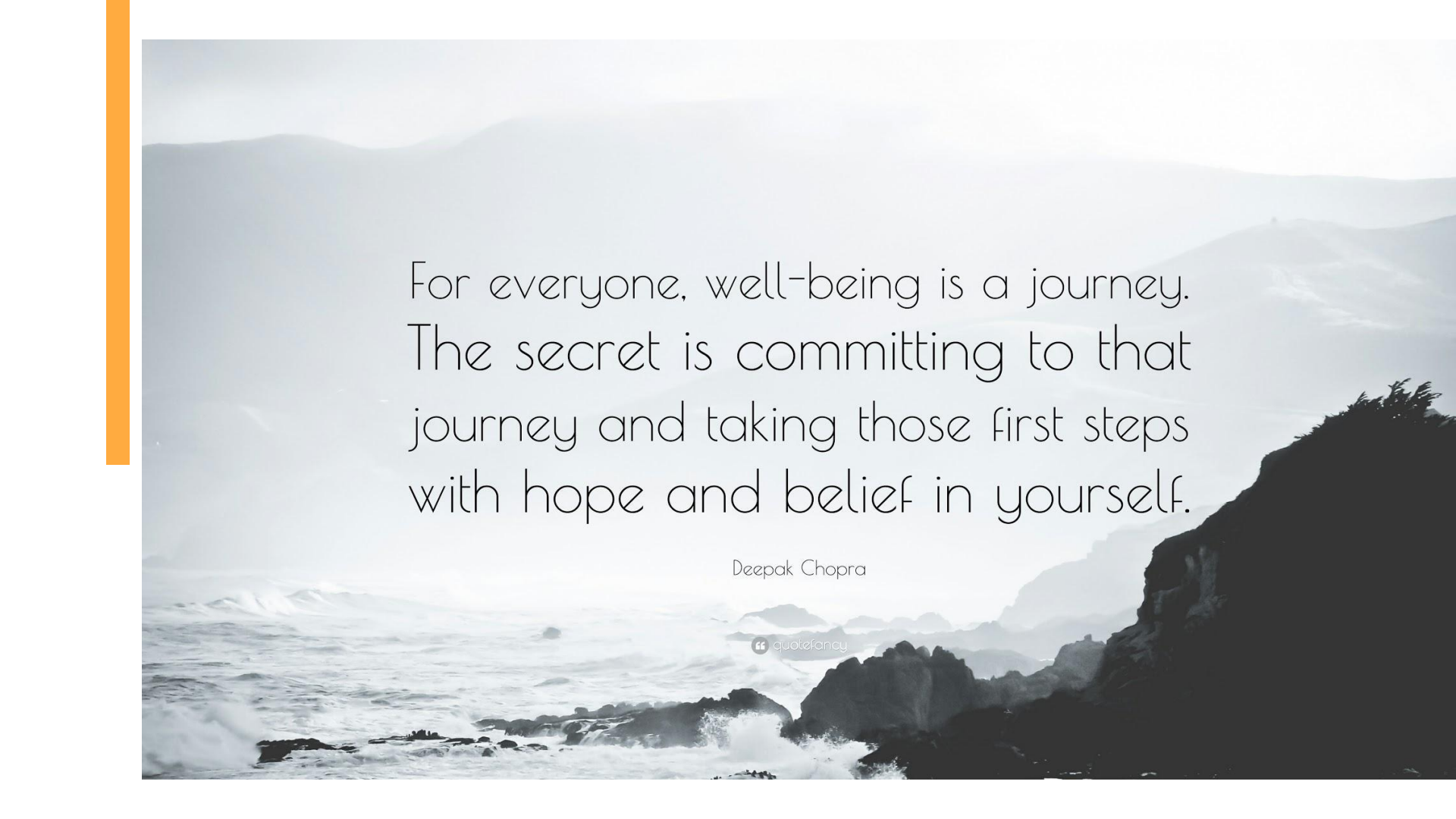


Building a Campus Culture of Well-Being: Rowan **THRIVE**





For everyone, well-being is a journey.
The secret is committing to that
journey and taking those first steps
with hope and belief in yourself.

