An inventory of the landscape of USC’s faculty and staff health & well-being resources. This collection of resources highlights the collaboration and partnership networks throughout USC in support of USC’s mission and core value of well-being.

Center for Work and Family Life
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Status: Actively collected resources between November 16, 2020 and August 13, 2021; Confirmed working links in August 2021.
# Table of Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Pages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introduction</td>
<td>1</td>
</tr>
<tr>
<td>Physical</td>
<td>3</td>
</tr>
<tr>
<td>Health &amp; Medical Plans</td>
<td>3</td>
</tr>
<tr>
<td>Healthy Lifestyle/Chronic Condition Management Programs</td>
<td>3</td>
</tr>
<tr>
<td>Tobacco Cessation</td>
<td>4</td>
</tr>
<tr>
<td>Preventive Exams</td>
<td>5</td>
</tr>
<tr>
<td>Fitness &amp; Nutrition</td>
<td>5</td>
</tr>
<tr>
<td>Women’s Health</td>
<td>7</td>
</tr>
<tr>
<td>Emotional</td>
<td>8</td>
</tr>
<tr>
<td>Mental Health Resources</td>
<td>8</td>
</tr>
<tr>
<td>Behavioral Health Coverage (Faculty/Staff)</td>
<td>10</td>
</tr>
<tr>
<td>Work/Life Integration</td>
<td>10</td>
</tr>
<tr>
<td>Marital &amp; Couples Counseling</td>
<td>11</td>
</tr>
<tr>
<td>Wellness Resources</td>
<td>12</td>
</tr>
<tr>
<td>Social &amp; Community</td>
<td>13</td>
</tr>
<tr>
<td>Community Engagement</td>
<td>13</td>
</tr>
<tr>
<td>Campus Engagement</td>
<td>13</td>
</tr>
<tr>
<td>Diversity, Equity, &amp; Inclusion</td>
<td>14</td>
</tr>
<tr>
<td>Social Support</td>
<td>14</td>
</tr>
<tr>
<td>Purpose &amp; Spiritual</td>
<td>15</td>
</tr>
<tr>
<td>Mindfulness &amp; Meditation</td>
<td>15</td>
</tr>
<tr>
<td>Prayer &amp; Reflection</td>
<td>15</td>
</tr>
<tr>
<td>Arts and Creativity</td>
<td>15</td>
</tr>
<tr>
<td>Sense of Purpose &amp; Belonging</td>
<td>16</td>
</tr>
<tr>
<td>Spirituality</td>
<td>16</td>
</tr>
<tr>
<td>Environmental &amp; Sustainability</td>
<td>17</td>
</tr>
<tr>
<td>Childcare</td>
<td>17</td>
</tr>
<tr>
<td>Eldercare</td>
<td>18</td>
</tr>
<tr>
<td>Ergonomics</td>
<td>18</td>
</tr>
<tr>
<td>Community</td>
<td>19</td>
</tr>
<tr>
<td>Built Environment</td>
<td>19</td>
</tr>
</tbody>
</table>
The purpose of the USC Health & Well-Being Resource Directory is to support the health and well-being of USC faculty and staff and create awareness, education, connection, and engagement with the resources offered at USC. Supporting faculty and staff experience around health and well-being will lead to a more productive, healthy, engaged, and resilient workforce.

The Center for Work and Family Life created this resource directory, an inventory of the landscape of USC’s faculty and staff health and well-being resources. This collection of resources highlights the collaboration and partnership networks throughout USC in support of USC’s mission and core value of Well-being. An abundance of valuable resources, expertise, and assets exist throughout USC. The goal of this document is to align, integrate, and compliment health and well-being supports from every angle of our campus community, bringing it all together into one guide. All through this guide, there are cardinal-colored, clickable hyperlinks which serve to direct the reader to the respective website for additional information. This guide highlights resources focused on 8 well-being domains:

- **Physical Well-being**: Physical Well-being entails the balance of nutrition, physical activity, and routine medical care. It focuses on habits and behaviors that reduce risk of illness and improve quality of life.

- **Emotional Well-being**: Emotional Well-being encompasses the awareness of everyday feelings and emotions, both positive and negative, and learning to cope with the challenges life brings. Furthermore, it involves self-esteem, self-acceptance, optimism, and the development of inner resources to learn and grow from experiences.

- **Social/Community Well-being**: Social Well-being involves the development and maintenance of positive relationships with friends, family, coworkers, and the larger community. It fosters social support, self-esteem, emotional resilience, and conflict management.

- **Purpose/Spiritual Well-being**: Purpose/Spiritual Well-being encompasses the values, principles, morals, and beliefs that guide our actions. It allows us to create meaning to life events and to find our purpose in life.

- **Environmental/Sustainability Well-being**: Environmental Well-being embodies living in harmony with our social and built environments, emphasizing the connection between our surroundings and our well-being, and allowing for healthy areas in which to work, live, and play.

- **Occupational/Intellectual Well-being**: Occupational well-being involves preparing and making use of skills and talents in order to gain purpose, happiness, and enrichment. Intellectual stimulation and career fulfillment support a positive attitude, satisfaction, and pleasure in employment.
• **Financial/Legal Well-being**: Financial Well-being entails the financial literacy (knowledge of financial matters), the ability to manage money effectively, and plan for fiscally sound future. Legal well-being involves having knowledge of and access to resources to support legal issues (i.e., estate planning, wills, divorce, custody, etc.).

• **Safety, Support, and Compliance Well-being**: Safety, Support, and Compliance Well-being refers to the individual and organizational practices and policies that promote optimal health and productivity, limit hazards, and mitigate crises.

We hope you will find this resource guide useful and take advantage of the many resources available to you to improve your individual and collective health and well-being. To add resources, please contact our Health and Well-being Team at CWFL@usc.edu.
Physical Well-being entails the balance of nutrition, physical activity, and routine medical care. It focuses on habits and behaviors that reduce risk of illness and improve quality of life.

