

The Wellness Connection: Encouraging Students to Thrive in College and Beyond

Helen Stubbs

Vice President of Higher Education



Burgeoning Student Mental Health Needs

Post to “HlthProm” list, May 18, 2015:

Our Health Education department has been doing some research and discussing **ways that we can address the mental health issues** among our students and ways in which we can supplement the services offered by our Counseling Center. As many of you may be experiencing on your own campuses, our **Counseling Center is overloaded with appointments** and has a continual waiting list for appointments among students who may be in crisis. We would like to add to the mental health preventative services that we currently offer (QPR trainings, suicide prevention week, bystander intervention programs, etc.) and were wondering if anyone has any recommendations for trainings that we can attend to increase our knowledge in mental health support as well as programming ideas that you may have that are aimed at reducing mental health related incidences among college students.

Any information would be helpful and much appreciated!

Wellness Coordinator, Student Wellness Center, Large Public institution in Southwest

Is Increasing Treatment and Services the Solution?

THE DAILY CALIFORNIAN THURSDAY, SEPTEMBER 18, 2014

Evidence of increased demand for mental health services presented to UC Board of Regents **Funding may increase for UC mental health services**

SAN FRANCISCO — Two UC medical professionals presented the UC Board of Regents with evidence demonstrating the increased demand for student access to campus mental health services at its meeting Thursday.

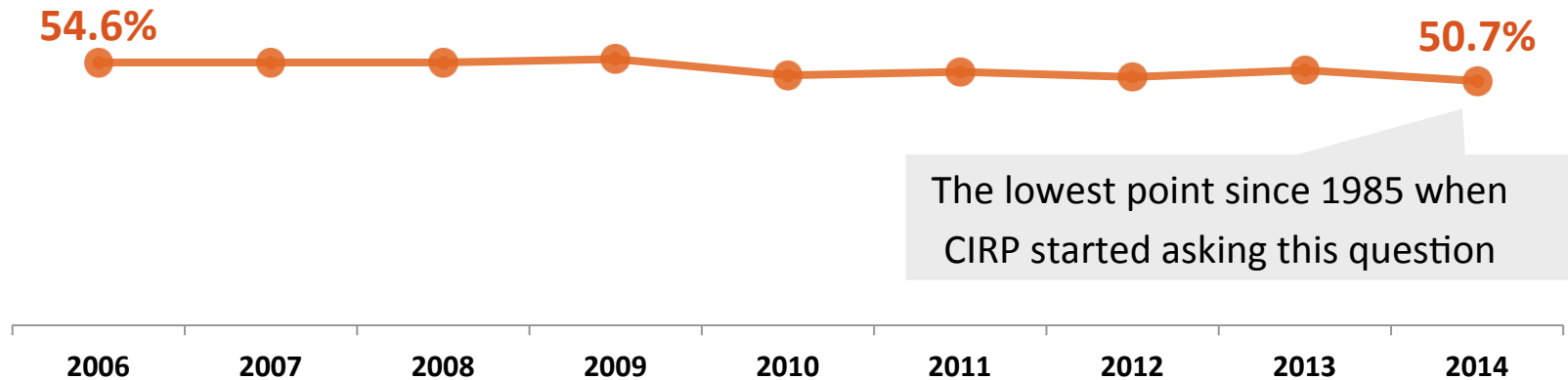
Elizabeth Gong-Guy, executive director of UCLA counseling and psychological services, along with Regina Fleming, medical director of the UC Student Health Insurance Plan within the UC Office of the President, presented graphs showing a 37-percent spike of UC students utilizing counseling and psychological services from 2006 to 2013.

“No need to look deeper into the data beyond the frequencies in a couple of ACHA-NCHA questions; or explore and address the root causes of the current ‘college student mental health crisis.’ Is higher education and therefore student affairs now driven by consumer demand, rather than thoughtful discourse and reasoned use of public money? ...as a ‘prevention specialist’ this is not a good sign for getting upstream or building a culture of wellness.”

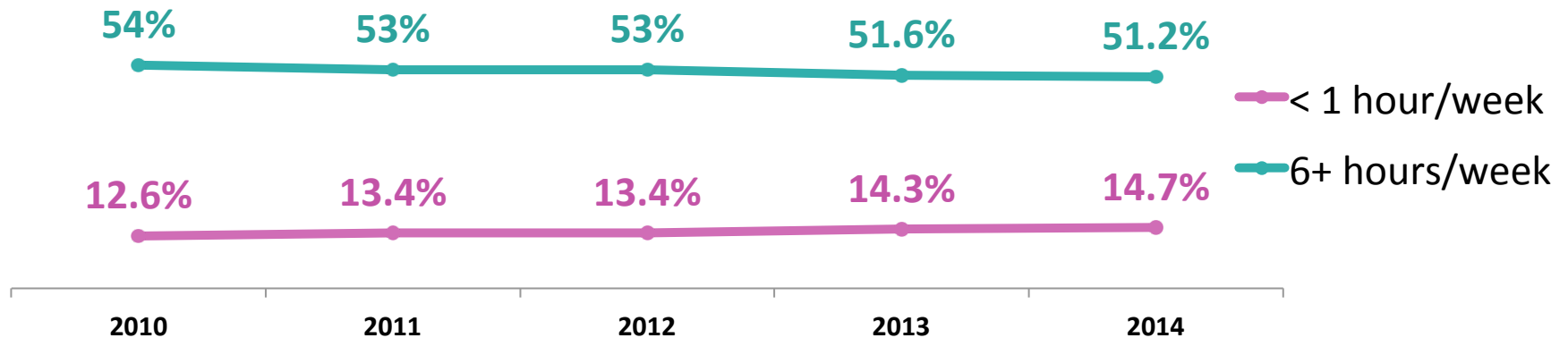
-- Director of Wellness & Health Promotion