Deepak Chopra

“ quote fancy



In times of crisis

If you or someone you know is in crisis:

- For situations involving immediate threat to life, **call 911**.
- If you are having a mental health crisis and want to speak to the on call counselor after hours, you can call the Wellness Center at **856-256-4333** and press 3 to be connected.
- In case of emergency on campus, please contact Public Safety: **856-256-4911**. They can also connect students to an on-call counselor after hours.
- Residential students can contact a Residential Learning and University Housing staff member on-call for your building.

Presenters/Facilitators

Dr. Drew Tinnin - Associate VP of Student Life/Interim Dean of Students

Dr. Rory McElwee - VP for Student Affairs

Kevin George - Director of Campus Recreation/Chair of the Rowan Thrive Committee



Why We Need to Work on Well-Being

- How we started this initiative 2 years ago....”aha moment”
- University supported holistic systems approach to be proactive in creating a well environment
- Ensure that basic needs are met so students can thrive
 - Shelter, Food, Safety, Access to Resources, etc.
- Provide students/employees the ability to navigate the university to thrive
- Give graduates a foundation for life-long well-being, ability to overcome adversity, and find joy/happiness
- Truly be a campus that feels #RowanPROUD

Student Well-Being on Campuses

(In the last 12 months students nationwide: 134 colleges & over 86,851 responses)

- 13.3% seriously considered suicide
- 43.3% felt overwhelming anger
- 45.1% felt so depressed that it was difficult to function
- 55.9% felt things were hopeless
- 65.6% felt very lonely
- 65.7% felt overwhelming anxiety
- 70.8% felt very sad
- 84.7% felt exhausted (not from exercising)
- 87.4% felt overwhelmed with all they had to do



2019 Survey Results

https://www.acha.org/documents/ncha/NCHA-II_SPRING_2019_US_REFERENCE_GROUP_EXECUTIVE_SUMMARY.pdf

Student mental health and well-being is a campus-wide priority at most institutions. Over 80 percent of presidents indicated that student well-being is mentioned in their strategic plan, and over 40 percent of plans mention mental health specifically.

<https://www.higheredtoday.org/2019/08/12/college-student-mental-health-well-survey-college-presidents/>

What is the difference between wellness & well-being?

- *Wellness* - passive term usually associated with exercise, diet, and sleep
 - Associated with health & disease prevention
- *Well-being* is comprehensive and is a constant balancing act of the various dimensions (Physical, Social, Emotional, Financial, Community, Purpose)
 - Associated with happiness and feeling purposeful
- The next video explains what is health & well-being & why Rowan needs to make it an institutional priority



Credit: NIRSA -
Leaders of
Collegiate
Recreation &
Suzie Harrington
(University of
Houston)

Well-Being: Who's Job Is It???

This is a little story about four people named **Everybody**, **Somebody**, **Anybody**, and **Nobody**.

There was an important job to be done “well-being” and **Everybody** was sure that **Somebody** would do it.

Anybody could have done it, but **Nobody** did it.

Somebody got angry about that because it was **Everybody's** job.

Everybody thought that **Anybody** could do it, but **Nobody** realized that **Everybody** wouldn't do it.

It ended up that **Everybody** blamed **Somebody** when **Nobody** did what **Anybody** could have done.

<https://www.smart-jokes.org/everybody-somebody-anybody-and-nobody.html>

Rowan Thrive Initiative

This is not a program or event...it's a holistic way of life we can adopt at Rowan to create a thriving institution

Integration is Institutional...

- Adopted by many departments and people
- Building strategies for focused attention

...and Personal

- Be mindful of everyone's well-being
- Embed well-being daily - take initiative for yourself, others, and the community in multiple ways