### Health & Medical Plans
Click on the cardinal-colored links for more information.

USC's comprehensive health plans provide quality care options focused on preventive health care and treatment. Plans include health insurance, dental, vision insurance, and prescription drug coverage.

- USC Trojan Care EPO
- USC PPO
- USC EPO Plus
- Anthem HMO
- Kaiser HMO

All of USC’s medical plans provide the following:
- access to top-quality providers
- preventive care at no cost to you
- effective coordination among providers
- limits on out-of-pocket expenses
- coverage for prescription drugs, behavioral health and substance abuse services, and out-of-network emergency care

### Healthy Lifestyle/Chronic Condition Management Programs
Click on the cardinal-colored links for more information.

#### Healthy Choices Incentives & Offerings
Healthy choices incentives are designed to encourage employees to take an active role in their health care, help USC provide health resources that best support employees, and help them save money.

#### Lifestyle Redesign
The USC Occupational Therapy Faculty Practice provides Lifestyle Redesign interventions for USC employees via telehealth. In working with an occupational therapist in Lifestyle Redesign, employees have the opportunity to address their physical and mental health in a supportive environment. Our occupational therapists engage clients in goal setting, problem solving and self-analysis so they can create habits, routines and an overall lifestyle that is customized to their personal needs and preferences. If you are experiencing challenges in managing your physical health, mental health and/or daily routines, please call us at (323) 442-3340 or email otfp@med.usc.edu.

Lifestyle Redesign programs include:
- Autism Spectrum Disorder
- Chronic Headaches
- College Students
- Diabetes Management
- Ergonomics
- Health Coaching
- Hypertension
- Mental Health
- Multiple Sclerosis
- Neurological Conditions
- Oncology
- Pain Management
- Parkinson’s Disease
- Smoking Cessation
- Weight Management

Click on the cardinal-colored links above for more information.
**WELL-BEING DOMAIN: PHYSICAL**

**Lark** (Anthem HMO and MyChoice Anthem HMO Members)
A personal diabetes prevention coaching program focused on helping you improve your health. Learn if you are at risk for prediabetes by taking a quick on-minute survey visiting the Lark website. Anthem HMO and MyChoice Anthem HMO Members can participate in this program at no extra cost.

**Healthy Lifestyle Programs** (Kaiser HMO Members)
Healthy lifestyle program offerings consisting of personalized, online programs to help you create an action plan to reach your health goals. Topics include eating healthy, losing weight, sleeping better, and more. Kaiser HMO members can participate in this program at no extra cost.

**Tobacco Cessation**
For faculty, staff or students who wish to quit, the following are a list of resources to help.

- **USC Pharmacies** smoking cessation help – one-on-one consultations with the clinical pharmacist to discuss individualized smoking cessation plans, provide and discuss nicotine replacement therapy medications (prescription or non-prescription), and recommendations for coping with withdrawal symptoms. Each patient is seen one or two times a week by appointment for approximately 12 weeks; no referral from a healthcare provider is necessary. For employees the cost is $80; for students, $50.
  - USC School of Occupational Therapy’s **Lifestyle Redesign Program**
  - Herman Ostrow School of Dentistry offers help through their **dental hygiene clinic**
  - **USC Institute for Addiction Science** is a resource of education programs for members of the USC community, residents of Southern California, and the general public.
  - **Kick It California** (offered in multiple languages) at 1 (800) 300-8086
  - **American Lung Association**
  - **Quit.com** (sponsored by Nicorette, NicoDerm, etc.)

Additionally, if you would like to seek tobacco and smoking cessation help through USC medical insurance providers, please visit your health plan insurance resource link for more information below.

- **USC PPO, USC Trojan Care EPO and EPO Plus**
  - Participants may enroll in up to two smoking cessation programs per calendar year. Smoking cessation medications are covered under the Prescription Drug program. The Trojan Care EPO Plan and EPO Plus plan pays 100% of the cessation program. For Tier 1 and Tier 2 providers in the PPO, the plan pays 100% of the cessation program.

- **Anthem HMO** (non-union) AND **Anthem MyChoice HMO** (CNA/NUHW union)
  - No charge for nicotine dependency smoking cessation programs.
  - No charge for smoking cessation counseling and intervention services as part of a full physical exam or periodic checkup for the purpose of education on potential health concerns.
  - Prescription drugs to help stop smoking or reduce dependence on tobacco products, as well as over-the-counter nicotine replacement products (limited to nicotine patches and gum) are covered when
obtained with a doctor’s prescription. These drugs and products are covered as preventive care services.

- **Kaiser Permanente** (non-union)
  - No charge for individual counseling during an office visit related to smoking cessation
  - Wellness coaching available to all members – phone sessions tailored to individual patients
  - **Online programs**, special rates, and classes offered at medical centers
  - **Wellness Coaching by phone**
  - **“Quit Smoking”**

**Preventive Exams**
Click on the cardinal-colored links for more information.

USC’s comprehensive health plans provide quality care options focused on preventive health care and treatment. Plans include health insurance, dental, vision insurance, and prescription drug coverage.

- **USC Trojan Care EPO**
- **USC PPO**
- **USC EPO Plus**
- **Anthem HMO**
- **Kaiser HMO**

All of USC’s medical plans provide the following:
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- effective coordination among providers
- limits on out-of-pocket expenses
- coverage for prescription drugs, behavioral health and substance abuse services, and out-of-network emergency care.

**USC Premier Care** (USC PPO and USC EPO members)
USC Premier Care is a free of charge service available to USC Trojan Care EPO and USC PPO patients. It was developed to provide additional support and have services to help you get fit as well as manage your health and take important measures. Your physician can refer you to the program, or you may contact them directly at **(833) 726-8773** (M-F, 8am-5pm).