FYS Health Indicators Trending Downward

Percentage of FYS Rating Their Emotional Health Above Average or in Highest 10%

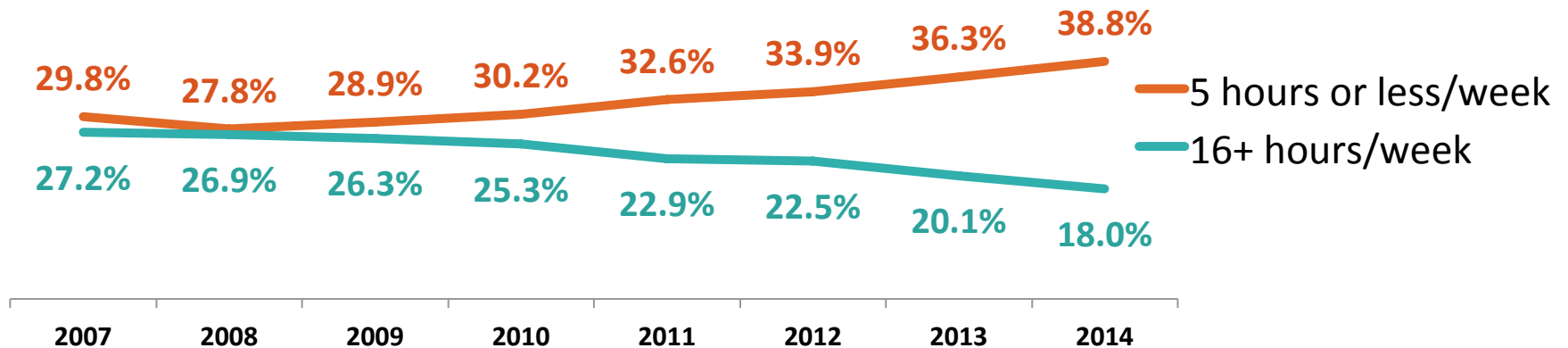


Time Spent Exercising

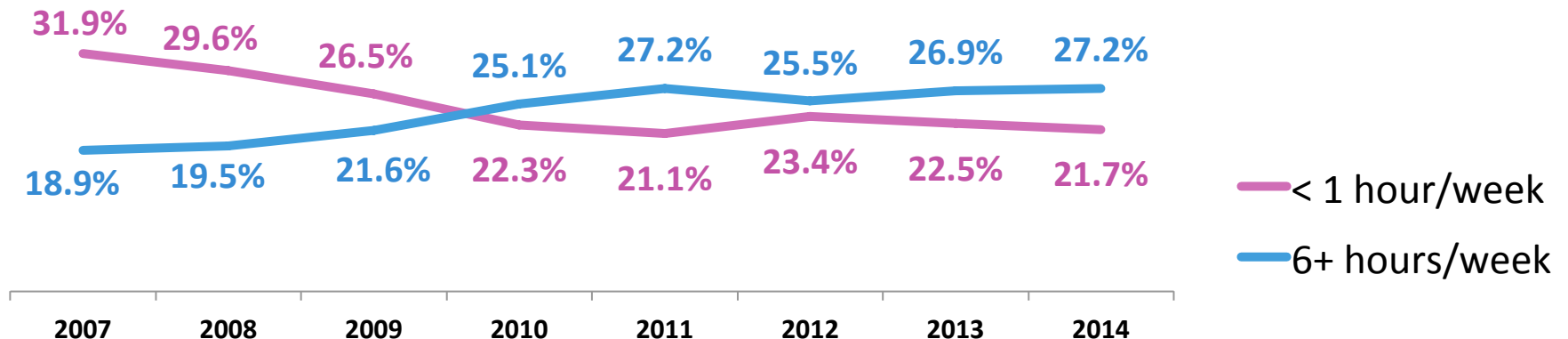


Students Increasingly Shift Social Activity Online

Time Spent Socializing with Friends

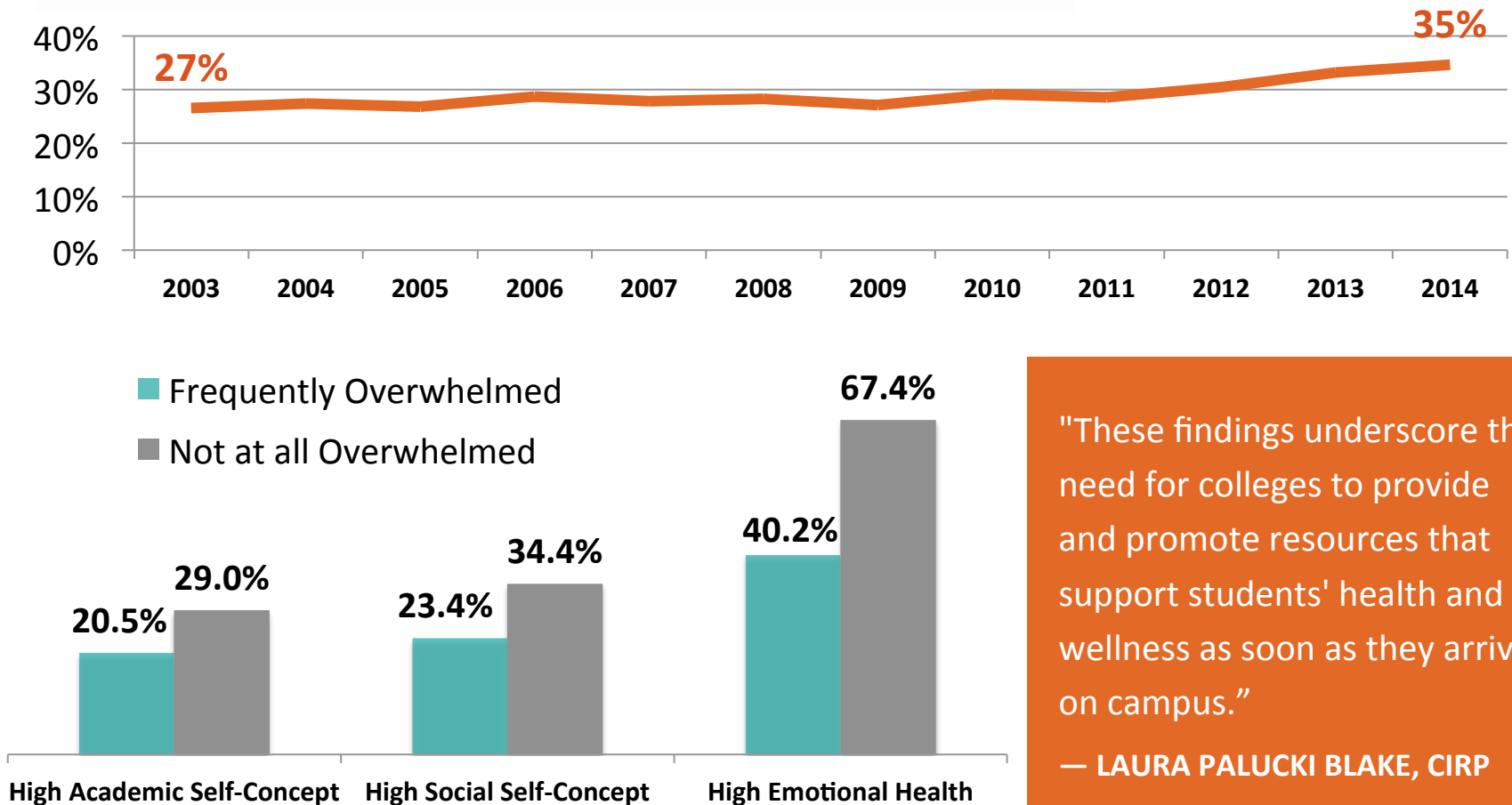


Time Spent on Online Social Networks



Continuing Mental Health Concerns Among Incoming Students

First Year Students Feeling “Frequently Overwhelmed by All I Had to Do”



"These findings underscore the need for colleges to provide and promote resources that support students' health and wellness as soon as they arrive on campus."

— LAURA PALUCKI BLAKE, CIRP

History, Frameworks, Foundations, and Standards for Health Promotion and Wellness

Foundational Definitions of Health and Health Promotion

WHO Definition of Health

Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.

1958

1986

Ottawa Charter on Health Promotion

Health promotion is the process of enabling people to increase control over, and to improve, their health.

To reach a state of complete physical, mental and social well-being, an individual or group must be able to identify and to realize aspirations, to satisfy needs, and to change or cope with the environment... Health promotion is not just the responsibility of the health sector, but goes beyond healthy lifestyles to well-being.

Strategies and Actions for Health Promotion



World Health Organization

The Ottawa Charter Proposes:

- 1) Advocating for health to create the essential conditions for health** that consider political, economic, social cultural, environmental, behavioral, and biological factors that can favor or harm health
- 2) Enabling all people to achieve their fullest potential** by reducing differences in health status and ensuring equal opportunities and resources to make healthy choices
- 3) Mediate between differing interests in society** through coordinated action by governments; health, social and economic sectors; NGOs; local authorities; industry; and the media

...through Five Health Promotion Actions

1. Build Healthy Public Policy

2. Create Supportive Environments

3. Strengthen Community Actions

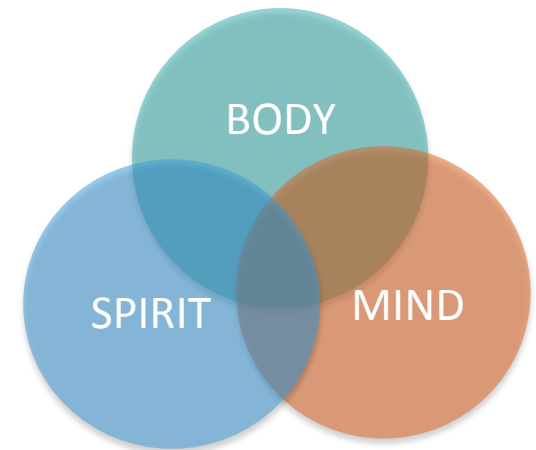
4. Develop Personal Skills

5. Reorient Health Services

Introducing and Defining Wellness

H. Dunn's "High-Level Wellness":

stressed the importance of mind/body/spirit **connections**, the need for satisfactions and valued **purposes**, and a view of health as dramatically **more than non-illness**.



WHO definition of Wellness:

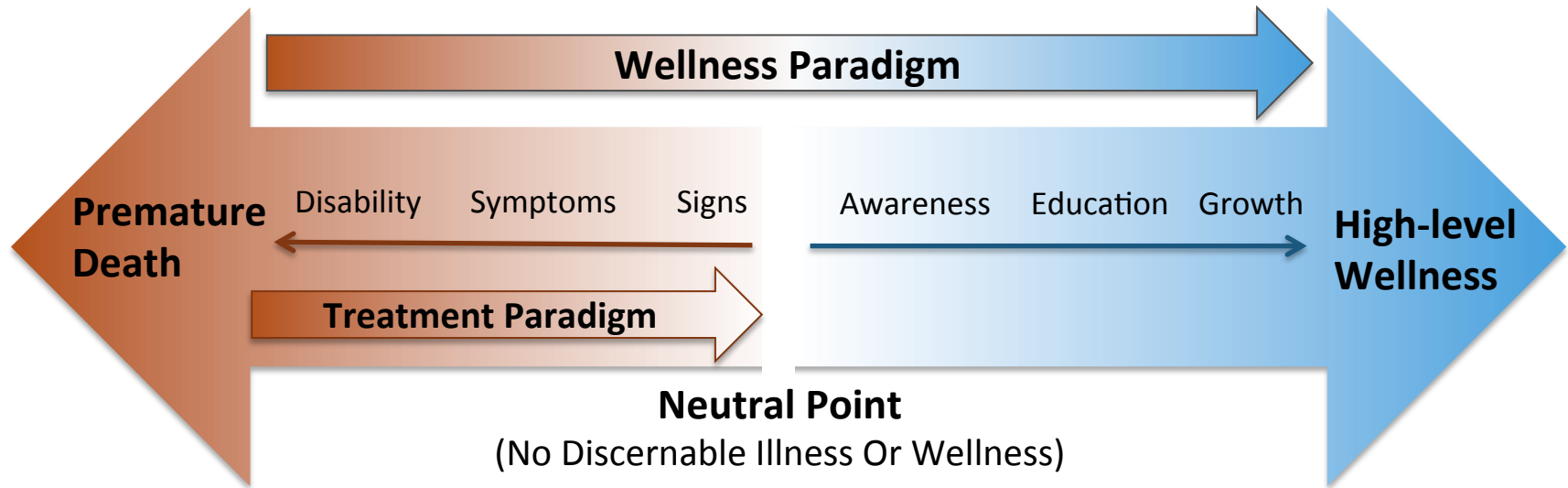
The **optimal state of health** of individuals and groups. There are two focal concerns: the **realization of the fullest potential** of an individual **physically, psychologically, socially, spiritually, and economically**; and the **fulfillment of one's role expectations** in the family, community, place of worship, workplace and other settings.

President's Council on Fitness and Sports:

Wellness is a **multidimensional** state of being, describing the existence of **positive health** in an **individual** as exemplified by **quality of life** and a sense of well-being.

