

CULTIVATE WELL-BEING SUMMARY OF FY24 PROJECTS

Prepared by
The Office of Cultivate Well-Being Action & Transformation



Cultivate Well-Being Action
and Transformation

About This Report

This report provides selected highlights from the FY24 projects aligned with the **Cultivate Well-Being strategic focus area** outlined in the **Georgia Tech Strategic Plan**. The aim of this report is to provide actionable insights that will drive data-informed decision making toward achieving the collective vision of cultivating well-being. Learn more about each FY24 project on our **Shared Learning page**, and read each report by clicking the links below:

Action Strategy 1A:

Assess Needs

(Roadmap with a focus on Faculty & Staff)

Action Strategy 2B:

Accessible Mental Health System

Action Strategy 2H:

Exploring Basic Needs

Action Strategy 1D:

Effective Wellness Communications

Action Strategy 2C:

Centering Prevention

Action Strategies 2I & 3B:

Artful Wellness

Action Strategy 2A:

Wellness Program Inventory

Action Strategy 2E:

Identifying Health Disparities

Action Strategy 3A:

First-Year Wellness Experience

The Cultivate Well-Being strategic focus area is organized around four goals: Culture Change, Capacity & Creativity, Community & Connection, and Commitment & Continuity. To achieve these goals, Well-Being Roadmaps have been created to guide collective action across all cabinet areas, colleges, and units. **Learn more about the Well-Being Roadmaps >**

The FY24 projects addressed more of the strategies in the Cultivate Well-Being Action and Transformation Roadmap with a Focus on Students (2022) than from the Cultivate Well-Being Action and Transformation Roadmap with a Focus on Faculty and Staff (2023). The Roadmaps launched a year apart, so there has been more time to establish the process for implementation of the strategies in the Student Roadmap to date.

Goal One: Culture Change

Catalyze cultural, transformational change at Georgia Tech so that the places, practices, policies, protocols, people, and philosophies that have a demonstrated positive contribution to well-being are adopted, advanced, expanded and/or strengthened, while those aspects of Institute culture that impede health and wellness are minimized.

Projects

To support the **Culture Change** goal in FY24, emphasis has been placed on two initial strategies: identifying priority areas to address in cultivating well-being for faculty and staff as well as focusing on student health communications with the aim to launch and sustain a vigorous social media and new media campaign designed around changing health behavior, promoting wellness, shifting cultural norms, and correcting misperceived social norms.

ASSESS NEEDS AND TAKE RESPONSIVE ACTION (Roadmap with a Focus on Faculty & Staff)

The first phase of this project aimed to identify existing data sources regarding faculty and staff wellness needs, explore gaps, and make recommendations for further data collection.

Below are outcomes from the initial phase.



Reviewed existing Georgia Tech data sources regarding faculty and staff



Developed a list of current faculty and staff data collection activities that include metrics related to health, well-being, wellness, and belonging & inclusion



Identified gaps in constructs measured, representativeness of respondents, and groups not interviewed



Provided recommendations around alternate data collection strategies to address gaps

EFFECTIVE WELLNESS COMMUNICATIONS

The first phase of an outreach campaign project focused on health communications concluded June 2024. Below are the outcomes from the initial phase.



Gauged success of current well-being communications and campaigns to establish a baseline upon which to improve



Built a knowledge base of best practices for sharing health promotion messages with students



Began developing a data-informed communication strategy for sharing messaging with students with plans for implementation in 2026

Goal Two: Creativity & Capacity

Continue to improve the quality of and ease of access to equity-literate clinical care and intervention 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, inclusive of all identities and backgrounds.

Projects

In working toward the **Capacity & Creativity** goal in FY24, project teams conducted an environmental scan of programs, projects, initiatives, and efforts to promote health, wellness, and well-being; defined and established an integrated mental health system; disaggregated student health, wellness, and well-being data to identify health disparities; and worked to center primary prevention and health/wellness promotion intended to advance all eight dimensions of wellness for students.

