



# ALIGNING ENVIRONMENTS WITH POLICIES AND SYSTEMS FOR WELLNESS

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Valerie Donovan, MS | UW-Madison Student Wellbeing Coordinator  
Stan Szwalek, PLA, ASLA | Associate Principal Hoerr Schaudt  
Aaron Williams, PLA, ASLA | UW-Madison Assistant Campus Planner



**WISCONSIN**  
UNIVERSITY OF WISCONSIN-MADISON  
**HOERR SCHAUDT**





## Nicole Youngberg

Nicole is the Chief Employee Wellness Leader for UW-Madison and works with departments on campus to inspire a healthy, inclusive and engaging employee experience by infusing a culture of well-being into the workplace. Nicole leads the UWell campus wide wellness initiative and Workplace Wellness Community of Practice. She is a former employee wellness coordinator, international public health volunteer, Fortune 500 company healthcare consultant, and now an organizational well-being builder.

## Stan Szwalek, PLA, ASLA

Stan is Associate Principal at Hoerr Schaudt Landscape Architects in Chicago, Illinois. His portfolio includes campus, commercial, corporate, and transportation work in the United States and abroad. He was the lead author on the University of Wisconsin-Madison Landscape Master Plan, a major component of the 2015 Master Plan Update. Stan's design experience incorporates complex institutional and municipal design projects with a particular emphasis on urban open spaces, infrastructure, and education.

## Valerie Donovan, MS

Valerie began working at the University of Wisconsin-Madison in 2013 as a member of the prevention team in University Health Services. She is currently serving as the Suicide Prevention and Mental Health Promotion Coordinator for campus as well as the Interim Community Health and Student Wellness Specialist. In these roles, Valerie works collaboratively with partners and stakeholders to create and sustain conditions that promote the health and well-being of UW-Madison students.

## Aaron Williams, PLA, ASLA

Aaron is the assistant campus planner with the University of Wisconsin-Madison in the division of Facilities Planning & Management. He provides planning and design assistance across the 936 acre Wisconsin flagship campus, as well as zoning coordination for all major capital improvement projects. He is a graduate of the University of Wisconsin-Madison with tours at Sasaki Associates and SAA Design Group.

An aerial photograph of a city campus, likely a university, with a network of white lines overlaid on the buildings and landscape. The lines connect various points across the campus, suggesting a network or connectivity. The background shows a large body of water and a forested area. A red vertical bar is on the left side of the slide.

# LEARNING OBJECTIVES

- Define wellness and describe the seven dimensions of wellness.
- Describe an ecological approach to wellness that focuses on both population-level and individual-level determinants of health.
- Align master planning and landscape master planning processes with health and wellbeing initiatives.
- Describe planning and design efforts that can improve the health and wellbeing of students, faculty, and staff, including campus walkability, naturalized landscapes, and biophilic design.



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# PRESENTATION ROADMAP

- Get Present
- Defining Wellness
- Campus Metrics
- Population Health
- PSE's
- Master Planning a Wellness Strategy
- Developing the Physical Campus
- Project Principles
- Measurement + Alignment = Success
- Discussion





**Centering Verbiage**

UW-Madison Research and Sponsored Programs & UW-Madison Research Education Development Program

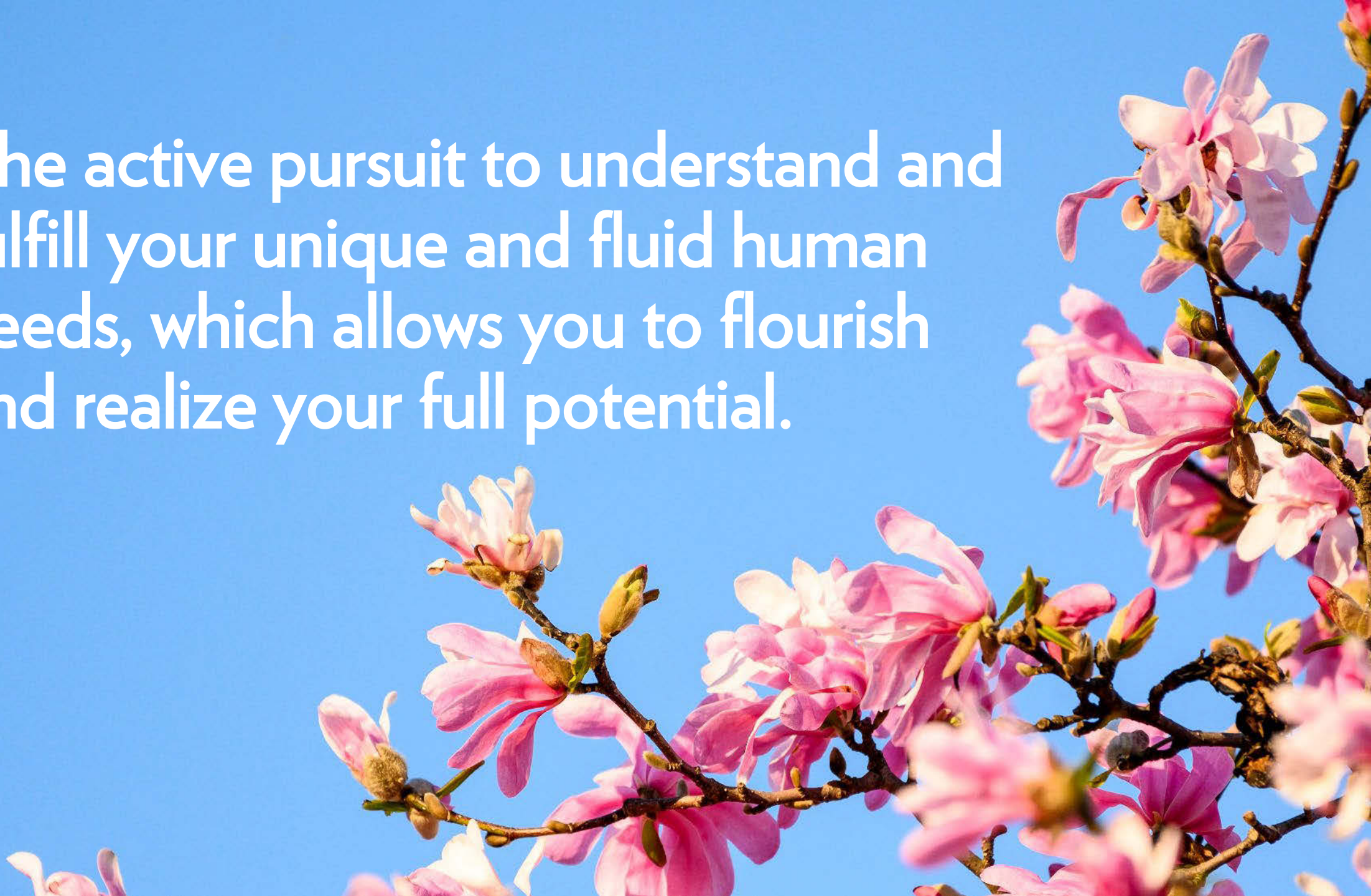








The active pursuit to understand and fulfill your unique and fluid human needs, which allows you to flourish and realize your full potential.







Policies & Systems

# Defining Wellness

Seven Dimensions of Wellness



**Health:** Beyond the absence of illness, a feeling of strength and energy from your body and mind.

**Meaning:** Feeling part of something bigger than yourself. Knowing that what you do matters.

**Safety:** Knowing that you are safe from physical and psychological harm. Feeling secure enough to take calculated risks and show vulnerability. Free of concern about meeting basic life needs.

**Connection:** Experiencing positive, trusting relationships with others. Feeling a sense of belonging, acceptance and support.

**Achievement:** Feeling you have the support, resources and autonomy to achieve your goals.

**Growth:** Learning, progressing and being challenged to use and expand on your strengths.

**Resiliency:** Capacities for persistence, emotional intelligence, grit, cognitive flexibility, risk-taking, agency, adapting to change, delaying gratification, learning from failure, and questioning success.



# UW-Madison Metrics

Understanding campus population and tracking local data points



## TOP STUDENT HEALTH CONCERNS

- **Mental Health & Stress**
  - 92% felt overwhelmed by all they had to do (last year)
  - 27% report being diagnosed with a mental health condition (lifetime)
  - 9% report suicidal ideation (last year)
  - Stress is the #1 reported health factor that impacts academic success
- **Sense of Belonging**
  - 66% felt very lonely (last year)
  - Lower sense of belonging scores for students of color, international students, financially struggling students, nondrinkers, students in recovery, students with disabilities
- **College students reported feeling very safe:**
  - On campus (daytime) - 85% women, 95% men
  - On campus (nighttime) - 14% women, 53% men
  - Off/near campus – lower for both men and women during either time
- **Stress and noise are the top reported reasons for poor sleep among students.**
- **High risk drinking culture is tied to sense of belonging, safety, and health outcomes.**





Policies & Systems

# UW-Madison Metrics

Understanding campus population and tracking local data points



## TOP EMPLOYEE RISK FACTORS

- **Weight**
  - 58% are overweight or obese
- **Stress/Burnout**
  - 54% of employees
  - 62% of graduate assistants
  - sometimes feels troubled by stress and do not handle stress well;  
or almost always feels troubled by stress*
- **Environmental Impact**
  - 1 in 5 employees do not rate their work environment as favorable





# POPULATION HEALTH & WELLNESS ON CAMPUS



Policies & Systems

# Population Health and Wellness on Campus

Population Health:

- Policies
- Systems and
- Environments

*An opportunity for departments, agencies and organizations to work together in order to improve the health outcomes of the communities they serve.*