**Fitness & Nutrition**
Click on the cardinal-colored links for more information.

**Vitality**
Vitality is a Health Assessment Incentive offered for employees. Gain a healthy new perspective and qualify for up to $480/year on your medical plan. USC is here to support employees on their journey to better health. Whether you want to eat healthier foods, boost your activity or manage your stress—we are committed to helping you build healthy habits by offering programs and resources designed to help you reach your health goals.
**Fitness Incentive Program**
Do you have a gym membership? Take fitness classes? Work with a personal trainer? Play on a sports league or team? Use a fitness device? The WageWorks Fitness Incentive Program helps you save money on your healthy lifestyle choices by reimbursing you for many of the most common health and fitness services and activities – up to $220 for 2021. Here’s how it works. You pay fitness expenses as you would normally, save the receipts, and then file a claim at the WageWorks website (if you have a flexible spending account, this is the same login). You will be reimbursed through automatic payroll payments. You can sign up for this incentive any time.

**USC Recreational Sports**
USC Rec Sports offers interactive group online fitness training set in a positive, community environment. A monthly paid subscription provides access to 60+ live classes per week.
Additional offerings include:

- Virtual personal training and Pilates
- Free online workouts, fitness discussions and other resources through their USC Trojan Fitness Channel.

**Gympass**
Benefits-eligible employees and their families can access gym memberships through Gympass, which allows you to use thousands of gyms across the country with no contracts.

**Yoga USC**
Yoga USC is the home base for all yoga-related activities at the University of Southern California campus. It serves as the resource guide for existing departmental classes, an educational tool for greater understanding of yoga’s many benefits, and offers specialized classes designed to bring together students, staff, and faculty. Visit their Youtube channel for more information.

**Glo**
USC has partnered with Glo to offer a free 3-month trial and discounted subscription thereafter. Sign up for the 15-day trial using your usc.edu email address, and your new account will automatically convert to the 3-month trial.

**Outpatient Nutrition Services**
Keck Medicine of USC offers outpatient nutrition therapy services provided by a registered dietitian to assist employees (through insurance) in managing their nutrition needs.

**Nutrition & Sustainability**
USC Dietitian Lindsey Pine is here to help make healthy food choices. To “Ask the Dietitian” and submit your questions, visit the website for more information.

**Public Walking Group**
Hosted by USC Institute for Integrative Health & Wellness, walking groups are organized every Monday, Weds, and Friday (Note: Due to Covid-19, suspended until further notice). (HSC only)
**USC Fit Families**
A free fitness and nutrition program for local underserved children, ages 7 to 17, who are at risk for diabetes, hypertension and other conditions associated with physical inactivity. Every Saturday, physical therapists, DPT students and volunteers meet families for a three-hour program.

**Women's Health**
Click on the cardinal-colored links for more information.

**Pregnancy Time Off**
Expecting mothers may be eligible to take up to 28 weeks off due to the birth of a newborn, though it may not be all paid time.
Emotional Well-being encompasses the awareness of everyday feelings and emotions, both positive and negative, and learning to cope with the challenges life brings. Furthermore, it involves self-esteem, self-acceptance, optimism, and the development of inner resources to learn and grow from experiences.

**Mental Health Resources**
Click on the cardinal-colored links for more information.

**Center for Work and Family Life**
The Center for Work and Family Life (CWFL) has licensed mental health professionals experienced in helping individuals, couples and families address a wide range of personal and job-related challenges, working together to identify practical solutions and develop a plan to help you achieve your personal, family and career goals.

Individual Counseling Topics May Include:
- Personal Mental Health Concerns
- Stress/Depression/Anxiety
- Grief/Major Loss
- Workplace Conflict and Harassment
- Work and Life Balance
- Psychological issues related to medical or physical problems
- Anger Management
- Alcohol/Drug Concerns
- Domestic Violence
- Coping with Transition and Uncertainty

The phone lines are open, and Center staff members are scheduling in-person, remote Zoom and telephone appointments for USC-benefitted staff, faculty, post-docs, residents, their families and retirees. The CWFL office number is **(213) 821-0800** (staffed 24/7) or email **CWFL@usc.edu**. Your call will be answered, and an appointment will be scheduled with a CWFL staff counselor.
**LifeWorks: EAP and Well-being Resource**

LifeWorks is a confidential Employee Assistance Program (EAP) and innovative online well-being resource. The program and platform are designed to support employee mental, financial, physical, and emotional well-being by helping them and their dependents manage life’s issues, questions, and concerns. LifeWorks benefit is a cost-free, confidential service for USC-benefits eligible employees. Resources include:

- 24/7 access to expert support, work-life advice and strategies from program consultants
- Referrals to EAP counseling – up to 5 sessions at no cost to you
- Access to a wealth of practical work-life and well-being content and self-guided toolkits
- Online resources and a free mobile app to support your health and well-being journey.

Connect with LifeWorks 24 hours a day, seven days a week, 365 days a year, for support related to:

- Life: Stress/Overload, Anxiety, Depression, Grief/Loss, Community Resources
- Family: Parenting, Separation/Divorce, Blended Families, Caring for Older Adults, Education
- Money: Saving, Debt Management, Estate Planning/Wills, Home Buying/Renting
- Work: Work Relationships, Job Stress/Burnout, Managing People
- Health: Fitness/Nutrition, Sleep, Addiction/Recovery, Smoking Cessation

To contact LifeWorks go online: usclifeworks.com and enter username: USC, password: workwell

**Lifestyle Redesign**

The USC Occupational Therapy Faculty Practice provides Lifestyle Redesign interventions for USC employees via telehealth. In working with an occupational therapist in Lifestyle Redesign, employees have the opportunity to address their physical and mental health in a supportive environment. Our occupational therapists engage clients in goal setting, problem solving and self-analysis so they can create habits, routines and an overall lifestyle that is customized to their personal needs and preferences. If you are experiencing challenges in managing your physical health, mental health and/or daily routines, please call us at (323) 442-3340 or email otfp@med.usc.edu.