Envisioning the Gains from a Wellness Perspective

Travis' Illness – Wellness Continuum



“The wellness paradigm directs you beyond neutral and encourages you to move as far to the right as possible. It is not meant to replace the treatment paradigm on the left side of the continuum, but to work in harmony with it. If you are ill, then treatment is important, but don't stop at the neutral point. Use the wellness paradigm to move toward high-level wellness.”

Institute of Medicine's Continuum of Care

Indicated:

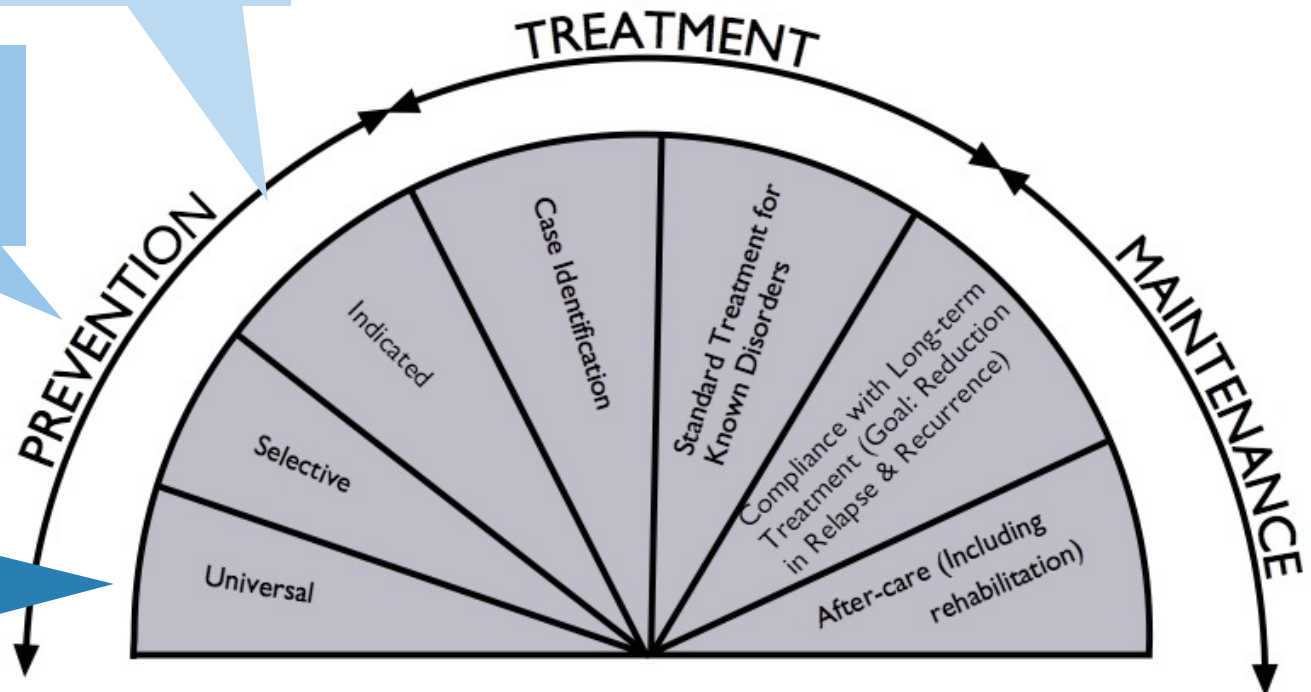
Targeted to Individuals Who Are Identified (or Screened) as Having Increased Vulnerability Based on Individual Assessment

Selective:

Targeted to Subpopulations Identified as Being at Elevated Risk

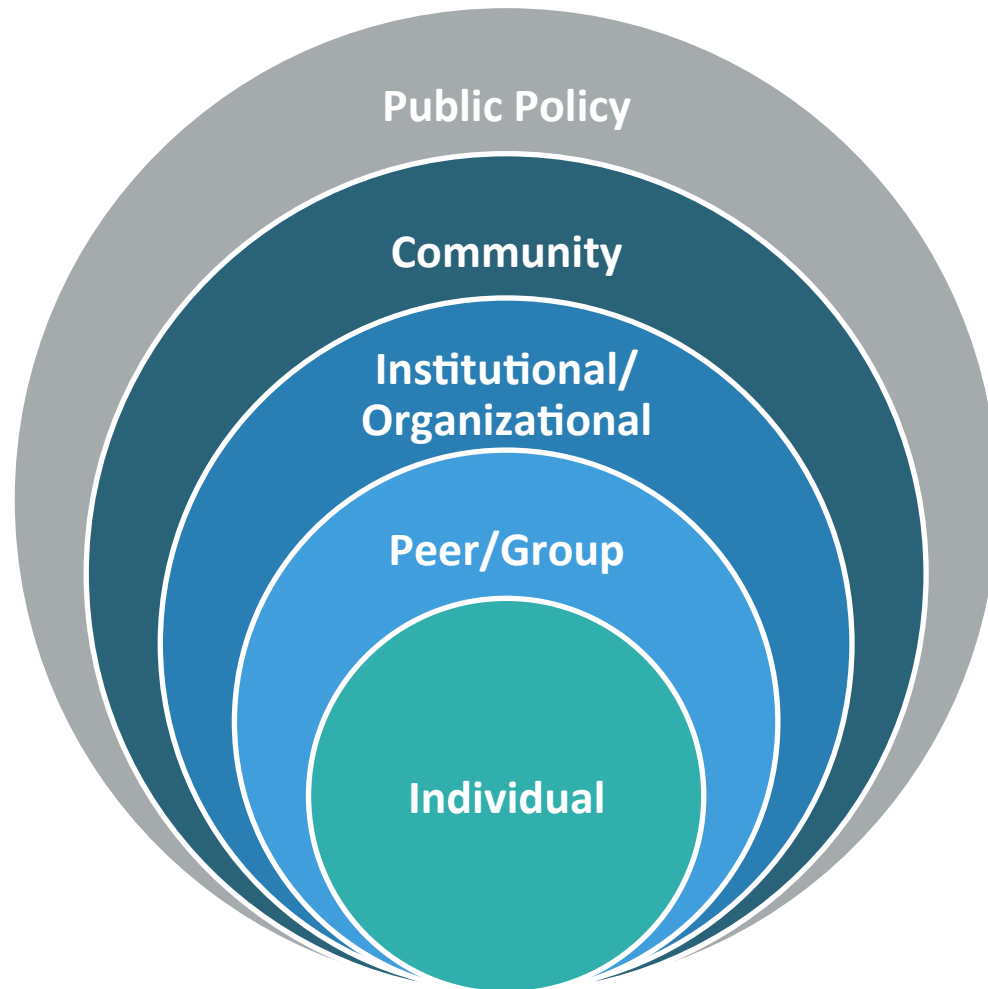
Universal:

Strategies That Can Be Offered to the Full Population, Based on Evidence That It Will Likely Provide Some Benefit to All



Risk and Protective Factors, and Opportunities for Intervention Across Multiple Spheres

The Social Ecological Model

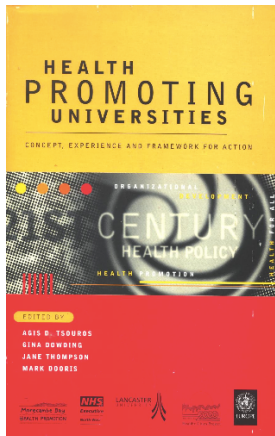


Applying Settings-based Health Promotion to University Settings

Health Promoting Universities: Concept, Experience and Framework for Action



World Health Organization



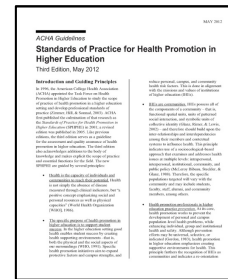
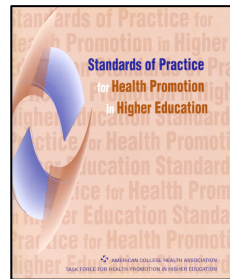
The heart of any health-promoting university initiative must be a **top-level commitment** to embedding an understanding of and **commitment to sustainable health** within the organization in its entirety. This means:

- building a **commitment to health into their organizational culture, structures and practices** – creating supportive working, learning and living environments
- **promoting staff wellbeing** through appropriate management, communication and operational policies
- **developing, synthesizing and applying health-related knowledge and understanding**
- **developing a critical understanding of sustainable health** and a sense of personal and community stewardship
- **enabling healthy personal and social development**
- advocating and mediating for **healthy and sustainable public policy**

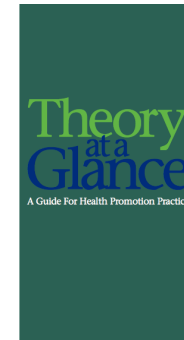
National Standards, Guidance and Tools



2001, 2012: Standards of Health Promotion in Higher Education



NATIONAL CANCER INSTITUTE



Theory at a Glance: A Guide for Health Promotion Practice

Health Assessment and National Benchmarking:



Making Health Communication Programs Work: A Planner's Guide



Functional Areas Addressed:

- **Health Promotion Services**
- Alcohol and Other Drug Programs
- Counseling Services
- Recreational Sports Programs
- Sexual Violence-Related Programs and Services
- Women's and Gender Programs and Services

