



Middlebury



Green Mountain Higher Education Consortium

**WELL-BEING**

Champlain • Middlebury • Norwich • Saint Michael's

# Employee Well-being Resource Guide – 2025





# Employee well-being is paramount to the mission and vision of Middlebury College

At Middlebury College we understand the value of employee well-being in advancing our mission and vision. A thriving employee population is what will enable the college to create a transformative learning experience for our students.

## Investing in you

To support you, our most valuable asset, the College and the Green Mountain Higher Education Consortium (GMHEC) offer a wide range of resources to support all domains of your well-being: physical, career, financial, social and community. Take advantage of these resources. Invite your coworkers to join you and together we will elevate our collective well-being.

## Career Well-Being

Career well-being, a vital dimension of overall well-being, reflects a sense of fulfillment, purpose, and satisfaction in one's work. Individuals with the highest levels of career well-being enjoy greater physical and mental health and report higher levels of overall well-being.

## Career Well-Being Resources

- [Organizational Leadership and Training](#) provides support to employees with framing issues, identifying needs and developing approaches for change or improvement
- [Staff Council](#) provides support, assistance and an avenue for staff to continue to make Middlebury a great place to work

- [Faculty Council](#) coordinates faculty business, represents the College faculty when working with the administration and/or Board of Trustees, acts as the Committee on Committees and works with the administration and/or Board of Trustees on matters of shared interest related to the College, the Schools, and the Institute
- [Center for Teaching, Learning & Research](#) provides support and assistance for faculty to advance their teaching and research through a wide variety of programs, services, and opportunities
- [Staff Development Fund](#) supports a variety of work related development activities that may include: participation in short courses, workshops, and training programs, as well as opportunities for staff members to prepare training programs and workshops for other employees on campus. In some cases the College will consider supporting self-improvement projects designed to benefit the individual or to facilitate career advancement if there is significant promise of benefit to the College as well.
- [Employee Family Assistance Program](#) (EFAP) provides confidential counseling and referral services to reduce stress and improve the quality of life for employees, and all family members residing in the home. Web password is midd.