**USC Psychology Services Center**

The USC Dornsife Psychology Services Center (PSC) is committed to providing cutting-edge, empirically supported therapy and assessment to the community and offers counseling for $20/session and group support for $5/session. They have 3 inter-related aims:

1. to provide high quality training for doctoral students in the clinical science program of the Department of Psychology at USC
2. to provide high quality and affordable services to individuals in the Los Angeles area
3. to support research which enhances our understanding of, and treatments for, psychological issues

**Behavioral Health Coverage (Faculty/Staff)**
Click on the cardinal-colored links for more information.

**USC Trojan Care EPO and USC PPO:**
- Lyra Mental Health is available for USC EPO/PPO covered employees for up to 25 free sessions per calendar year for emotional and mental well-being support.
- LiveHealth Online – Primary care physician and mental health visits can be conducted online where physicians can answer questions, make a diagnosis and even prescribe basic medication if needed.

**Anthem HMO and MyChoice Anthem HMO:** Contact your health care providers to see what mental health care options are available.

**Kaiser Permanente HMO plan:** Contact your health care providers to see what mental health care options are available.

**Work/Life Integration**
Click on the cardinal-colored links for more information.

**Center for Work and Family Life**
Center for Work and Family Life (CWFL) licensed mental health professionals are experienced in helping individuals, couples and families address a wide range of personal and work-related difficulties, working together to identify practical solutions and develop a plan to help you achieve your personal, family and career goals. They can help with:

- **Emotional distress:** anxiety, depression, grief/loss, anger, dealing with uncertainty and change
- **On-the-job issues:** dealing with co-workers, career development, problem solving and referrals
- **Stress:** assessment, plan development and follow-up
- **Relationship and family difficulties:** communication, parenting, conflict resolution (individual, couple, and family counseling)
- **Crisis intervention:** domestic violence, trauma, critical incidents, other serious life events (individual counseling and department/unit debriefing)
- **Workplace health and wellness:** assessment, plan development and follow-up.

The phone lines are open, and Center staff members are currently scheduling in-person, remote session appointments by Zoom and phone sessions for USC-benefitted staff, faculty, post-docs, residents their families, and retirees. The CWFL office number is **(213) 821-0800** (staffed 24/7). You may also email CWFL@usc.edu. Your call will be answered, and an appointment will be scheduled with a CWFL staff counselor.

**Trojan Connect Drop-Ins Groups**
CWFL currently offers including a weekly drop-in group called ParentConnect. Come talk through your parenting challenges at Parent Connect – every Wednesday from 12:15-1pm on Zoom. Sessions are led by Jessica Ayala and
James Nicholas, clinicians from the Center for Work and Family Life. More information and session log-in can be found on the Employee Gateway Events Page.

**Parent Connect Slack Group**
The ParentConnect Slack group (co-sponsored by the USC Center for the Changing Family) is a Slack workspace that supports working parents/caregivers of school-age children. Channels in the group focus on young children, teens, distance learning, activities to support family well-being, and relevant HR benefits. It’s a place for working parents and other caregivers to:

- Discover and share solutions for work-life-family integration
- Learn about the latest research conducted by USC faculty
- Receive updates from University HR on benefits
- Build community when and where they choose.

To join the ParentConnect on Slack, please email cwfl@usc.edu.

**Family & Dependent Care Resources**
This includes childcare options, learning pods, tutoring, and school support discounts, dependent care FSA, Leaves of Absence and Paid Family Leave information.

**Free Online Tutoring**
The Keck Medicine Care for the Caregivers tutoring opportunities in math, science, reading and writing, language arts, etc., are extended to KSOM faculty, staff and learners’ children. For more information, please email benefitandoutreach@med.usc.edu.

**Marital & Couples Counseling**
Click on the cardinal-colored links for more information.

**Center for Work and Family Life**
Center for Work and Family Life (CWFL) licensed mental health professionals including Marriage and Family Therapists (MFT) are experienced in helping individuals, couples and families address a wide range of personal and work-related difficulties, working together to identify practical solutions and develop a plan to help you achieve your personal, family and career goals. They can help with:

- **Couple challenges**: including Adoption, Domestic Violence, Infertility, Infidelity, Managing Conflict During Divorce, Marital Distress, Marriage Preparation, Online Infidelity, Sexual Health.
- **Family issues**: such as Caregiving for Later Life Adults, Effect of Anger on Families, Supports for Families in Recovery from Substance Abuse, Financial Distress and the Family, Grandparents Raising Grandchildren, Grieving the Loss of A Child, Multiracial Families, Pregnancy and Delivery, and Stepfamilies.

The phone lines are open, and counselors are available for in-person, video conferencing, or phone sessions. USC-benefits eligible staff, faculty, post-docs, residents, their families and retirees. The CWFL office number is (213) 821-0800 (staffed 24/7) or email cwfl@usc.edu. Your call will be answered, and an appointment will be scheduled with a CWFL staff counselor.
Lyra
Available for USC EPO/PPO covered employees for up to 25 free sessions per calendar year for emotional and mental well-being support. Marital counseling is also available.

Wellness Resources
Click on the cardinal-colored links for more information.

Well-being Workshops and Trainings from USC Kortschak Center for Learning and Creativity
Various on-demand workshops are available. Topics include but are not limited to self-care, stress management, time management, remote learning, and academic and classroom success.

Ask Ari
A virtual wellness assistant that can answer wellness-related questions and offer wellness-related resources including videos, worksheets, assessments, and other activities.

Emotional Well-being Drop-in Zoom Group
Weekly drop-in Zoom group calendar for all clinicians, staff members, and their families. These groups are spaces for colleagues to provide mutual support, discuss and process their experiences, and learn additional ways to cope during this challenging time.

Public Walking Group
From USC Institute for Integrative Health & Wellness, walking group sessions are held every Monday, Weds, and Friday. (Note: Due to Covid-19, suspended until further notice.) (HSC only)

Wellness Series from Emeriti Center
USC Emeriti Center offers a variety of workshops and webinars on mental health, physical health, and overall well-being for our retired Trojan faculty and staff.
Social & Community

Social Well-being involves the development and maintenance of positive relationships with friends, family, coworkers, and the larger community. It fosters social support, self-esteem, emotional resilience, and conflict management.