WELLNESS PROGRAM INVENTORY

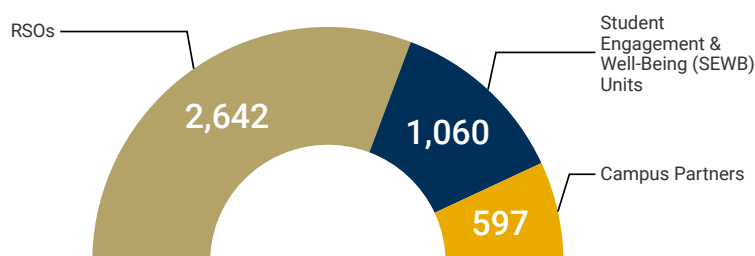
The data below is from an environmental scan of wellness offerings for faculty/staff and students. Wellness offerings included ongoing programs, services, events, and passive education (e.g., newsletters, services, and locations on campus) that promote health, wellness, and well-being. Sources include Georgia Tech websites, the Daily Digest, Engage, and direct input from the Wellness Empowerment Center and Office of the Vice Provost for Faculty and HR Employee Engagement.



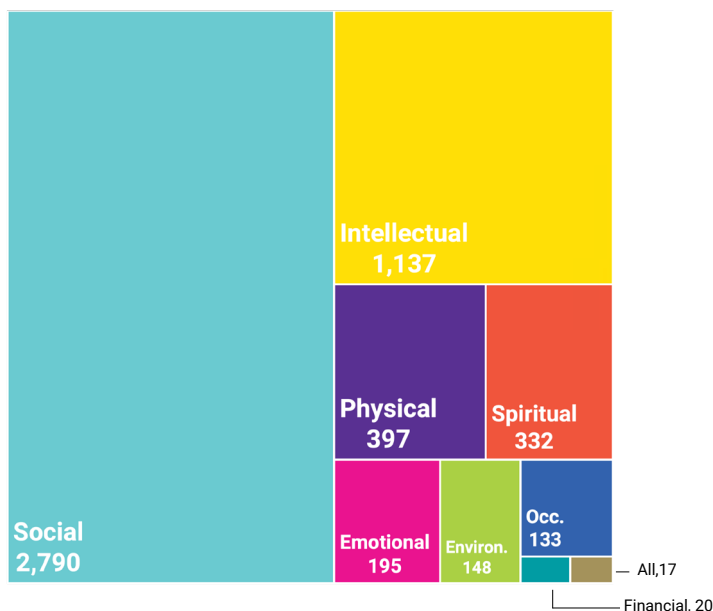
Student Wellness Events

Most of the student wellness events taking place between July 2022 and December 2023 were sponsored by Registered Student Organizations (RSOs), followed by Student Engagement & Well-Being (SEWB) Units, and campus partners (e.g., First-Gen programmatic events, International Education, General Counsel, etc.). In Phase Two, the data will be updated to reflect programming sponsored by Campus Recreation Center, Stamps Health Services, Center for Mental Health Care & Resources, and offerings from colleges, schools, and other campus partners.

Student Wellness Events Categorized by Event Sponsor



Student Wellness Events Categorized by Wellness Dimension



Some events categorized by wellness dimension addressed multiple dimensions of wellness and are represented in more than one wellness category.



The assumption that Georgia Tech 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."

Where are we now? A Wellness Program Inventory strategy report

ACCESSIBLE MENTAL HEALTH SYSTEM

Following the formation of the Center for Mental Health Care & Resources (CMHCR), campus leaders collaborated to develop a more comprehensive mental health system in FY24 comprised of CMHCR, Stamps Psychiatry, and the Wellness Empowerment Center.

The creation of an integrated and accessible mental health system provided more options to address campus mental health concerns through prevention, self-care strategies, intervention, and community support, which led to the following:



Implementation of USG-sponsored Uwill program for virtual mental health support



Development of an integrated model for triage, assessment, referral, and service delivery



Launch of a new website to help students navigate mental health resources across campus

