


cornerstone

SPEAKERS



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A Path to Mental Health and Wellness in Higher Education

Today's Agenda

- The Problem. Story by the numbers.
- Employee Well-Being—What is it?
- Why is it important? The value of wellness.
- The path to *(Better)* wellness.

POLLING QUESTION: Normalizing Mental Health



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When the mental health of workers suffers, so does workplace productivity, creativity, and retention.

Vivek H. Murthy, M.D., M.B.A.
Vice Admiral, U.S. Public Health Service
Surgeon General of the United States



World Health Organization

- **60%** of the **world population** is in work
- **15%** of **working-age adults** are estimated to have a **mental health disorder**
- Globally, **12 billion working days** a year are lost to **depression and anxiety**
- This equates to a cost of **\$1 trillion per year** in lost productivity

Data from Lyra & Gallup

Mental Health Declined in 2023



1 in 4

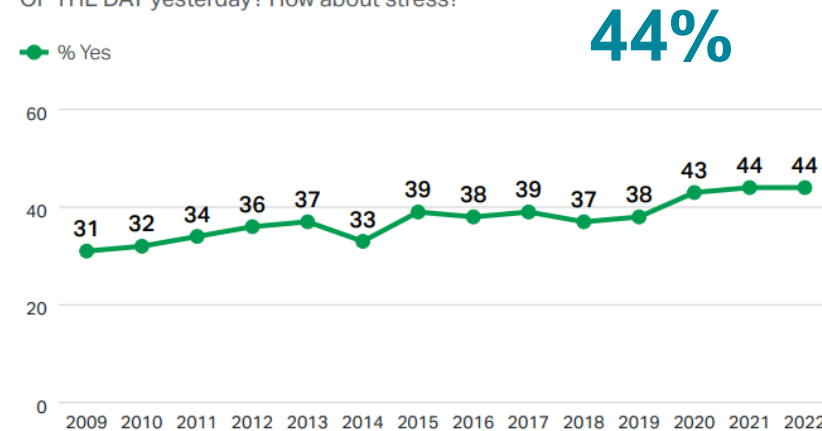
Mental Health Interfered with Work



65%

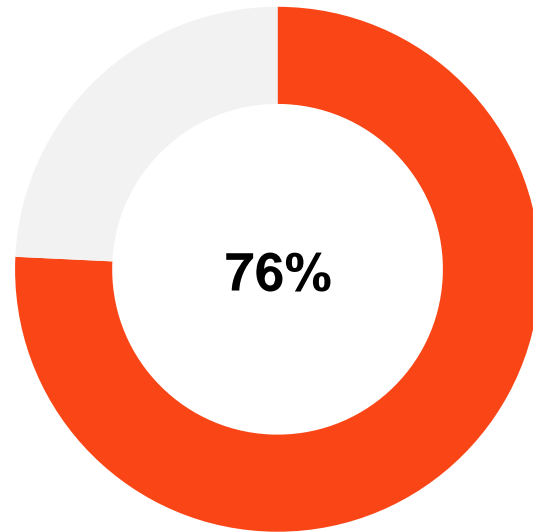
Daily Stress

Did you experience the following feelings during A LOT OF THE DAY yesterday? How about stress?

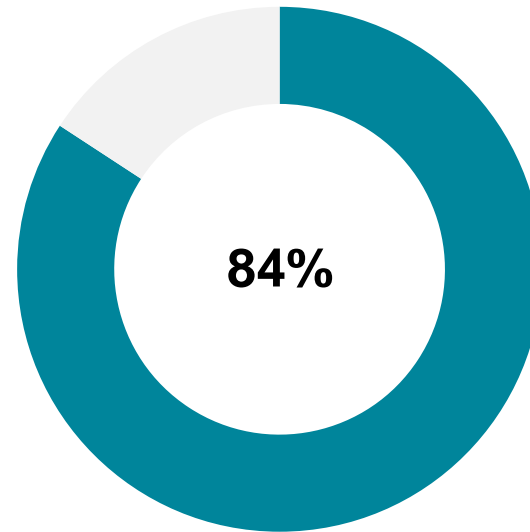


Inpatient Hospital stays for Mental Health increased by 200% in 2023 compared to 2022

