

Well-Being
HR Edge Network Agenda – October 25th 2024

8:00-8:30 Breakfast

8:30-9:00 Welcome

- Introductions
- Lynn highlights news
- Liz Karam presents department updates
- Chris presents HR program updates

9:00-10:15 Lynn will present on the employee-organization relationship

Lynn will present her research on the employee-organization (EOR) relationship and describe the connection with beneficial organizational outcomes such as job performance and retention, and the more recently examined employee outcomes of well-being and health. The underlying reasons why organizations impact both types of outcomes will be described. She will also discuss the potential impact of the COVID-19 pandemic on increased employee expectations for support of practices that enhance employee health and well-being. Lynn will conclude with a discussion of some of the benefits for organizations as well as employees of increased emphasis on health and well-being.

10:15-10:30 biobreak

10:30-12:00 Mara and Tracy Webb, present research on veterinarian conversations with clients.

Mara and her co-researcher Tracy, a PhD/DVM from the CSU Veterinary Teaching Hospital, will update everyone on their project with 4th-year veterinary students as they see real clients and learn to manage consent conversations in the hospital's Community Practice Area. Consent conversations between veterinarians and clients are replete with ethical concerns, as the basis for shared understanding and decision making between veterinarian and client regarding treatment must be created; any subsequent client misunderstanding (or vet-blaming for health outcomes out of the veterinarian's control) can have dramatic and negative consequences for the emotional wellbeing of the veterinarian. Veterinarian medicine as a profession attracts intelligent, empathetic individuals faced with incredibly difficult situations, and the profession suffers from one of the highest suicide rates across professional categories. Numerous factors influence the efficacy of consent conversations, and the shared understanding created between the veterinarian and the client. Our study – a quantitative behavioral analysis using video recordings of students meeting with clients – is designed to identify which student behaviors during consent conversations are more likely to lead to positive client reactions.

12:00-1:15 Lunch for executives and students

1:15-2:00 Sagarika Sarma, Assistant Director of the Student Case Management and Referral Coordination Office

Sagarika Sarma will speak about the well-being of our students. What is well-being for the new college student? What are current post-COVID trends in college aged individuals and on college

campuses as it relates to their sense of self and self-advocacy and their ideas of well-being? How are we responding to those expectations? What are some areas of strength, areas of challenge for our current students? What types of supports can employers provide during internships and for new graduates?

2:00-2:15 biobreak

2:15-3:00 Kat Vogel and Flo Cutrignelli student presentation

Kat and Flo will share survey information and facilitate a panel discussion of our students on how they were affected by the pandemic and their perspectives on future employer programs and practices that enhance well-being and health.

3:00-4:00 Discussion and Sharing of Perspectives

We will end the day in break-out groups of executives, students, and faculty, to discuss the changing EOR in organizations. Are the disruptive effects of the pandemic still being felt? What programs and practices have become the “new normal?” What can be learned from these experiences for strengthening the employee-organization relationship and employee health and well-being? What has been learned that can be applied to the next “disruptive event?”