physical

social

emotional

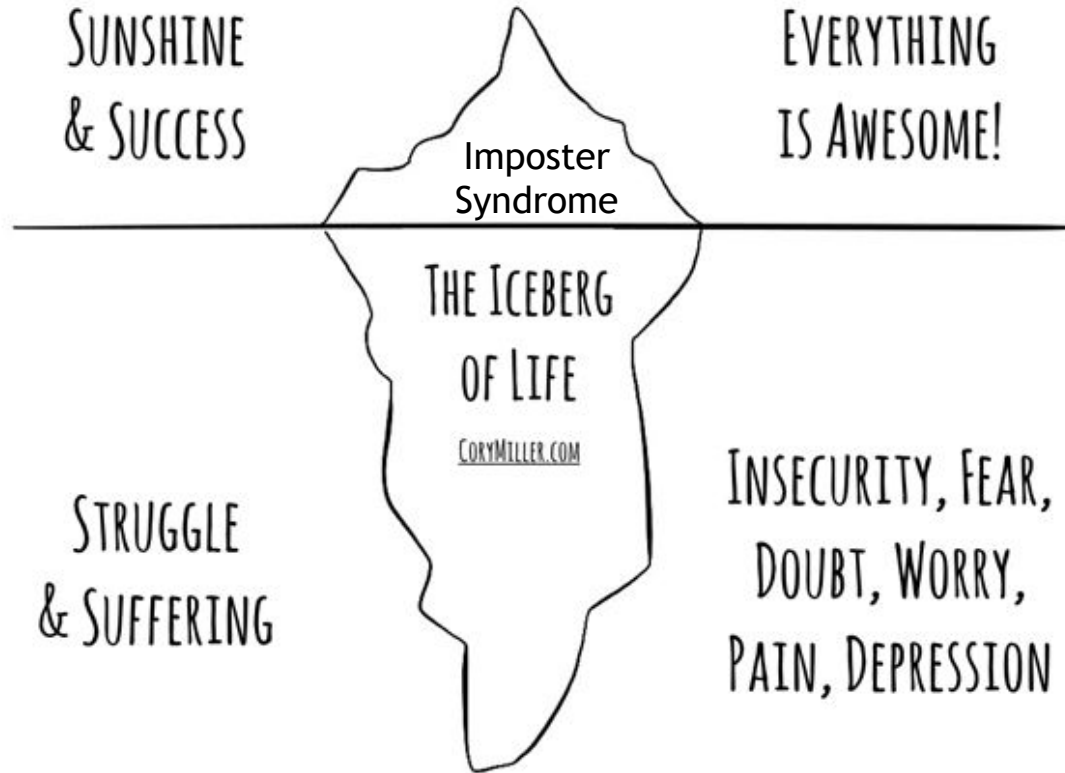
community

financial

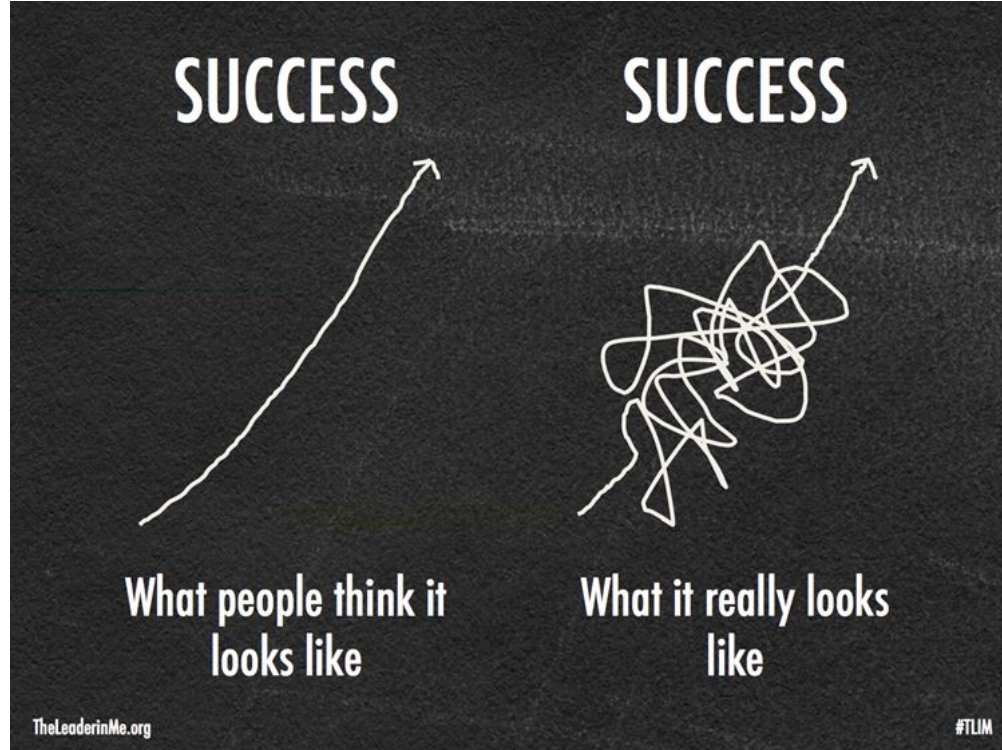
purpose

go.rowan.edu/wellbeing

Our Shared Experience



Moving Forward with Self-Kindness



Purpose Well-Being

Finding the motivation, meaning and enjoyment in life.