Community Engagement
Click on the cardinal-colored links for more information.

USC Emeriti Center
Since its founding in 1978, the USC Emeriti Center has served the university’s retirees and pre-retirees in living healthy and purposeful lives by providing essential information, resources, services, advocacy, privileges, and support.

USC Good Neighbors Campaign
Created in 1993, Good Neighbors was designed to provide financial support to enable collaboration between USC faculty and staff and local nonprofit organizations that have a visible, positive impact on the neighborhoods surrounding the University Park and Health Sciences campuses.

USC Athletics
Consists of 9 Men’s Sports and 12 Women’s Sports. Officially started in 1888, USC Trojan Football has remained a vital part of the university’s pride and culture. Support our Trojan teams at various athletic events open to faculty and staff!

The Volunteer Center
As part of Campus Activities, the Volunteer Center is dedicated to promoting service within USC, the greater Los Angeles area, and the global community.

Community Resource Center for Aging
A free resource for older adults in the community looking to improve their quality of life. Through a consultation with access to a robust network of resources, one can find community-based services and support systems specialized in navigating the unique challenges of aging.

Campus Engagement
Click on the cardinal-colored links for more information.

USC Staff Assembly
An officially recognized branch of the university governance system and exists to promote the growth and welfare of staff employees. Board is elected by university staff during a campus-wide election process. Assembly Members, through assigned committee work, research and provide recommendations on all matters related to staff work environment, benefits, and policies.
**University Staff Club**
Objectives are to support USC’s overall goals with emphasis on enhancing the staff support function and staff contributions to the university’s activities of teaching, learning, discovery, and cultural enrichment – and to promote closer ties among Staff Club members through social activities and networking.

**Diversity, Equity, & Inclusion**
Click on the cardinal-colored links for more information.

**USC Race and Equity Center**
A dynamic research and organizational improvement center that works with professionals in educational institutions, corporations, and other contexts. The center seeks to help partners strategically develop and achieve equity goals, better understand, and correct climate problems, avoid and recover from racial crises, and cultivate sustainable cultures of inclusion and respect.

**USC Diversity, Equity, and Inclusion**
Website’s purpose is to record the progress and communicate what the University is doing to support the USC community in terms of diversity, equity, and inclusion.

**USC Dornsife Office of Diversity**
Website housing resources for faculty and staff, as well as information about diversity, equity, and inclusion at USC Dornsife.

**Social Support**
Click on the cardinal-colored links for more information.

**Wellness Pharmilies**
The Pharmilies connect via group chat using a text-channel platform called “Discord,” and are free of Zoom-fatigue and barriers to social interaction such as distance and schedule. Joining is easy, convenient, and commitment-free. (HSC only)
Purpose & Spiritual

Purpose/Spiritual Well-being encompasses the values, principles, morals, and beliefs that guide our actions. It allows us to create meaning to life events and to find our purpose in life.

**Mindfulness & Meditation**
Click on the cardinal-colored links for more information.

**Mindful USC**
Mindful USC is a service from the Office of the Provost with a mission to empower the USC community to make positive change in the world by building a culture of mindfulness and compassion. It offers ongoing training, practice groups and more. Download the [Mindful USC app](#) to practice mindfulness, learn more about mindfulness classes and activities, listen to guided meditations and participate in mindfulness challenges.

**Mindfulness for Healthy Living**
A toolkit of meditations and mindfulness tips from the USC Suzanne Dworak-Peck School of Social Work.

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**Prayer & Reflection**
Click on the cardinal-colored links for more information.

**Places for Reflection and Prayer**
Although non-sectarian, USC comprises a vibrant and diverse multi-faith community. Open to the public, the University Park campus’ chapels and prayer spaces enable peaceful contemplation and escape from the bustle of daily life. (UPC only)

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**Arts and Creativity**
Click on the cardinal-colored links for more information.

**Fisher Museum**
Located on the USC campus, the museum houses art spanning five centuries and the exhibition schedule provides a lively offering of contemporary to old master exhibitions to introduce arts to a wide range of audiences. Admission is free for USC faculty and staff.
USC Pacific Asia Museum
An integral part of the University of Southern California, the USC Pacific Asia Museum creates inspiring encounters with the art, history and culture of Pacific Asia to promote intercultural understanding in the service of elevating our shared sense of humanity. Admission is free for USC faculty and staff.

Sense of Purpose & Belonging
Click on the cardinal-colored links for more information.

USC Office of Religious and Spiritual Life
USC’s Office of Religious Life sponsors a variety of opportunities for exploring the spiritual dimensions of your life and learning. Whether it be finding a religious home base or forming a new group, the office is here to help.

Spirituality
Click on the cardinal-colored links for more information.

USC Office of Religious and Spiritual Life
USC’s Office of Religious Life sponsors campus programs with a moral, religious, or spiritual focus. The office co-sponsors events with other university units and partnerships of student religious groups.
Environmental & Sustainability

Environmental Well-being embodies living in harmony with our social and built environments, emphasizing the connection between our surroundings and our well-being, and allowing for healthy areas in which to work, live, and play.

Childcare
Click on the cardinal-colored links for more information.

Parent Connect Drop-Ins
Come talk through your parenting challenges at Parent Connect – every Wednesday from 12:15-1pm. Sessions are led by Jessica Ayala and James Nicholas, clinicians from the Center for Work and Family Life.

On-site childcare centers at UPC and HSC
USC offers childcare programs at both UPC and HSC, in centers operated by Bright Horizons. Onsite childcare centers are available for ages 6 weeks through 5 years.
- Back-up dependent care (ages 1 month to 18 years)
- Several options are available through Bright Horizons’ back-up care program, which is a care option when your normal childcare options are not available. Options include in-home care provided by Bright Horizon’s employee or by SitterCity nanny.