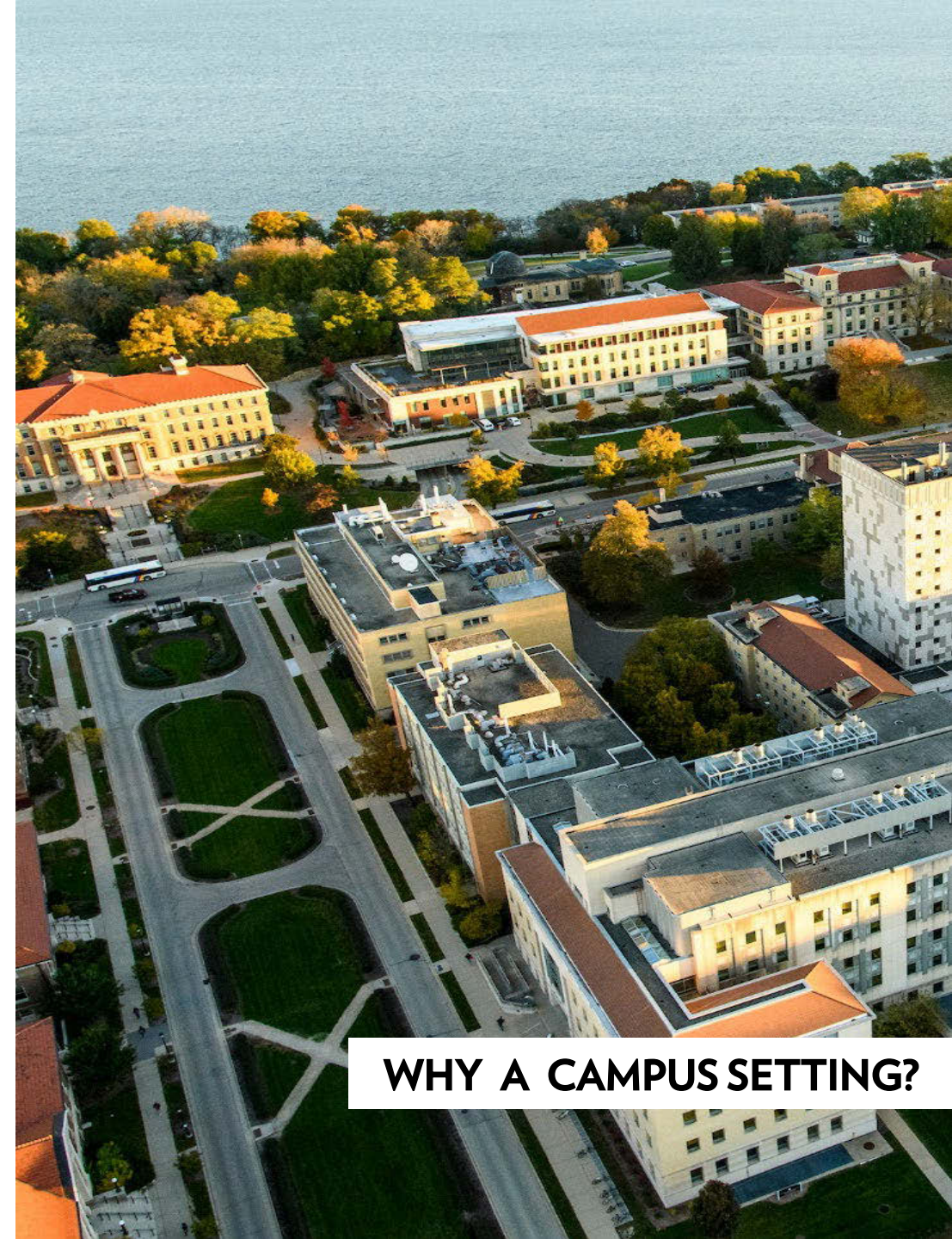


# Population Health and Wellness on Campus

- Settings of learning and development (education, training, research).
- Settings of creativity and innovation by applying knowledge within and between disciplines.
- Settings where students develop independence through experimenting and exploring.
- A resource for, and partner in local, national, global communities (Wisconsin Idea).
- Campus is a business, concerned with performance in a competitive market. Aesthetics vs. function vs. performance.
- Effective-based and efficient practices to support wellness <sup>1,2</sup>

1. Schweitzer, M., Gilpin, L., & Frampton, S. (2004). Healing spaces: Elements of environmental design that make an impact on health. *The Journal of Alternative and Complementary Medicine*, 10(1), S71-S83

2. Black, T., Bhaliwal, R., Stanton, A., Hutchinson, C., (2014). A Rationale to Address Physical Spaces and Well-being in Post-Secondary Settings. Retrieved from: <https://vault.sfu.ca/index.php/s/OXXq3a3S9Ow17aa#pdfviewer>



**WHY A CAMPUS SETTING?**





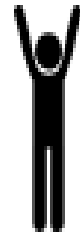
Policies & Systems

# Population Health and Wellness on Campus

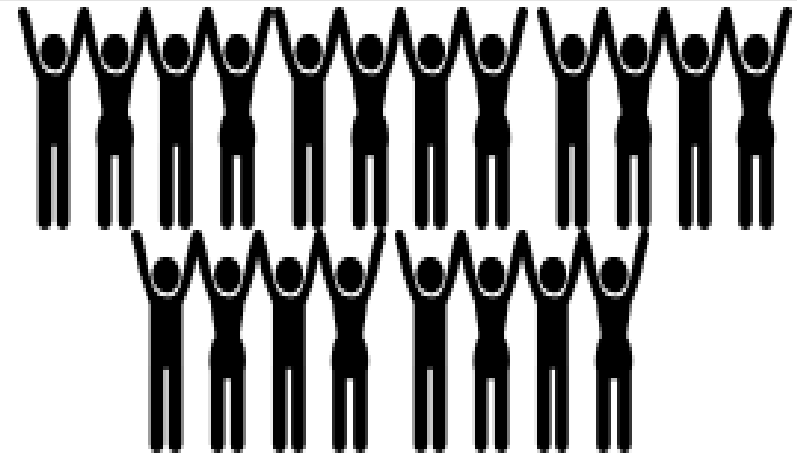


Select Strategies with the Greatest Impact  
(Reach X Dose)

PROGRAMS

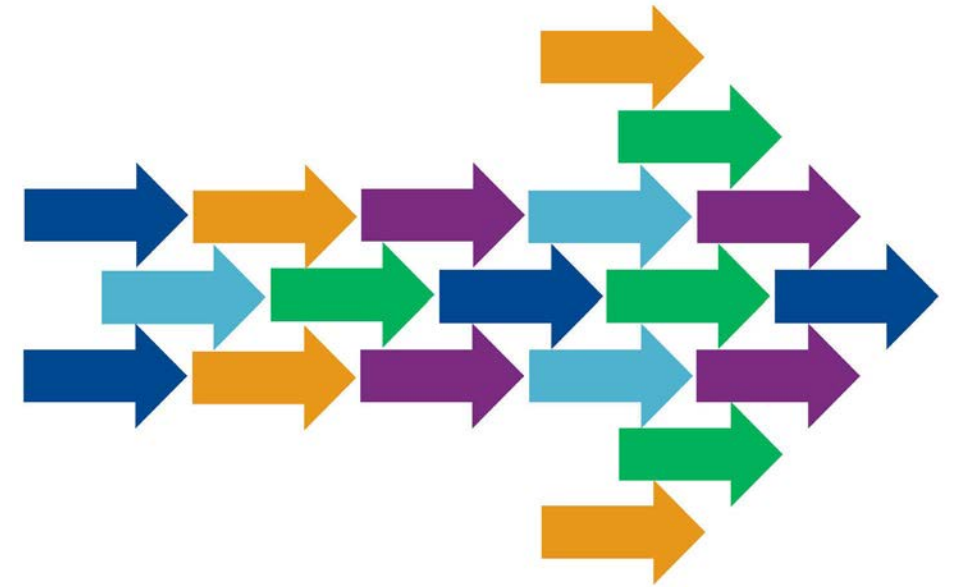


ENVIRONMENT



# UWell Partnership Council

- Infrastructure for a **multidisciplinary** group of stakeholders (representing **units/departments**) to come together around the UWell mission
- Committed to collaboration around a **common agenda**, shared **measurement**, continuous **communication** and **aligned** activities
- The **collective approach** of the UWell Partnership Council ensures that no single department need to fully finance, own, or staff wellness initiatives in their entirety, and recognizes that multiple units possess expertise and influence to achieve desired outcomes







LAKE MENDOTA

UNIVERSITY BAY

Highland Ave.

Walnut St.

Observatory Dr.

Linden Dr.

University Ave.

W. Johnson St.

N. Randall Ave.

N. Park St.

# LANDSCAPE MASTER PLAN & WELLNESS STRATEGY





Intro

# Background

## Landscape Master Plan

- Landscape Master Plan establishes the vision for the campus landscape and provides a framework of guidelines for the cohesive development of the campus landscape
- A major component of the 2015 Master Plan Update, it was the first Landscape Master Plan for the University of Wisconsin-Madison
- A strategic opportunity to affect population health through planning and design of the physical environment at a campus wide scale







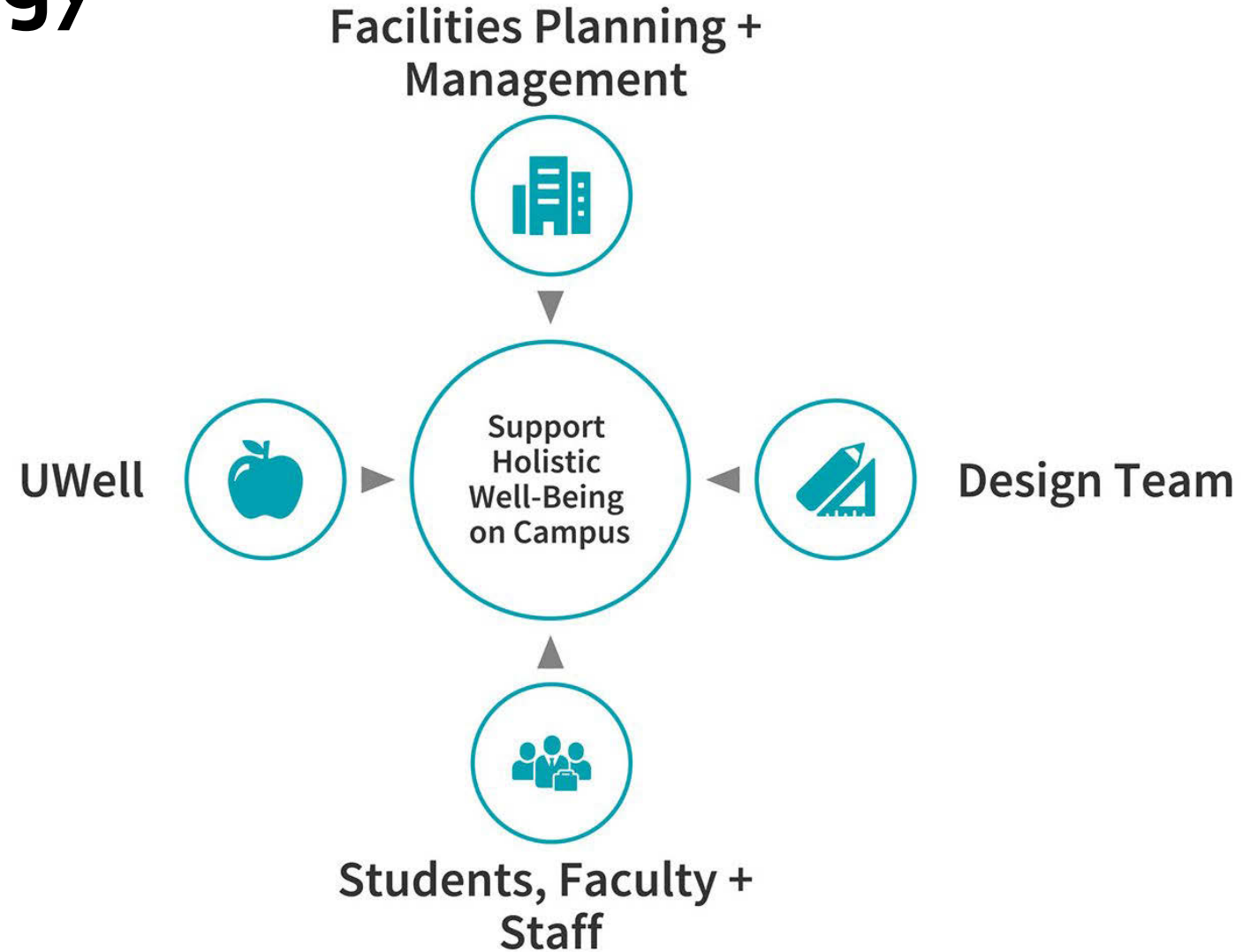
Landscape Master Plan

# Well-Being Strategy

Integrated Planning

A new partnership for the promotion of well-being on campus

- UWell Partnership Council
- Facilities, Planning & Management
- Students, Faculty & Staff
- Master Plan Consultant Team



