



Gustavus Adolphus College Crown Council

Gustavus Wellbeing National Advisory Board Update

April 17, 2013

Wellbeing is a choice to assume responsibility for the quality of one's life across multiple dimensions: intellectual, emotional, spiritual, vocational, career, financial, relational, environmental, and physical.

Gustavus Wellbeing Mission Statement:

To purposefully foster the health and wellbeing of individual members of the College community and to create a healthy organizational culture in which all members of the community can thrive personally, academically, and professionally.

Gustavus Wellbeing Vision Statement:

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.

Wellbeing Initiative Model: See GAC Wellbeing Wheel Attachment

National Advisory Board Recruitment, Membership and Breadth of Expertise:

Pete Bissonette, Principal, Learning Strategies, Inc.

Darrell Jodock, PhD., Gustavus Religion Professor Emeritus

Katie Bell, VP, Gallup Corporation

Rev. Craig Johnson, Interim Sr. Pastor, Mt. Olivet Lutheran Church

Catherine Byers-Breet, Owner, Arbez Consulting

Mary Jo Kreitzer, PhD., Dir., Center for Spirituality and Healing, University of Minnesota

Robert Christenson, Health Care Consultant

Bill Manahan, M.D., Health Care Consultant

Patrick Clark, Recent GAC Graduate, Asst GAC Tennis Coach

Mara Melum, Owner and Leadership Consultant, Minerva Institute

Kristin Vickers Douglas, PhD, Mayo Clinic

David Moen, M.D., President, Bluestone Solutions

Nathan Dungan, Owner, Share Save Spend

Jo Nord, M.D., Family Practice, U of Wisconsin, Madison

Jenny Evans, Consultant, Powerhouse Performance Coaching

Keith Roberts, VP, Wellbeing, Optum, UnitedHealth Group

Randy Farrow, President and CEO, Mankato Clinic

Nico Pronk, PhD, VP JourneyWell, HealthPartners

Robert Gazzola, M.D., Mankato Clinic, GAC Medical Director

Troy Shafer, Dir., Student Health and Wellness, St. Cloud State Univ.

Brita Gilyard, R.N., Recent GAC Graduate, Practicing R.N.

Jayne Sommers, PhD candidate, University of Minnesota

Scott Gilyard, President, UnitedHealth Group Division,

Sally Turriffin, Owner, Prime Mortgage, State Bank and Trust

Express-Scripts, Inc.

Christine Grotjohn, Manager, Training and Development,
UnitedHealth Group

Rev. Joel Wiberg, Retired Pastor/Counselor

Wellbeing Roundtable:

Convener:	Dr. Stephen Bennett, Associate Dean of Students & Coordinator of the Gustavus Wellbeing Initiative
Intellectual Wellbeing:	Dr. Stephanie Otto, Assistant Professor, Department of Health and Exercise Science
Physical Wellbeing:	Heather Dale, Director of the Health Service
Emotional Wellbeing:	Lisa Rinehart, Director of the Counseling Center
Career Wellbeing:	Cynthia Favre, Associate Director, Center for Servant Leadership, Director, Career Development and Director, Career Management
Vocational Wellbeing:	Dr. Chris Johnson, Associate Director, Center for Servant Leadership, Director for Vocation and Integrative Learning
Spiritual Wellbeing:	Grady St. Dennis, Associate Director, Center for Servant Leadership, Chaplain and Director of Church Relations
Relational Wellbeing:	Judy Douglas, Director of Peer Education and Chemical Health
Financial Wellbeing:	Dr. Sheng Ping-Yang, Assistant Professor, Department of Economics and Management
Environmental Wellbeing:	Dr. Jim Dontje, Director of the Johnson Center for Environmental Innovation

Wellbeing Roundtable and Integration with NAB: It will be imperative to coordinate the activities and ideas between the NAB and the on-campus Wellbeing Roundtable. This integrated discussion will begin at the April NAB meeting on campus. Continued partnership is expected going forward.

Wellbeing Activities Currently Deployed: We are currently engaged in 5 pilot projects:

- Be U: Peer-Based Wellbeing Group Coaching Program for Students & Faculty/Staff
- Mindfulness-Based Stress Reduction (MBSR) and Contemplative Practices Initiative
- Gustavus Wellbeing Roundtable
- Faculty Engagement (e.g., Teacher's Talking Wellbeing, Fitness/Activity Proposal, Celebration of Creative Inquiry, UHG-GAC Human Centered Design Thinking Project).
- Good Food for Busy Gusties

UnitedHealth Group Sponsored Human Centered Design Project: One of our NAB Member graciously offered to sponsor GAC Wellbeing Initiative as a recipient of a "gift in kind" to use the initiative as a focus of Human Centered Design project for training UHG executives on the process. Value of gift \$250,000-\$500,000 including fully loaded UHG employee time and consulting costs avoided.

