

**WORK TEAM NUMBER: 3**  
**WORK TEAM NAME:** Well-being  
Year End Report 7/21/2025

The [President's Council for Well-being](#) highlights students, faculty and staff as central to leading and informing actions toward being a health promoting university. The goals of the PCW address employee and student well-being through two separate data collection tools and action planning processes.

**Goal 1:** Enhance *employee* well-being through comprehensive data collection, action planning and infrastructure building. Specifically, engage in a three-year commitment with Gallup to implement the Gallup Q12+ Employee Engagement survey.

**Progress summary:**

- Timeline for action: Survey 1 launched October 14, 2024; Action Plans submitted via Gallup platform by February 28, 2025; communication and workshops offered throughout the year.

**Achievements:**

- Steering committee developed and implemented a communication plan focusing on initiative purpose, benefits, and to encourage participation. One strategy included a [President Cook video update](#).
- Facilitated workshops for supervisors on generating meaningful action from results.
- [Templates, videos and other resources](#) provided to supervisors to have meaningful conversations and action plans.
- Achieved 73% response rate (goal was 70%).
- Received action plans from over 60% of supervisors.
- Identified institutional goals of “recognition” and “professional development” and created a new working team to address on a university wide level.

**Challenges:**

- Determined that action planning should not be required for teams under 5 members due to duplication with larger teams.
- NDSU’s lack of infrastructure for organizational development (i.e. leadership training at all levels) impedes the pace and progress of the work.

**Next Steps:**

- Survey 2 implementation Fall 2025 with goal of 75% response and 80% of supervisors completing action plans.
- Data analysis to identify and disseminate best practices among supervisors.
- Implement recommendations of new Recognition/Professional Development action team.

**Goal 2:** Enhance *student* well-being through comprehensive data collection, action planning and infrastructure building. Specifically, use data from American College Health Association-National College Health Assessment (ACHA-NCHA) to implement population level health strategies to increase well-being.

**Progress summary:**

**Achievements:**

- Analyzed and disseminated data to campus community ([Snapshot of Well-being](#)).
- Disaggregated data to determine target populations for intervention.
- Implemented prioritized action items that are upstream, have high impact, and are institutionally sustainable:
  - Bison Strong: Suicide Prevention Week (September 22-27, 2024), Policy 600's review using the PCW developed and institutionalized Health in All Policies assessment; Understanding Hidden Disabilities Week (March 20-27, 2025); Tobacco/Nicotine-free Campus policy revision

**Challenges:**

- The intensity of the Employee Engagement Initiative work impacted the pace and progress of the work on student well-being. The upcoming year will be a chance to re-focus on students.
- It is always a challenge to work on “upstream”, sustained change versus short-term programs.

**Next Steps:**

- ACHA-NCHA survey implementation Spring 2026
- Incorporate the work of access, opportunity, community and belonging into the PCW – Dilvin Habib to co-chair as the PCW evolves.

**Point of Contact for Questions, Concerns, and Suggestions**

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