Breastfeeding and Lactation Accommodations
The California Breastfeeding Coalition has named USC a “Mother-Baby Friendly Workplace” while the Breastfeeding Task Force of Greater Los Angeles honored USC with its Family Health Promotion award – both honors recognizing USC’s commitment to maintaining an employee lactation policy. Visit USC’s Lactation Accommodations page for more information. Each school or department is to ensure that appropriate space is available to lactating mothers in their respective buildings.

Childcare for Low Income and Essential Workers
The Los Angeles County Board of Supervisors and the City of Los Angeles have dedicated part of their CARES Act funding to provide childcare services (vouchers) for essential workers and low-income working parents during the COVID-19 pandemic. The Child Care Alliance of Los Angeles (CCALA) and its partner agencies will distribute these funds to eligible essential workers.

Free Online Tutoring
The Keck Medicine Care for the Caregivers tutoring opportunities in math, science, reading and writing, language arts, etc. are extended to KSOM faculty, staff and learners’ children and can be accessed through an email to benefitandoutreach@med.usc.edu. (HSC only)
Eldercare
Click on the cardinal-colored links for more information.

**In-home care provided by a Bright Horizons’ employee**
A vetted caregiver cares for your dependents in your home, with health screenings conducted daily for both the caregiver and family. Bright Horizons will use best efforts to assign the same caregiver for all families who choose a continuous care giving option.

**USC Family Caregiver Support Center**
The USC Family Caregiver Support Center (FCSC) at USC Leonard Davis School of Gerontology has placed a high priority on providing support across the continuum of caregiving, including diagnosis, prognosis, services that help maintain the care recipient’s independence and abilities, helping caregivers care for themselves, and manage their own well-being. Supportive services include information, assessment, individual consultations, respite, education, and training.

**Community Resource Center for Aging**
A free resource for older adults in the community looking to improve their quality of life. Through a consultation with access to a robust network of resources, one can find community-based services and support systems specialized in navigating the unique challenges of aging.

Ergonomics
Click on the cardinal-colored links for more information.

**Ergonomics Evaluation**
USC’s Environmental Health and Safety and the USC Occupational Therapy Faculty Practice are providing free, virtual group in-services and individual ergonomic evaluations for USC employees. An ergonomic evaluation can provide you with the tools to redesign your workspace to reduce the risk of injury, while increasing comfort and productivity. And it isn’t always necessary to purchase new equipment—the Occupational Therapy faculty are very resourceful in helping you find items in your home that can help improve the setup of your workspace.

**To get started:**
Visit [https://chs.usc.edu/](https://chs.usc.edu/) and click on the blue “Complete an Ergonomic Assessment.” You will be prompted to log in with your USC Workday password (you will need to have set up Dual Authentication beforehand).

1. Click “Start New Survey,” complete all questions, then click “Submit”
2. Click on the blue button that says “Request Visit”
3. For scheduling the evaluation, you can call (323) 442-3340, email otfp@usc.edu, or wait to be contacted for scheduling.
Community
Click on the cardinal-colored links for more information.

**Urban Garden**
The USC Urban Garden was established in 2010 as a partnership between the Office of Sustainability and the non-profit organization Urban Farming. Located in the yard of a USC-owned house on Shrine Place, the garden is free and open for students, faculty, staff, and our neighbors to use. Neither pesticides nor chemical fertilizer are used to maintain the garden. (UPC only)

**Keck Farmer’s Market**
Offering fresh fruits and vegetables, flowers, and hot food from 10 a.m. to 2 p.m. Tuesdays on Norfolk Street across from Keck Hospital Gold Lobby. The market is open to the public and a portion of the market’s proceeds will benefit the local community. (HSC only)

**Trojan’s Farmers Market**
Takes place most Wednesdays during the fall and spring semesters in McCarthy Quad from 11 AM until 3 PM. (UPC only)

Built Environment
Click on the cardinal-colored links for more information.

**On-Campus Hydration Stations**
There are 178 water bottle refill stations located on the University Park Campus. 12 exterior stations, and 166 interior stations around UPC. USC has also installed 33 water bottle refill stations – 4 exterior stations and 29 interior stations around the HSC. Visit maps here for more details. [UPC map] [HSC map]
**Faculty and Staff Transit Subsidy**
Designed both to help save money for employees who choose to commute using public transportation and to reduce the number of single-passenger vehicles being used for commuting. USC employees – both faculty and staff – are eligible for a 50% subsidy on the cost of transit passes purchased through USC Transportation.

**USC Teaching Garden**
A self-sustaining garden to harvest a variety of vegetables, fruits, herbs, and edible flowers for its dining venues. (UPC only)

**Open Spaces for Relaxation/Meditation**
USC’s campus-wide initiative offering free courses for students and staff to learn mindfulness practice. Mindfulness Meditation Drop-In Practice Group available. (UPC only)

**Sustainability**
Click on the cardinal-colored links for more information.

**USC Office of Sustainability**
Over the past decade, sustainability at USC has been a shared responsibility that touches all facets of our community. Since 2008, the university is focused on integrating sustainability as a core value in USC’s strategic planning and implementing impactful sustainability initiatives.

**Transportation Sustainability**
USC has an abundant list of ways faculty and staff can take advantage of more efficient and sustainable ways to commute to campus. The list includes Campus Transportation AQMD Surveys, EV Charging, Traveler Mobile Platform, Green Bus Fleet, Campus Cruisers, and more.

**USC Green Office Certification Program**
The USC Green Office Certification Program provides a framework for faculty and staff members to implement sustainable practices in their workplaces.

**Health & Climate**
Click on the cardinal-colored links for more information.

**USC Sustainability Events Page**
The events page on the USC Sustainability website is filled with health and climate related events for faculty and staff.
Occupational & Intellectual

Occupational well-being involves preparing and making use of skills and talents in order to gain purpose, happiness, and enrichment. Intellectual stimulation and career fulfillment support a positive attitude, satisfaction, and pleasure in employment.

Professional Development
Click on the cardinal-colored links for more information.

