

Where are we now? A Wellness Program Inventory

A summary report of FY24 outcomes for Strategy 2A – Environmental Scan from the *Cultivate Well-Being Action & Transformation Roadmap with a Focus on Students* and Strategies 1B and 2A in the *Cultivate Well-Being Action and Transformation Roadmap with a Focus on Faculty and Staff*

May 2024

Introduction

This project is in support of the following *Roadmap* goal, strategy and objectives as well as Strategies 1B and 2A in the *Cultivate Well-Being Action and Transformation Roadmap with a Focus on Faculty and Staff*:

Goal:	<u>Goal 2 – Capacity and Creativity</u> : Continue to improve the quality of and ease of access to equity-literate clinical care and intervention for students who need such services while also improving programs and services that focus on the primary prevention of health-related symptoms, diseases, and disorders; the promotion of wellness in a holistic manner; and the creation of conditions which cultivate and sustain well-being for all students, inclusive of all identities and backgrounds.
Strategy:	<u>Strategy 2A</u> : Conduct an environmental scan of all programs, projects, initiatives, and efforts to promote student health, wellness, and well-being; identify areas of overlap, duplication, and inconsistency; determine gaps and areas that need additional attention; and generate a more coordinated, cogent, and collaborative approach to the delivery of programs and services in support of health, wellness and well-being that is resource efficient and operationally effective.

Objectives, Deliverables and Milestones	Status
Objective: Conduct an environmental scan of all programs, projects, initiatives, and efforts to promote student, staff and faculty health, wellness, and well-being for the period July 1, 2022-December 31, 2023.	Complete
Task: Conduct an online search of GT websites and social media accounts for programs, services listed	Complete
Task: Meet with Business Intelligence to get more information about data collection options and any existing data	Complete
Task: Compile and sort list of relevant events from Engage download	Complete
Task: Compile and sort list of relevant events from Daily Digest (manual)	Complete
Task: Compile and sort list of relevant events from Campus Calendar (manual)	Complete
Task: Review data collection process to date with Kimberly and ask her and her team to add to it for Faculty and Staff	Complete
Task: Compile Faculty/ Staff program data	Complete
Task: Input arts events from project 2I and 3B - Artful Wellness	In-process
Task: Input WEC program data from project 2C: Centering Prevention	Complete
Task: Summarize findings from the Environmental Scan	Complete
Task: Share with Stakeholders	FY25
Objective: Expand environmental scan to include Colleges and Schools and other units	FY25
Task: Develop a system to gather information from schools and colleges regarding what wellness and student affairs positions they may have as well as any wellness programming they may offer to students, staff and faculty directly	FY25
Task: Develop survey, have it reviewed by SMEs as well as those not familiar with health and wellness	FY25
Task: Implement survey with reminders	FY25
Task: Implement interviews with key contacts (in lieu of survey)	FY25
Objective: <i>Early FY25</i> Make recommendations for further information to collect, what to continue and what to sunset	FY25
Task: Ask Core Team and SMEs to review draft report and make recommendations for continuing or sunsetting each program and service	FY25
Task: Finalize and share report (determine with whom and how)	FY25

Georgia Tech has an admirable level of resources to promote the health, wellness and well-being of students, faculty, and staff. However, most of these resources function in relative isolation. Most of their initiatives are not

aligned, nor are the facilitators in regular communication with each other, and there may be an unnecessary duplication of programs and services. These inefficiencies may result in burn-out for program facilitators and an overwhelming number of options for students, staff and faculty to pick from. In addition, the quality and effectiveness of many programs and services has not been assessed.

As a result of this project and the next steps outlined in the recommendations section, Georgia Tech will generate a more coordinated, cogent, and collaborative approach to the delivery of programs and services in support of health, wellness and well-being that is resource efficient and operationally effective.

Discovery and Methods

This environmental scan took the form of a wellness program inventory. “Program” encompassed a range of opportunities: events, small group programs, passive education such as newsletters, services and locations on campus that promote health, wellness and well-being.