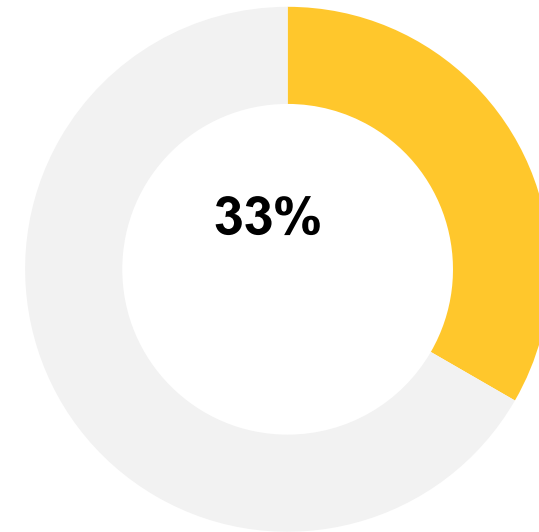
Workers manage daily stress that affects their health and organizational performance.



Reported at least one symptom of a mental health condition



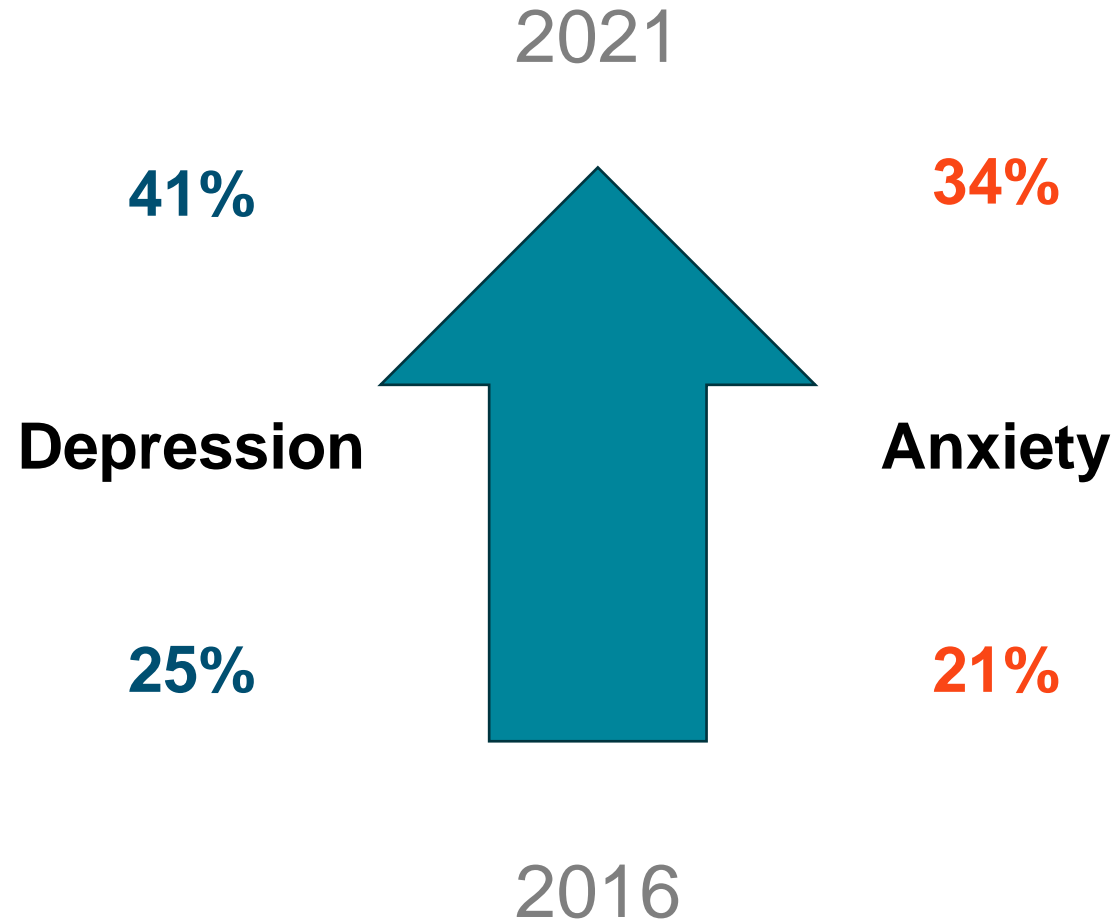
Reported at least one workplace factor that had a negative impact on their mental health



Say that their mental health harmed their productivity in the past year.