Released and Revised: 2003, 2012, 2015

Commonly Cited Wellness Models

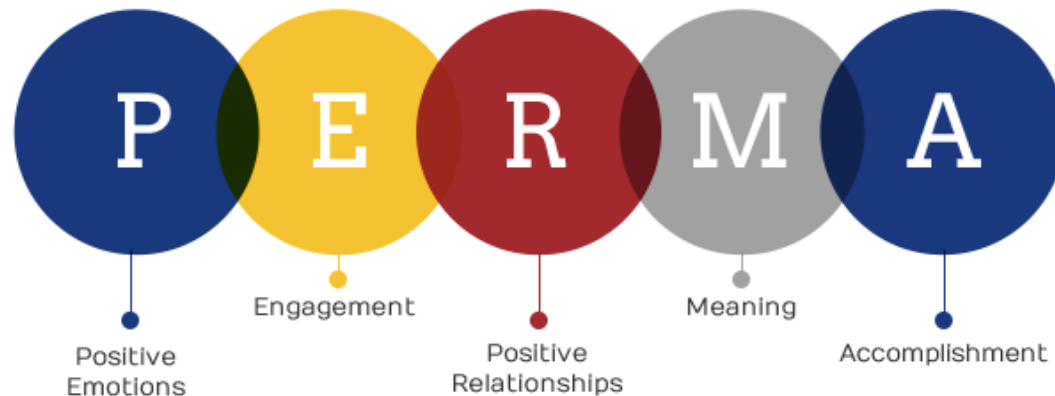
Hettler's 6 Dimensions of Wellness



Travis' 12 Dimensions of Wellness



Seligman's PERMA Model of Well-Being

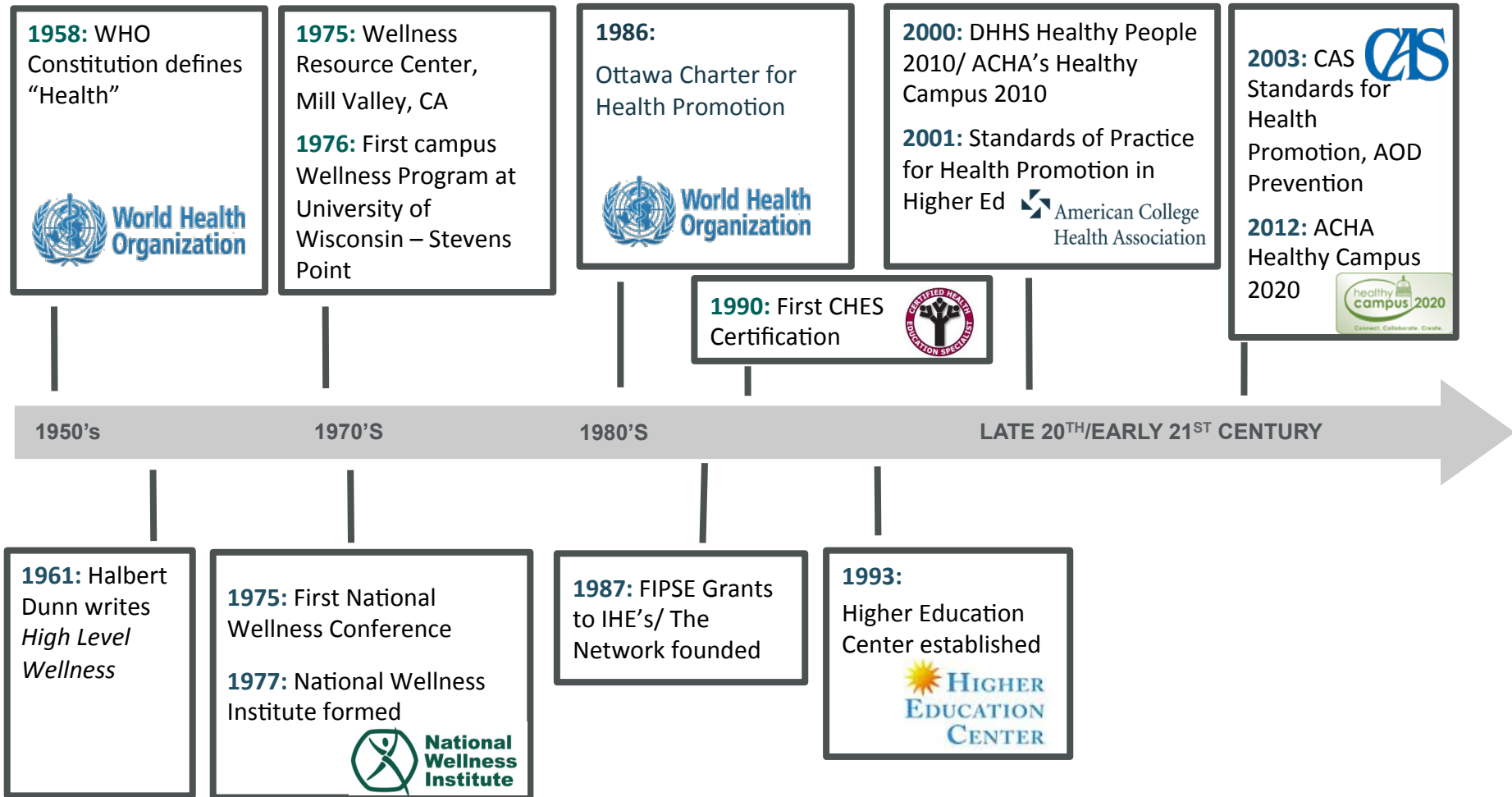


Contributions of Positive Psychology

A word cloud featuring various terms associated with positive psychology. The words are arranged in a dense, overlapping manner, with 'Happiness' being the largest and most central word. Other prominent words include 'Meaning', 'Flow', 'Resilience', 'Strengths', 'HOPE', 'Mindset', 'Grit', 'Well-being', 'Flourishing', 'Optimism', 'Post-traumatic Growth', 'Thriviving', 'Self-determination', and 'ENGAGEMENT'. The words are rendered in a variety of colors including blue, orange, green, red, purple, and teal, and in different fonts and sizes to create a dynamic visual effect.

Optimism Post-traumatic Growth
GRATITUDE
Flourishing Flow Meaning
Happiness Resilience
Thriviving HOPE Strengths
Mindset ENGAGEMENT
Self-determination Grit
Well-being

Evolution of Wellness and Health Promotion



The Research Basis for Wellness and Wellbeing

Well Documented Impact of Employee Wellness

Concerns driving the up-tick in employer health promotion and disease prevention strategies, i.e., workplace wellness programs:

- impact of chronic disease on employee health and wellbeing
- rising health care coverage costs
- competitiveness

At least one-fourth of health care costs incurred by working adults are attributed to changeable health risks, such as tobacco use, diet, and lack of exercise.

Research on Wellness and Health Promotion Impact Among Employees

Wellness programs can produce favorable changes in:

- **Health risk behavior:** alcohol use, fat intake, physical activity, tobacco use, fruit/vegetable consumption, seat belt use
- **Improved biometric outcomes:** blood pressure, cholesterol, body weight
- **Worker productivity:** lower absenteeism
- Reduce health risk and use of health care services

Gains for employers, on average:

- 28% ↓ sick days
- 26% ↓ health costs
- 30% ↓ workers comp and disability claims
- \$5.93 to \$1 savings/cost ratio

"It turns out that a comprehensive, strategically designed investment in employees' social, mental, and physical health pays off. Johnson & Johnson's leaders estimate that wellness programs have cumulatively saved the company \$250 million on health care costs over the past decade; from 2002 to 2008, the return was \$2.71 for every dollar spent."

Measuring Wellbeing on a Global Scale

The Gallup-Healthways Global Wellbeing Index

Purpose Wellbeing:

Liking what you do each day and being motivated to achieve your goals

Community Wellbeing:

Liking where you live, feeling safe, and having pride in your community

Social Wellbeing:

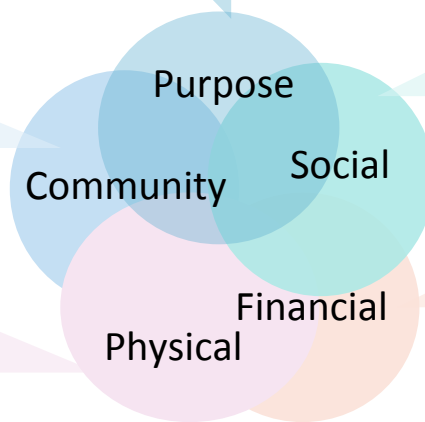
Having supportive relationships and love in your life

Physical Wellbeing:

Having good health and enough energy to get things done daily

Financial Wellbeing:

Managing your economic life to reduce stress & increase security



Wellbeing Outcomes Boast Broader Impact

People who are thriving:

- Are more resilient in the face of challenges
- Have better job performance
- Donate to charity and volunteer more
- Less sick leave, file fewer injury claims
- Increased productivity, workplace engagement

Employers whose workers are thriving witness:

- Lower healthcare costs
- Increased retention and acquisition of employees
- Better customer satisfaction
- Increased performance

The Lifelong Impact of Well-Being

HARVARD GRANT STUDY

72-Year Longitudinal Study of 268 Harvard Men

“Medical research [has] paid too much attention to sick people; dividing the body up into symptoms and diseases ...could never shed light on the urgent question of how, on the whole, to live well.”