Data was collected from numerous sources: GT websites, campus calendar, Daily Digest, the Engage platform, and direct input from the Wellness Empowerment Center, Office of the Vice Provost for Faculty and HR Employee Engagement. Lists were aggregated in Excel and then imported into Smartsheet. Event data was sorted by event name, date/time and source to identify and remove duplicates. Further, events were labeled by the wellness dimensions each addressed and participant counts were totaled where available. Campus assets and opportunities that are not events were categorized and counted as programs, services, units, and resources.

Findings

The assumption that GT offers an impressive number of programs, services, and events to promote wellness is well-founded by the findings in the first phase of this project.

	Students	Faculty and/or staff
Programs (ongoing, not one-time events)	143 programs and services	53
Services		23
Units, locations or peer groups	329 RSOs	16
Passive resources relying on individual initiative	TBD	12
Events	4299	TBD

Lists of programs and services are provided in the Appendix.

Events

Events addressing any dimension of wellness during the period July 1, 2022-December 31, 2023, totaled 4,299 resulting in 144,947 interactions. This count is almost exclusively comprised of events designed for students. This phase of the environmental scan captured general “buckets” of programming for faculty and staff, but not a comprehensive list of events. Even for students, this count is under-representative because it does not yet include major stakeholders such as the Campus Recreation Center, Stamps Health Services, the Center for Mental Health Care and Resources or Athletics, nor the offerings from individual Colleges, Schools and other units. These gaps will be addressed in the next phase.

Event Sponsors	N	%
SEWBunits	1060	25%
Campus Partners	597	14%

RSOs	2642	61%
Total	4299	100%

WELLNESS EVENTS

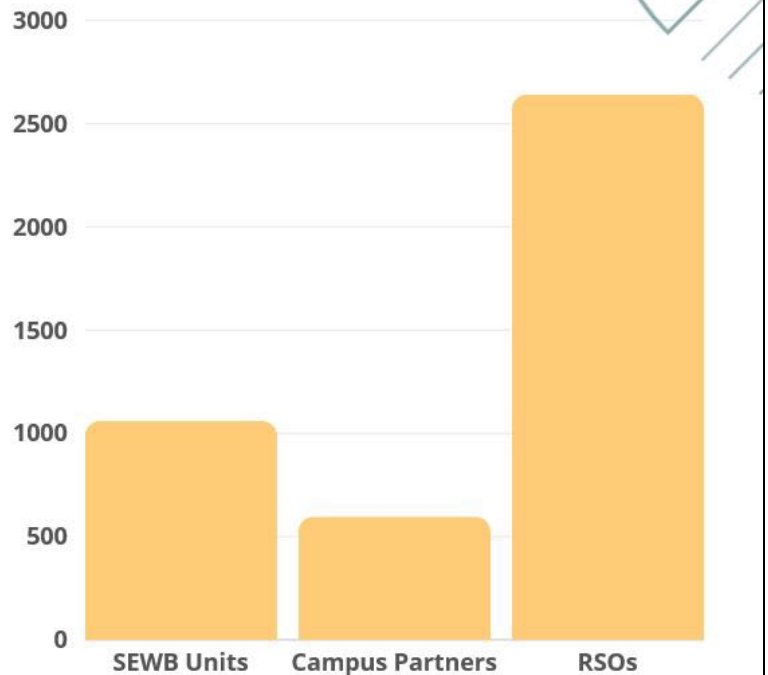
The Project Team compiled lists of student wellness events from multiple sources for the period July 1, 2022–December 31, 2023.

These totals don't yet reflect Stamps Health Services, Campus Recreation Center, Center for Mental Health Care & Resources or Athletics, nor the offerings from Colleges, Schools and other units.

- These gaps will be addressed in phase two.
- There was an effort not to overburden units with data collection.