- Career...and more
- Know your strengths, interests, values
- Bet on yourself - be confident things will work out (positive mindset)
- Fail forward - take chances, learn from the situation...grow
- Your life timeline is yours



The List:

TedX-UWO

Credit:

TED

ted.com

Drew Dudley

drewdudley.

com

Purpose Well-Being Resources

- Office of Career Advancement
- Academic Advising
- Student Success Programs
- Disability Resources
- Leadership Rowan
- Student Employment
- Academic Departments
- International Center
- Volunteerism & Community Engagement
- ASCEND
- Greek Affairs
- SGA & Sport Clubs



Financial Well-Being

The ability to manage the money you have and understand how to spend it in a responsible way.

- Affordability and financial decision-making are primary drivers of staying in college, graduating, and preparing for your future
- Ability to afford college:
 - Daily habits/behaviors that impact your budget
 - Employment on and off campus
 - Academic decisions and resources
 - Basic needs support and decisions
- Financial Literacy
 - Informed and responsible borrowing, using your refund check, credit scores, saving and budgeting, and planning for your future

Financial Well-Being Resources

- Food insecurity and basic needs
 - The SHOP, Fresh For All, Donated Meals
 - Community resources and programs
- Course materials
 - e-refunds to Rowan Card
 - Library reserves
 - Used/rent/share/talk with faculty
- Financial Aid + Bursar = Partners
- FAFSA help (apply by April 15!)
- Financial literacy websites
- Tax and legal help, AAA, and more
- Financial Wellness course (INTR 01.108)



Emotional Well-Being

The ability to cope with, and learn from, life's ups and downs and to understand that this struggle is necessary for growth.

- Finding and living your authentic self
- Reflect on your triumphs, transitions, & tragedies
 - What did you learn, how can you find a healthy and well method to navigate each situation (*growth mindset, behavior, action, reaction, & learning*)
 - Stay in the moment when you've succeeded...many that find joy/happiness can get distracted or think of negative thoughts
- Find moments of reflection and gratitude
- When you are well, how you can support well-being in others
- Show empathy and an inclusive view point: Just be kind
- How we react to negative events, people, situations
- Directly facing stressful/emotional situations vs. harboring & procrastinating necessary conversations

Burnout & Mental Health Strain

Work/Life Navigation

Model the Way for others

Resilience/Overcome adversity

Boundaries

When to Ask for Help

The Power of Positive
Psychology

Finding accountability
partners

When your ability to care gets diminished to the point of no return, everyone (students, staff, colleagues, the department) suffers.

Emotional Well-Being Tips

- Tendency to overthink
 - Dwelling on the past (rumination)
 - Worry about the future
- Strive for Excellence, Not Perfection
- The power of social media & the filtered life
- The epidemic of busyness (students & employees)
 - Being disconnected to have meaningful moments
 - Vacations, dates, celebrations, grieving
- Struggling does not discriminate - Triggers impacting mental health
 - Accidents, Trauma, Infertility, Loss of child/loved one, Disease, Divorce, Mental Health, Victim of crime, etc.

SELECTION



Credit:

Ted

ted.com

**How to Practice
Emotional
First-Aid**

Guy Winch

guywinch.com

The Stigma of Mental Health

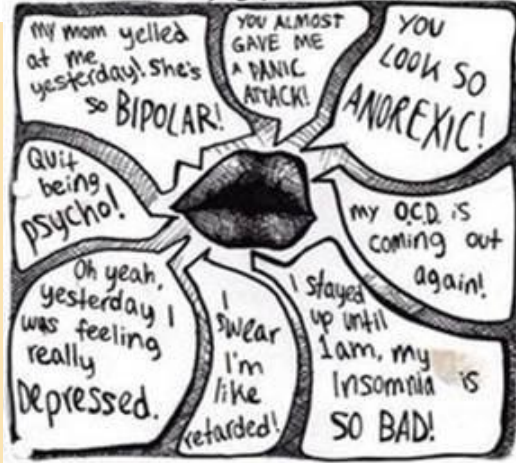
4 IN **5**
 THINK IT IS
 HARDER
 TO ADMIT TO
 HAVING A
 MENTAL
 ILLNESS
 THAN OTHER
 ILLNESS.