# Principles of Partnership

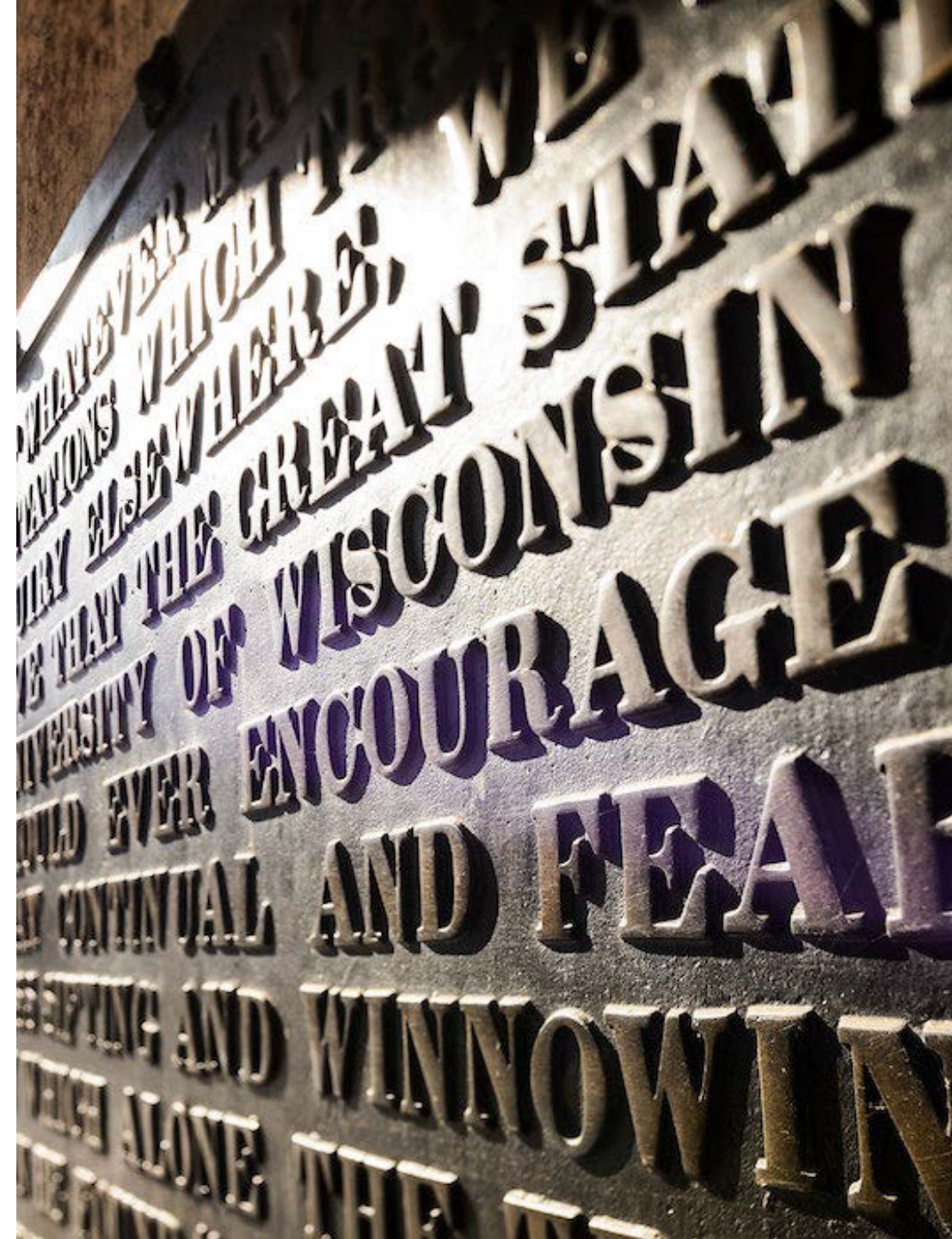
Integrated Planning

## Principles for a Successful Partnership\*:

- A Shared Goal of Campus Health and Wellness
- Engagement from campus partners
- Aligned Leadership
- Create Sustainable Systems
- Share Data and Analysis

\*Practical Playbook. "What Makes Partnerships Successful" June 25, 2019.

<https://www.practicalplaybook.org/page/what-makes-partnerships-successful>





Landscape Master Plan

# Partnership Outcomes

Integrated Planning

Expanded understanding for well-being

- Health, Meaning, Safety, Connection, Achievement, Growth, and Resiliency

A shared goal to promote a holistic approach of well-being on campus

Leverage the master plan to promote settings and systems over one-time programs and promotions





Landscape Master Plan

# Planning for Well-Being

A Holistic Approach

Promoting a holistic approach of well-being on campus:

- Taking care of your body
- Taking care of your mind
- Taking care of what's around you
- Taking care of your relationships
- Taking care of society







Landscape Master Plan

# Planning for Well-Being

A Holistic Approach

Well-Being Planning Principles:

- Active Lifestyle Promotion
- Enhance the Connection to Nature
- Promote Environmental Sustainability
- Promote Environments that Foster Community
- Stewardship of Cultural History

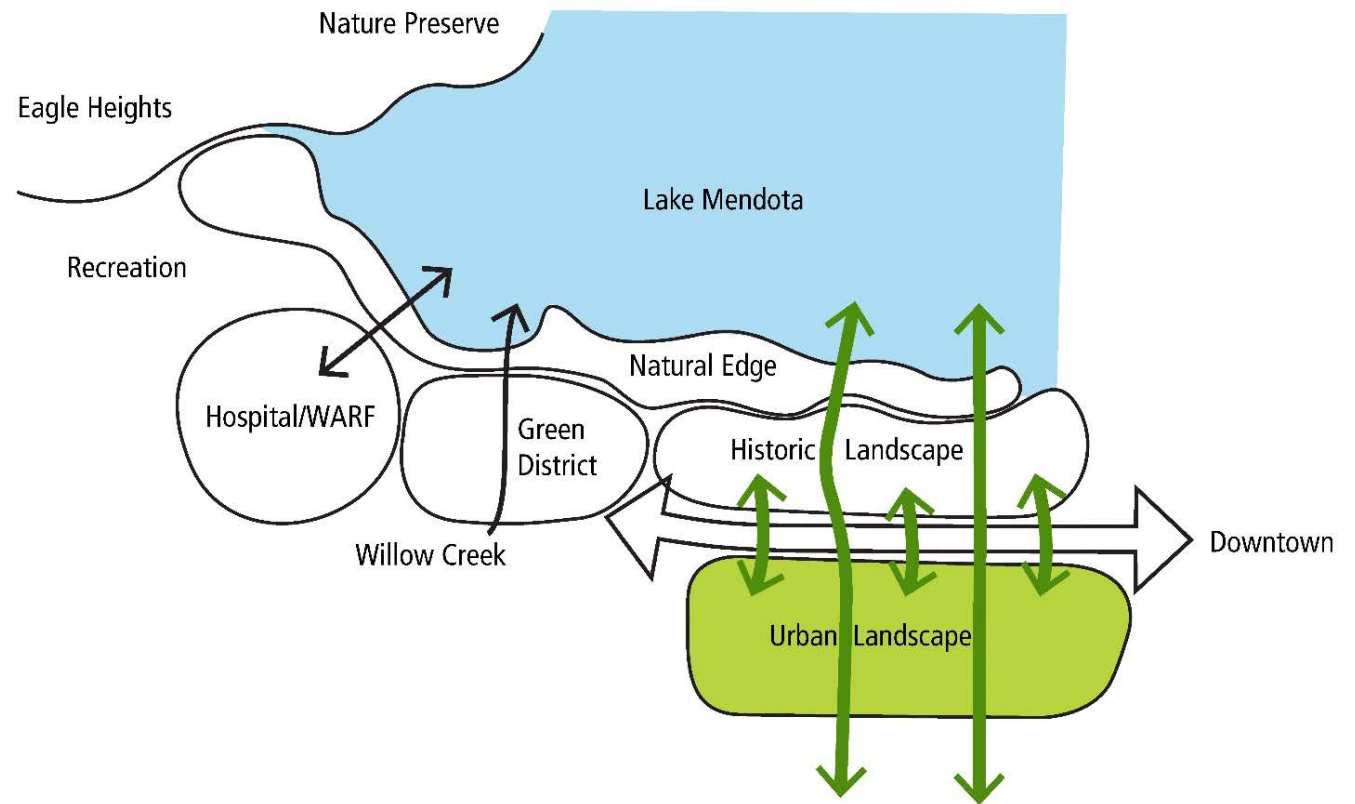


# Taking Care of Your Body

Planning for Well-Being

## Active Lifestyle Promotion

- Strengthen cross campus connections to encourage multi-modal transportation
- Revitalize streetscapes and the urban tree canopy to improve walkability and pedestrian comfort
- Address gaps in pedestrian and multi-modal connectivity on campus
- Provide bike lanes and convenient bike parking





