

CAMPUS, BUILDINGS, & WORKPLACE ENVIRONMENT: The University of Pittsburgh provides a supportive physical and social work environment that is conducive to healthy habits and behavior. Pitt strives to enhance the quality of life of our campus & community by improving the quality of our indoor & outdoor spaces, as demonstrated by our third-party green building certifications. We also support the physical & mental health needs of students & employees both individually and through campus strategies like active design & access to nature.

Pitt's urban campus actively manages outdoor spaces. Buildings have well-lit safe stairwells, water fountains, outdoor bike racks, and sidewalks to support walking, including a 1-mile walking route on the Pittsburgh campus. The University also works to keep growing our wellness culture by working towards becoming a smoke-free campus; improving student and employee exercise facilities; adding additional physical activity opportunities; and healthy, culturally appropriate, and plant-forward food offerings on campus.

OUTDOOR SPACES: The University of Pittsburgh's Pitt's Campus and Institutional Master Plans explicitly address strategies to improve the quality of Pitt's outdoor spaces via open space, tree cover, mobility, planting improvements, and more. Implemented in 2017, these guidelines are outlined in Facilities Management's Professional Design Manual Division S (Sustainable Landscapes). Utilizing sustainable landscape practices—such as the inclusion of rain gardens to mitigate stormwater or planting of diverse and native flora—creates resilient environments with multiple benefits including but not limited to reducing heat island effects, improving air quality, and positively impacting mental wellbeing.

Pitt also has a goal to increase public realm green space 15% by 2031. Campus landscape and ecology efforts include trees; edible, pollinator, and rain gardens; and green roofs.

Founded in 2020, the University's Public Art Committee works to engage the Pitt community in seeking new and exciting ways public art can be utilized on campus to further stimulate meaningful discussions, enrich the learning experience, and positively impact community well-being. Pitt recognizes and is working to expand the transformative effect public art has on our community, including by inventorying all artworks owned by the University.

ACTIVE CAMPUS: In 2021, Bigelow Boulevard became Pitt's first Complete Street by creating a safer and more accessible route for pedestrians, cyclists, and vehicles on the heavily trafficked section of road linking Fifth and Forbes Avenue. Increasing inclusive connectivity around campus promotes active mobility options that positively impact health.

In 2020, Pitt started partnering with POGO to provide free 30-minute bike rides to students and employees. The University also designs all new buildings to have visible stairwells and walking connections between buildings to encourage occupants to be physically active.

PANTHER WALKING ROUTE: Envisioned as the first of several campus walking routes, the Panther Walking Route was created in 2018 to promote physical activity. It includes 10 stops across the Pittsburgh campus, each with signage that includes a QR code for participants to learn more about the history, architecture, and sustainability facts related to that location. In 2023, the Campus Tree Trek was designed to help promote mental health and emotional wellbeing by encouraging people to get outside and admire the beauty of the trees on campus. This walk only takes 20-minutes and is about a mile-long, easy to complete during a lunch break. Each tree is labeled with the specie name and has a QR code for participants to learn more about the natural history of the tree and the year it was planted.

NEW CAMPUS RECREATION & WELLNESS CENTER: Under construction now for an expected 2024 opening, the Campus [Recreation & Wellness Center](#) will be a total health & wellness destination providing new campus connections & showcasing Pitt's commitment to sustainability. In design since 2018, the Center is pursuing LEED certification with plans to open Fall 2024, providing 270,000 square feet of first-rate amenities and services that encompass all aspects of health and wellness. The Campus Recreation & Wellness Center embodies a holistic approach to support and enrich the student experience.

STUDENT HEALTH SERVICES: Student Health Services is Pitt students' primary source for high-quality medical care & health education, providing accredited, dedicated professionals who provide high quality primary health care, prevention, health education, and pharmacy services to enhance student living and learning.

The University Counseling Center hosts Pitt mental health professionals who are available to help students with any personal problems or concerns, including relationship issues, emotional or social difficulties, and concerns about academic progress. Drug & alcohol counselors & psychiatrists are also available.

EMPLOYEE HEALTH & WELLNESS CENTER: The University of Pittsburgh opened its onsite MyHealth@Work Health and Wellness Center in April 2016. The Center is open Monday through Friday and is a free service exclusively for University of Pittsburgh faculty and staff regardless of insurance coverage.