ONE
 IN
TWO
 ARE
 FRIGHTENED
 BY PEOPLE WITH
 MENTAL ILLNESS.

PSYCHO
 +
NUTS
 +
 MENTALLY ILL
 +
CRAZY
 ARE THE MOST
 COMMON DESCRIPTION
 OF THOSE WITH
 MENTAL ILLNESS.

MENTAL ILLNESS
 RANKED
 AS THE
TOP
 STIGMATIZED
 ILLNESS

MENTAL DISORDERS ARE NOT ADJECTIVES.



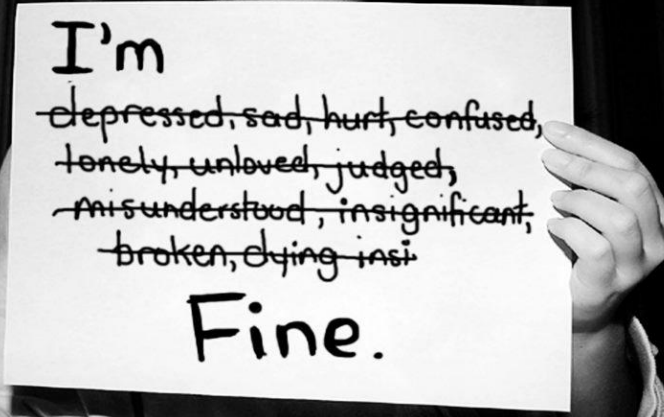
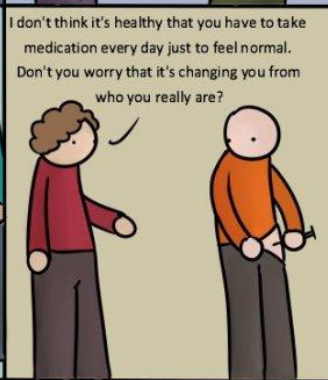
IF YOU KNOW SOMEONE WITH A MENTAL ILLNESS...

PLEASE DON'T MAKE THEM FEEL LIKE THEY HAVE TO PROVE HOW UNWELL THEY ARE. THEY'RE FIGHTING A MISUNDERSTOOD, INVISIBLE ILLNESS THAT IS LIFE THREATENING.



Be kind always...

Helpful Advice



Emotional Well-Being Resources

- Counseling & Psychological Services
- Let's Talk & Therapy Assistance Online
- Shreiber Family Pet Therapy Center
- Stress & Anxiety Student Support (SASS)
- Chill and Chat (HCI)
- Defense for Stressful Thoughts
- ASCEND (Achieving Success Through Collaboration, Engagement & Determination) - *U Good Fam?*
- Diversity, Equity, Inclusion (DEI) Certificates/Modules
- QPR Trainings
- SJICR Centers/Groups
 - Dr. Harley E. Flack Mentoring Program, Interfaith & Spirituality Exploration Center, The Women's Center, LGBTQIA+ Center, Multicultural Center
- SGA Cultural & Greek Clubs



Social Well-Being

our sense of belonging and connection with others.

- Seek positive people, situations, environments, supportive places
 - Quantity vs. Quality of relationships
- Be genuinely happy for others when they are thriving
 - Try to not be resentful/envious
- Put aside your ego/pride/shame to make connections or ask for help
- Vulnerability is powerful - overcome that sharing will be used against you ...
 - Many times sharing can make relationships stronger or meaningful
 - Be a good listener & minimize distractions
- Willingness to break “toxic” or negative relationships
 - Be willing to stand up for yourself & not be taken advantage of

