



Focus on Faculty & Staff | Academic Years 2023-2030 | Executive Summary

Cultivate Well-Being is one of the six strategic goals in the Georgia Tech Institute 2020-2030 Strategic Plan. It is essential to our academic mission and to promoting a sustainable workforce that we exercise leadership in advancing employee health and well-being, not only for the positive impact it will have on our faculty and staff but also on the lives of the students we serve if we “put on our own oxygen masks first.” Well-being is subjective in nature, and cannot be directly impacted by any practice, policy, or program. Rather, institutions of higher education can strive to influence the context, climates, and correlates that are known to be associated with higher levels of well-being. Ultimately, the complex interplay of conditions that contribute to well-being varies from person to person - and can also vary for any one individual throughout the course of their life. This aspect of well-being differs from health and wellness, where activities, interventions, policies, programs, and services designed purposefully – using available data and evidence - to shape individual- and community-level outcomes are more likely to result in a direct impact.

Drawing on evidence and inspiration from global and national public health contexts and quantitative and qualitative inputs directly from staff and faculty at GT, this *Cultivate Well-Being Action & Transformation Roadmap with a Focus on Faculty and Staff* identifies four organizing goals.

Goal 1 – Cultural Change:

- Catalyze Institute-wide transformation and system-level evolution that lasts
- Adopt policies and practices that promote health and enhance wellness
- Minimize aspects of the GT environment that impede wellness

Goal 2 – Capacity and Creativity:

- Expand beyond clinical interventions to focus on prevention of root causes “upstream”
- Advance well-being in a holistic manner that embraces the whole person
- Address social determinants with the goal of closing health equity gaps

Goal 3 – Community and Connection:

- Reduce loneliness; facilitate belonging, mattering, and meaningful affiliations

- Enhance self-efficacy and self-agency; encourage joy and fun
- Live, work and lead in a manner that is consistent with Georgia Tech and personal values

Goal 4 – Commitment and Continuity:

- Explore and adopt frameworks that embed health promotion in the academic mission of Georgia Tech: learning, scholarship, and service.
- Ensure that Cultivate Well-being remains a strategic focus at GT beyond 2030

The desired outcomes identified in this plan are intended to span the remaining seven years of the Institute’s strategic planning period ending in 2030; initiation of the various strategies will be staggered across multiple years to ensure the sustainability and viability of implementation efforts. As such, not all returns on investment will emerge immediately; some will necessarily coalesce more incrementally.

A Collective Impact approach, with engagement from multiple disciplines, will be used to guide implementation of the programs, projects and action strategies identified in this *Roadmap*, including establishing appropriate timelines, partners, deliverables, and success measures.

Cultivate Well-Being Action & Transformation Roadmap Summary Chart

Strategy statements have been condensed below. Please see pages 32-41 for full descriptions.

GOAL	Start AY 2023-2024	Start AY 2024-2025	Start AY 2025-2026
Goal 1: Cultural Change	<p>Strategy 1A: Establish and enhance a campus well-being culture, review at regular intervals, communicate findings, and take responsive actions to address opportunities for improvement. Eliminate ineffective programs and services while strengthening, expanding, or scaling up what is already working well.</p> <p>Strategy 1C: Champion a culture of flexibility, wellness and work-life integration by assessing our current policies and procedures, aligning with work occurring in various other Institute Strategic Priority areas, and ensuring systemic changes are enacted.</p>	<p>Strategy 1B: Provide services that help faculty and staff navigate the holistic human experience. Strive to ensure work supports/embraces personal and family dynamics and overall quality of life.</p>	<p>Strategy 1D: Develop a comprehensive communications and marketing strategy to a) reduce messaging strategies that unnecessarily retraumatizes faculty and staff, and b) actively promulgate faculty and staff data on health and wellness and propagate more authentic narrative on faculty and staff wellness-related choices and experiences across all eight dimensions – including an ethic of self-care, spirituality, and meaningful social connections.</p>
Goal 2: Capacity and Creativity	<p>Strategy 2A: Conduct an environmental scan of all programs, projects, initiatives, and efforts to promote faculty and staff wellness; identify areas of overlap, duplication, and inconsistency; determine gaps and areas that need additional attention; and generate a more coordinated approach to the delivery of programs and services that is resource efficient and operationally effective.</p>	<p>Strategy 2B: Disaggregate and analyze faculty and staff data to identify health disparities and institute evidence-based interventions that close health equity gaps.</p> <p>Strategy 2D: Assess faculty and staff food insecurity, housing insecurity and temporary assistance needs, and implement viable solutions.</p>	<p>Strategy 2C: Ensure that meal and beverage options and other aspects of dining facilitate affordable choices that support good nutrition, physical wellness, and effective management of chronic illnesses for staff and faculty, as well as reflect a diverse array of cultural cuisines reflective of our staff and faculty communities and a reduction in food waste and climate emissions.</p>
Goal 3: Community and Connection	<p>Strategy 3A: Create an environment where people have a sense of belonging and can bring their whole selves to work without bias or discrimination.</p>	<p>Strategy 3B: Enhance onboarding and ongoing learning by faculty and staff as key steps for ensuring a healthy learning, living, and working environment.</p>	
Goal 4: Commitment and Continuity	<p>Review the feasibility of adopting (or adapting) the action framework for higher education that is outlined in the Okanagan Charter: An International Charter for Health Promoting Universities & Colleges to incorporate into Georgia Tech’s ongoing cultivate well-being efforts.</p>		