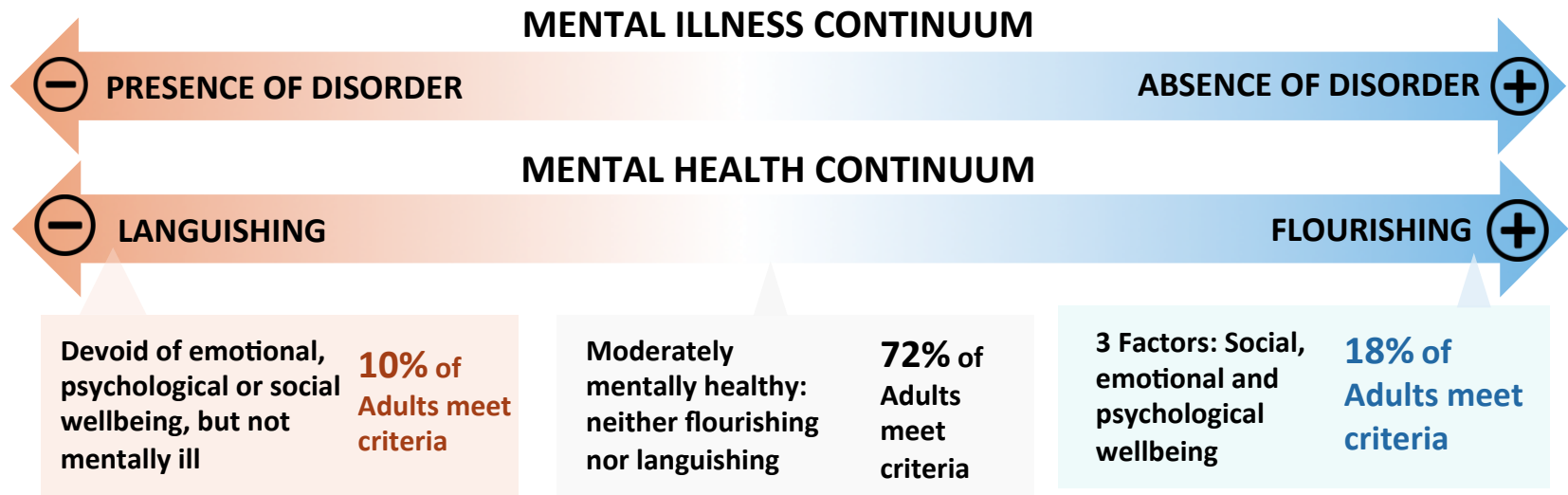
- DR. ARLIE BOCK, DIRECTOR OF HEALTH SERVICES, HARVARD COLLEGE, 1938



- ✓ Regular exercise in college predicted late-life mental health better than it did physical health
- ✓ Depression impacted physical health: 70% of men diagnosed with depression by age 50 had died or were ill by age 63
- ✓ Alcoholism was strongly correlated with neurosis and depression (which followed alcohol abuse rather than preceding it)
- ✓ Men who had “warm relationships” were more effective and more renowned professionally, and earned \$141K/year more in peak years

Extending Travis' Continuum to Two Continua

Keyes' View of Two Distinct Continua for Mental Health and Illness



Flourishing Measures

Emotional Wellbeing

- Happiness
- Satisfaction
- Interest in life

Social Wellbeing

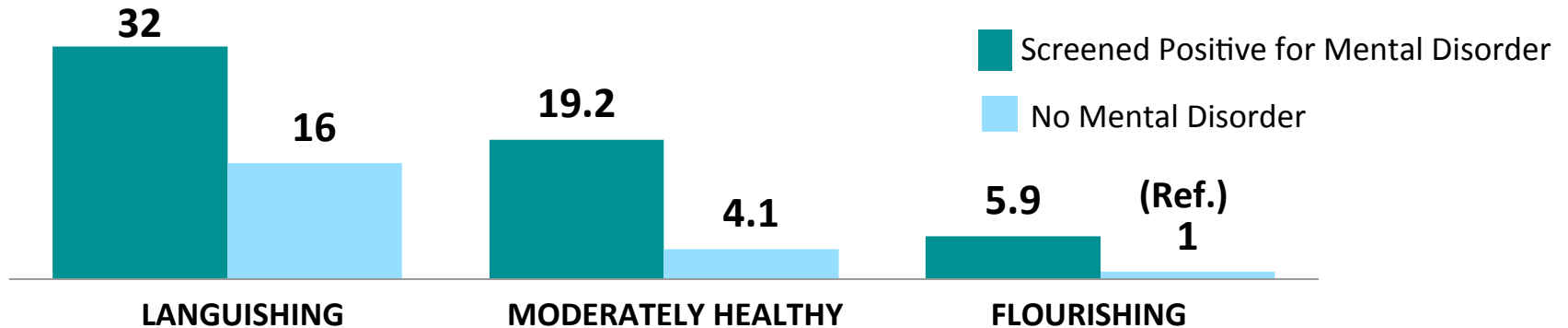
- Social acceptance
- Social actualization
- Social contribution
- Social coherence
- Social integration

Psychological Wellbeing

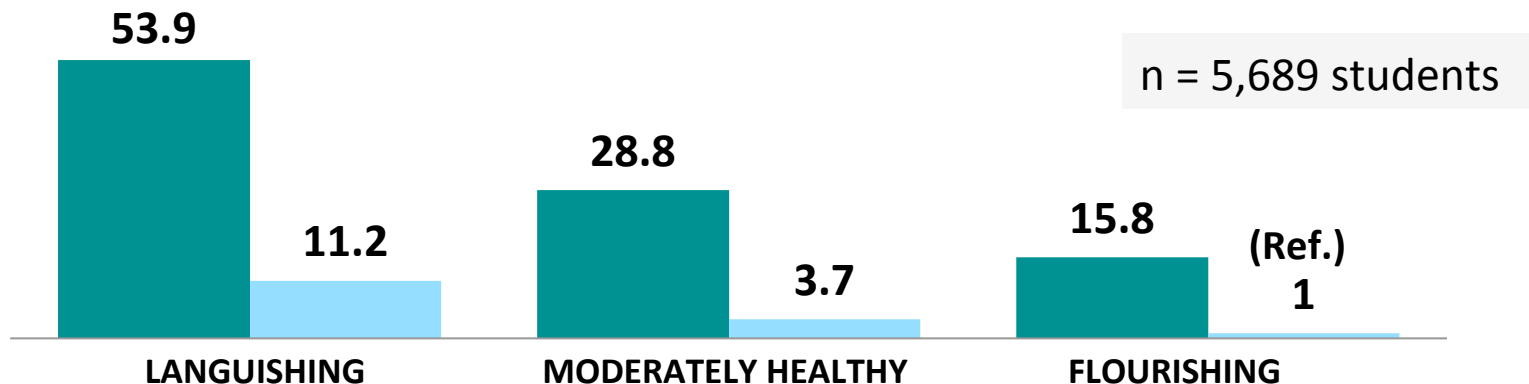
- Autonomy
- Environmental mastery
- Personal growth
- Positive relations with others
- Purpose in life
- Self-acceptance

Dual Continua Documented in College Students

Adjusted Odds of Reporting Any Suicidal Behavior by Mental Disorder and Mental Health



Adjusted Odds of Reporting Academic Impairment by Mental Disorder and Mental Health



“Our findings support the 2-continua model of mental health...[that] the absence of mental disorder does not mean the presence of mental health—i.e., the prevalence of those without a mental disorder does not equal the prevalence of those who fit the criteria for flourishing mental health.”

Adapting 'Flourishing' for College Experience

Thriving in College Defined by Schreiner

"Representing an intersection of the principles of positive psychology and the goals of higher education, the concept of thriving was derived from research on flourishing (Keyes, 2003; Seligman, 2011) and the psychological factors most predictive of college student retention (Bean and Eaton, 2000; Berger and Milem, 1999)."

Flourishing

Emotional vitality +
Positive Functioning

- Rising to meet life's challenges
- Involved in healthy relationships
- Engaged and productive
- Looking beyond oneself to the greater good of others



Student Persistence Measures

Psychological processes that promote academic and social integration and persistence:

- Attitudes → Behaviors
- Coping mechanisms (approach-avoidance)
- Self-efficacy
- Locus of control/attributions

Thriving Adds: *Engaged Learning, Academic Success, Citizenship and Openness to Diversity*

Criteria For Inclusion: Measurable, Empirically Connected to Student Success, Malleable (State Vs. Trait), Interventions Make A Difference.

Thriving Quotient Supports Student Success

Engaged Learning:

Meaningful Processing, Focused Attention, Active Participation In The Learning Process

Academic Determination:

Self-regulated Learning, Effort, Coping Skills, Goal-directedness (Hope)

Diverse Citizenship:

Making A Contribution, Helping Others, Appreciation Of Differences

Positive Perspective:

Optimism And Subjective Wellbeing

Social Connectedness:

Positive Relationships And Access To Friendships

Connecting Thriving and Student Success

Students' Thriving Quotient scores were significantly predictive (adding 12 – 23% of the variation, above and beyond other predictors) of several student success measures:

- GPA
- Intent to Graduate
- Institutional Fit
- Satisfaction
- Perception of Tuition Worth
- Learning Gains

The Impact of College Experience on Wellbeing

Key Findings from the Gallup-Purdue Index

- Study examining workplace engagement, wellbeing and alumni engagement among 30,000+ U.S. graduates
- **Experiences in college have far more impact on graduate wellbeing** than what kind of school attended (public/private, small/large, selective/not)

Graduates who had a professor who:

- cared about them as a person
- made them excited about learning
- encouraged them to pursue their dreams

odds of thriving in
wellbeing and
workplace
engagement

× 2+

Graduates who feel their college prepared
them well for life outside of it

odds of thriving
in all areas of
wellbeing

× 2+

“When it comes to finding the secret to success, it’s not ‘where you go,’ it’s ‘how you do it’ that makes all the difference in higher education.”