4,299 TOTAL EVENTS

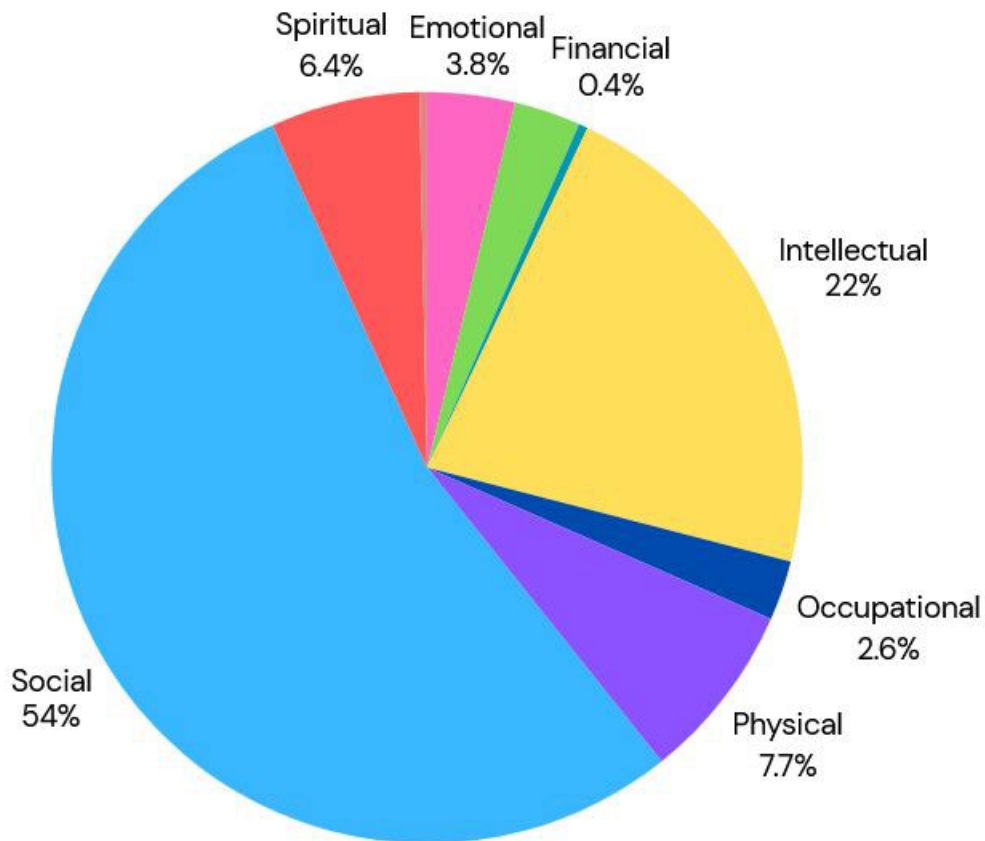
144,947 INTERACTIONS



Most of the wellness programming catalogued in this phase was sponsored by Registered Student Organizations (61%), followed by Student Engagement and Well-Being units (25%) and Campus Partners (First Gen programs, International Education, General Counsel, and others).

Wellness Dimensions	N	%
Emotional	195	5%
Environmental	148	3%
Financial	20	<1%
Intellectual	1137	26%
Occupational	133	3%
Physical	397	9%
Social	2790	65%
Spiritual	332	7%
All	17	<1%

WELLNESS DIMENSIONS IN EVENTS



Most events addressed the social dimension (54%) followed by the intellectual dimension (22%). Financial wellness was the least likely dimension to be addressed.

Note: Some event lists were labeled with multiple wellness dimensions per event while others were only labeled by the primary dimension, so not all dimensions were captured proportionately.

Limitations

GT units use multiple systems and platforms to track and promote their events, programs and services. There is no single, coordinated data collection method at present. Nor is the available data organized consistently across units. Much of this endeavor involved manually entering, sorting and labeling lists of events gathered from multiple sources. Very few units provided participation (attendance, interaction) counts.

The units not included in this phase were not excluded thoughtlessly. In spring 2024, there was a general sentiment on campus that there were too many initiatives and requests for information, so this project team held off on deepening our assessment. We will survey colleges, schools and other units in the summer. We will include input from other SEWB units after they submit their annual highlights and program counts in late May. We avoided duplicate requests for colleagues' time wherever possible.