# Taking Care of Your Body

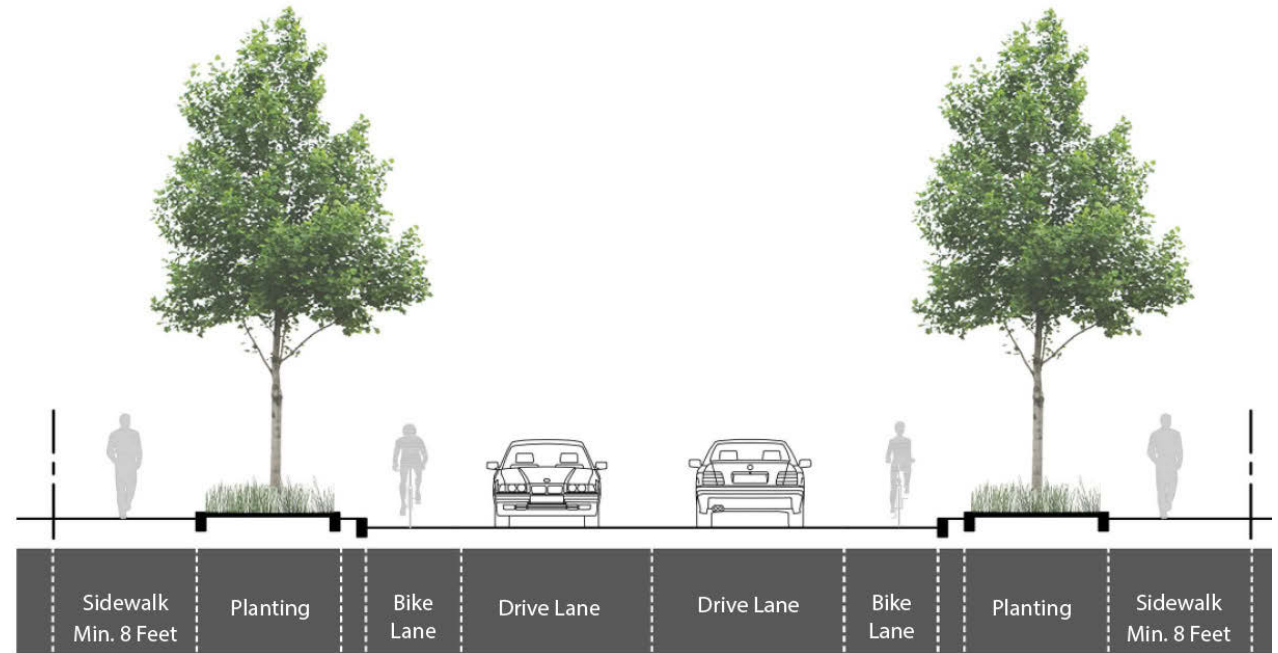
## Planning for Well-Being

Design guidelines to improve streetscape quality and scale:

- Minimum sidewalk widths
- Minimum planting terrace widths
- Typical tree spacing
- Continuous soil volume requirements

Landscape Development Standards:

- Multi-modal transportation
- Bike parking
- Cohesive site furnishings suite



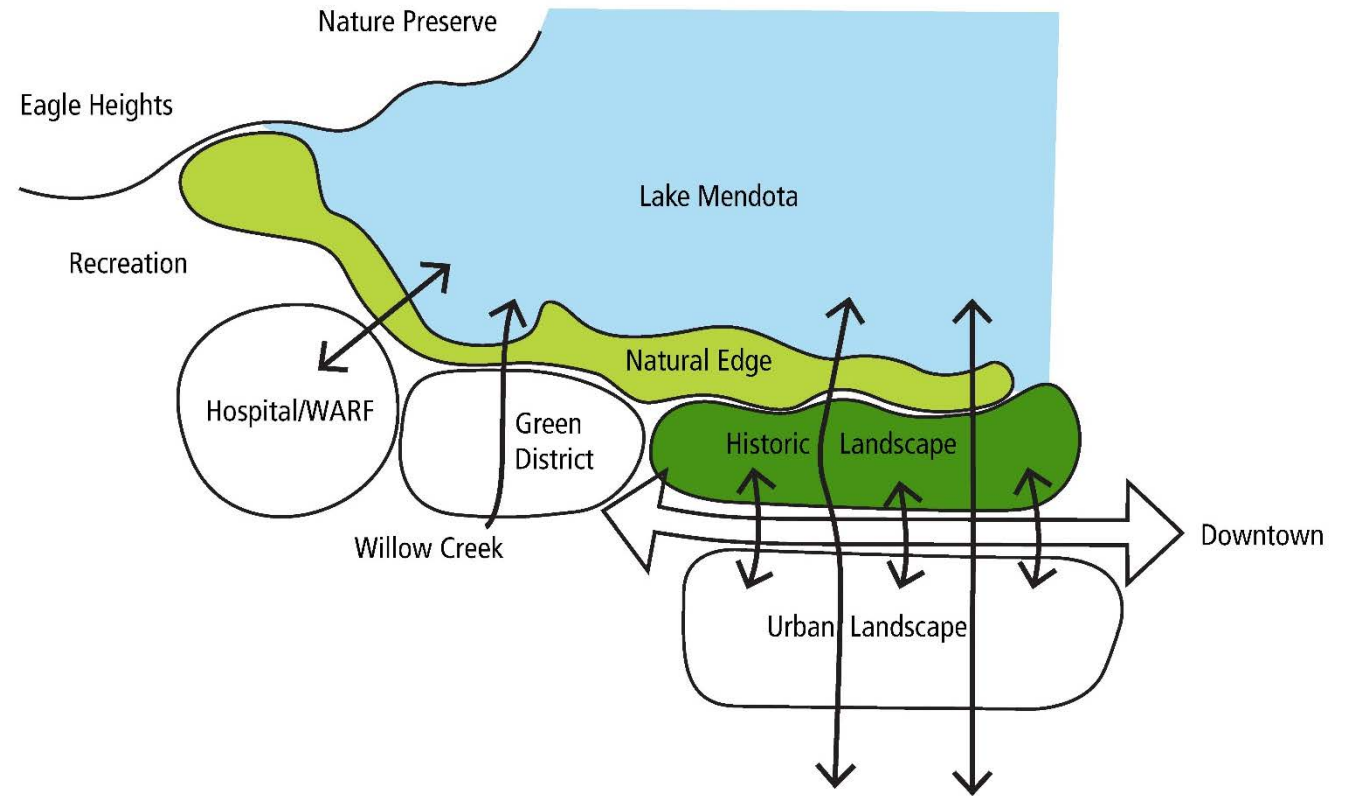


# Taking Care of Your Mind

Planning for Well-Being

## Enhance the Connection to Nature

- Re-establish visual and physical connections to Lake Mendota
- Expand naturalized landscapes on campus
- Preserve and enhance the Lakeshore Nature Preserve