Comprehensive Campus Wellness Efforts

Ohio State's Wellness Ambassadors and Coaching

9 Dimensions to Wellness

- Physical
- Social
- Emotional
- Spiritual
- Environmental
- Intellectual
- Financial
- Career
- Creative

Wellness Ambassadors Program 2014 – 2015:

- **About 50** peer educators contributed over **2,600** volunteer hours
- **175+** presentations to Greek Life, FYSS, STEP, residence halls, and student org's
- Reached **4,700+** students, with another **2,500** during outreach events

Wellness Coaches 2014 – 2015:

Upper level undergrad and graduate students, many recruited from Higher Education and Student Affairs program

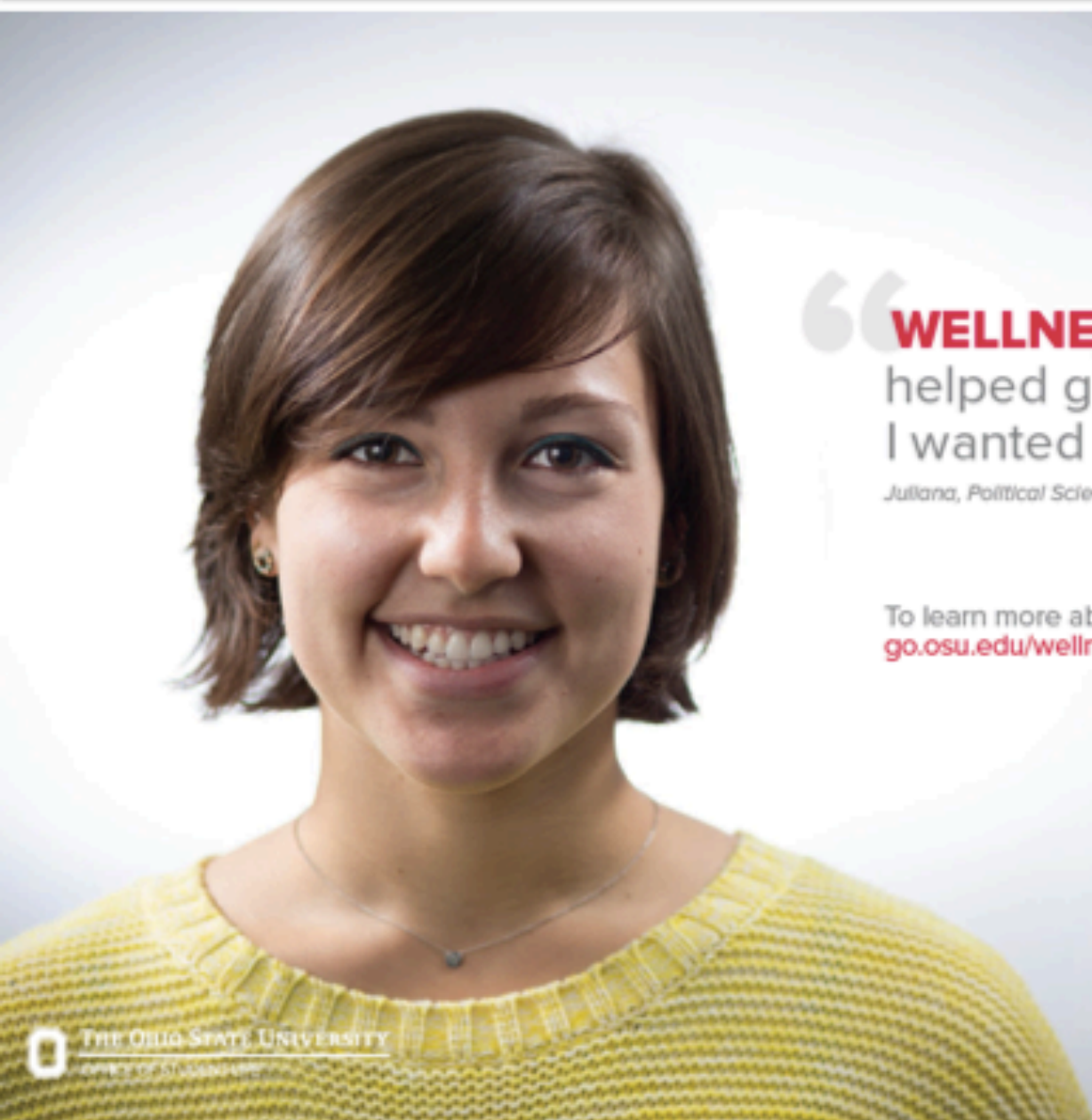
12 hour training in:

- positive psychology
- communication skills
- coaching
- referral
- motivational interviewing
- strengths facilitation
- goal setting
- self care

Appointments cover:

- ID targeted wellness dimensions
- review VIA survey results
- goal setting

Follow-on sessions: open conversations, additional resources, referrals to services



“**WELLNESS COACHING**
helped get me to the place
I wanted to be.”

Juliana, Political Science Major

To learn more about Wellness Coaching:
go.osu.edu/wellnesscoaching





“Focusing on my strengths
in **WELLNESS COACHING**
helped me communicate more
effectively in my classes.”

Juhee, Human Resources Major

To learn more about Wellness Coaching:
go.osu.edu/wellnesscoaching



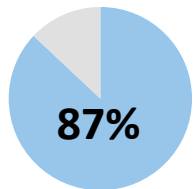
Wellness Coaches Support Student Thriving

Process Measure Outcomes:

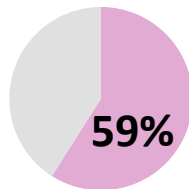
- 1000 appointment hours for about 300 students
- 47 presentations or workshops for 1300+ students
- 80% returned for further visits
- average duration 3.66 sessions

Wellness Dimensions Selected as Coaching Focal Areas

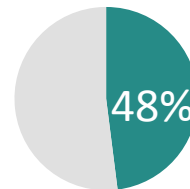
Emotional



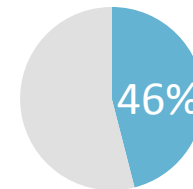
Social



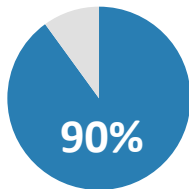
Career



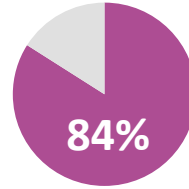
Intellectual



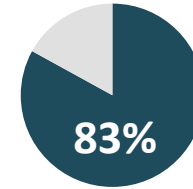
Students report wellness coaching offered them:



knowledge, skills & awareness
of their personal wellness



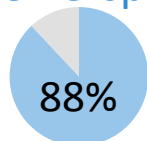
enhanced capacity for
setting and achieving goals



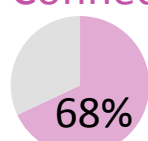
enhanced capacity for
utilizing personal strengths

Thriving measures (Schreiner, 2010) supported by wellness coaching:

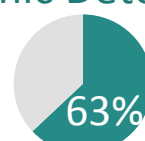
Positive Perspective



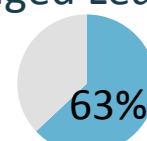
Social Connectedness



Academic Determination



Engaged Learning



WVU's liveWELL Campaign

Addressing Multiple Challenges Through Varied Pathways and Programs

The purpose of the liveWELL program is to empower students to adopt healthy behaviors and to create social and physical environments that promote these behaviors at WVU.

liveWELL themes:

- loveWELL
- eatWELL
- drinkWELL
- chillWELL
- playWELL
- breatheWELL
- sleepWELL
- moveWELL
- WELLaware

Hallmarks of WVU Wellness Efforts

Social Marketing & Social Media

- Students help in message design
- Highly visible messaging
- Multiple forms and media

Experiential Education

- Active involvement
- Values clarification
- Brain based learning

Technology Resources

- Engage gaming theory
- Web-based applications
- Increase access and reach

liveWELL Themed Events

- create energy and enthusiasm
- increase access to resources
- increase connection
- earned media extend the dialogue

12 Dimensions of Wellness Energy System



change your lens, look for the good

Feeling Anxious?

Inhale the good, exhale the bad

The mind is a television with thousands of channels, tune in to the good

Learn more at well.wvu.edu/stress

chillWELL
WEUWVU
The Student Center of Health





loveWELL
WELLWVU
West Virginia University

if you like it
then you better
put a thing on it





drinkWELL
WELLWU
The Students' Center of Health

REGRET is not
knowing who I
went home with.

What is your
REGRET?
Tell us. Text **regret** to **313131**.

What is your REGRET?

Tell us. Text **regret** to **313131**.

REGRET sounds like
the sirens of a cop car.

REGRET: having a
good time I won't
even remember.

drinkWELL
WELLWU
The Students' Center of Health

95% of Mountaineers are non-violent.
Take a stand against violence.

Anthony Gutta



No one has to do everything...
Everyone has to do something.

A Green Dot is a moment in time when
you keep someone else safe from violence.

What is your
Green Dot?

Tell us. Text **greendot** to **313131**.

WELLWVU.
The Students' Center of Health

Tumblr Feed for Regret Campaign

“I was drunk and cheated on my girlfriend who lives back home in MD and now I feel terrible about it”

— Texted to 313131



“Regret is drunkingly hooking up with someone the day after my boyfriend broke up with me”

— Texted to 313131



“I am tired of waking up and wondering what I did the night before. Had I embarrassed myself? Did I break anything or owe a bar tab? Did I potentially mess up friendships or a potential relationship?”

— Submitted in drinkWELL online assessment



“Regrets tastes like vodka the next morning.”

— Texted to 313131.



“Regret looks like sleeping with my coworker.”

