategic Plan 2022-2032  
Okanagan Charter  
WMU Well-being Wheel  
CAS Health & Well-Being Cross-Functional Framework

# Join the WMU Health Promoting Campus Movement!

- Infuse well-being into your courses
- Attend a training such as Mental Health First Aid, Western CARES, or HEROES Bystander Intervention
- Join the Well-being Collective

Contact Health Promotion and Education at [hpe-office@wmich.edu](mailto:hpe-office@wmich.edu) to sign up or get more info about this initiative.

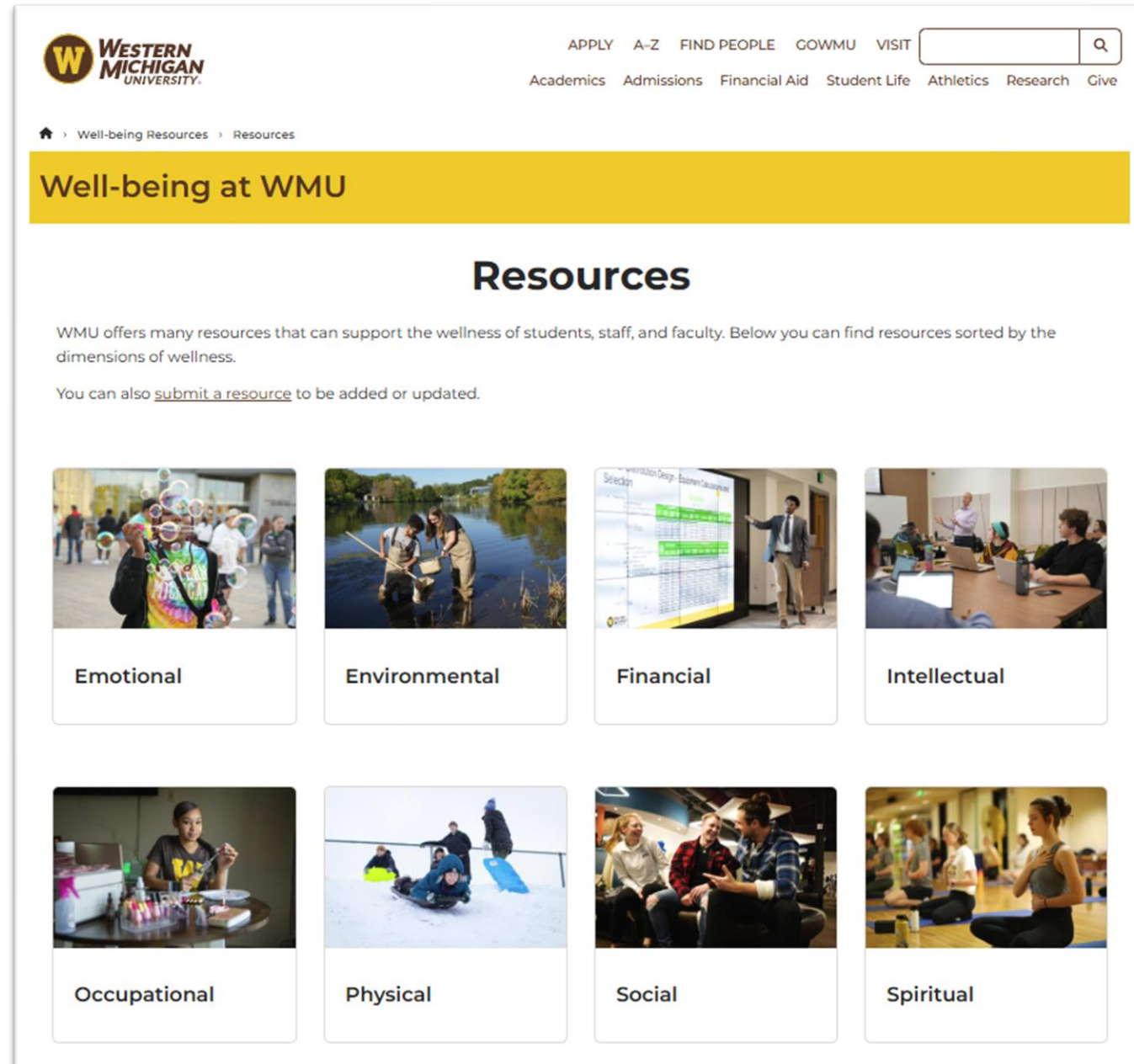


# WMU Well-being Website

New centralized website for health and wellness programs and services provided by WMU for students and employees