<1 hour

wait time for same-day visits

4.3 days

wait time for intake sessions

7.9 days

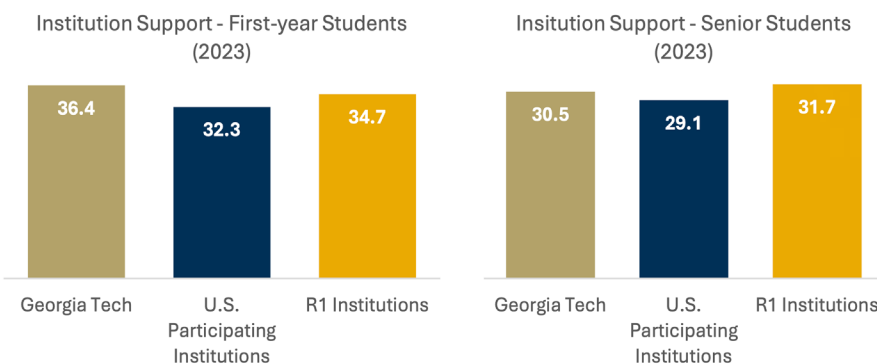
wait time for CMHCR counseling

IDENTIFYING HEALTH DISPARITIES

A project focused on reducing health disparities among students produced an initial analysis of survey results (disaggregated) regarding students' health disparities along with recommendations.

National Survey of Student Engagement (NSSE)

Administered in 2023, the NSSE collects information about students' participation in programs and activities that have been empirically confirmed as high-impact practices in undergraduate education.



Institution Support

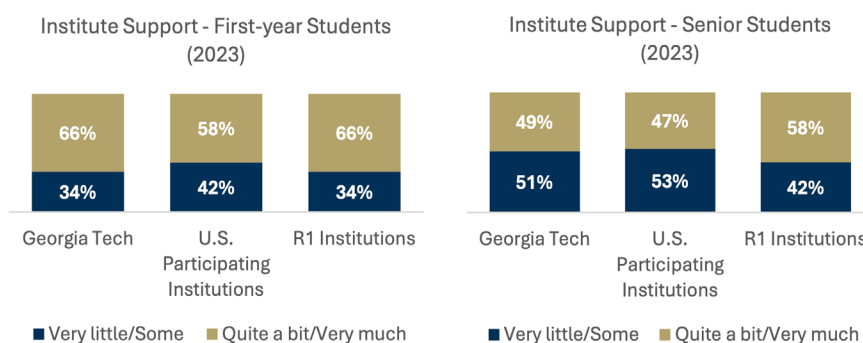
First-year students hold a more favorable perception of the support offered by Georgia Tech compared to their senior counterparts. Students at Georgia Tech have a higher perception of Institute support when compared to the average perception of students at other NSSE participating U.S. universities.

Reducing Health Disparities strategy report

Student Well-Being

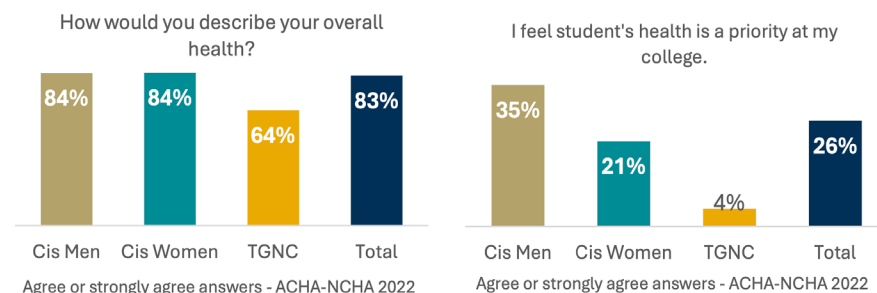
Two-thirds (66%) of first-year students think the Institute supports their well-being, a sentiment shared by almost half (49%) of the seniors. While first-year students at Georgia Tech feel more supported by the Institute compared with their peers at U.S. participating institutions, seniors feel less supported by the Institute compared with their peers at R1 institutions.

Reducing Health Disparities strategy report



American College Health Association-National College Health Assessment (ACHA-NCHA III)

Administered in 2022, the ACHA-NCHA III is a nationally recognized research survey that collects data about students' health habits, behaviors, and perceptions.