Rising Prevalence of Mental Health Issues – Students



Rising Prevalence of Mental Health Issues - Faculty

64%

Feeling
Burned Out

50%

Considering
Quitting

33%

Psychiatric
Meds



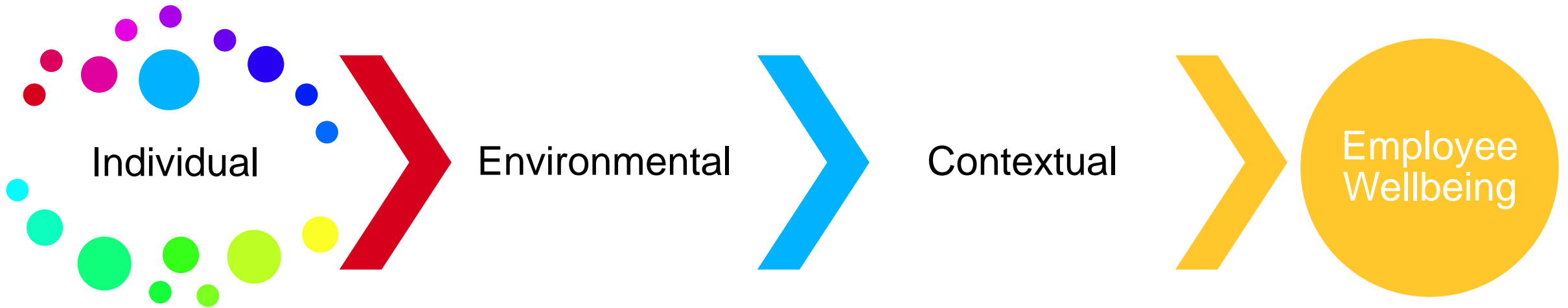
Employee Well-Being

What is it?

POLLING QUESTION:
What do you consider included in mental health/wellness?

Inclusiveness of Wellness

What is considered under “employee wellness”?

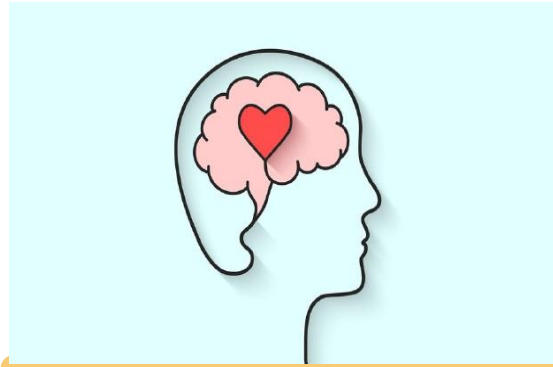


Individual Wellness



Emotional Wellness

- Coping effectively with life and creating satisfying & meaningful relationships



Psychological Wellness

- Recognizing creative abilities and finding ways to expand knowledge and skills



Physical Wellness

- Recognizing the need for physical activity, healthy living, and rest

Environmental Wellness



Social Wellness

- Developing a sense of connection, belonging, and a well-developed support system



Occupational Wellness

- Personal satisfaction, enrichment and security from/in one's work



Spatial Wellness

- Occupying pleasant, stimulating physical and digital spaces that support well-being

Contextual Wellness



Financial Wellness

- Satisfaction with current and future financial situations



Spiritual Wellness

- Expanding a sense of purpose and meaning within a context

A Holistic View on Wellness



Why Is It Important?

Value of Wellness
Efforts



Engagement Predictors and Wellness

	<i>Physical</i>	<i>Emotional</i>	<i>Psychological</i>	<i>Social</i>	<i>Occupational</i>	<i>Spatial</i>	<i>Financial</i>	<i>Spiritual</i>
Top 5 Engagement Predictors								
Advancement Opportunities			●		●		●	
Autonomy		●	●		●	●		
Praise for Work		●		●	●			
Productive Environment		●				●		
Contribution to Company Success		●			●		●	●

Individual

Environmental

Contextual

Value & Impact

Enrollment and Retention

- Research suggests that institutions prioritizing student well-being often see improved retention rates. Like CSAT, this retains the revenue stream and boosts academic performance.

Staff Retention

- In higher education, focusing on faculty and staff well-being can lead to increased job satisfaction and reduced turnover rates.

Academic Performance

- Studies indicate that students with better mental health tend to perform academically better and have higher motivation levels. This can help maintain or grow funding resources for the institution.

Cost Savings

- Implementing wellness programs can reduce healthcare costs and absenteeism, which can have a positive financial impact on institutions.