Tripp Hall

UNIVERSITY OF MICHIGAN  
SCHOOL OF ENGINEERING  
LANSING

Elizabeth Water Hall

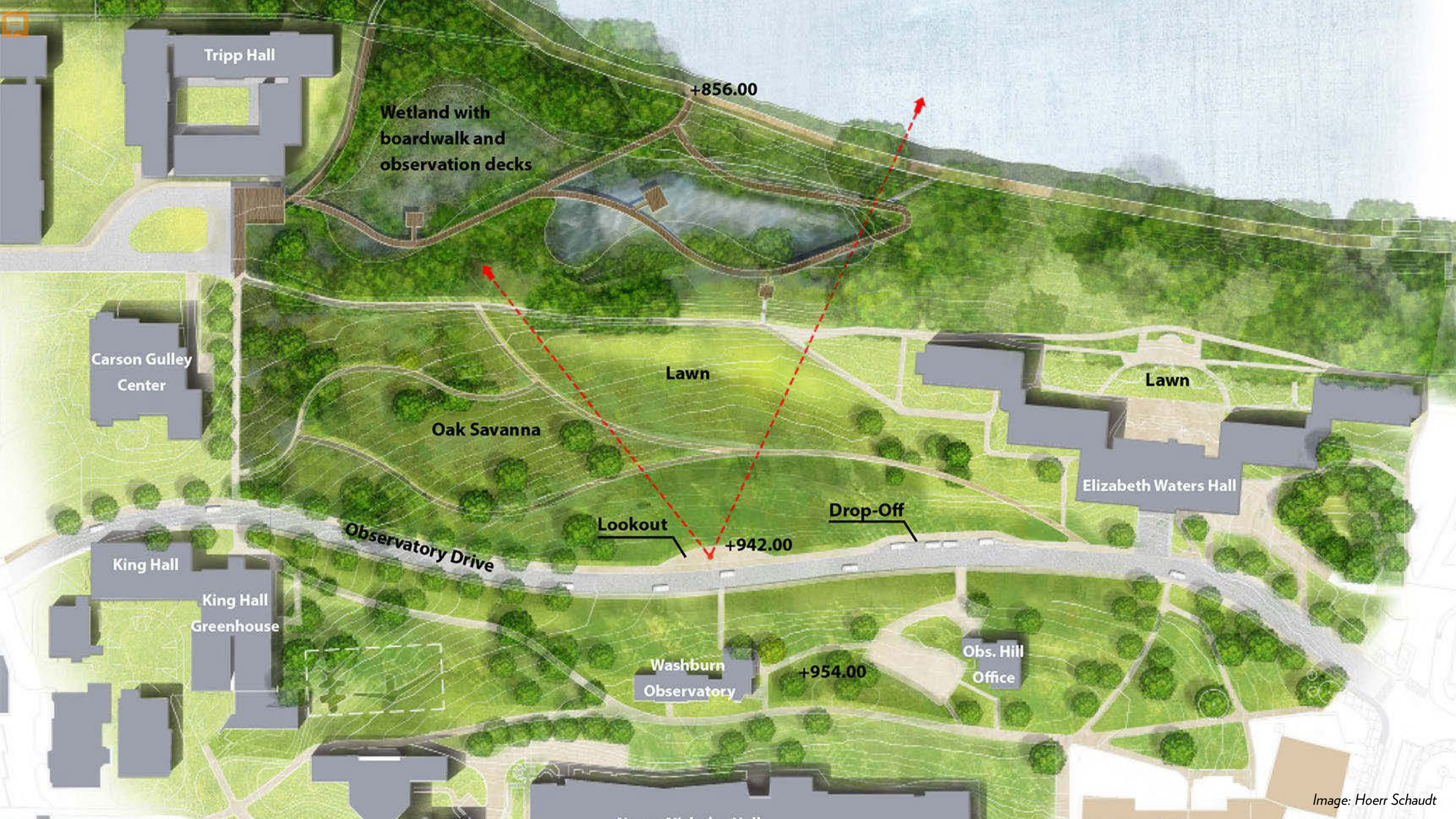
King Hall

Observatory Drive

Washburn Observatory

Nancy Nichols Hall





Tripp Hall

Wetland with  
boardwalk and  
observation decks

+856.00

Carson Gulley  
Center

Lawn

Lawn

Oak Savanna

Elizabeth Waters Hall

King Hall

King Hall  
Greenhouse

Observatory Drive

Lookout

+942.00

Drop-Off

Washburn  
Observatory

+954.00

Obs. Hill  
Office



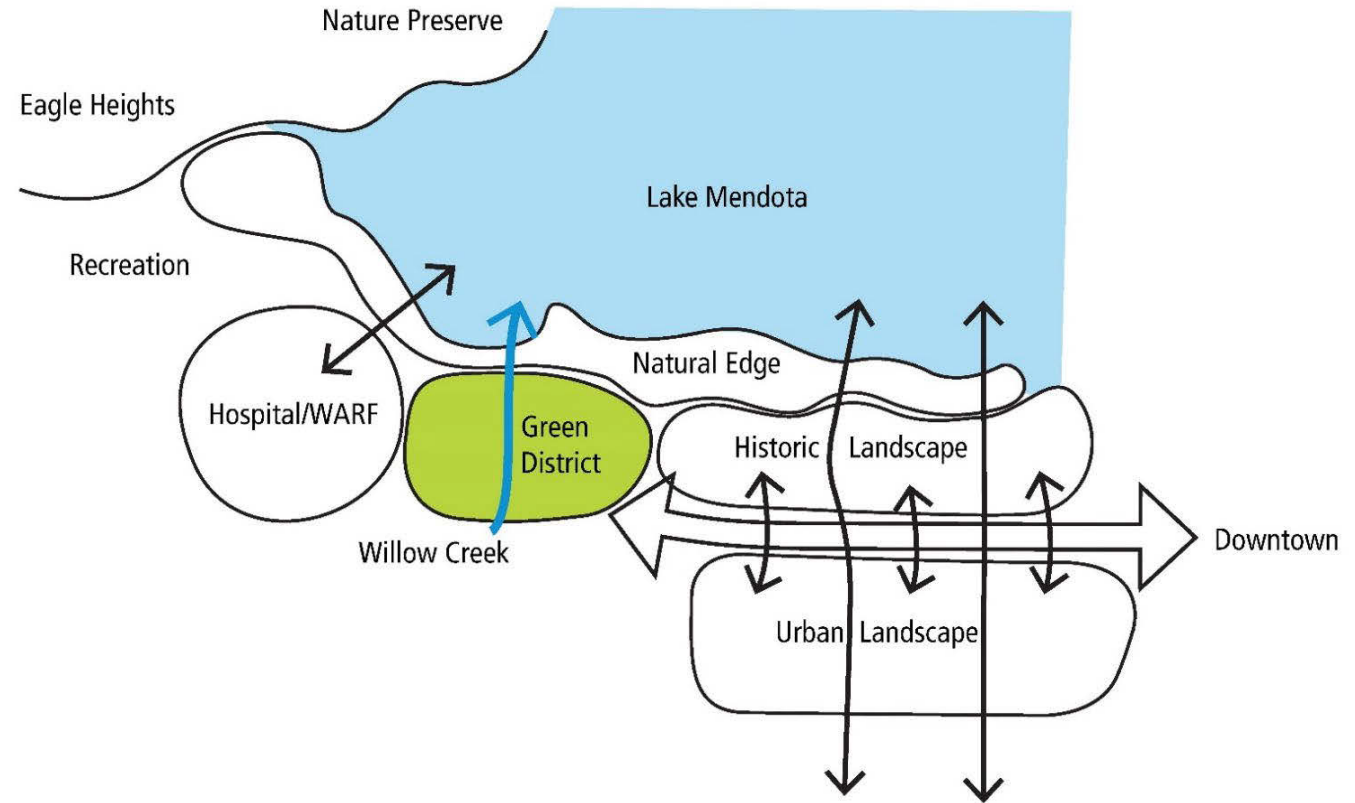


# Taking Care of What's Around You

Planning for Well-Being

## Promote Environmental Sustainability

- Redefine the Near West Campus as a living laboratory for teaching and research
- Promote the expansion of working landscapes on campus
- Revitalize Willow Creek



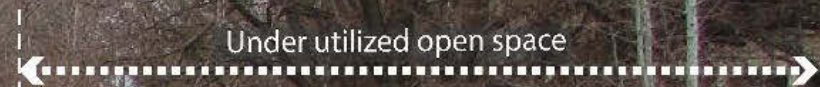




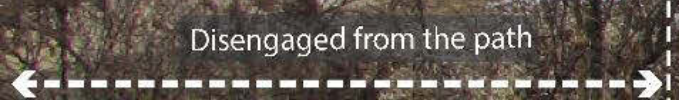
Obscured view to the lake



Under utilized open space



Disengaged from the path



Trees in poor condition



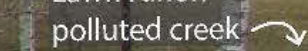
Channelized stream



Erosion



Lawn runoff  
polluted creek



Narrow Planting Strip







Image: Hoerr, Schaudt



Landscape Master Plan

# Taking Care of Your Relationships

Planning for Well-Being

Promote Environments that Foster Community

- Provide a safe and welcoming campus
- Design for inclusivity and accessibility
- Provide a diversity of terraces, plazas, courtyards and gardens for social interaction and outdoor gathering that respond to the building architecture and programming
- Provide movable furnishings when possible for flexibility of use





Landscape Master Plan

# Taking Care of Society

Planning for Well-Being

## Stewardship of Cultural History

- Honor the 12,000-year history of campus
- Steward extant effigy mounds for future generations
- Preserve cultural landscapes significant to the history and development of UW-Madison







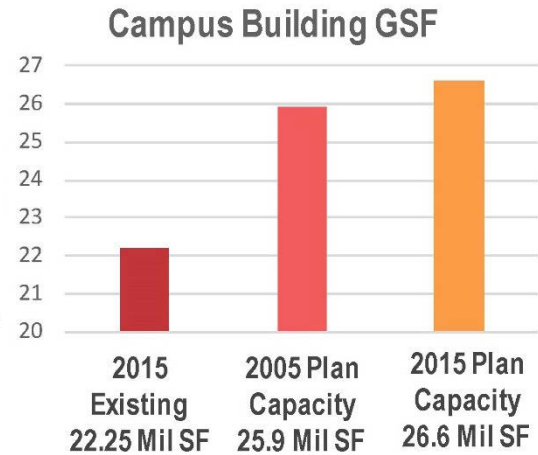
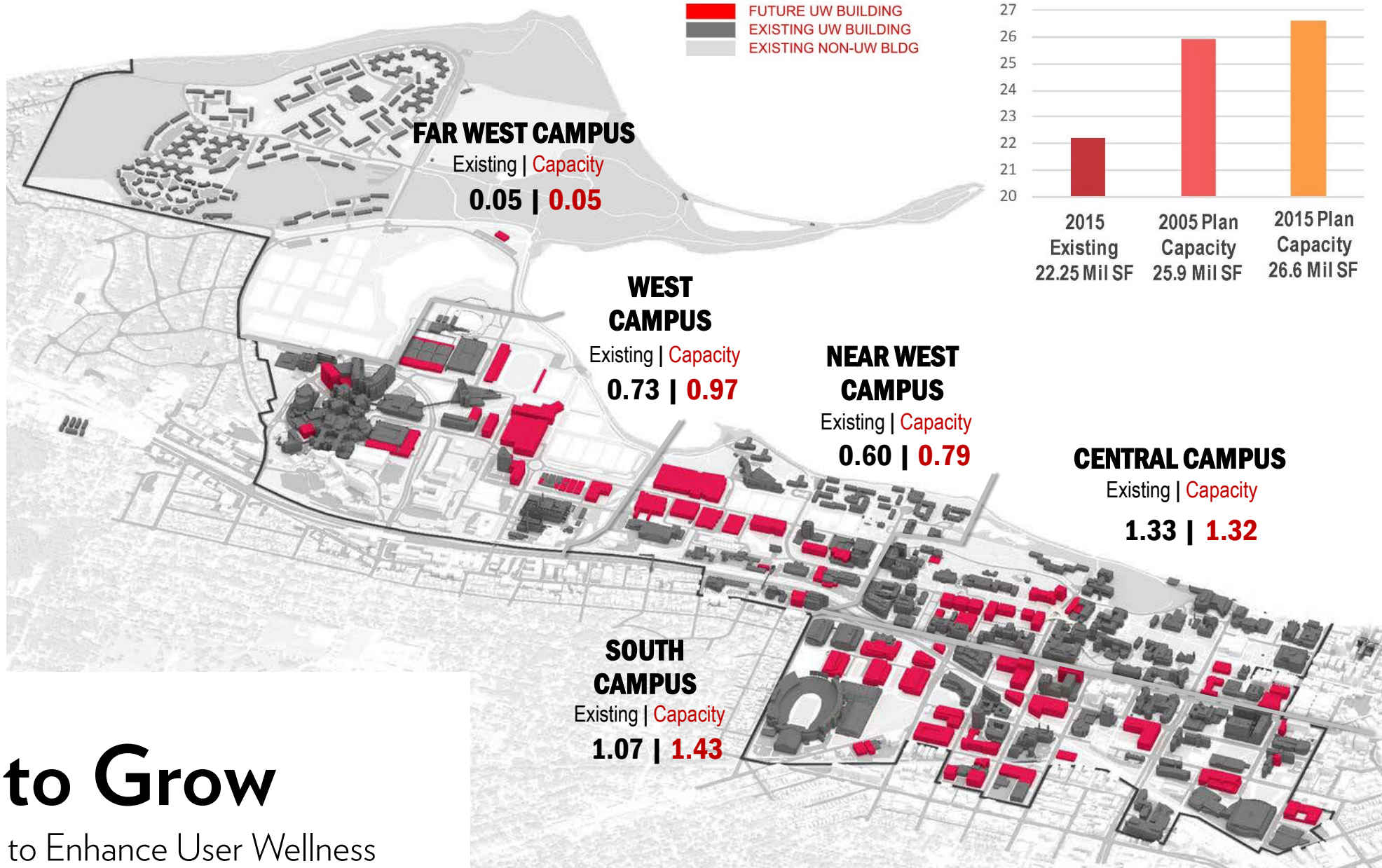
UNIVERSITY OF WISCONSIN - MADISON

**DEVELOPING THE PHYSICAL CAMPUS ENVIRONMENT TO SUPPORT WELLNESS**





- 2015 Master Plan Update increases 2005 Plan capacity by 400-600,000 SF
- 2015 MP capacity: 4.3mil. additional GSF
- Enrollment increases
- Floor Area Ratios