Social Well-Being

- The longest study on happiness (Robert Waldinger - Harvard)
 - Lives tracked of 724 men for 75 years
 - Result: Social connections are really good for us – good relationships keep us happier, healthier, and live longer & meaningful lives
- There are constant opportunities/moments to make new connections or strengthen existing relationships
- Simple behaviors can make a world of a difference
 - Smile, wave, nod, say hello, open the door, initiate conversation
- Tweak what we say: Instead of “How’s it going?”, be more specific:
Ex: “Did you watch the Super Bowl and was interested in the actual game, the commercials, or the halftime show?”
“What did you do with your kids last weekend”

Social Well-Being Resources

- Student Center & Campus Activities: Campus Events, SUP, RAH
- Volunteerism, Community Engagement, & Commuter Services
- SJICR: Dr. Harley E. Flack Mentoring, Multicultural Center, LGBTQIA+, Women's Center, Interfaith & Spiritual Exploration Center
- Student organizations
 - Greek Affairs
 - Campus Recreation
 - University Events
 - RLUH, RHA, Living/Learning Communities
 - ASCEND: EOF, RISE, Impact
 - International Center
 - Leadership Rowan
 - Family & Parent Programs
 - Edelman Planetarium
 - Wellness Center Groups
 - Student Employment Opportunities

Community Well-Being

The ability to relate to and connect with others, contribute to the common good through service, and promote an environment of empathy, civility, and respect.

- Global, National, Regional, State, Local, Institutional communities
 - Impact of who is serving in leadership/government (#RowanVotes)
- Volunteerism/Service Learning - Altruistic behaviors
- Serving on Committees/Work teams/Boards/Executive Office
- Education and advocating for various populations/groups
 - Marginalized groups, Neurodiverse populations, Individuals with disabilities, Women's empowerment, Me Too movement, etc.
 - Civil discourse regarding politics, religion, education, environment, etc.
- Habits that impact the environment - recycling, planting trees, straws/bags/styrofoam usage

Community Well-Being Resources

- Volunteerism, Community Engagement, & Commuter Services
- Greek Affairs
- Unified Sports
- Peer Educators
- Rowan Political Clubs/Groups
- Student Employment
- Visual & Performing Arts
- RLUH, RHA, Living/Learning Communities
- SJICR: Dr. Harley E. Flack Mentoring, Multicultural Center, LGBTQIA+, Women's Center, Interfaith & Spiritual Exploration Center
- ASCEND: EOF, RISE, Impact
- International Center
- SGA & Sport Clubs

Physical Well-Being

Having good health and the energy to get things done on a daily basis.

- Feeling safe or displaying safe behavior/habits
 - Ex: Texting while driving, seat belts, using crosswalks, walk in groups
 - Rowan alert, call safety boxes, walking escorts, active shooter training, fire drills
- Sleep - 6-8 hours of uninterrupted REM sleep
- Hydration - daily water intake vs. other non-healthy options
- Food - healthy vs. unhealthy, allergies, convenience, & cost factors
- Alcohol & Other Drugs habits
- Exercise - CDC recommended 150 minutes per week
- Hygiene: Hand washing, barriers to germs, not exposing others, hygiene product access
- Environment - Shelter, access to resources, commute, home safety checks
- Healthcare & Insurance - Annual check-ups, flu shot, blood pressure & cholesterol screening, mammograms, prostate checkups, etc.
- Skincare - Sunscreen, MRSA/Ringworm/, etc.

Physical Well-Being Resources

- Campus Recreation - Rec Center, Fitness Center, & Outdoor Spaces
 - Group Fitness, Personal Training, Fitness workshops, Special Events, Intramural Sports, Sport Clubs (44 options), Aquatics, & Open Recreation
 - Health & Wellness Expo 3/25/20
- Student Center & Campus Activities programs and trips
- Student Health: Sick/Injury Appts, EMS, Sexual/Reproductive Health
- Health Campus Initiative
- Disability Resources
- Public Safety/Fire Safety
- Shuttle Services
- Academic units supporting physical well-being
- The SHOP/Fresh for All
- Rowan Athletics
- University special programs: Couch to 5K, Run for Rowan & Unified Runs
- Gourmet Dining: Dietician, Dining opportunities, etc.
- Exercise is Medicine, HES Club, Nutrition Care Club, Dance clubs