This environmental scan is a first step in identifying our strengths and exploring areas of duplication and inefficiency. While events may be the easiest to track and count, one-off events or one-time programs rarely cultivate behavior change or deep learning. We need to further explore the goals of programs, services and events to determine how best to measure their success.

Health promoting campus and academic policies, on the other hand, can reach entire populations of staff, faculty and/or students if implemented consistently. This project did not inventory policies, but that will be the focus of a project in FY25.

Recommendations

The project team recommends the following next steps:

1. Ask HR to provide information for any positions with “wellness” or “well-being” or “wellbeing” in the title so that we can identify partners in other units.
2. Convene stakeholders to discuss the initial results of this project in July 2024.
3. Add data from additional SEWB units’ annual reports (June 2024) to an updated Wellness Program Inventory.
4. Survey as many Institute units as possible in July 2024 to learn what wellness initiatives they offer for their students, staff and faculty and add those to an updated Wellness Program Inventory.
5. Convene stakeholders again to review the updated information and determine how best to move forward with alignment, evaluation, reducing duplication, increasing communication and collaboration. A dynamic community of practice may provide a more unified approach to wellness events, programs and services for students, faculty and staff.
6. Continue to explore system and platform options for more consistent documentation of wellness events, programs and services.
7. Explore advanced registration as well as on-site BuzzCard swipe-ins for both counting participants and capturing emails for follow-up evaluations.
8. Be selective about when to ask for feedback to reduce survey fatigue, possibly quarterly rather than by event.

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Appendix

Appendix A

Wellness Program Inventory
List of Student Organizations Advancing any of the Wellness Dimensions
2022-2023

180 Degrees Consulting	Association of Chemical Engineering Graduate Students	CRU
ABLE Alliance	Association of Environmental Engineers and Scientists	CS + Social Good
Accessible Prosthetics Initiative	Association of Latino Professionals for America	Cycling
Active Minds	Badminton Club	Dance Association
AeroAfroAstro	Ballroom Dance Club	Dance Company
Aerospace Engineering Graduate Student Association	BAPS Campus Fellowship	Data Science @ GT
African American Student Union	Baptist Collegiate Ministries	Delta Chi
African Graduate Students Connect	Barbell Club	Delta Phi Lambda Sorority, Inc
AISEC	Beekeeping	Delta Sigma Pi
Alexander Hamilton Society	Beta Theta Pi	Delta Tau Delta
Alpha Chi Omega	Bioinformatics @ GT	Delta Upsilon
Alpha Chi Sigma	Biomedical Engineering Society	Developer Student Club
Alpha Delta Pi	Biomedical Photonics Society	Disc Golf Club at Georgia Tech
Alpha Epsilon Pi	Birdwatchers	Diversity in Business
Alpha Gamma Delta	Black Civil and Environmental Engineers at GT	ECO at Georgia Tech
Alpha Kappa Alpha Sorority, Inc	Black Graduate Students Association	Electrify GT, linktr.ee/electrifygt
Alpha Kappa Psi	Black Industrial Engineers at Tech	Emergency Medical Services at Tech
Alpha Omega Campus Ministry	Black Women Support Group	Energy Club
Alpha Omega Epsilon	Blacks in Business	Engineering World Health
Alpha Phi	Boxing Club	Engineers for a Sustainable World
Alpha Phi Alpha	Brazilian Jiu Jitsu at Georgia Tech	Engineers in Action
Alpha Pi Mu (Industrial Engineering Honor Society)	BuzzUp	Engineers Without Borders
Alpha Sigma Phi	Calisthenics at Georgia Tech	Entrepreneur's Club
Alpha Tau Omega	Campus Outreach	Epic Intentions
Alpha Xi Delta	Catholic Student Organization	Equestrian Club
American Institute of Aeronautics and Astronautics	CHAARG	Equity in Architecture
American Institute of Architecture Students	Chabad Jewish Student Group	Executive Round Table
American Medical Student Association	Chi Alpha	ExplOrigins
American Nuclear Society	Chi Phi	Fellowship of Christian Graduate Students
American Parkinson Disease Association	Chi Psi	Feminist Leaders Advocating and Mobilizing for Equity
American Physician Scientist Association	Chinese Christian Fellowship	Figure Skating Club
American Society for Biochemistry and Molecular Biology at GT	Christian Campus Fellowship	Finance Society at Georgia Tech
American Society for Microbiology / CMDI Student Association	Christian Students	First Love Church
American Society of Civil Engineers	Climbing Club	First-Generation Student Programs
American Society of Highway Engineers	Collegiate Fellowship of Christian Women	FirstGen
American Society of Mechanical Engineers	Collegiate Panhellenic Council	GEMS (Evening MBA Students)
Ascend @ GT	ConCave: PhD Student Group in Design	GIFTED
Association for Sustainable Investment	Construction Engineering Association	Girls Who Code
	Consult Your Community	Global Health Club
	Cricket Club	Global Medical Missions Alliance
	Cricket Club at GT	Golf Club
		Grace House
		Graduate Business Council