The Path to Wellness

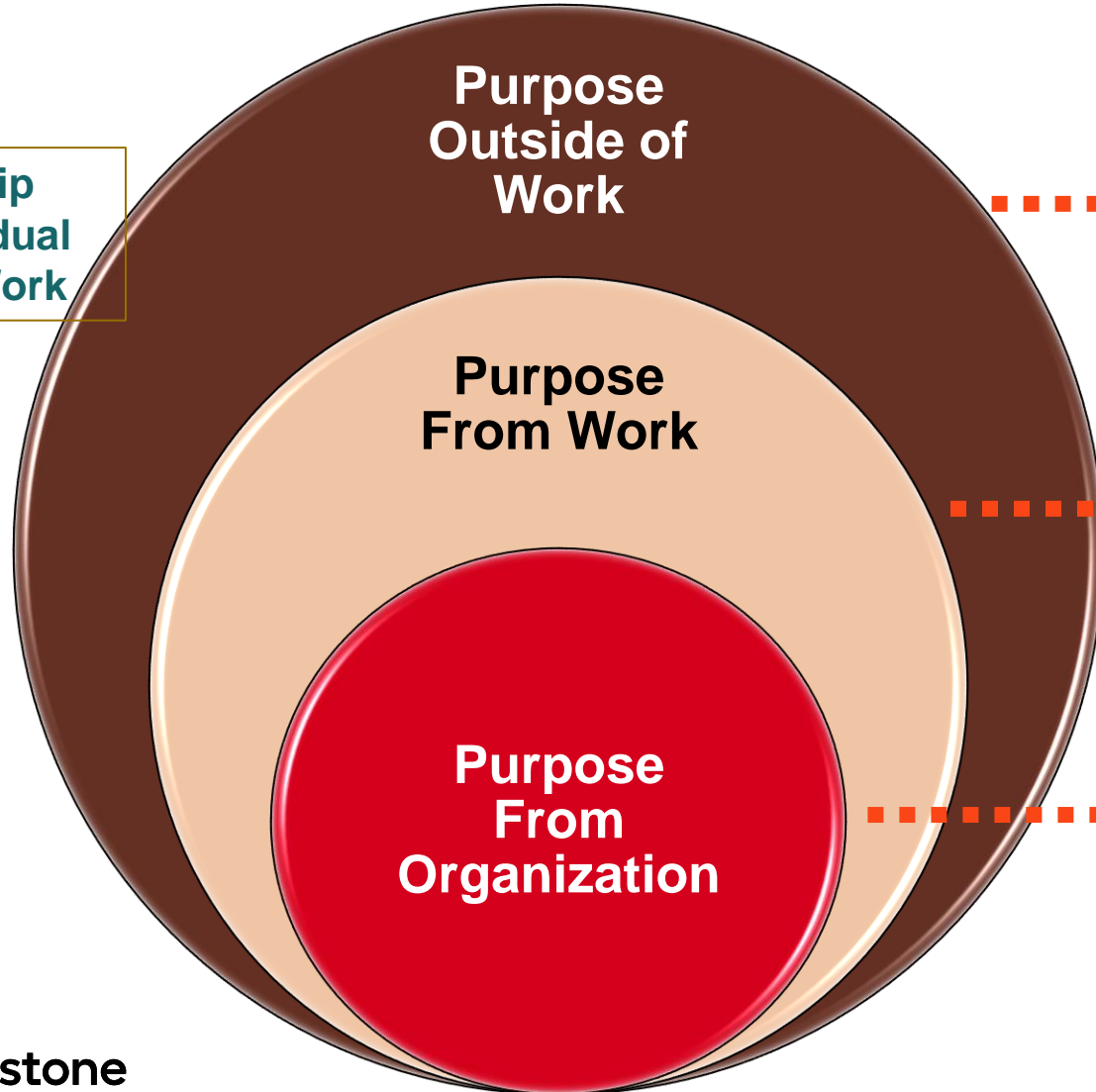
(Better) Wellness...



Embed Wellness in Your Culture & Processes

Meet employees where they are to help them achieve fulfillment at work

The Relationship
between Individual
Purpose and Work



Such as:
Caring for Family, Volunteering,
Hobbies

Such as:
Engaging with and making progress
on work activities that provide energy
and meaning

Such as:
Corp. purpose & company culture,
Employee Experience
(This is the only aspect the org. controls directly)

“

Leaders need to adapt to the era. If they don't adapt to the era they're in, they will not be effective. But they need to do so authentically, and I think it does require a sense of well-being. To me, that's what's required to be a great leader.

Bill George,
Professor at Harvard Business School
and former CEO of Medtronic

POLLING QUESTION

Of the 8 aspects of health & wellness, which one area do you believe your institution has the most opportunity to improve on?

Physical, Emotional, Psychological, Social, Occupational,
Spatial, Financial, Spiritual

Q&A

Thank You



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