Within walking distance from most Pittsburgh campus buildings, the 2,000 square foot Center is staffed by UPMC healthcare providers, including a certified registered nurse practitioner, registered nurse, medical assistant, and two full-time onsite health coaches with oversight from a practicing physician. The Center treats a variety of acute health conditions including sinus infections, cough and colds, blood pressure screenings, fever, and provides vaccinations. With UPMC Health Plan's Prescription for Wellness, physicians write a prescription for a UPMC Health Plan lifestyle or condition management health coaching program. Members are ten times more likely to successfully complete their program when referred by their physician than when they self-refer or are referred by UPMC Health Plan.

HEALTHY LIFESTYLE INSTITUTE & BE FIT PITT: Between 2017 and 2021, University of Pittsburgh's Healthy Lifestyle Institute (HLI) was active in the School of Education. HLI strived to enhance the overall health, wellbeing, and quality of life of individuals within the University and across the greater Pittsburgh region. The HLI worked to improve healthy lifestyles via wellness programming, supporting action-oriented research, and strengthening collaborative partnerships. The institute examined how biological factors like genetics influence lifestyle behaviors, and how those factors impact chronic diseases and negative health outcomes. Part of HLI, the Be Fit Pitt initiative actively worked to get Pitt faculty and staff to move more during the workday. Over time, Be Fit Pitt efforts evolved into a widespread campaign featuring a range of in-person and virtual exercise opportunities to support every fitness level and goal.

COVID SICK BANK: To assist full and part-time employees during the Covid-19 pandemic, a Temporary Voluntary Sick Day Bank was created. During the height of the pandemic, employees had the opportunity to make a one-time donation to the bank and/or request additional sick time. During this time 18,333 hours were donated by 218 employees, assisting 91 employees so far with 4,839 hours of

sick time.

LIVE WELL PITT: In Spring 2019, a student project for the GEOL 1333: Sustainability course collaborated with Pitt IT to create a “Live Well Pitt” module on the Pitt Mobile App. The Live Well Pitt module includes sections on Financial Wellness, Emotional Wellness, Social Wellness, Physical Wellness, Environmental Wellness, and Sustainability on Campus; the latter two app categories are now maintained by the Office of Sustainability.

THRIVE @ PITT: Launched in 2021, Thrive @ Pitt is an online resource from the Campus Well-Being Consortium developed to support and maintain all aspects of student well-being by promoting and improving accessibility to various resources relevant to our diverse student body. The site is focused on multi-dimensional well-being, including physical, emotional, intellectual, spiritual, environmental, financial, occupational, and social.

WELLNESS FOR LIFE: For Pitt employees, Pitt Human Resources has a Wellness for Life webpage that includes resources relating to physical, emotional, financial, environmental, intellectual, occupational, social, and mindful wellness. Additionally, starting in FY23, Health Incentive Account dollars earned for doing voluntary wellness activities can be used like flexible spending account money.

POLICY INTEGRATION: The University offers comprehensive health insurance benefits through UPMC Health Plan, including vision and dental benefits from other vendors. Some additional covered benefits include our Faculty/Staff Assistance Program such as LifeSolutions (mental and emotional well-being, along with work/life balance resources), TIAA (financial well-being), and MetLife (disability coverage).

The University of Pittsburgh committed to no-cost preventive services long before it became a requirement under the Affordable Care Act (ACA) and offers incentives for participation in health improvement activities such as getting a biometric screening, completing an online health risk assessment, and getting a preventative physical exam.

YEAR OF EMOTIONAL WELL-BEING: Since 2014, the University of Pittsburgh has celebrated a “Year of” initiative, with past themes including sustainability, creativity, and engagement. The 2022-23 academic year was the Year of Emotional Well-Being, which aids our ability to manage stress, overcome adversity, reduce feelings of negativity, and approach life in a positive manner. The pandemic underscored the importance of fully supporting the emotional welfare of students, faculty, and staff.

DEDICATED STAFF SUPPORT

HR WELLNESS SPECIALIST: In January 2017, the University hired its first Wellness Specialist in the Office of Human Resources’ Benefits department. The Wellness Specialist assists with the long-term wellness strategy, developing a network of wellness champions, and coordinates programs and activities.

ON-SITE HEALTH COACHES: In January 2017, the University added its first On-site Health Coach; due to the popularity of this resource, the University has added another full-time Coach. Pitt’s Health Coaches are a resource to support University employees with advice and coaching. One-on-one coaching sessions at the UPMC MyHealth@Work Health and Wellness Center are provided by Health Coaches on the topics of physical activity, nutrition, weight management, smoking cessation, and stress management.

