
Building Healthy Academic Communities National Summit

April 22, 2013
Wellbeing Website

https://gustavus.edu/wellbeing/

Wellbeing Introductory Video

http://www.youtube.com/watch?v=2SOSJ_AeARk&feature=youtu.be
Gustavus Wellbeing: It’s Your Choice

BE U

GUSTIES FOR WELLBEING

Wellbeing Assessment
Gustavus Adolphus College: Overview

• Highly selective, private, co-educational, residential, liberal arts college affiliated with the Evangelical Lutheran Church (ELCA) in America

• Founded in 1862

• 2,500 undergraduates, representing 41 states and 20 foreign countries (56% women, 44% men)

• 26,000 living alumni
Gustavus Adolphus College Mission

“The purpose of a Gustavus education is to help students attain their full potential as persons, to develop in them a capacity and passion for lifelong learning, and to prepare them for fulfilling lives of leadership and service in society.”
Background and Need for Innovation

• Increasingly, students are coming to college with more pronounced skill deficits in a variety of areas in their personal lives that make the transition to college more challenging.
  • Less equipped to identify and manage their emotions
  • Less equipped to deal proactively with interpersonal conflict and disappointment
  • Less equipped to cope effectively with stress
  • Less equipped to manage time and schedules, and to set priorities
• At the same time, our students are active, have wide ranging interests, and want to thrive and live on purpose.
• At Gustavus, we are working to identify and develop proactive strategies to meet the increasing demand of a new generation of college students with pronounced skill deficits, as well as teach students how to be balanced, purposeful, and well.
Conditions that Support Wellbeing at Gustavus

Gustavus is an optimistic, positive community guided by core values of *Excellence, Community, Service, Justice*, and *Faith* and an educational mission that inspires its students, faculty, staff, and alumni to live on *purpose*, strive toward *balance*, and *thrive* in all that we do.
Make Your Life Count™

• A brand, a promise, an educational ethos

• 150 year history and tradition

• Grounded in five Core Values — Excellence, Community, Justice, Service, and Faith

• Wellbeing and Leadership are nurtured by an optimistic, positive, and authentic community

• A mission that inspires vocational discernment exploring “calling,” living on purpose, and leading from within
Wellbeing at Gustavus: Timeline

- 2008: Health and Wellness Strategic Initiative
- 2009: Commission Gustavus 150
  - Twenty (20) Health & Wellness Recommendations
- 2010: Gustavus Wellbeing Model Developed
- 2011: President’s Task Force on Wellbeing
  - Mission, Vision, Recommendations
- 2012: Wellbeing Thought Leader Gathering at ASI
  - On-campus Program Development
- 2013: National Advisory Board
Alignment with Commission Gustavus 150

The Wellbeing Task Force identified a broader, more comprehensive vision for the College that weaves together key Commission Gustavus 150 priorities into a unified mission-centric plan.

CG 150 Health and Wellness/Wellbeing Priorities:

- Create a comprehensive wellness model and a Health and Wellness Office to implement a campus-wide student, faculty, staff and alumni health and wellness program
- Develop a staffing structure, programs, resources and facilities to manage a campus wellness effort
- Provide comprehensive education in the areas of stress management, time management, and maintaining a balanced lifestyle
- Integrate health, wellness, and fitness opportunities and philosophies throughout campus
- Explore ways to integrate the arts throughout the campus to augment health, wellness, and fitness initiatives
Building Healthy Academic Communities

Commission Gustavus 150

External Perspective

Broader stakeholder-based strategic planning

National Advisory Boards
Center for Servant leadership
Swedish Heritage
Athletics
Gustavus Library Associates
Friends of the Arboretum
Economics and Management
Tennis and Live camps
Friends of Music
Wellbeing

• Shape discussion
• Provide guidance regarding College’s future

Overall Guidance

Gustavus Board of Trustees

Gustavus 150

Crown Council

gustavus.edu
Vision for Wellbeing Initiative

“To create a nationally recognized program that educates and empowers the entire campus community to be authentic, purposeful, and balanced people who are equipped to thrive and meet the challenges of a world in need.”
Mission for Wellbeing Initiative

“To purposefully foster the health and wellbeing of individual members of the college and to create a healthy organizational culture in which all members of the community can thrive personally and professionally.”
Building Healthy Academic Communities

Gustavus Wellbeing Model

Choice
Personal Values
Gustavus Values
Make Your Life Count
Gustavus Wellbeing Initiative: A Targeted Focus
A Vision for What is Possible: A Signature Space
A Vision for What is Possible: Academic/Curricular Components

- First Term Experience, New Student Orientation, Reading in Common
- Wellbeing Faculty Fellows Program
- Wellbeing Scholars Program
- Wellbeing Institute
- Interdisciplinary Wellbeing Minor
- Pre-Health Advising, Internships, Career Exploration
- Distinguished Chair of Wellbeing Studies
A Vision for What is Possible: Student Life / Co-Curricular Components

- Be U: Peer-Based Group Wellbeing Coaching Initiative
- Mindfulness-Based Stress Reduction (MBSR) and Campus-Wide Contemplative Practices Initiative
- Kitchen Cabinet, Big Hill Farm, Dining Service, Nutrition
- Collaboration with On-Campus Wellbeing Hubs—Residence Life, Campus Ministries, Athletics, Johnson Center for Environmental Innovation, Center for Servant Leadership
A Vision for What is Possible: Outreach to Alumni, Friends, Congregations, and Business

- Wellbeing Programs for Alumni – speakers series, workshops, trainings, group coaching, etc.

