

# A ROADMAP TO **COMMUNITY WELLBEING**

*a strategic plan for Campus Health and Wellbeing*





## ***A message from our leader:***



When Campus Health and Wellbeing's Leadership Team started the process of building the strategic plan, the central effort was knowing why — why was it important for our collective work to be memorialized in a plan?

Our why, it turns out, is really who. Our team developed this plan with our stakeholders in mind.

As Cal Poly and the world around it evolve, Campus Health and Wellbeing will continue to innovate and better adapt to the emerging needs of an increasingly diverse student population. At the same time, we will foster a workplace culture that values the contributions and growth of our employees.

Keeping this in mind, CH&W's Leadership Team created four core principles — our pillars — to guide our purpose. These principles, which were refined by CH&W's staff members, include 13 specific, actionable goals that, when reached, will move Cal Poly closer to becoming a health-promoting university. After all, our true strength as an organization is people who work with diligence and care to meet that goal for students.

We unequivocally believe access to health is a basic human right, and communities can work together to create conditions that support health for all. And CH&W believes that we can only achieve this when the environments we interact with are working in unison to support these healthy conditions — this is wellbeing.

In short, we aspire to be a trusted resource and a refuge of belonging that rewrites the narrative of wellbeing. In community,

A handwritten signature in black ink, appearing to read 'Tina Hadaway-Mellis'.

Tina Hadaway-Mellis

Assistant Vice President for Student Affairs, Health and Wellbeing  
Cal Poly



The background of the slide is a light blue color with a white topographic map pattern. The map features numerous concentric, wavy lines that represent elevation contours, creating a sense of depth and movement across the entire page.

# **MISSION:**

We promote wellbeing for student success.

# **VISION:**

We aspire to be a trusted resource and a refuge of belonging that rewrites the narrative of wellbeing.



# OUR STRATEGIC FOCUS:

**Diversity, Equity and Inclusion:** Ensuring our services are comprehensively promoted, easily accessible and meet the needs of all students.

**The Employee Experience:** Investing in our employees and cultivating our teams to enhance each employee's success, sense of inclusion and value.

# OUR PILLARS

**Embed Diversity, Equity and Inclusion (DE&I) In All We Do.**

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**Embrace a Culture of Continuous Improvement.**

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**Provide High-Quality, Coordinated Care.**

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**Cultivate Our Team.**



A photograph of a group of young people at a night event, possibly a festival or concert. They are wearing large, glowing headphones. The background is blurred with warm, bokeh lights. The image is framed by a light blue border with white wavy lines. The text "EMBED DE&I" is at the top and "IN ALL WE DO" is at the bottom, both in a bold, dark green font.

**EMBED DE&I**

**IN ALL WE DO**

# ***Goal No.1***

Advance Culturally Responsive Professional Development.

# ***Goal No.2***

Deepen Outreach with Marginalized Communities Through Sustainable Campus Partnerships.

# ***Goal No.3***

Strengthen Recruitment, Retention, and Belonging of Staff.

# ***Goal No.4***

Enhance Inclusive Physical and Digital Environments.



**EMBRACE A CULTURE**

**OF CONTINUOUS IMPROVEMENT**



# ***Goal No.1***

By Spring 2025, define, create and report relevant data points that inform decision making, prioritization and outcome monitoring.

# ***Goal No.2***

By Spring 2026, establish a Plan-Do-Study-Act (PDSA) quality-improvement approach to address needs of internal and external stakeholders.

# ***Goal No. 3***

By Fall 2027, define high-quality care within Health Services through evidence-based care pathways and peer review.

# PROVIDE HIGH-QUALITY,



# COORDINATED CARE



## ***Goal No.1***

By 2025, establish and pilot a primary care screening program focusing on mental health and alcohol and other drugs that connects students to appropriate internal and external resources.

## ***Goal No.2***

Each year, identify, establish and support additional collaboration and coordination opportunities.



# CULTIVATE

A photograph of four young adults walking through a grassy field. In the background, there is a large wooden geodesic dome structure. The scene is outdoors with trees and hills in the distance. The image is overlaid with a light blue background and white wavy line patterns. The text 'CULTIVATE' is at the top and 'OUR TEAM' is at the bottom, both in a bold, dark green font.

# OUR TEAM

## ***Goal No.1***

Regularly assess the opportunity for employee development and growth within the bounds of collective bargaining contracts, student care priorities, and market data.

## ***Goal No.2***

Intentionally invest time and resources in employees' professional growth and development and ensure communication.

## ***Goal No.3***

Foster a culture of trust and mutual respect.

## ***Goal No.4***

By Spring 2026, establish an employee recognition program in which successes are celebrated and lessons learned are shared with the intention to grow, learn, and apply to future work



rewriting the narrative of

# Wellbeing



**CAL POLY**  
Campus Health  
& Wellbeing