



ROCKY VISTA UNIVERSITY

MONTANA COLLEGE OF OSTEOPATHIC MEDICINE

Achieving new heights in medical education

PAE 5.3-1: A COM must publish and follow policies and procedures that effectively mitigate faculty, staff, and student exposure to infectious and environmental hazards, provide education on prevention of such exposures, and address procedures for care and treatment after such exposures. A COM must also publish and follow policies related to student, faculty, and staff mental health and wellness and fatigue mitigation.

RVU EMPLOYEE WELLNESS PLAN AND RESOURCES

Rocky Vista University is committed to promoting a safe and healthy working environment for faculty and staff. An employee wellness plan encourages a healthy lifestyle choices and rewards faculty and staff for practicing wellness activities. Additionally, life assistance resources are available to all employees as no extra costs incurred. These resources are promoted periodically to remind the faculty and staff of its availability. Employees are always welcome to learn more about these resources at the Human Resources department.

RVU's Wellness Plan promotes health and wellness to our employees by fostering healthy lifestyle and advocating for a healthy work environment by offering quarterly challenges and activities consisting of Body, Community, Mind and Financial challenges. The activities and challenges are gamified where faculty and staff earn points, and a report card is generated to the employee at the end of each quarter. Small awards given and employees can also earn up to 3 days off (Wellness Days) based on points earned.

RVU provides three Life Assistance Programs to mitigate stress from life events.

1. **Higher-Ed Employee Assistance Program (EAP)** provides counseling services, the most employee Work-Life benefits and the broadest menu of management resources. The Higher-ED EAP program differs from other EAPs. Calls are not pre-screened; every call is answered by a Masters or PH.D. level counselor who provides direct, in the moment counseling .50 FTE – 1 FTE RVU faculty and staff beginning the first call. In addition to the counseling provided ESI Higher-Ed offers more benefits and services than any other EAP. These services address virtually every issue and problem that faculty and staff and their families could face. ESI EAP for Higher Education includes (but is not limited) to the following:

Confidential, Telephonic Counseling, Face to Face Counseling, Legal Benefits, Child & Elder Care Benefit, Adoption Counselors, Special Needs Counselors, Personal Assistant, Certified Financial Coaching, Peak Performance Coaching, Wellness Coaching, Online Training & Coaching, Personal Finance & Education Center, Self-Help Resources, Career & Educational Resources.

2. **Health Advocates** provides Personal Health Advocates with healthcare experts and extensive experience to support all faculty, staff, spouses, dependents, parents and parent-in-law with medical issues and decisions, no matter how common or complex. Registered nurses are supported by medical directors and benefits experts who work on behalf of our faculty, staff, spouses, dependents, parents and parent-in-law. They can answer questions about medical diagnoses and review treatment options, research and identify the latest, most advanced approaches to care, coordinate clinical services related to all aspects of medical care, identify top experts and Centers of Excellence across the country for second opinions, discuss the cost and quality care of medical services to help members make informed decisions. Health Advocates also provides benefits and claims specialist who will work with providers and insurance companies on behalf to help resolve a wide range of complicated, challenging and time-consuming issues.
3. **Lincoln Financial Group** provides LifeKeys services for employee and beneficiary. Services provided include:
 - a. Grief counseling: grief and loss, stress, anxiety, and depression,
 - b. Financial services: estate planning, budgeting, bankruptcy, investments
 - c. Legal support: estate and probate law, Real estate transactions
 - d. Help with everyday life: planning a memorial service, finding child care or elder care, selecting a mortgage