Organized by the 8 dimensions of wellness

[www.wmich.edu/well-being/resources](http://www.wmich.edu/well-being/resources)



The screenshot shows the WMU Well-being Website. At the top is the Western Michigan University logo and a navigation bar with links: APPLY, A-Z, FIND PEOPLE, GOWMU, VISIT, and a search bar. Below the navigation bar is a breadcrumb trail: Home > Well-being Resources > Resources. A yellow banner reads "Well-being at WMU". The main heading is "Resources". Below this, a paragraph states: "WMU offers many resources that can support the wellness of students, staff, and faculty. Below you can find resources sorted by the dimensions of wellness." Another line says: "You can also [submit a resource](#) to be added or updated." The resources are organized into eight categories, each with a representative image and a label: Emotional (a person with colorful balloons), Environmental (two people fishing in a lake), Financial (a man pointing at a presentation board), Intellectual (a group of people in a meeting), Occupational (a woman working at a desk), Physical (a person snowed out on a snowy slope), Social (a group of people sitting and talking), and Spiritual (a woman practicing yoga).

WESTERN MICHIGAN UNIVERSITY

APPLY A-Z FIND PEOPLE GOWMU VISIT

Academics Admissions Financial Aid Student Life Athletics Research Give


Home > Well-being Resources > Resources

Well-being at WMU


## Resources

WMU offers many resources that can support the wellness of students, staff, and faculty. Below you can find resources sorted by the dimensions of wellness.


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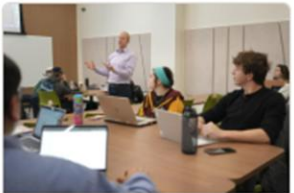
Emotional



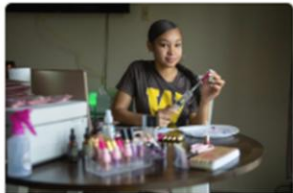
Environmental




Financial




Intellectual




Occupational



Physical

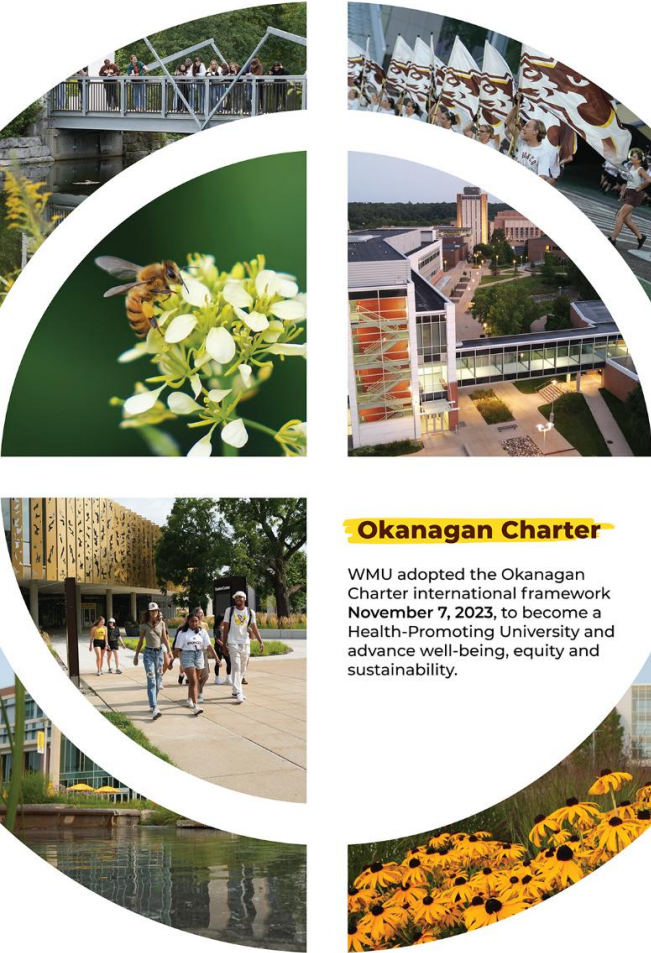


Social



Spiritual

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# Thank you!

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#### **References:**

- Kania, J., & Kramer, M. (2021). *Collective impact*. *Stanford Social Innovation Review*. [https://ssir.org/articles/entry/collective\\_impact#](https://ssir.org/articles/entry/collective_impact#)
- Okanagan Charter: An International Charter for Health Promoting Universities and Colleges (2015). <https://www.healthpromotingcampuses.org/okanagan-charter>