Graduate Student Government Association	MBA Veterans Club	Physician Assistant Club
Greek Emerging Leaders	Mechanical Engineering Graduate Association	Pickleball Club
Gymnastics Club	Medical Brigades @ GT	Polymers Undergraduate Network of Students
Healthcare Innovations	Medical Business Association	Pre-Dental Society
HexLabs	Medical Robotics Club	Pre-Student Osteopathic Medical Association
Hillel	Meditation Club	Pride Alliance
Hindu Youth for Unity, Virtues, and Action	Men's Rugby	Pro Tennis Club
HOSA Future Health Professionals at GT	Micro-Physiological Systems Society	Product@GT
Human Factors and Ergonomics Society	Military Alumni Association at Georgia Tech	Psi Upsilon
IEEE - Engineering in Medicine and Biology	Minority Association of Pre-Medical Students	Psychology Association
IEEE Power and Energy Society	mission:brain	Psychology Graduate Student Council
IfYou'reReadingThis	Mixed Reality at GT	Public Health Student Association
Industrial Designers Society of America	Mock Trial	Public Policy Undergraduate Student Association
Influence29	Multicultural Panhellenic Council	Public Speaking Club
Institute of Electrical and Electronics Engineers	Muslim Students Association	Quantum Computing Association
Institute of Industrial and System Engineers	National Organization of Black Chemists and Chemical Engineers	Ramblin Roundnet
Institute of Transportation Engineers	National Organization of Minority Architecture Students	Ramblin' Raas
Intellectual Property Student Organization	National Society of Black Engineers at Georgia Tech	Ramblin' Rocket Club
Intelligent Transportation Society	Navy ROTC Midshipmen Club	Reformed University Fellowship
Interfraternity Council	Net Impact MBA Chapter	Research Insights Club
International Affairs Student Organization	Neuroscience	RoboGrads
International Youth Fellowship	Night of Worship	Roller Hockey
InterVarsity Christian Fellowship	Nu Chapter of Pi Tau Sigma	Runnin' Wreck
Jadoo at Georgia Tech	Omega Psi Phi Fraternity, Inc	Sai Young Adults
Journey Christian Fellowship	Omicron Delta Kappa	Sailing Club
Kappa Alpha Order	Operation Seventh-Day Adventist	Salsa Club
Kappa Alpha Theta	Order of Omega	Salt and Light Christian Club
Kappa Sigma Fraternity	Organization for Social Activism at GT	Scheller Marketing Association
Kendo Club at Georgia Tech	Orthodox Christian Campus Ministries	Scouting
Korean-American Scientists and Engineers Association	Orthodox Christian Fellowship	SCS Graduate Student Association
Latter-Day Saint Student Association	Outdoor Recreation	Seek Discomfort Club
Madhatter Knits at Georgia Tech	Persian-American Resource Society	Sigma Alpha Epsilon
Management Information Systems Club	PhD 2 Consulting Club	Sigma Beta Rho Fraternity Inc
Material Advantage	Phi Beta Sigma Fraternity, Inc	Sigma Chi
Materials Research Society	Phi Delta Theta	Sigma Nu
MBA Consulting Club	Phi Gamma Delta	Sigma Phi Epsilon
MBA Marketing club	Phi Kappa Psi	Sigma Sigma Rho
	Phi Kappa Sigma	Sikh Students of Atlanta
	Phi Kappa Theta Fraternity	Skateboarding Club
	Phi Mu	Ski and Snowboard Club
	Phi Sigma Kappa	SKY