- Congregational Outreach and Engagement – Pastor to Pastor Program, workshops, lectures, outreach, etc.

- Business Engagement – consultation on employee health and wellbeing programs, speakers series, wellbeing summer institute on campus.

- Summer Camps for high school students on campus and/or in the Twin Cities.
Wellbeing National Advisory Board

- The development of a Wellbeing National Advisory Board (NAB) is assisting the Director and the College with...
  - Strategic planning
  - Program development for both on and off constituents
  - Profile raising
  - Fund raising

- **Scott Gilyard ‘83**, Gustavus alumni, is the inaugural Chair of the Wellbeing National Advisory Board

- NAB met in January 2013

- Next meeting of NAB is April 2013
NAB Framework

• External Perspective
  • Thought Leaders and Expertise
  • Alumni connection to college

• 3 year terms, renewable

• Members nominated by the College or by identification by friends of the College

• Meet as needed to provide adequate counsel
  • 3-4 times a year for ½ day

• Supported by Assistant to the President for Special Projects
Wellbeing NAB Recruitment, Membership and Breadth of Expertise

Keith Roberts, Vice President of Wellbeing and Optum at UnitedHealth Group
Katie Bell ’97, Vice President at Gallup Corporation
Robert Gazzola ’83, M.D. at Mankato Clinic and Gustavus Adolphus College Medical Director
David Moen, MD and President at Bluestone Solutions
Mary Jo Kreitzer, Director of the Center for Spirituality and Healing at the University of Minnesota
Bill Manahan, Health Care Consultant
Nico Pronk, Vice President at JourneyWell and Health Partners
Nathan Dungan, Owner of Share Save Spend
Randy Farrow ’83, President and CEO at Mankato Clinic
Jayne Sommers ’02, PhD Candidate (Higher Education) and Research Assistant at the University of Minnesota
Darrell Jodock, Gustavus Adolphus College Religion Professor Emeritus
Kristin Vickers Douglas, Mayo Clinic
Mara Melum, Owner and Leadership Consultant at Minerva Institute

Robert Christenson ’58, Health Care Consultant
Jenny Evans, Consultant at PowerHouse Performance Coaching
Troy Shafer ’94, Director of Student Health and Wellness at Saint Cloud State University
Petra Bissonette ’77, President at Learning Strategies, Inc.
Brita Gilyard ’11, Recent Gustavus Adolphus College Graduate and Practicing R.N.
Patrick Clark ’13, Recent Graduate and Assistant Men's Tennis Coach at Gustavus Adolphus College
Sally Turrittin, Owner, Prime Mortgage at State Bank Trust
Jo Nord ’85, Family Physician at the University of Wisconsin
Catherine Byers-Breet, Owner of Arbez
Christine Grotjohn ’09, Manager of Training and Development at UnitedHealth Group
Craig Johnson ’69, Interim Senior Pastor at Mount Olivet Lutheran Church
Joel Wiberg ’60, Retired Pastor and Counselor
Wellbeing Design Challenge

Question Posed to Wellbeing NAB in January 2013:

How do we bring wellbeing into action and start making an impact on individual students in their daily life?
Gustavus Adolphus College/United Health Group Design Thinking Project

How might we encourage students to take ownership of their own wellbeing?
4 Points of View

1. “Kate” a struggling and self-conscious freshmen who is used to overachieving needs a welcoming environment where her weaknesses are not exposed because the tight-knit and competitive Gustie community stigma discourages students from opening the door to school resources.

2. “Sarah”, a stressed, and overloaded sophomore needs guidance on how to bring balance into her student life, because she feels pressure to participate in too many activities and wants to feel ore supported, rewarded, confident about her future.
4 Points of View: Continued

3. Transition Terry is a junior and needs to create personal balance between academics and other life priorities because he is an overachiever and stretched too thin in preparation for his journey into the real world.

4. An overcommitted driven student who feels pressure from self, peers, and GAC culture to succeed needs to find a meaningful life balance because there is a lack of permission and framework to define/set boundaries for my wellbeing.
Key Findings/Takeaways

• Wellbeing needs to be integrated into the curriculum – can’t be viewed as extra or one more thing to do
• Needs to be tailored to each individual student and can’t be a generic one size fits all
• Use of technology will be important – e.g. personalized assessment and wellbeing plan that will help keep this in front of students and that can be routinely updated
• Faculty involvement and support will be key – May need to build this into job expectations and compensation plans
• Upper classmen involvement as mentors could be an effective component
• Alumni could also be tapped to support these efforts as a way to give back
• The Wellbeing focus should be introduced as part of the student recruitment process – prospects need to know that this is part of the Gustavus experience and should be factored into their decision
Next Steps for Wellbeing at Gustavus 2013 – 2014

Continued Development of the components of a Comprehensive College-wide Wellbeing program including:

- Wellbeing Roundtable
- BE U: Peer-based Wellbeing Coaching program – students, faculty, and staff
- Faculty Engagement – Wellbeing Faculty Fellows Program
- Mindfulness (MBSR) and Contemplative Practice Initiatives
- Good Food for Busy Gusties – On-campus collaboration
- Website, Marketing and Communications
- Secure funding for staff and programming
- Continue to engage NAB and key strategic partners

Building Healthy Academic Communities
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and
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