Health Perceptions

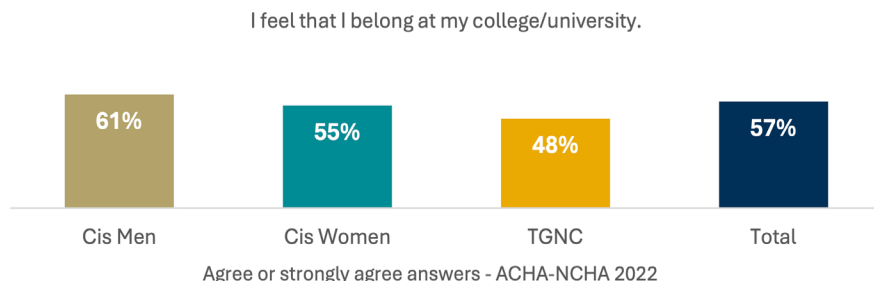
Eighty-three percent of all Georgia Tech students participating in this survey describe their overall health as good, very good, or excellent. Twenty-six percent feel that student health is an Institute priority. There is significant difference regarding perceptions of overall health and Institute prioritization among men, women, and transgender and gender non-conforming (TGNC) students.

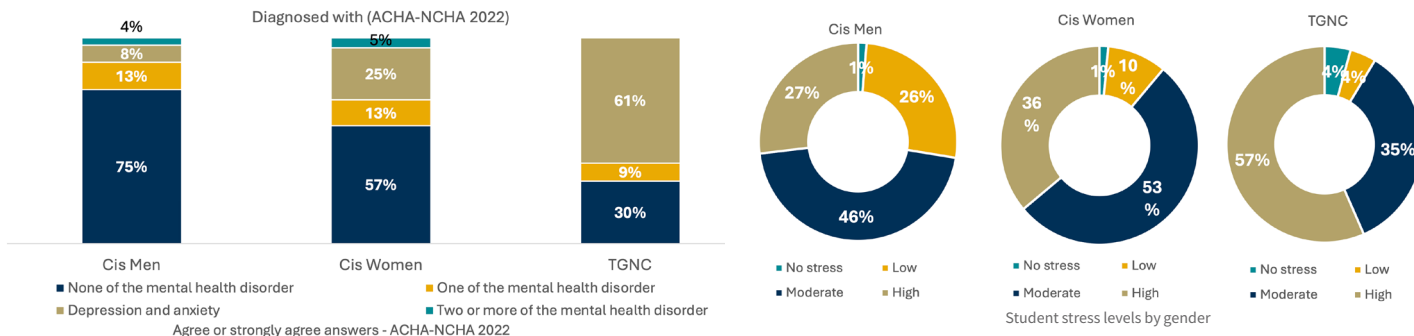
Reducing Health Disparities strategy report

Sense of Belonging

Most Georgia Tech students (57%) feel they belong at the Institute. However, this feeling varies according to gender.

Reducing Health Disparities strategy report





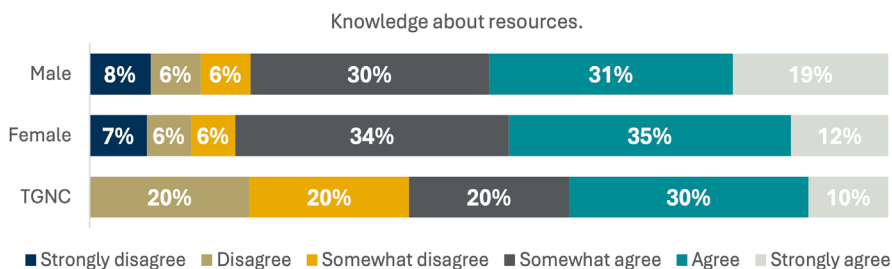
Mental Health

The data show a significant mental health inequality regarding gender: 70% of transgender and gender non-conforming (TGNC) students, 43% of cis women, and 25% of cis men were diagnosed with a mental health disorder. Additionally, a third of students rated their stress level as high with 57% of TGNC students reporting a high level of stress.

Reducing Health Disparities strategy report

The Healthy Minds Study Survey

Administered 2022-23, the Healthy Minds Study (HMS) survey examines mental health, service utilization, and related issues among undergraduate and graduate students.