Appendix B

Wellness Program Inventory List of Student Services 2022-2023

Academic Coaching	Group Fitness Free Week	Pharmacy School to Work
Academic Support	GT Connector Gym	Learning Program
Adulting 101: Budgeting and	GT Mentor Jackets	Pi Day 5K
Money Management	GT U-NIGHT	Plant and Paint
ADVANCE Program	Halloween Holla 5K	Pop Up coaching: Goal Setting
Adventure Trips	Hapkido Classes	Presentation Requests
African American Male Initiative	Healthy Heart Week	Primary Care Clinic
Alcohol Edu	Healthy Jacket Peer Education	Psychiatry Clinic
All Bodies Are Good Bodies	HIV Testing	Psychoeducational Screening
Pool Party	Immunization & Travel Clinic	QPR Training
Allergy Clinic	Intramural Sports	Queer Coffeehouse
Arts Plaza Pop-Up	Klemis Kitchen	Radiology Services
Ballroom Beginner Lessons	Knack Tutoring	Reading Rainbows
Beat the Clock	Krav Maga Classes	RecFest
Campus Closet	L.O.V.E GT Day Celebration	Referral
Career Pathway Program	Laboratory	Databases
CAREing paws	Leadership Challenge Course	for
Challenge	Leadership Fellows	Counselors
Chocolate and Meditation	Leading Edge (1-on-1	Rising Up: A Queer and Trans
City Cycling: Community Class	Coaching)	Resilience Skills Group
CMHCR Training Program	Let's Talk	Safe Space Training
Collegiate Recovery Program	LGBTQIA Health & Well-Being	Safe Space: Foundations
Community Specific Resources	Workshop Series	Safe Spring Break
List	Life Skills Workshops	Safer Sex Supplies Program
Condom Bingo	Lifeguard Certification Program	Satellite Counseling
CORE Leadership Program	Low-Cost Mental Care Services	SCUBA Programs
Covid-19 Testing	(List)	Self-Help Resources
Covid-19 Vaccines	Massage Therapy	(Database)
Crisis Housing & Financial	Member Appreciation Week	Sex in the Dark
Assistance	Mental Well-Being for Students	Sexual Assault Prevention
Dealing with Loss: Supporting	Monday Meditation	Sports Clubs (42 clubs)
Yourself and Others (resource)	Muay Thai Classes	Sports Medicine
DePoe Eye Center	Multicultural Programs Lounge	Stamps Health Services
Down the Rabbit Hole	My Costume is Not My Consent	Ambassadors
Edge	NIRSA Rec Day	StressBzzzzters
Empathy for Two	Northern Kung Fu and Tai Chi	Student Ambassador Program
End Suicide Initiative	Classes	Student Diversity Programs
Ethics Week	Nutrition Counseling	Student Health Insurance
Fall Tech Beautification Day	ORGT Volunteer Program	Swim Lessons
2023	Outreach Presentations (by	Taido Classes
Fitness Classes	request)	Take Back the Night
Flu Vaccine Clinic	Paper and Clay	Talking with Faculty about Your
Focus	Peer Coaching Program	Mental Health (resource)
Fuel for Finals	Peer-I-Scope	Teal Ribbon Day
Georgia Tech Fitness	Personal Training	Teams for Tech
Challenge	Pet Therapy	Tech Arts Festival
Graduate Student Lounge	Pharmabox at Clough Library	Tech Connections
Grand Challenges (1st Years)	Pharmacy	Tech Dentistry
Group Counseling		Tech Green Takeover