Rowan Thrive [website](#) & [Proflink](#) integration



#RowanThrive



ProfLink

Decision making for improving well-being

- What are your values? They should guide your decisions & priorities
 - Impact to your personal & professional interactions
 - Do your values align with your job, industry, workplace values?
- Get comfortable being uncomfortable- growth mindset and opening up opportunities to learn and build/create relationships
 - The power of seeking constant knowledge
- Make a commitment to make small changes for your well-being and share with others so they can support you - with the small wins, then make new S.M.A.R.T. well-being goals
 - Create systems for success/well-being - create habits not resolutions
- Setting boundaries or knowing when to say no

Rowan is here for you



Typical Student



December 21 at 10:20 PM · 🌐

pros of university: no one tells you what to do

cons of university: no one tells you what to do



Like



Comment



Share



525

- **Know your resources**

- Your Rowan email - every day!
- Rowan Thrive website - www.rowan.edu/thrive
- ProfLink
- Rowan social media accounts
- Rowan Daily Mail

Rowan is here for you

- Examples from Rowan Daily Mail:
 - [Run, Prof! Run!](#)
 - [Want to Improve Your Well-Being? And Get Free Stuff Too?!](#)
 - [Study Abroad Fair](#)
 - [Spring Career & Graduate School Fair - February 20](#)
 - [The Student Center & Campus Activities is HIRING!](#)
 - [This Weekend at RAH](#)
 - [FREE Philly Shuttle tonight!](#)
 - [Well-being Workshops - and free lunch!](#)
 - [Paws for a Break - Residence Hall Association](#)
 - [Stress & Anxiety Student Support Drop-in Group \(SASS\)](#)
 - [Free snacks. Free chats. Chill n Chat!](#)
 - [QPR - Suicide Reduction Training](#)
 - [Leap Into Active Minds!](#)
- New! Well-being category

Engaged students have better outcomes!

Rowan is here for you

- Your academic advisor
- Your faculty
- Your residence hall staff
- Your on-campus employer
- Your coach/tutor
- Commuter Services
- Dean of Students office
- Student Life & Student Success offices
- Wellness Center
- Healthy Campus Initiatives
- Office of Career Advancement
- Everyone else!

University Wide Support

- Well-Being does not belong to one department, but to integrate with all individuals connected to the campus
 - Academic integration
 - Student Affairs integration
 - Administration integration
 - Student Club/Leadership integration
- How we can measure student success through well-being integration
 - Pilot studies with pre & post assessment
 - ASA reports through card swipes measuring engagement vs. non-engagement

Recent Well-Being Initiatives

- Created [Rowan Thrive](#) website in August 2019
 - Engaging Rowan, Local, & Global well-being resources per dimension
 - ProfLink searchable/setup of 6 dimensions events
- Living Learning “Thrive” Residential Community
- Recharge & Connect Retreat: Fri - Sun 3/15 - 3/17: YMCA Camp Ockanickon, Medford, NJ
- Embedding Rowan Thrive in the Health, Safety & Well-Being Parent Orientation Session
- Student Success piloting “Thrive Classroom Program” for Rowan 101 course
- Well-Being programs/events for Employees
 - Employee Summer Softball & Volleyball
 - Unified & Run for Rowan 5K's/1 mi run/walks
 - Informal social groups: book club, belly dancing, board game, etc.

A Call to Action...

- The committee does not own well-being...we all do
 - Let the Rowan Thrive Committee know (rowanthrive@rowan.edu) how we can support you
 - We are seeking well-being “activators”! Employee & Student
- Recognize your own and those you serve self-care & reflect on the varying dimensions of well-being
- Share success or resilience stories to promote our institution as a thriving environment: #RowanThrive
 - Videotaping at upcoming career fair and health & wellness expo
- Promote resources for students/staff to foster well-being
- Having an inclusive lense for well-being knowing privilege impacts access/resources (knowledge - to - application)
- Realizing the power of positive psychology & mindset
 - Strive to Thrive & Create positive behavior changes for students/employees

What can be done for students

- Identity development
 - Roles while in college and after college
- Empowering students to find their authentic self
 - Conforming vs. Non-conforming
- Finding support networks & sharing resources/programs/services
 - Disclosure of stress, mental health, failures, etc.
- Pursuit of personal & professional goals
- Recognizing that being well takes time, effort, reflection, and persistence
 - What works for one individual may not work for another
- Celebrating and enjoying moments when available