Knowledge About Mental Health Services

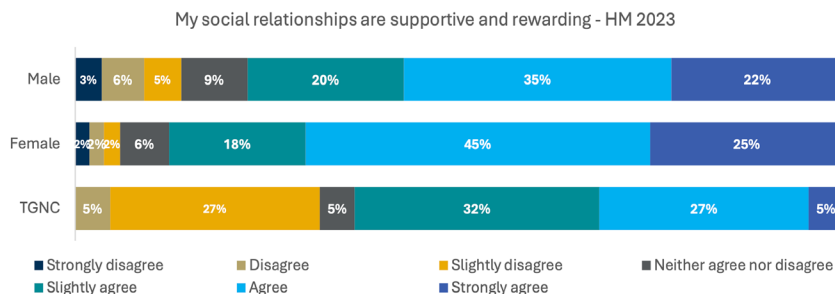
Seventy-four percent of students agree that they would know where to access mental health services from the Institute.

Reducing Health Disparities strategy report

Relationships

Seventy-six percent of the students at Georgia Tech agree that their social relationships are supportive and rewarding. This perception varies significantly by gender identity among students: 88% (women), 77% (men), and 64% (transgender and gender non-conforming [TGNC]).

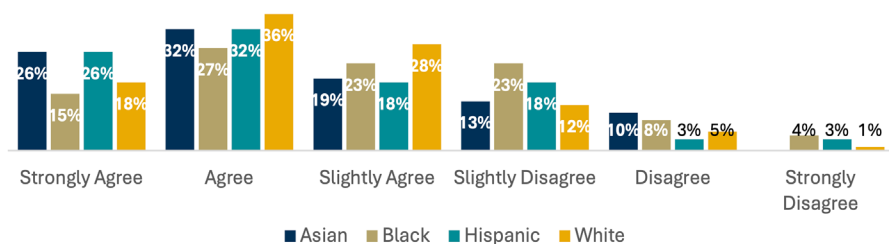
Reducing Health Disparities strategy report



USG Getting to Know Our Students Survey - Mindset

Administered in 2022, this survey asks questions designed to assess students' motivations and attitudes about learning and to provide a snapshot at the beginning of their postsecondary journey.

Being a student at Georgia Tech is an important part of my identity - by Race.



Student Identity

Regarding student identity, 77% of students agree that being a student at Georgia Tech is an important part of their identity. Non-White students are less likely to think that being a student at Georgia Tech is part of their identity compared to White students.

Reducing Health Disparities strategy report

CENTERING PREVENTION

The work to center primary prevention, health/wellness promotion, and community development programs that advance all eight dimensions of wellness resulted in a re-imagined health promotion unit on campus. Previously Health Initiatives, the newly formed Wellness Empowerment Center embraced an emphasis on primary prevention and holistic wellness with a public health approach to improve the quality of life for Georgia Tech students. In the first 1.5 years of its evolution, the Wellness Empowerment Center saw increases in engagement across campus including:



Increased program partnership with Applied Physiology and GT1000/2000 courses



Increases in guest presentations and trainings across campus to speak about wellness topics



Increased program partnership with Fraternity and Sorority Life chapters and councils

Goal Three: Community & Connection

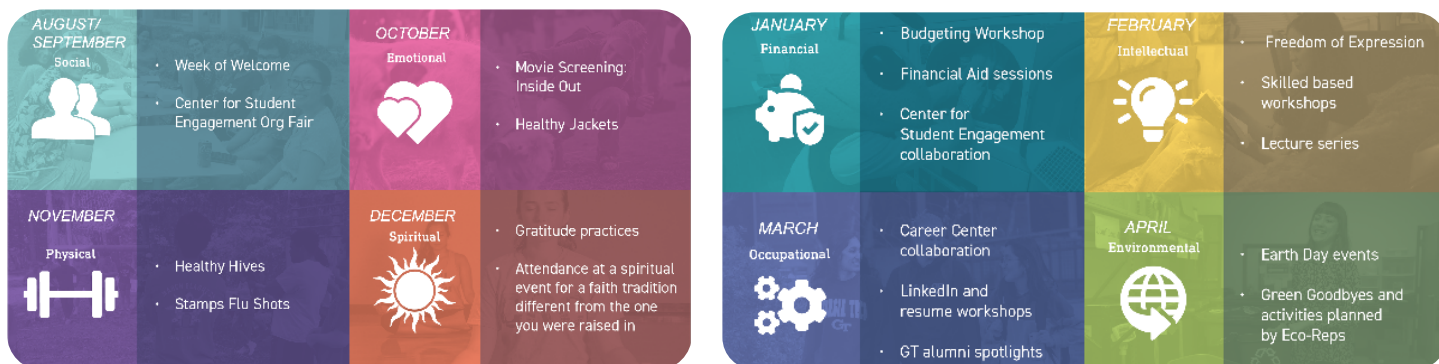
Increase, expand and generate broader awareness of and access to student engagement experiences across Georgia Tech that contribute to and facilitate the factors that comprise well-being, including sense of belonging and connection, happiness, resilience, self-awareness, and self-efficacy, as well as support living and leading in a manner that is consistent with one's personal values.