— Texted to 313131.



“Regret is not knowing the person you wake up to.”

— Texted to 313131.



liveWell Apps Extend Reach and Engagement

The logo for WELLGO CALENDAR features the word "WELLGO" in a multi-colored font (red, yellow, green, blue) above the word "CALENDAR" in a smaller, grey, sans-serif font. A blue horizontal line is positioned below the text.

Understand how time is spent,
how to set priorities,
and explore relationship between
behaviors and performance

The logo for chillWELL features the word "chill" in a blue, lowercase, sans-serif font, followed by "WELL" in a larger, white, uppercase, sans-serif font. Below "WELL" is the word "chillPACK" in a smaller, blue, lowercase, sans-serif font.

Offers one activity/day to
improve productivity and
perspective

The logo for tweatwell features the word "tweat" in a blue, lowercase, sans-serif font, followed by "well" in a green, lowercase, sans-serif font. The letters have a white outline and a slight drop shadow.

Social networking encourages
eating 5+ “Freggies”/day. Earn
points, learn tip of the day, etc.

The logo for drinkWELL VIRTUAL BAR features the word "drink" in an orange, lowercase, sans-serif font, followed by "WELL" in a white, uppercase, sans-serif font. Below "WELL" is the phrase "VIRTUAL BAR" in a smaller, orange, uppercase, sans-serif font.

Virtual bar explores how
drinking affects the
body and health

The logo for WELLaware features the word "WELL" in a white, uppercase, sans-serif font, followed by "aware" in an orange, lowercase, sans-serif font.

Circle of 6 App: ask friends
for help, and call or send
your location

The logo for sleepWELL PSQI INDEX features the word "sleep" in a purple, lowercase, sans-serif font, followed by "WELL" in a white, uppercase, sans-serif font. Below "WELL" is the phrase "PSQI INDEX" in a smaller, purple, uppercase, sans-serif font.

Sleep hygiene tips to
improve quantity and
quality of sleep

The logo for MyWVUChart features the text "MyWVUChart" in a blue, sans-serif font. The "My" is in a smaller font size than "WVUChart".

Access personal health record at
WVU clinics and hospital. View lab
results, request medication refills,
request appointments, etc.

The logo for The HelpWELL App features the word "The" in a small, blue, sans-serif font, followed by "Help" in a large, orange, sans-serif font, and "WELL" in a large, blue, sans-serif font. Below "WELL" is the word "App" in a smaller, orange, sans-serif font.

Tracks wellness trends and develops
healthy self-care. Self-care activities and
access to support. Daily activities can be
logged and displayed graphically

Saturation Key to liveWELL Campaign Impact

Reach of liveWELL Activities

Workshop participation:

- drinkWELL: 16.5%
- loveWELL: 13.4%
- chillWELL 12.6%
- eatWELL 14%
- sleepWELL 10.4%
- moveWELL 6.8%
- Green Dot 11.6%

Online Tools and Apps: Usage ranges from 6% - 12% of students

External Survey of Programmatic Impact (n = 629)

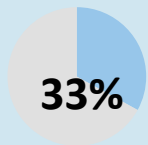
How effective has each of the following social marketing campaigns been on your health behavior? (percentages of those reporting the campaign had some impact)

- eatWELL 33%
- loveWELL 27%
- sleepWELL 26%
- Green Dot 23%
- drinkWELL 31%
- chillWELL 26%
- moveWELL 23%
- breatheWELL 18%

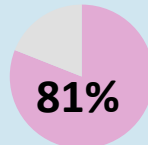
Internal Survey of Impact (n = 1959)

69% of students surveyed had attempted a health behavior change as a result of liveWELL

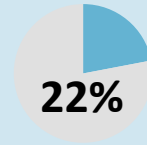
Increased Odds of Behavior Change After Seeing Messages:



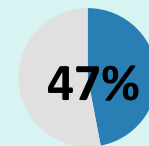
among those who
saw 4-7 messages



among those who
saw 7-10 messages



among those who
saw 10+ messages



reduced odds of behavior
change among those who
saw no messages

Promoting Flourishing at Emory University

Office of Health Promotion at Emory

Mission: The Office of Health Promotion facilitates student flourishing and builds capacity for a healthy Emory.

The Challenge: 2011 NCHA data showed stress as #1 impediment to student success

Students indicated they were willing to sacrifice their well-being to be successful

Solutions:



Flourish Emory: Engaging partners in promoting wellness, steering group reports to University Senate

Flourishing Living and Learning community

Good Life Lecture Series

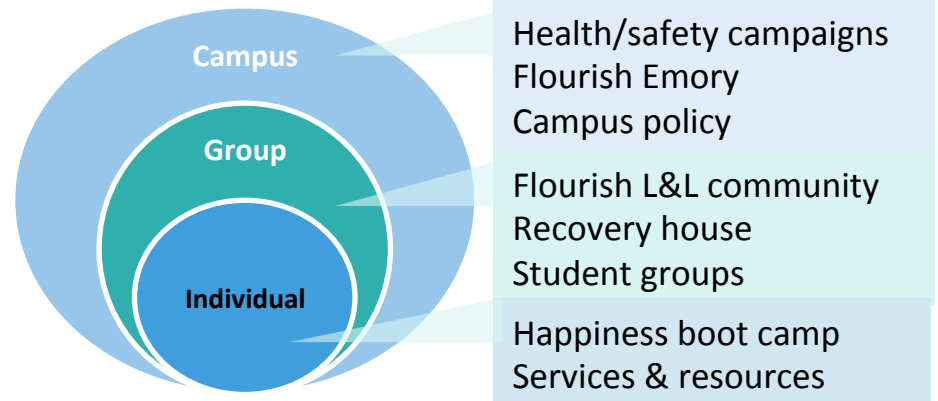


Happiness Boot camp: 6 week mini-course (non-credit) developing skills in:

- ✓ resilience, stress management mindfulness, physical activity, gratitude, journaling, grit
- ✓ Assessed with Keyes' MHC-SF, **10% statistically significant increase in flourishing**

Student Engagement Opportunities

- Health Promotion Advisory Committee
- Sexual Health Advocacy Group
- Sexual Assault peer advocates
- Internship opportunities
- Grads Against Violence
- Alliance for Sexual Assault Prevention



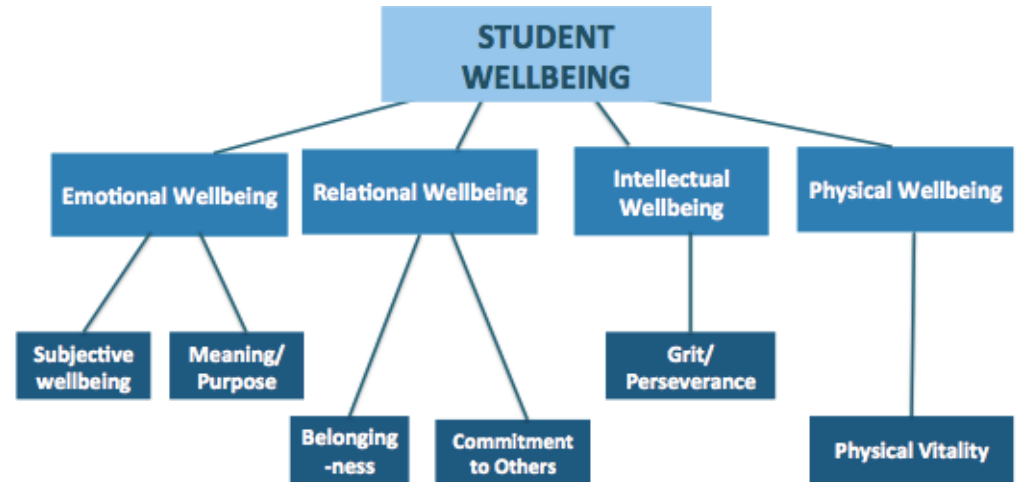
Institutionalized Campus Wellness Efforts

Wake Forest's Comprehensive Wellbeing Efforts

8 Dimensions of Wellness (Swarbrick)



Faculty Developed Model for Assessing Wellness



Programs

- Workshops, speaker events
- Enrolled programs (e.g., mindfulness based stress reduction, etc.) measured for knowledge, attitudes, and behaviors

Services

- CHOICES (AOD)
- SAFE Office (sexual assault response, education, etc.)

Infrastructure

- Office opened in Fall, 2014
- Create synergies and centralize existing efforts

Research

- Pilot funds for faculty
- Partnerships with researchers



THRIVE

COMPREHENSIVE WELLBEING
AT WAKE FOREST UNIVERSITY

Early Commitments to Wellbeing at Wake Forest



Shifting the Built Environment

Hearn Plaza: an outdoor game and recreation space with game carts, table tennis, a piano and other amenities.

"The immediate goal is just to get students out of their own heads a little bit, take spontaneous breaks from their routines, replace that lunch-on-the-go with a quick sit-down and some self-reflection time, or lay off the text messaging and actually have a one-on-one conversation or round of Yahtzee."

ZieSta Room in library: encourages students to turn off electronics, put away books, and take a break, even if that means falling asleep.

SOS (Signs of Stress): 5 signs of emotional stress to look out for in others, how to access support, and intervene and refer when necessary

Move More campaign for student, faculty and staff using fitness bands to set movement goals

Mindfulness based stress reduction (MBSR): Research demonstrates positive outcomes on pain, anxiety, brain and immune function, and psoriasis

Promoting Workplace Wellbeing Among Faculty and Staff

WFU's Wellbeing Director asks:

What are the group dynamics or factors at the organizational or departmental level that promote or inhibit healthy behavior? What are the norms for taking lunch? Or having walking meetings?