Center for Work and Family Life
The Center for Work and Family Life (CWFL) provides professional coaching (also known as executive coaching in for-profit organizations) to USC leaders including:

• Executives and administrators at a director level and above
• Department chairs and deans
• Faculty members
• Physicians Lab directors and principal investigators

Professional coaching is also recommended for individual contributors in high-performance positions, including USC faculty physicians. Managers and high-achieving professional staff in positions below director level are also eligible for CWFL’s Associate Coaching Program. The majority of CWFL coaches are credentialed by the International Coach Federation. Credentialing requires completion of coach-specific training, coach supervision and mentoring, case reviews and a board exam. Call for more information: (213) 821-0800 or email CWFL@usc.edu.

Trojan Learn
Source of Financial, Accounting, and Business Systems training library for employees (UPC only)

• List of trainings to support individual and organizational effectiveness:
  • Anger Management
  • Overcome Conflict (Mindfulness)
  • Keep Calm
  • Teaching Civility in the Workplace
  • Bullying and Other Disruptive Behavior: for Managers and Supervisors
  • Handling Workplace Bullying
  • Human Resources: Handling Workplace Bullying
  • Conflict Resolution
  • Conflict Resolution Foundations
  • Preventing Workplace Violence
  • Risk Management: Workplace Violence
  • Sexual Harassment
  • Professional Conduct: Supporting an Environment of Respect
Healthstream
Source of Financial, Accounting, and Business Systems training library for employees (HSC only)

Zoom Teaching Studios at KSOM
Instructors can use one of KSOM's five new Zoom teaching studios. Based on a design created at Johns Hopkins’ School of Engineering and designed specifically for teaching in Zoom, these five new Zoom teaching studios are high-tech workspaces pre-configured with two 55” televisions — one ideal for a gallery view of students and one for PowerPoints, notes, videos or other materials. (HSC only)

Trojan Knowledge Expedition
Each month, Trojan Knowledge Expedition offers curated, self-paced curriculum to help you develop the skills, knowledge and abilities needed for USC's core performance competencies.

Women in Management
WIM hosts women leaders at our speaker series and professional development events throughout the year at UPC and HSC. In addition, the WIM board administers the selection of the two candidates who are funded by USC Department of Administration to attend the annual HERS Summer Institutes that are dedicated to empowering a diverse network of women leaders in higher education.

Talent & Organizational Development
Mission is to create and increase capabilities for USC employees at all levels, so that they can be ready for current and future opportunities within the university.
Coaching
Click on the cardinal-colored links for more information.

**USC Training & Development Coaching Programs**
USC Training and Development offers two separate coaching program opportunities – a coaching certification program, and a 3-day “Leader as Coach” workshop. By the end of this coaching certification program, participants will have:

- Learned to provide effective feedback to drive higher levels of engagement and productivity
- Gained deeper self-awareness by uncovering blind spots that may affect active listening and other communication skills

**Workshops by Campus Well-being and Education**
Campus Well-being and Education offers top-rated workshops, trainings, and presentations on issues like burnout, compassion, conflict resolution, identity, purpose, creativity and more, all tailored to your group’s unique needs, interests, and goals.

**Thrive 101**
A series of workshops for incoming employees to help create purpose and meaning at USC, build resilience and confidence, and develop a sense of community that extends beyond the workplace to the entire university.

**Intellectual Growth**
Click on the cardinal-colored links for more information.

**USC Podcast**
IDEAS IN ACTION is a podcast series produced by the University of Southern California. Aligned with the university mission dedicated to “the development of human beings and society as a whole through the cultivation and enrichment of the human mind and spirit,” the series brings you thought-provoking conversations across various disciplines, happening at USC’s University Park and Health Sciences campuses today.
Financial & Legal

Financial Well-being entails the financial literacy (knowledge of financial matters), the ability to manage money effectively, and plan for fiscally sound future. Legal well-being involves having knowledge of and access to resources to support legal issues (i.e., estate planning, wills, divorce, custody, etc.).

Flexible Spending Accounts (FSA)
Click on the cardinal-colored links for more information.

Employee Healthcare FSA
Employee may choose up to $2750 a year, minimum $100 – for healthcare related expenses.

Dependent Care FSA
Eligible dependents include children under age 13, and any dependents (child, spouse, parent, grandparent, brother, sister, etc.) unable to care for themselves because of a disability who spend at least 8 hours a day in your home.

Tuition Assistance
Click on the cardinal-colored links for more information.

Tuition Assistance Benefit Program
If eligible, children of employees who are admitted to USC may attend 100% tuition free. Spouses attend at a 50% discount; spouses of employees hired on or after January 1, 2019 attend at a 25% discount.

Tuition Exchange Program
Program provides an opportunity for children of employees of 600+ member schools to earn an undergraduate degree at another school within the Tuition Exchange program at significant savings.

Retirement
Click on the cardinal-colored links for more information.

USC Retirement Savings Program
USC is committed to supporting your retirement savings by making a 10% employer contribution when you contribute 5%, and to providing you with as many options as possible to maximize your retirement savings opportunities. (Note: Currently, there is a pause on USC’s 5% Non-Elective Contributions for 2021.)

Retirement Guidance Workshop
Benefits Administration offers this program for all USC faculty and staff several times a year, covering Social Security, Medicare, USC privileges for retirees, and perspectives from current retirees.
WELL-BEING DOMAIN: FINANCIAL & LEGAL

Credit Union
Click on the cardinal-colored links for more information.

**USC Credit Union**
Not-for-profit financial cooperative offering lower rates and other benefits for current USC employees, faculty, staff, students, and alumni members.

Perks & Discounts
Click on the cardinal-colored links for more information.

**USC Discounts**
Employees can purchase discounted tickets to campus-based events and theme parks, USC bookstore, USC gym memberships, and much more.

**Anthem Blue Cross Health Plan**
Special discounts available to employees who have Anthem Blue Cross as their health plan choice.
Emergency Funds
Click on the cardinal-colored links for more information.