Projects

Making progress toward the **Community & Connection** goal in FY24, project teams have worked to embed comprehensive wellness initiatives across the residential experience; leverage increased opportunities to engage with the arts; and engage in inquiry and analysis regarding students' basic needs, determining gaps in programs, resources, and services.

FIRST-YEAR WELLNESS EXPERIENCE

Starting in Fall 2024 during Week of Welcome, Housing and Residence Life, along with other campus partners will launch a wellness initiative developed to provide first-year students with the opportunity to increase their knowledge about and apply skills to all eight dimensions of wellness throughout the academic year. Each month will feature programs, events, and educational sessions focused on a specific wellness dimension.



ARTFUL WELLNESS

This project sought to inventory arts-related events occurring from August 2022 – December 2023. Of the 551 arts-related events cataloged, social and intellectual well-being were the top two wellness dimensions addressed, respectively. Arts-related events during this time resulted in almost 98,000 interactions with participants.

The core project team also launched two surveys in Spring 2023 to develop a deeper understanding of participation in arts-based programming and the impact arts-based programming has on the Georgia Tech community. A snapshot of one survey, administered by Paper and Clay, follows.

Paper and Clay Participation Survey

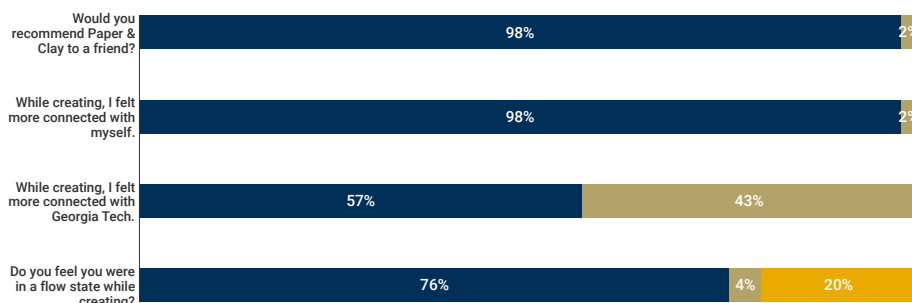
How did you feel in your body as you entered this creative space?



How did you feel in your body after you engaged in a creative activity?



● Yes ● No ● Maybe



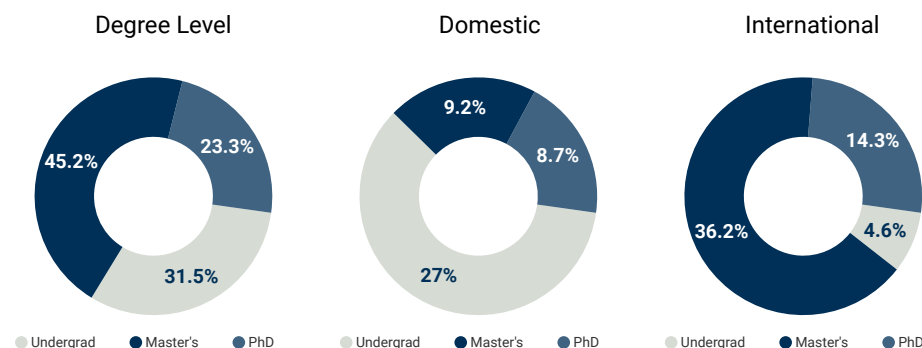
“

Paper and Clay has helped me love Georgia Tech so much more. It's so nice to have a creative space.”