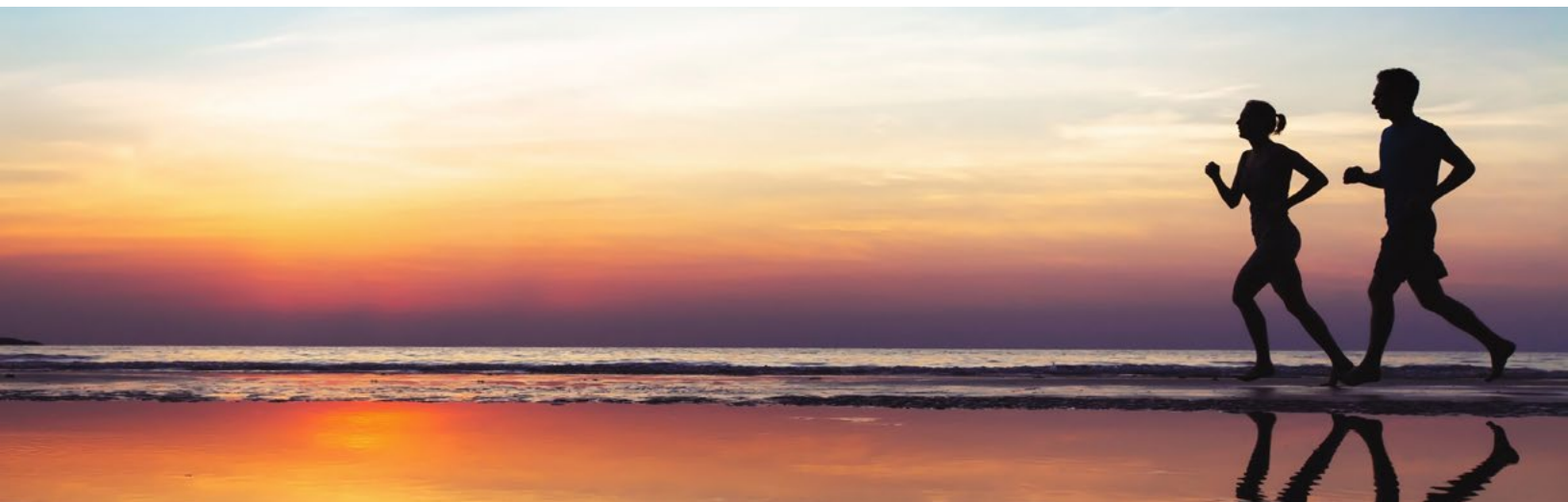
## Physical Well-Being

Physical well-being is defined as the ability to maintain an active, energized lifestyle through healthy habits such as regular exercise, proper nutrition, and quality sleep. It is about sustaining the energy needed to be productive and engaged in life. Achieving and maintaining robust physical well-being does not demand extensive amounts of time. Small actions taken consistently will net positive enhancements.

**“Far and away the best prize that life offers is the chance to work hard at work worth doing.” — Theodore Roosevelt**

## Physical Well-Being Resources

- Ongoing classes and events sponsored by GMHEC Well-being. Visit the [calendar](#) and subscribe to the “What’s on Tap?” newsletter by emailing [wellbeing@gmhec.org](mailto:wellbeing@gmhec.org)
- On campus fitness facilities at [Peterson Family Athletics Complex](#) include full gym, cardio deck, pool, squash, spinning studio, climbing wall, tennis courts, indoor track and more
- Discount tickets and season passes to the [Middlebury Snow Bowl](#) for employees and their families
- Discount tickets and season passes to the [Rikert Outdoor Center](#) for employees and their families
- Discount pass to the [Ralph Myhre golf course](#) for employees and their families
- Discounted gym memberships to [VT Sun Fitness](#) for employees and [The Edge](#) in South Burlington to employees and their family members
- Free, one day trial to [Fair Haven Fitness](#) for employees
- Discount fitness center memberships and access to thousands of free online fitness videos for Cigna members (including family members covered by Cigna) through [Active & Fit Direct](#).
- Office [ergonomic evaluation](#) offered through the Environmental, Health & Safety Department
- Free health coaching to Cigna members (includes family members covered by Cigna who are over 18). Learn more by going to the [My Cigna](#) website. Click on “Manage My Health” and select “My Health Assistant Online Coaching” from the drop down menu.
- Cigna telehealth programs. Save time and money by enrolling in this free benefit. Visit the [My Cigna](#) website for more information and to sign up
- The Edge [Healthy Care 90 Day program](#). This 13 week comprehensive wellness program is designed to provide an education to enrich your life and help you become healthier. Programs start throughout the year. There is a cost to participate in this program and will depend on your insurance plan. To find out more, contact [The Edge](#).
- Cigna/Omada Diabetes Prevention Program. Digital lifestyle management program aimed at supporting participants to implement lifestyle changes to enhance their health and well-being. Click [here](#) to see if you are eligible. Open to all Cigna members including family members over age 18 who are covered by Cigna.
- Annual flu clinic for employees offered in October. See announcement in MiddPoints and in the Middlebury events calendar for specific dates.
- Free, local [tobacco cessation](#) support offered through the Vermont Department of Health
- Free [support groups](#) to manage chronic health conditions including prediabetes, diabetes and chronic pain offered by the Vermont Department of Health
- [Cigna Healthy Pregnancy. Healthy Babies](#) eligible employees may earn up to \$250 for engaging with a maternity nurse during and after pregnancy.



# Financial Well-Being

Financial well-being is about having a sense of security and feeling as though you have enough money to meet your day-to-day needs. It's about having the financial freedom to make choices that allow you to enjoy life. It also means having a high level of financial literacy. Financial literacy is the knowledge and understanding of financial concepts and skills that enable individuals to make informed and effective decisions regarding their money. This includes the ability to manage personal finances, budget, save, invest, understand credit, and handle debt responsibly. Financial literacy empowers people to plan for long-term goals, such as buying a home, funding education, or saving for retirement, while also making sound decisions about day-to-day expenses. Being financially literate helps individuals achieve greater financial stability and security, avoid common pitfalls like excessive debt, and build wealth over time.