Strategies & Resources

- Anticipated creation of a Thrive Toolkit & Library for Employees & Student Leaders connected to students
- Well-Being/Rowan Thrive audit of departments and areas
- Continue to find strategic partnerships with divisions, departments, outside organizations, & student orgs
 - Clubs: Exercise is Medicine, Active Minds, Nutrition Care Club, HES club
 - Departments: Psychology, Health & Exercise Science, Health Promotion & Wellness Management, M.A. in Counseling in Educational Settings, M.A. in Higher Education, M.A. in School Psychology, E.D.D in Educational Leadership, E.D.S in School Psychology
 - Division of Diversity, Equity, Inclusion (DEI)
 - SJICR programs/center
 - U Good Fam? (ASCEND Program)

Next Steps

- No one owns it, but everyone has a responsibility in supporting health and well-being (Michael Edwards - Georgia Tech)
 - Validate your meaningful work & the connection to Rowan Thrive
- Explore and create plans to overcome well-being gaps
- Implement an effective communication plan for student & employee awareness to heighten well-being (bi-weekly newsletter)
 - Use the power of storytelling when thriving or overcoming adversity
- Find options and solutions for employee well-being
 - When they are well they can serve our students well
- Creating a Well-Being Culture - This is not a sprint, but a marathon (Tom Roberts - University of Richmond)

“The college experience is unparalleled in its potential to help learners form their sense of identity, their purpose, and the path they will forge in their future lives.”

“Improvement in well-being may be largely a matter of engaging students in conversations about where they are headed in their lives, helping them identify areas of particular strength, and sharing how skills and knowledge developed in their coursework or extracurricular activity relate to professional spheres well-suited for them.”

-Helen Stubbs (Gallup)

T h r i v e

Significant Drivers of “Opportunity to Do What I Do Best Every Day”

(in order of strength of association)

- 1 The knowledge and skills I am learning in my coursework will be relevant in the workplace.
- 2 Faculty and staff are committed to helping students find a rewarding career.
- 3 My professors care about me as a person.
- 4 I have at least one professor who makes me excited about learning.
- 5 I have a mentor who encourages me to pursue my goals and dreams.
- 6 I am extremely active in extracurricular activities and organizations.

Note: Logistic regression was employed to model the independent effect of factors on the likelihood that a student strongly agrees with the statement, “At <my school>, I have the opportunity to do what I do best every day,” controlling for all other factors, including gender, minority status, undergraduate debt amount, institution type, etc.

Source: The Strada-Gallup Student Survey database

Upcoming Rowan Thrive events

Stories of strength and perseverance: Kevin Hines - Cracked not Broken

Monday, February 24, 11am-12:30pm

Pfleeger Concert Hall, Wilson Hall

Mr. Hines is one of the few survivors of suicide who managed to live after jumping off of the Golden Gate Bridge in San Francisco. Many factors contributed to his miraculous survival including a sea lion which kept him afloat until the Coast Guard arrived. Kevin now travels the world sharing his story of hope, healing, and recovery while teaching the art of wellness & the ability to survive pain with true resilience.



Upcoming Rowan Thrive events

Spring Career & Graduate School Fair

Thursday, February 20, 10am-2pm
Student Recreation Center

Health & Wellness Expo

Wednesday, March 25, 11am-2pm
Student Recreation Center

Take Back the Night

Tuesday, April 7, 6:30-9pm
Chamberlain Student Center Pit

Out of the Darkness Campus Walk

Saturday, April 25, 8:30am-12 noon
Chamberlain Student Center Patio



Towards a Thriving University

How to help a friend and take care of yourself

Friday, March 6, 2-3:15 pm

Eynon Ballroom, Chamberlain Student Center

Learn about QPR (Question, Persuade, and Refer) training, Green Dot, and how to refer others to campus resources.

Mindset

Friday, April 10, 2-3:15 pm

Boyd Recital Hall, Wilson Hall

Discuss strategies for a healthy mind including practicing gratitude, empathy, and coping with failure.

Questions/Feedback



**Follow up by emailing:
rowanthrive@rowan.edu**