Paper and Clay Survey response

EXPLORING BASIC NEEDS

The first phase of the Exploring Basic Needs project involved an analysis of data from students to determine the extent to which their food and housing needs are met.



Food Insecurity

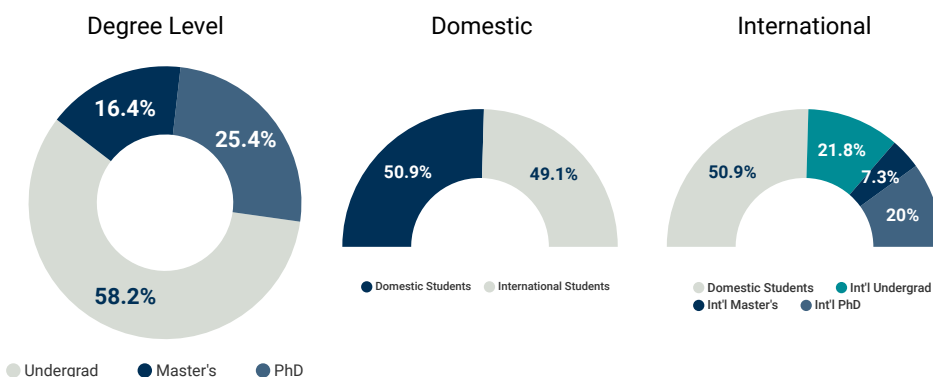
During CY23, 392 students reached out to the Students' Temporary Assistance & Resources (STAR) office for help with food insecurity. Graduate students are over twice as likely to be food insecure compared to undergraduate students; the biggest factor being their level of compensation.

Exploring Basic Needs: Providing Food and Housing strategy report

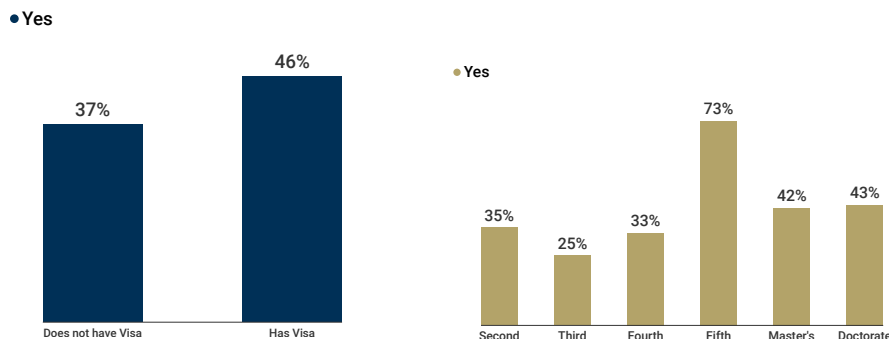
Housing Insecurity

During CY23, 55 students reached out to the STAR office due to housing needs. International graduate students sought crisis housing in order to arrive to the US early or leave late in relation to housing contracts. Additionally, home government internet restrictions made it impossible to secure housing before coming to campus for some.

Exploring Basic Needs: Providing Food and Housing strategy report



Within the last 12 months, have you had problems or challenges with your finances?



Financial Insecurity by Visa Status and School Year

According to ACHA-NCHA III (2022) data, international students are more likely to face financial challenges compared to domestic students. Additionally, in the previous 12 months before survey administration, 42% of Master's and 43% of Doctorate students had financial challenges.

Exploring Basic Needs: Providing Food and Housing strategy report

Goal Four: Commitment & Continuity

After demonstrable success in Goals One, Two and Three, this strategic initiative will explore and adopt frameworks that embed health promotion in the academic mission of Georgia Tech and ensure that Well-Being remains a strategic focus at Georgia Tech beyond 2030.

Looking Ahead

The highlights in this summary showcase the collective work being done across the Institute to promote well-being for students, faculty and staff. The Office of Cultivate Well-Being Action & Transformation will continue to support the action strategies outlined in both Well-Being Roadmaps as these FY24 projects shift into their next phases and additional projects come online in FY25, including more of those specific to faculty and staff wellness needs.