Physical Environment

# Capacity to Grow

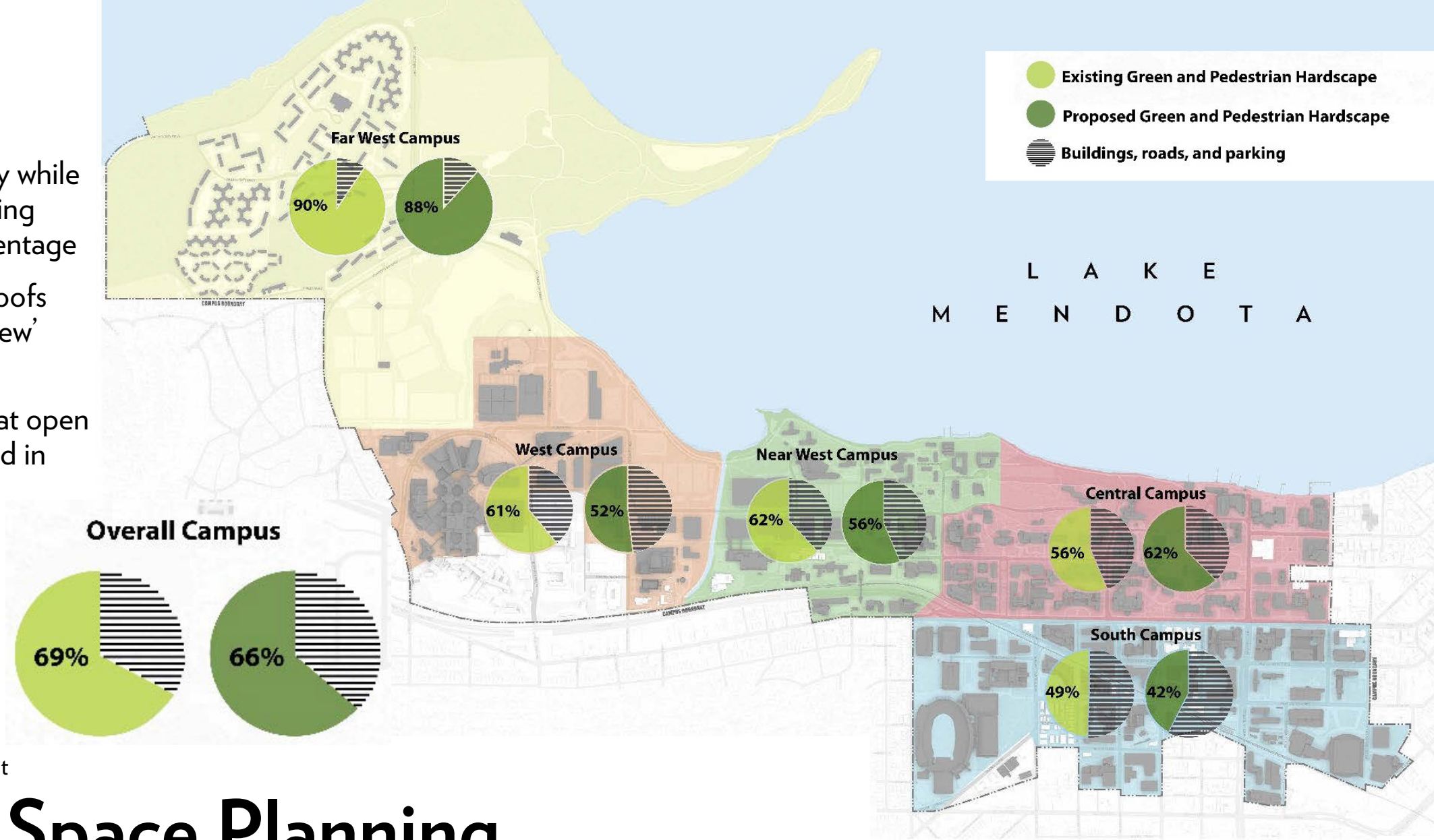
Strategic Opportunity to Enhance User Wellness

(FAR does not include parking structures, Camp Randall, or Kohl Center.)





- Increasing density while maintaining existing open space percentage
- Intensive green roofs calculated into 'new' open space
- The quality of that open space is addressed in the landscape framework plan



Physical Environment

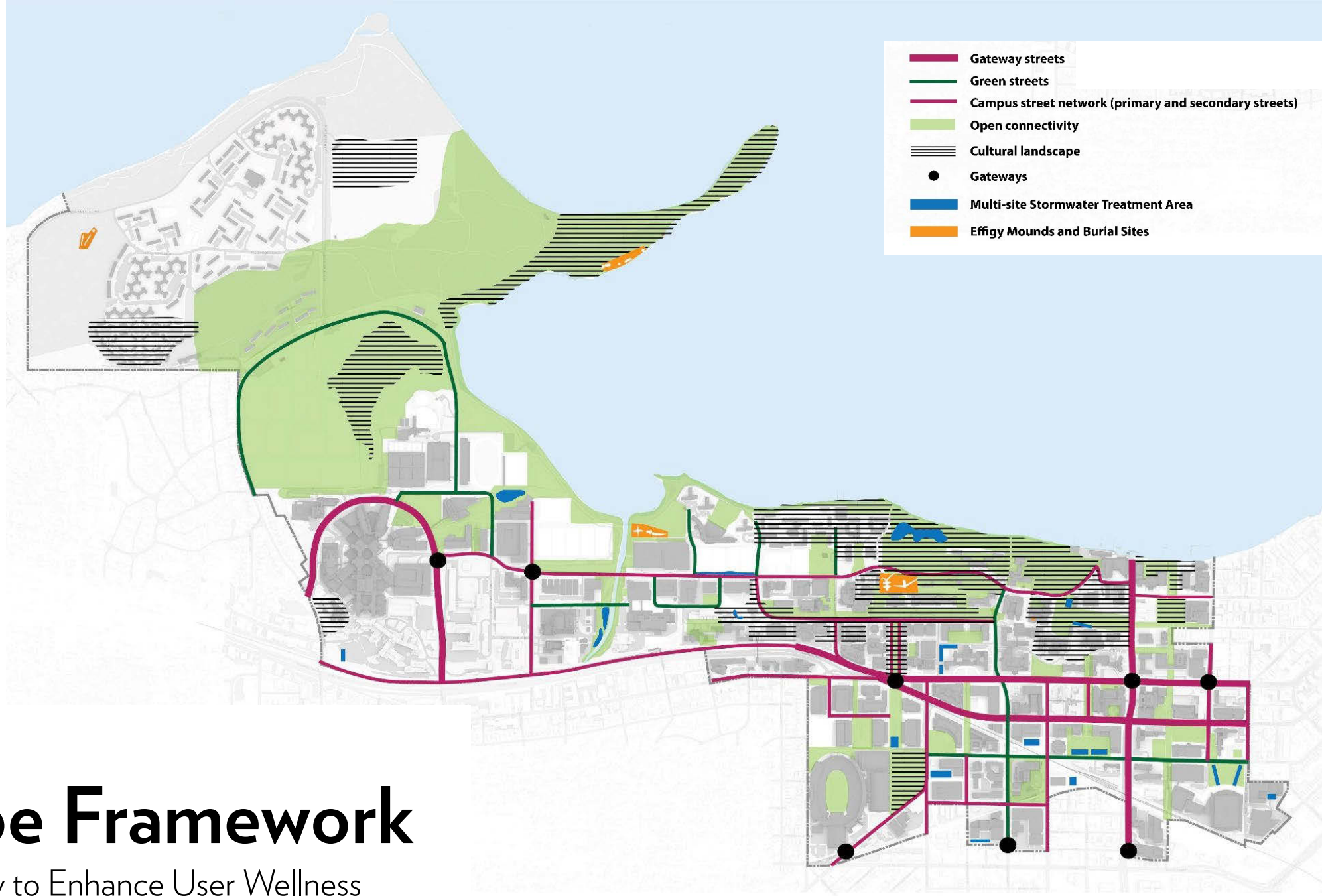
# Open Space Planning

Strategic Opportunity to Enhance User Wellness





- Major moves
- Connectivity
- Cultural Landscape overlay
- Green infrastructure coordination
- Topography, Soils, Canopy, Views

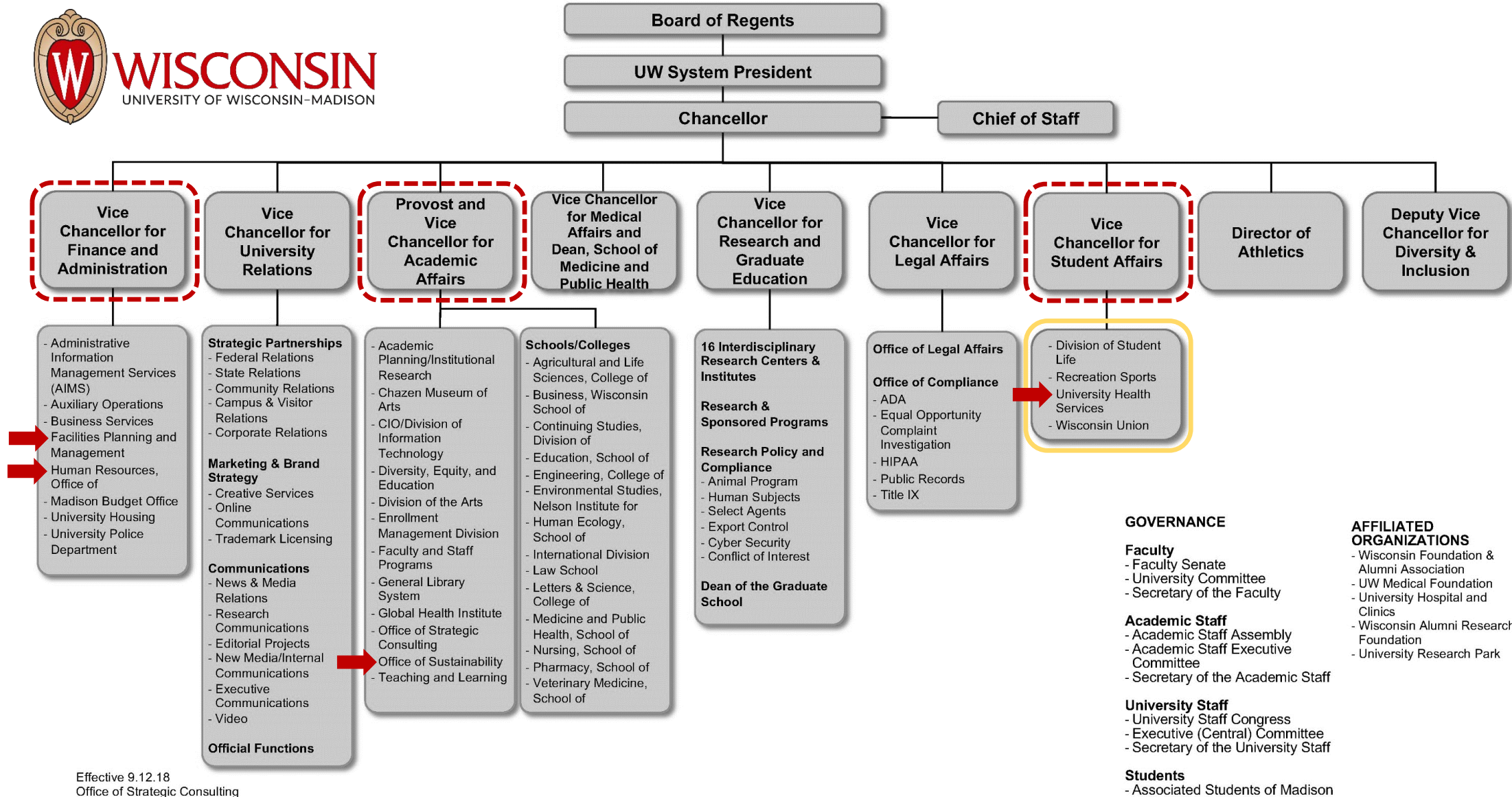


Physical Environment

# Landscape Framework

Strategic Opportunity to Enhance User Wellness





**GOVERNANCE**

**Faculty**

- Faculty Senate
- University Committee
- Secretary of the Faculty

**Academic Staff**

- Academic Staff Assembly
- Academic Staff Executive Committee
- Secretary of the Academic Staff