"You say wellbeing is important, but if you make staff take PTO to go to a workshop on investing for retiring, then that's not supporting wellbeing."

Small College, Bold Vision

Gustavus Adolphus College
Lutheran liberal arts college in
St. Peter, MN, 2450 students

Strategic Framework Recommendations

- ✓ Integrate health, wellness, and fitness opportunities and philosophies throughout campus, starting with a review of services for students
- ✓ Create a comprehensive wellness model (physical, spiritual, emotional, mental) and a Health and Wellness Office to implement a campus-wide student, faculty, and staff health and wellness program.
- ✓ Provide comprehensive education in the areas of stress management, time management, and maintaining a balanced lifestyle.

Wellbeing Center Aims

- Infuse wellbeing resources into existing on-campus programs
- Strategically link curricular and co-curricular learning
- Develop programs/services for students, employees, alumni, and friends
- Deliver assessment tools to measure impact of programs and services

Staff: 2 FT, 1 PT, plus students, interns, and volunteers

Wellbeing Staff Extend Reach and Influence via:

- Peer Educators
- Wellbeing Leadership Council
- Wellbeing National Advisory Board

The 9 Dimension Model



Signature Programs at Gustavus Adolphus

Be U: evidence-based wellbeing coaching program for students, faculty, and staff

- Coaches trained in: deep listening, self-awareness, relaxation, non-judgment.
- Topics explored: relationships, adjustment, academic concerns, grief and bereavement, stress management, goal setting, career, and identity.

Bounce Resilience Training 8-week mini course addresses:

- Exploring the connection between resilience, mindfulness, and happiness
- Examining the connection between thoughts, feelings, and behavior
- Managing expectations, attachment, and acceptance
- Learning how the stories we tell ourselves affect our resilience and success
- Supporting post-traumatic growth and failing forward
- Developing a personal vision and harnessing personal resources

Mindful Leadership Series: 8-session series offers students opportunity to learn about elements of Mindful Leadership: *clarity, focus, creativity, and compassion.*

Participants enhance mental precision, develop a more agile mindset, reduce stress, develop greater self-awareness; and enhance emotional intelligence, regulation, and mastery.

Impressive Gains:

In Fall 2014, Be U coaches saw statistically significant increases in:

- environmental mastery
- positive relations
- purpose in life
- self-acceptance

George Mason's Wellbeing Initiative

VIDEO:

<https://vimeo.com/117444389>

Institution-wide Supports for Wellbeing

Well-Being University Initiative

Our goal is to become a model *well-being university* at which students, faculty, and staff build a life of *vitality, engagement, purpose, and resilience*. As a university community, we intentionally cultivate the knowledge and skills needed to thrive together across many domains. Engaging all units, we create a nurturing and caring environment in which all Mason community members experience curiosity, hope, meaning, and joy.

Learning Outcomes:

- Positive relationships
 - Psychological flexibility
 - Values
 - Physical wellness
 - Work engagement
 - Resilience
- ✓ 24 Gen Ed and 59 non-Gen Ed courses have identified 1+ wellbeing learning outcomes
- ✓ Minor in Consciousness and Transformation
- ✓ Mindful Living LLC

Campus Structures Unified in Wellness Initiative

Wellbeing Resources and Services

- Campus recreation
- Career services
- Student Health Services
- Campus Security
- CAPS
- Wellness, Alcohol, Violence and Education

Offices, Centers, and Initiatives

- Center for the Advancement of Wellbeing
- Diversity, Inclusion and Multicultural Ed
- Student Support and Case Management
- Disability Services
- Housing and Res Life
- Student Involvement
- Mason Leads
- Sustainability
- Wellness by Mason

Signature Wellbeing Programs and Resources

Strengths Academy

Creates and sustains a culture of strengths throughout the university. All GMU students are offered Gallup's *StrengthsFinder* for free. Strengths Academy supports trained faculty and staff who conduct workshops for student organizations and groups, departmental units, offices, programs, and classes.

Several programs focus on strengths:

- ✓ *Mason's Leadership Legacy Program*: faculty-staff leader development program
- ✓ *Mason institute for Leadership Excellence*: executive education program
- ✓ *Human Resources and Payroll*: workshops for faculty and staff
- ✓ *Mason Reads Program*: new student orientation program
- ✓ *LEAD*: student leadership programs

Center for the Advancement of Wellbeing

Enrolled Programs:

- Advanced Coaching in Leadership and Wellbeing
- Leadership and Wellbeing Certificate Program
- Mason Institute for Leadership Excellence
- Personal Transformation Certificate

Free and Open Programming:

- ✓ Brown bag series
- ✓ Conferences
- ✓ Spring Into Wellbeing
- ✓ Weekly Wellbeing Practices (yoga, Tai Chi, meditation)

Looking Ahead: Challenges, New Directions

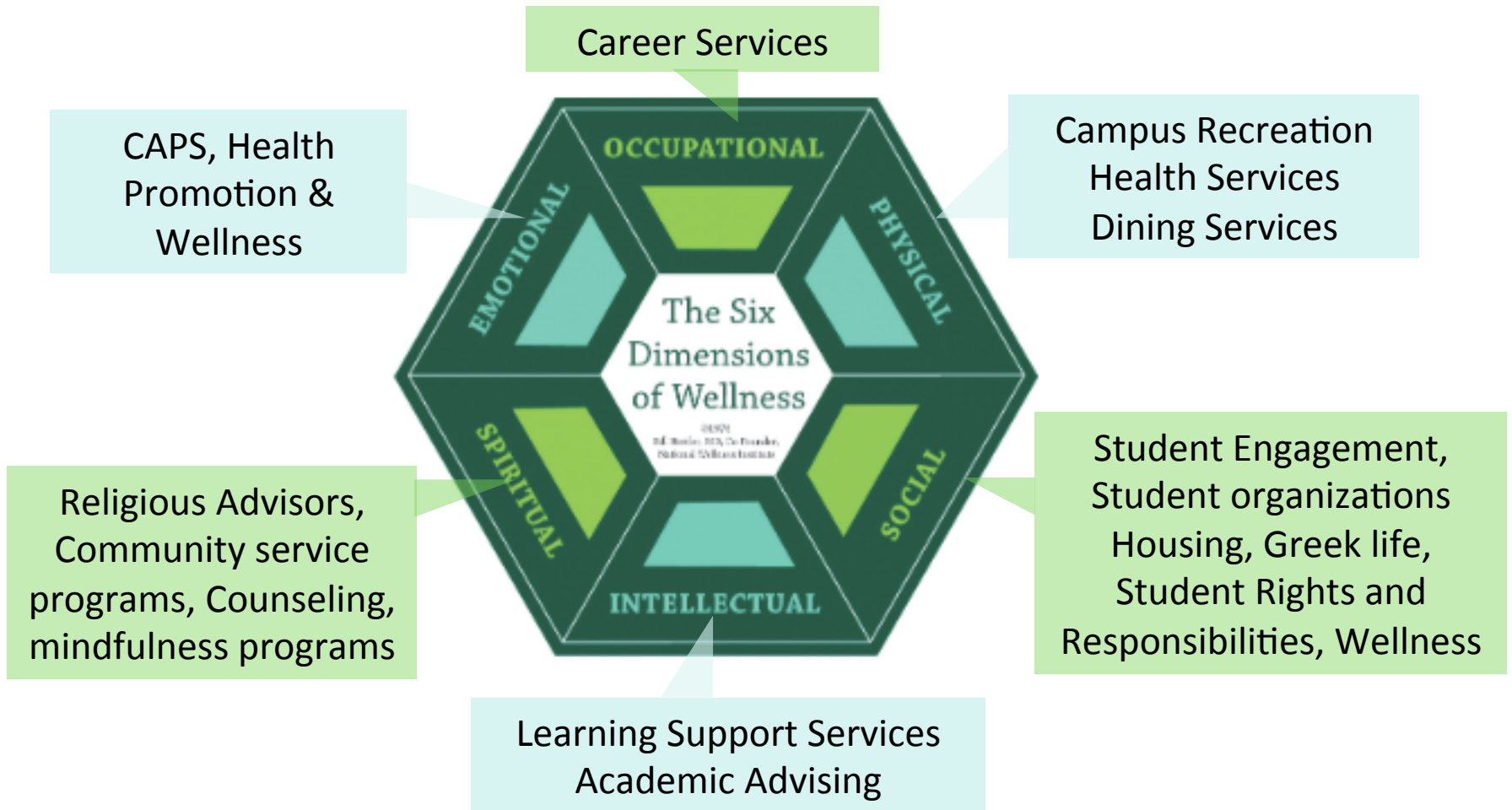
Key Questions:

- What are the relationships between student assets, strengths, flourishing, and thriving, and factors we typically associate with risk (e.g., alcohol use, rape myth acceptance, etc.)?
- We currently have individual measures of assessing flourishing, thriving, and wellbeing. What about assessing the college environment and its ability to promote (or diminish) wellbeing?
- What national group(s) will support the work being done by professionals in this field with guidance, frameworks, resources, etc.?

Key Challenge:

- How can wellness and health promotion best engage campus stakeholders on the benefits of and need for supports to community wellbeing?
- How can Student Affairs share the burden of these forward leaning practices with other campus constituencies?

Higher Ed a Logical Home for Wellness Efforts



- ✓ How are we engaging other campus units in the discussion?
- ✓ How are their departmental goals aligned with wellness?
- ✓ How are we measuring/monitoring our progress?