**Employee Support Fund**
For employees who experience severe financial impacts due to COVID-19 Many of our more than 28,000 employees are being financially impacted by COVID-19 in ways we never imagined. As the lifeblood of our great university, the USC Employee Support Fund was setup to provide support for these employees. Employees with an immediate need for financial assistance may request emergency funds made available by the USC Employee Support Fund.

Financial Wellness Classes
Click on the cardinal-colored links for more information.

**Fidelity**
Fidelity offers financial wellness education, planning, and resources to help you plan, save, and invest for the future. Free consultations with a Financial Planning consultant available to all USC employees.

Legal Insurance
Click on the cardinal-colored links for more information.

**Insurance Benefits**
USC provides a suite of valuable benefits through MetLife – your basic life/accidental death and dismemberment coverage ($50,000 coverage) at no cost to benefits-eligible employees, and an array of additional coverage you may wish to obtain for your family’s protection, including:

- Critical Illness Insurance
- Hospital Indemnity Insurance
- Accident Insurance
- Legal Plans Coverage

Office of the Ombuds
Click on the cardinal-colored links for more information.

**Office of the Ombuds**
If you are experiencing a university-related concern, conflict, or challenging situation, please feel free to contact the Office of the Ombuds, at either UPC or HSC. The office is open to all members of the USC community with a campus related issue. Provided services include individual consultations, mediations, conflict and communication coaching, and conflict management presentations.
Safety, Support, & Compliance

Safety, Support, and Compliance Well-being refers to the individual and organizational practices and policies that promote optimal health and productivity, limit hazards, and mitigate crises.

Campus Wellbeing & Education
Click on the cardinal-colored links for more information.

Campus Wellbeing & Education
Campus Wellbeing & Education (CWE) is an arm of Campus Wellbeing and Crisis Intervention (CWCI), and part of a multi-pronged effort to develop a culture of well-being throughout USC.

Trojans Care for Trojans
Trojans Care for Trojans (TC4T) is an initiative within the Office of Campus Wellbeing and Crisis Intervention that empowers USC students, faculty, and staff to take action when they are concerned about a fellow Trojan challenged with personal difficulties. This private and anonymous request form provides an opportunity for Trojans to help a member of our Trojan Family.

Note: If you are concerned about someone who has experienced sexual/gender-based harm, please contact the confidential services at Relationship and Sexual Violence Prevention Services (213) 740-4900. If you would like to report an instance of sexual/gender-based harm, you can contact the Title IX Office (213) 821-8298. Each TC4T submission will be reviewed and responded to by a staff member from Campus Support and Intervention (CSI) within the Office of Campus Wellbeing and Crisis Intervention. For more information, contact CSI at (213) 740-0411.

Campus Support & Intervention
Click on the cardinal-colored links for more information.

Campus Support & Intervention
Campus Support & Intervention (CSI) is an office within Campus Wellbeing and Crisis Intervention. CSI connects with members of the USC community when they need support in achieving their academic, professional, and/or personal goals.
**Campus Public Safety**
Click on the cardinal-colored links for more information.

**Department of Public Safety**
The department’s primary mission is to provide a safe and secure environment on campus and in the local USC community that allows students, faculty, staff, and campus visitors to realize their academic and social pursuits.

**LiveSafe Safety App**
USC Department of Public Safety provides safety tips and services to the USC campus. The department’s primary mission is to provide a safe and secure environment on campus and in the local USC community that allows students, faculty, staff, and campus visitors to realize their academic and social pursuits. Download the mobile LiveSafe Safety App!

**USC Emergency Information**
Central website for USC faculty and staff to stay connected regarding on campus safety related news and updates.

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**Office for Equity, Equal Opportunity, & Title IX**
Click on the cardinal-colored links for more information.

**Office for Equity, Equal Opportunity, and Title IX (EEO-TIX)**
EEO-TIX’s mission is to eliminate discrimination, harassment, and retaliation; advance equal opportunity and inclusion; and execute anti-discrimination enforcement and compliance functions related to sex, race, national origin, disability, age, religion, and other protected characteristics.

**Environmental Health & Safety**
Click on the cardinal-colored links for more information.

**USC’s Office of Environmental Health & Safety (EH&S)**
Primary focus is to provide a safe and environmentally healthy workplace for students, employees, and the surrounding community.

**COVID-19 Resource Center**
A source of information, updates, and support for the USC community. To notify the university of a case, please call (213) 740-6291 or email covid19@usc.edu.
Closing & Contact Information

We hope that this USC Health & Well-Being Resource Directory is useful in support your and your colleague’s health and well-being as well as the broader campus and community. We encourage you to share these resources and also let us know if you come across any further resources that we can consider adding. Please also reach out if you come across any broken links or error so that our team can keep the document as current as possible.

We thank all of our USC partners, experts, and stakeholders for their commitment and dedication to health and well-being.

Fight On Trojans and Stay Healthy!

Contact Information

For general inquiries, questions, or suggestions, please contact
Julie Chobdee, MPH, Health & Well-Being Program Manager, CWFL at jchobdee@usc.edu.

To notify us of any outdated information, broken links, etc. please contact
Suzzane Huynh, Health & Well-being Program Coordinator, CWFL at sanhuynh@usc.edu.

To contact any of the members of the Center for Work and Family Life team:

**University Park Campus (UPC):**
Lara Hilton, PhD, MPH, Director, at lhilton@usc.edu.
Cindy Ryan, PhD, LMFT, CEAP, ACC, Program Manager UPC, at ryancyt@usc.edu.
Linda Snouffer, LCSW, CEAP, MCC, Employee Assistance Professional, at snouffer@usc.edu.
James Nicholas, JD, MSW, Associate Clinical Social Worker, at jamesnic@usc.edu.
Susan Huddleston, Office Manager, at shuddles@usc.edu.

**Health Sciences Campus (HSC):**
Angela DiBlasi, LCSW, CEAP, PCC, Program Manager HSC, at dibilasi@usc.edu.
Jessica Ayala, LCSW, Employee Assistance Professional, at ayalajes@usc.edu.

USC Center for Work & Family Life

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