**University Staff**

- University Staff Congress
- Executive (Central) Committee
- Secretary of the University Staff

**Students**

- Associated Students of Madison

**AFFILIATED ORGANIZATIONS**

- Wisconsin Foundation & Alumni Association
- UW Medical Foundation
- University Hospital and Clinics
- Wisconsin Alumni Research Foundation
- University Research Park





Physical Environment

# Mission - Cascading & Shared

Strategic Opportunity to Enhance User Wellness



## UNIVERSITY MISSION

To create, integrate, transfer, and apply knowledge through innovative programs of research, teaching, and public service. The Wisconsin Idea: A longstanding tradition that defines the boundaries of the university as the boundaries of the state and beyond.

## UHS MISSION (Student Affairs)

To enhance learning and student success by promoting, protecting, and restoring health and well-being.

## FP&M MISSION (Finance & Administration)

Providing excellence in facilities and services for our university community.

## UWELL MISSION (Human Resources)

To support, promote and advance the health and well-being of the entire UW-Madison campus community, through strategic, collaborative and broad-reaching efforts that drive a culture and environment of wellness on campus.

## CAMPUS PLANNING & LANDSCAPE ARCHITECTURE MISSION

Leading the stewardship of the university's built, natural, and cultural environments.





Physical Environment

# Mission - Cascading & Shared

Strategic Opportunity to Enhance User Wellness



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## CAMPUS PLANNING & LANDSCAPE ARCHITECTURE MISSION

Leading the **stewardship** of the university's **built, natural, and cultural environments.**



Physical Environment

# Capital Project Process

Strategic Opportunity to Enhance User Wellness

## Capital Building Program

- Schools, Colleges, Divisions - Strategic Plans

## Planning I

- Internal Planning

## Planning II

- Advanced Planning
- Feasibility, Budget, Timeline

## Project Delivery

- Schematic Design
- Design Development
- Construction Administration

## Completed Project







Physical Environment

# Capital Project Process

Strategic Opportunity to Enhance User Wellness

## Capital Building Program

- SCD Strategic Plans

## Planning I

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- Schematic Design
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## Completed Project

## RESOURCES

Studies, Plans, Research  
Guidelines, References,  
Municipal Zoning Code

## ENTITIES

Boards, Commissions,  
Faculty, Champions,  
CPLA, Municipality





Physical Environment

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- Campus Master Plan
- Landscape Master Plan
- Campus Design Guidelines
- COTE Toolkit – BRIK
- Landscape Performance Series
- Technical Guidelines
- City Zoning Code

## ENTITIES

Boards, Commissions, Faculty, Champions, CPLA, Municipality

- Design Review Board
- Faculty Research
- Joint Campus Area Committee
- Public Information Meetings
- Project Champions
- Campus Planning & LA
- City of Madison (Agencies/Boards)





Physical Environment

# Wellness Integration: RESOURCES

AIA Committee on the Environment’s (COTE) Top 10 Toolkit

**AIA  
COTE Top Ten**

MEASURE	APPLICABLE FOCUS TOPICS
Design for Integration	Integrated process with vision statement
Design for Ecology	Ecosystem services, dark skies, bird-friendly design
Design for Water	Outdoor water use, rainwater/stormwater management and use
Design for Economy	Building size, material use, community links
Design for Energy	Onsite renewable, passive design features, climate responsive design
Design for Wellness	Thermal comfort, happiness, biophilia, food/movement/exercise
Design for Resources	Material sourcing, construction waste diversion
Design for Change	Resilience, future adaptability
Design for Discovery	Lessons learned, discovery that influences behaviors
Design for Community	Engagement, social equity, human scale, alternative transportation
Design for Learning	Site opportunities, performative landscapes
Design for Research	Site opportunities, maintenance





Physical Environment

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Strategic Opportunity to Enhance User Wellness

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Physical Environment

# Project Principles

Strategic Opportunity to Enhance User Wellness

1. Enhance Connection to Nature
2. Promote Active Lifestyles
3. Environments that Foster Community
4. Reinforce Safety on Campus
5. Improve Inclusivity and Accessibility of Spaces
6. Embrace Shared Governance





Physical Environment

# Capital Project Process

Near West Campus Project Principles





Physical Environment

# Capital Project Process

Near West Campus Project Principles





Physical Environment

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Physical Environment

# Capital Project Process

Near West Campus Project Principles

- ‘Working’ Landscape  
Aesthetics | Function | Performance
- Rain water and green infrastructure
- Physical and visual access to context
- Right sizing relationship of hard to soft
- Cultural and historic connection
- Efficient systems to conserve resources
- Learning occurs everywhere
- Bolster Ecosystem services
- Climate resiliency
- Biophilia hypothesis (BET)





Physical Environment

# 14 Patterns of Biophilic Design

Aesthetics vs. Function vs. Performance

CONTEXT	PATTERN
NATURE IN THE SPACE	1. Visual Connection with Nature
	2. Non-Visual Connection with Nature
	3. Non-Rhythmic Sensory Stimuli
	4. Thermal and Airflow Variability
	5. Presence of Water
	6. Dynamic and Diffuse Light
	7. Connection with Natural Systems
NATURAL ANALOGUES	8. Biomorphic Forms and Patterns
	9. Material Connection with Nature
	10. Complexity and Order
NATURE OF THE SPACE	11. Prospect
	12. Refuge
	13. Mystery
	14. Risk / Peril

*Browning et al (2014)*





**NATURE IN SPACE**

- [P1] Visual Connection with Nature
- [P2] Non-Visual Connection with Nature
- [P3] Non-Rhythmic Sensory Stimuli
- [P4] Access to Thermal & Airflow Variability
- [P5] Presence of Water
- [P6] Dynamic & Diffuse Light
- [P7] Connection with Natural Systems



**NATURAL ANALOGUES**

- [P8] Biomorphic Forms & Patterns
- [P9] Material Connection with Nature
- [P10] Complexity & Order



**NATURE OF THE SPACE**

- [P11] Prospect
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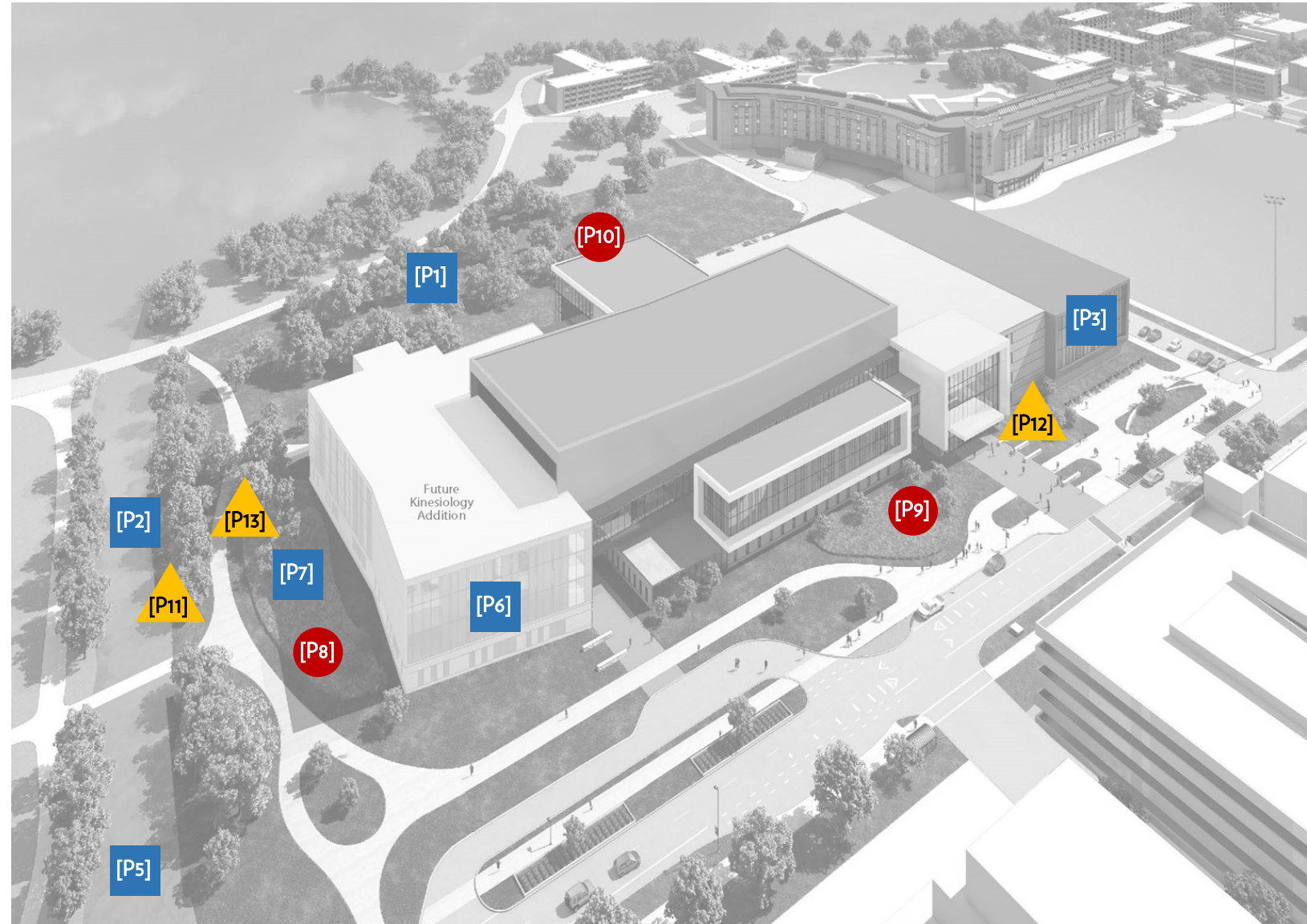




