



## A Letter from Beth Finkle, Director EHW | Spring Semester | 2022



Dear Colleagues,

Leading up to this semester, the Employee Health and Wellbeing (*EHW*) team has spent a significant amount of time connecting with fellow Blue Hens to produce a program plan that is proactive, thoughtful, and considerate of your needs. We have heard you loud and clear: wellbeing can't be *more things*, it must be *simpler*, and our organization *must* take on a large portion of the responsibility in ensuring that we have what we need to be well.

Many of us are operating through a new lens, where the concept of 'work/life balance' is a thing of the past. The lines have been blurred. . Work is a part of our lives, a piece of the whole. This might look like working from home with your kids when their school is closed, or taking a walk outside while on a conference call.

With that said, our department mission is YOUR wellbeing, and we aim to create a culture at UD where employees feel supported and encouraged to engage with wellbeing throughout their lives. To help us achieve this, we redesigned our program strategy to focus on three areas: *mental health support; creating a sense of belonging; and the Future of Working at UD.*

Examples of our planned initiatives include:

- A robust mental health first aid training program with sustainability measures.
- Learning modules for peers to adopt healthy behaviors at work and for our managers to "up-skill" on how to lead psychologically well teams and effectively role model wellbeing.
- Continued program collaboration with our partners in the [Working at UD Collaborative](#) to provide tools and resources that are relevant and impactful.

Maya Angelou famously shared, "I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel." This quote resonates with me deeply, because if we (*EHW*) are doing our job effectively, you will feel supported by our unit and you will feel empowered to invest in your own wellbeing.



UNIVERSITY OF DELAWARE

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If you haven't taken [our annual survey](#), please tell us how you (and we) are doing! These results will be shared with our senior leaders to help drive lasting change at the organizational level.

Thank you for allowing me a few short moments to connect with you. Please know that EHW is here to listen intently and help you navigate resources and find support for being your best. Whether it be a conversation with your manager, building wellbeing into your team, taking a personal day, or connecting you with one of our UD Health clinics---please [reach out to us](#).

In Good Health,

Beth Finkle

Director, Employee Health and Wellbeing