Tech Rec
Tech Treks
The Campaign to Connect: A
Note from Me to You
The Humble Chair
The Reflection Space
The Well Burdell Newsletter
Transitions (Networking)

U-NIGHT Yoga
VOICE
W.E. Welcome You
Wellness Coaching
Wellness Rooms
Women of Color Initiative
Women's Health Clinic

Women's International
Research Engineering Summit
World AIDS Day Resource Fair
WST Mentors

Appendix C

Wellness Program Inventory Non-Event Wellness Initiatives for Faculty and/or Staff 2022-2023

Annual Benefits and Wellness Fair	Healthy Heart Week
Annual New Faculty Dinner	Impact Series
Art installations across campus	Inclusive Leaders Academy
Associate Dean for Faculty Development Biweekly	Increased biking efforts
Check-ins	KP Run/Walk and Roll
Aware Program	Lactation Room Support
Bank at Work	Leading Edge Coaching Program
Be Well: Benefits Education Workshop Series	LinkedIn Learning
Bee Sanctuary	MARTA Partnerships
BeWell 101 (Staff and Faculty Wellness program focusing on Nutrition and Physical Health)	Meditation Room-Clough 479
BeWell 202 (Ongoing Staff and Faculty Wellness program focusing on Nutrition and Physical Health)	Mental Health Resource Guide
Biking program	Mentor Tech
Biometric Screenings	Mentoring Scholars
Bird-watching tours from Kendeda	Money Mondays
Burnout support group for Women+ Faculty	Monthly wellness tips
Campus Learning Directory	New Faculty Academy
Celebrating Tenure	New Faculty Leaders Academy
Chair Shares	Noon basketball in CRC Gym
Clifton Strengths - Effective Team Dynamics	One-on-one professional development coaching and consultations for faculty
Communities of Connection	Paper and Clay
Community Garden	People Leaders Network Newsletter
Community-Supported Agriculture	Performance Management process
COVID Faculty Relief Program	Perks and Programs
CRC	Perks at Work
Diabetes Prevention Program	Pet Therapy
Earth Day	Pi Day 5k
Emerging Leaders Program	Professional Development Workshops
Employee Assistance Program (including Acentra)	Promotion to the Highest Rank Celebration
Employee Engagement	Psychological Safety trainings
Employee Resource Groups	QPR Training
Faculty Active Service Modified Duties (ASMD)	Receptions for Newly Tenured Faculty
Faculty Development Coaching and Consultation	Recognition programs
Faculty Executive Leadership Academy	Reflection at EcoCommons
Faculty Writing Retreats	Reflection Space at the John Lewis Student Center
Faculty Writing Scholars	Research Administration Buzz (RAB) Quarterly meetings
Faculty/Staff Guide: Suggestions for Facilitating Classroom Discussions Following an Unexpected Loss	Research Employee Appreciation Day
Faculty/Staff Wellness Walks	Research Faculty Coaching and Development
Ferst Center for the Arts	Research Faculty Hiring and Promotion Guidelines
Flu, Allergy, Immunization & Travel Clinics	Research Faculty Mentoring Network
Free HIV Screening	Research Faculty Welcome Wagon
Georgia Tech Fitness Challenge	Six Flags night
GT Cares Week	SMART Park Program
GT1000 Instruction	Staff Awards
Halloween Holla 5k	Staff Council
Hammocks	Staff council health and well-being committee
	Tapping
	Tech Rec
	Thank a Teacher

Tips for Faculty & Staff
Tuition Assistance Program
USG Well-Being Credit
USG Well-Being Phone Coaching
Volunteer opportunities
Well-being Wednesday
Well-being Workshops with Acentra Health (EAP)
Women Leading @ Tech

Work Green at Georgia Tech
Working @ Tech Tool Kit
Workplace Learning and Professional
Development Courses
Workshops and Policy