## Financial Well-Being Resources

- [Educational benefits](#) available to employees and dependents include tuition benefits, on-campus workshops, manager training and continuing education classes
- Discounts/perks for Cigna beneficiaries. Go to the [My Cigna](#) website and click on "Healthy Rewards" or call the number on the back of your card to learn more.
- Cigna decision making tools: Get more out of your health plan by utilizing the tools available on [my-cigna.com](#) to find an in-network provider, compare costs of procedures, pharmacies and more. [Check out this video \(see item #3\) for a tutorial of the tools.](#)
- Free, confidential financial coaching available through [My Secure Advantage](#) with a professional, personal, unbiased and confidential money coach
- Retirement planning, investing and managing debt services available from [TIAA](#)

- [Chaplain's fund](#) provides one-time grants or loans to regular part and full time employees who are facing unforeseen financial emergencies
- [Medical Leave Assistance Fund](#) provides up to 160 hours of paid sick leave reserve within a 12-month period for unforeseen times when an employee has exhausted their combined time off before they are able to return to work
- [Helping Overcome Poverty's Effects](#) (HOPE) provides fuel assistance, free tax preparation, food assistance and budget counseling to income qualified individuals and families
- The [Vermont Food Bank](#) offers food assistance in the form of food pantries and free community meals

## Social Well-Being

Social well-being is about having strong, supportive relationships and a sense of connection with others. Strong, supportive relationships significantly impacts overall happiness and well-being. Positive social interactions, whether with family, friends, or colleagues, contribute to feeling cared for, loved, and valued, which enhances emotional resilience and life satisfaction.

**"The quality of your life is the quality of your relationships."**

— Tony Robbins

## Social Well-Being Resources

- [Go/have fun](#) groups utilize Outlook groups to connect Middlebury employees around common interests. The possibilities are endless. If you enjoy it and want to share it, you can create a group or join one.
- Access the full suite of Cigna Behavioral Health programs including virtual counseling, health coaching, lifestyle management programs and more [here](#). These resources are available to family members who are covered by Cigna.
- Charles P. [Scott Center](#) for Spiritual and Religious Life offers a variety of programs including meditation and mindfulness training and spiritual and religious events for the Middlebury community
- [Mindfulness at Midd.](#) Learn more about upcoming mindfulness events and professional development opportunities.





**“An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity.” — Martin Luther King Jr.**

- [Employee Experiences and Events](#) sponsored by Human Resources are offered monthly throughout the year. Join your colleagues for breakfast, skiing, holiday themed events, apple picking and more.
- Eldercare support, referral and respite available through [Age Well](#) or by calling (800) 642-5119
- Lactation and new parent support, information and child care assistance available through the [Addison County Parent Child Center](#) or by calling (800) 388-3171
- Hundreds of free support groups and workshops for everything from Alzheimer's to weight management available in Addison County. Go to the Porter Medical [website](#) for a list of groups and additional resources.

## Community Well-Being

Community well-being is the sense of engagement you have with the area where you live. It is all about giving back to society and may be what differentiates a good life from an exceptional life (Gallup, 2010). When we give our time, we are giving of ourselves and this not only feels good in the moment but can also help protect us from stress and negative emotions. Tell your friends, family and coworkers about your interests and you'll be surprised at how many opportunities come your way.



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## Community Well-Being Resources

- Release time approved for qualified employees to participate in the annual United Way [“United Way Days of Caring”](#) charitable giving campaign every September. Questions about the Days of Caring event can be directed to the United Way of Addison County at 3887189. Questions regarding release time should be directed to Human Resources at 443-5465.
- [The Knoll](#) uses food as a medium to bring people together and to cultivate well-being. The Knoll hosts employees for classes, research, gardening hours and events.

## For More Information...

Visit us at [Green Mountain Higher Education Consortium \(GMHEC\)](#).

GMHEC offers a variety of programs throughout the year to support all domains of your well-being. Stay in the know about all our exciting programming. Contact [rebecca.schubert@gmhec.org](mailto:rebecca.schubert@gmhec.org) to sign up for the "What's on Tap" newsletter. We look forward to seeing you.

We'd also love to hear from you and are always open to feedback and/or suggestions for how we might better serve you. You can contact our Employee Well-being Program Coordinator, Rebecca Schubert at [Rebecca.schubert@gmhec.org](mailto:Rebecca.schubert@gmhec.org). Take care. Be well.