HEALTH EDUCATION, SCREENINGS, & PREVENTION: The University partners with UPMC Health Plan to

provide a quality wellness program. Some of the activities and initiatives include the completion of an online health risk assessment questionnaire, annual onsite biometric screenings, and regular lunch and learns for various wellness topics. Free health coaching is available for five lifestyle programs (weight management, nutrition, tobacco cessation, physical activity, and stress management). For individuals with a health condition, UPMC offers condition management health coaching programs.

As part of our ongoing communication strategy, we provide educational resources to employees via printed materials, direct mail, electronic correspondence, website, posters, and social media. Through UPMC Health Plan, we also promote a monthly health and wellness topic. Faculty and staff members are routinely reminded about the importance of regular check-ups, physical examinations, and health screenings. Flu shots are available on-campus annually.

In May 2021, Pitt also opened the Pitt CoVax Vaccination Center, which helped to vaccinate thousands of people during the pandemic. Now dubbed the “Pitt Vaccination and Health Connection Hub,” the location connects students, faculty, staff, and the general public to clinical services and health-maintenance resources. Hub services as of Fall 2023 include COVID-19 vaccinations; flu shots; pneumococcal, shingles, and tetanus vaccines; Mpox; routine adult vaccinations; travel health vaccinations; and biometric screenings for employees with Pitt benefits. It also serves as an interprofessional learning laboratory for Pitt health sciences students.

PIVIO: To help address the health issues related to these conditions, the University of Pittsburgh offers a wellness opportunity called Pivio, the Complete Health Improvement Program. Pivio is a proven lifestyle education program that focuses on plant-based eating, physical activity, stress reduction, mindfulness training, and positive psychology. The program helps individuals make positive health changes that lead to reduced medication use, weight loss, and improved cholesterol and blood glucose levels. All full- and part-time faculty and staff with UPMC Health Plan coverage that meet certain health criteria are eligible for the program at no cost. Pivio classes include 18 remote sessions over 12 weeks. Interested participants meet with a UPMC Health Coach prior to program start for onboarding and review.

GROUP LIFESTYLE BALANCE™ DIABETES PREVENTION PROGRAM (GLB-DPP) - Provides education, accountability, encouragement and the tools necessary to help individuals reach their healthy lifestyle goals. Led by a pharmacist trained in lifestyle coaching, the GLB-DPP is held over the course of one year, aiming to help participants lose 7% of their body weight from baseline and engage in 150 minutes of weekly physical activity. Participants work with other likeminded individuals in group classes and receive personalized, 1-on-1 coaching from the lifestyle coach and health related tools depending on number of sessions completed.

EMPLOYEE WELLNESS CAMPAIGNS

- **WEIGHT RACE** - 12-week weight management challenge sponsored by UPMC Health Plan that all Pitt employees can participate in individually or as part of a team to lose or maintain their weight. Participants learn how to build skills for healthy weight loss or prevent weight gain. Weekly challenges are focused on cardio, lunch, and stair climbers; weekly emails and tips provide participants with new ideas to be successful. There is also 24/7 access to a Weight Race website and Facebook page to help create a community of those taking steps to improve their health.

- **HOME RUN FOR HEALTH** - 9-week physical activity challenge that promotes a healthy lifestyle. The challenge has a baseball theme, with each week one “inning” of the game. Participants set weekly personalized activity goals, ranging from beginner to advanced.
- **RACE THROUGH SPACE** - 9-week physical activity challenge that promotes a healthy lifestyle via personalized path ranging from beginner to advanced. Each week a new planet is introduced, with fun space and physical activity facts.

DEDICATED WELLNESS EMAIL – Engages Pitt employees in wellness activities and programming, including a BeWell email account to obtain suggestions and feedback.

LIFESOLUTIONS PROGRAM - Trained professionals help employees find resources to make lasting healthy lifestyle changes; balance work and home life; get legal and financial advice; deal with family and relationship concerns; and cope more successfully with anxiety, depression, or drug/alcohol issues. Faculty and staff can receive up to 6 sessions per issue. LifeSolutions services include in-person or by phone coaching and counseling; referrals for childcare, elder care, or legal and financial services; help with daily living issues; 24/7 phone support for immediate help; free 30-minute legal consultation and attorney fee discount post-consultation; free 60-minute telephone consultation with a financial professional. The WorkLife website also features training webinars and skill builder courses; downloadable legal forms (e.g., wills and Powers of Attorney); financial calculators to help create a budget; savings center with discounts on name brands.