The Project Involved:

- Tuesday, March 19th: UHG team of 25 executives and leaders fanned out on campus and conducted "empathy interviews" with our students
- Wednesday, March 20th, Dr. Kathy Lund Dean, Judy Douglas and Steve Bennett took a group of 14 students up to Optum to go through the four prototypes that the United team developed. Most of the students were from the Economics/Management Department and were selected through a faculty nomination process. There were also Peer Assistant participants.
- Thursday, March 21st, Steve took a team of four students, four NAB members, four staff members (Grady St. Dennis, Barb Taylor, Heather Dale, and Judy Douglas) to hear the UHG team's reporting out. This was a time for UHG to present their four prototypes in the form of stories with an emotional connection to the design challenges.

Major Findings From the Empathy Visits:

- 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 & 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.

See attached "GAC UHG Design Thinking" document for more details

WELLBEING ACTIVITIES PLANNED FOR THE FUTURE:

ASSESSMENT AND EVALUATION

- We are exploring the use of a comprehensive assessment tool (e.g., the Wellbeing Index) developed or customized by Healthways at the Gallup organization as well potentially as a broader partnership.
- Gallup's has expressed interest in Gustavus as a potential beta site to study our College's wellbeing program, intervention strategies, and impact of personal and community wellbeing development.
- Assessing an individual's progress on the 9 core dimensions of wellbeing is currently being done through the use of internal assessment instruments that we have developed and begun piloting. Our goal is to develop a web/mobile-based system that allows users to customize their personal wellbeing goals, tactics to achieve them, and monitor their progress over time.
- We are also currently conducting a research study examining the effectiveness of our Be U Peer-based Group Wellbeing Coaching Program.
- We are also in the process of gathering personal stories and testimonials that capture the personal growth and transformation that participants in the coaching groups, as well as other Gustavus Wellbeing programs are experiencing

Faculty Engagement: Every student should have significant exposure to wellbeing within the academic program, by infusing wellbeing throughout the curriculum. Course development grants, incentives and

stipends offered to faculty, attendance to Gustavus-sponsored Wellbeing Institute, national conferences, incentives to publish and present scholarly research. Additionally, foundational academic programs strategies include:

- **Wellbeing Faculty Fellows Program** - One-year appointments, with stipend to use for individually designed research projects that advance wellbeing scholarship and learning on campus, as well as designing or re-designing courses that infuse wellbeing learning into the academic curriculum. Additionally, conference travel, presentations, developing workshops and programs both on and off campus that directly benefit students, faculty and staff, and alumni's understanding and development of wellbeing skills, behaviors, and capacities will be expected.
- **Wellbeing Faculty Scholars Program** - Designed to enhance the interdisciplinary nature of wellbeing and infuse wellbeing throughout the curriculum. Selection of two faculty members from each of the five divisions of the College (Science, Arts, Humanities, Social Science, and Nursing/Education/HES, and Library) will be given a stipend for completing the Wellbeing Institute, and for proposing and completing a project that advances wellbeing learning and scholarship through courses, research or workshops.
- **Wellbeing Institute** - The three Wellbeing Faculty Fellows and the ten Wellbeing Scholars will participate in a Wellbeing Institute, a three to four day workshop with health and wellbeing experts, for the purpose of course development, scholarship, and research on topics intended to move wellbeing into "well-doing" in concrete, actionable, and measureable ways on campus.

Funding Proposal to fully staff, lead and support the program; including:

Staff:

- Associate Dean of Students/Executive Director for Wellbeing
- Director for Wellbeing – full time
- Administrative Assistant – part time

Assessment of Wellbeing

- Development of a customized assessment instrument for the nine Dimensions of Wellbeing
- Development of progress measurement capabilities to analyze and prove improved outcomes

Programming and Training:

- Faculty Fellows, Faculty Scholars Program, annual Wellbeing Institute, Mindfulness/Contemplative Practices Certification (Mindfulness-Based Stress Reduction, MBSR, offers a clinically proven and researched way for reducing stress and promoting overall health and wellbeing—for students, faculty, and staff).
- Program: Resources to meet overarching programming needs, resources for each Roundtable Domain, Consultants (As needed - experts in various aspects of wellbeing), Wellbeing Peer Educators, Peer Health Coaching, Staff Health Coaching

Technology (mobile) to facilitate conversion of awareness of wellbeing (assessment) to individualized program and "well-doing".

Other Operating Expenses:

Meetings, Workshops, Administration, etc.