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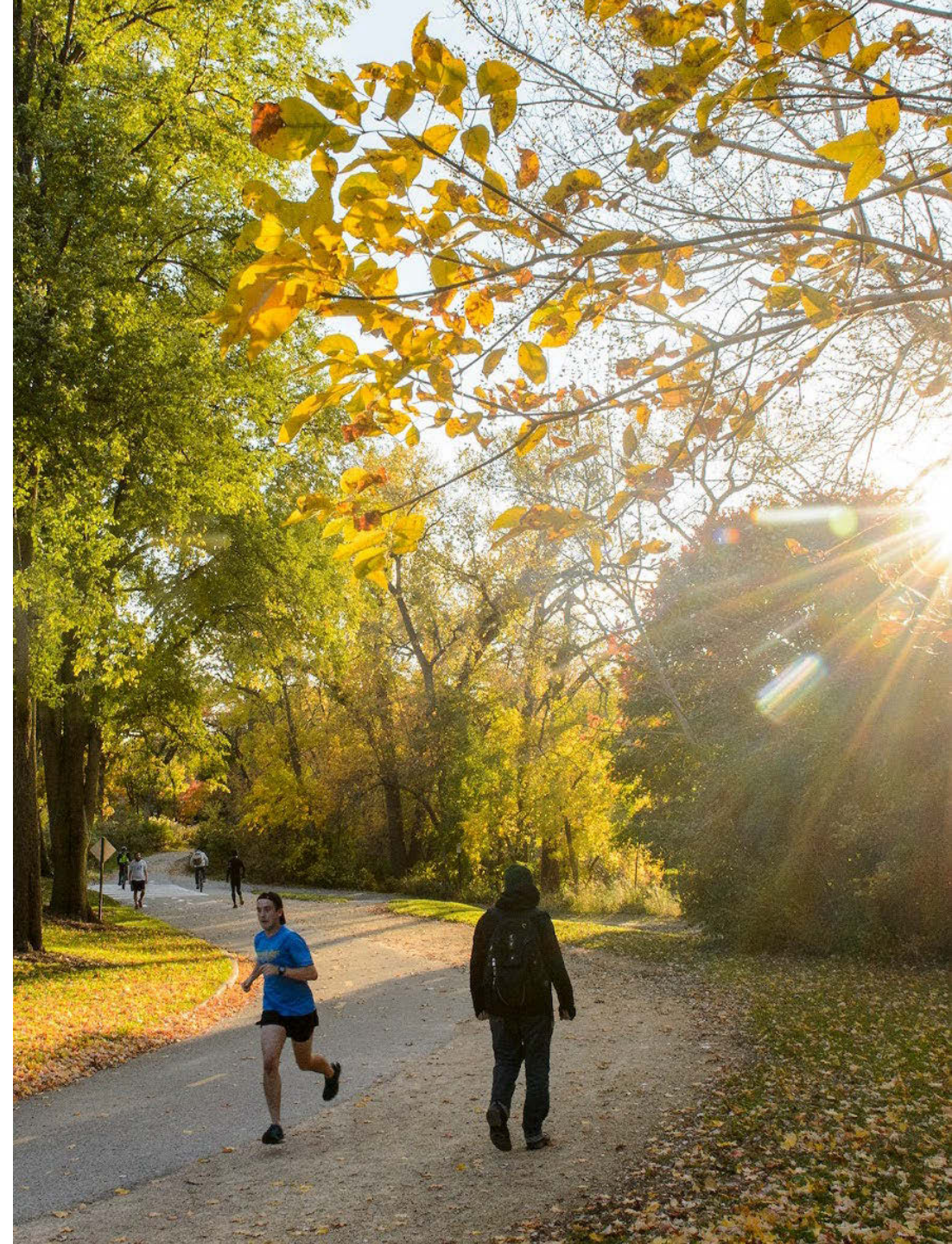


Physical Environment

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6. Embrace Shared Governance



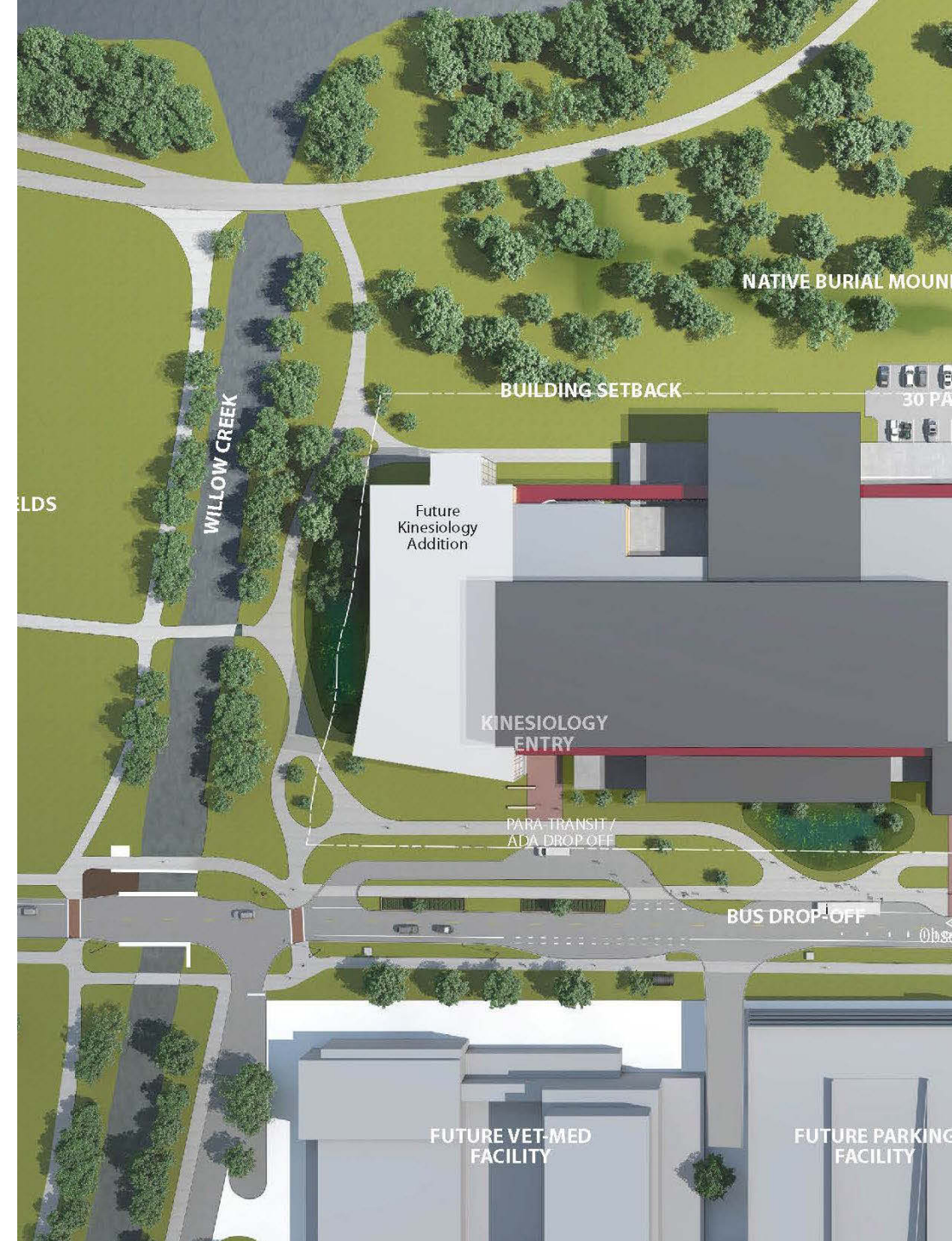


Physical Environment

# Project Principles

Promote Active Lifestyles

- Expanded Gym/Nat programming
- Transportation System / Walk / Bike
- Visible Health
- Membership
- Designed Environment







Physical Environment

# Project Principles

Strategic Opportunity to Enhance User Wellness

1. Enhance Connection to Nature
2. Promote Active Lifestyles
3. Environments that Foster Community
4. Reinforce Safety on Campus
5. Improve Inclusivity and Accessibility of Spaces
6. Embrace Shared Governance





Physical Environment

# Project Principles

Environments that Foster Community

- Blending academic and non-academic programming
- Spatial variety - welcoming
- Internal spaces take cues from external environment
- Limit barriers to use
- Food





Physical Environment

# Project Principles

Strategic Opportunity to Enhance User Wellness

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Physical Environment

# Project Principles

Reinforce Safety on Campus

- Psychological Safety
- Designed Environment – CPTED
- Connection to Campus Resources
- Promoting and Communicating Safety





Physical Environment

# Project Principles

Strategic Opportunity to Enhance User Wellness

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Physical Environment

# Project Principles

Improve Inclusivity and Accessibility of Spaces

- Variety and Types – All Bodies
- Improved Wayfinding – Access
- Exercise Adaptability
- Integrated Program Elements – Congregation
- Design Environment - Location







Physical Environment

# Project Principles

Strategic Opportunity to Enhance User Wellness

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Physical Environment

# Project Principles

Embrace Shared Governance

- Internal and External Stakeholder Representation
- Generalists vs. Specialists
- Community Engagement
- Learn from Process (SERF)
- Diversity = strength, creativity, and innovation







Physical Environment

# Measurement + Alignment = Success

Strategic Opportunity to Enhance User Wellness

## How do we know if we've been successful?

- Common measurements – 7 dimensions of wellbeing serve as outcomes (health, safety, resilience, growth, achievement, meaning, connection)
  - Additional metrics– graduation rates, retention rates, staff turnover (and why)
- Continuous engagement – What can we do together that we can't do alone?
- Tie to higher levels of strategy – mission, vision, values of departments and campus
- Capacity built in all members of campus community – everyone leads, everyone has a place in the strategy



Summary

# Key Take Home Points

Strategic Collaboration to Promote Wellness in a Campus Community

1. Integrate Health & Wellness professionals early into planning efforts
2. Adopt a holistic and multi-dimensional approach to supporting wellness on campus
3. “Settings & Systems” over “Programs & Promotion”
4. Campus landscapes play a critical role in shaping the faculty, staff, student, and visitor experience on campus.
5. The campus master plan/landscape master plan is a strategic opportunity to set this framework.
6. Identify other community partners and references to support physical environment wellness implementation.
7. Make wellness intentional in your designs and seek performance.
8. Get wellness on everyone else’s agenda.







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# DISCUSSION

Aligning Environments with Policies and Systems for Wellness



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