

## BU|BeWell Dimension Implementation Guide

### Social

BU|BeWell is our foundation for a transformative and holistic Butler experience. Through BU|BeWell, we foster a positive environment that helps students, faculty, and staff grow, learn, and be the best version of themselves.

**Dimension definition:** Social resources support the ability to create harmony in one's relationships with others, demonstrate effective communication skills, develop the capacity for healthy intimacy, and cultivate a support network of caring friends and/or family members.

How to implement the social dimension into your work:

#### *In courses*

1. **Structure peer introductions at the beginning of the term and continue conversations through the semester:** Faculty incorporate short, guided introductions or partner discussions in the first week of class so students begin forming connections and feel more comfortable communicating with one another. Continue discussions through the semester rotating to new groups/partners to encourage them to build relationships with a wider range of peers and help them learn to work with different personalities. Potentially build in problem-solving activities to keep interpersonal activities relevant to coursework.
2. **Peer feedback opportunities:** Structured peer review of papers, presentations, or projects allows students to practice constructive communication while supporting one another's learning and growth. Potentially build in reflection activities with partners or small groups.
3. **Connect to campus resources and communities:** Faculty and staff can highlight student organizations, campus lectures/presentations/performances, or collaborative learning spaces to encourage students to build networks and friendships.

#### *In the workplace*

1. **Interact with colleagues intentionally and encourage supportive and inclusive practices:**  
Schedule introductions or welcome gatherings so new faculty and staff quickly feel included and connected. Make yourself a model for clear, respectful, and friendly communication in meetings and email exchanges to help build a culture of trust and

professionalism. Invite input from others to ensure everyone can contribute to decisions/conversations. Set aside time during meetings to acknowledge accomplishments, contributions, or special occasions (if appropriate) so faculty and staff feel seen and included. Host end of semester/year celebrations to reflect on and acknowledge the accomplishments of your team.

2. **Schedule regular team check-ins:** Hold time on calendars for consistent group meetings that provide University, division/college, and individual updates. Make time for informal conversation to help colleagues stay connected and aware of each other's work and challenges. Recognize achievements (project completions, promotions, personal milestones, etc.) to reinforce appreciation and feeling connected to Butler and to coworkers.
3. **Host department/office retreats:** Retreats can be one once or twice a year when you can bring your team together and aside from planning, you can incorporate structured team-building activities.

#### *In programs/events*

1. **Encourage participation in learning or enrichment opportunities offered frequently across campus:** Attend Staff Training and Enrichment Program (STEP) or Center for Faculty Excellence (CFE) events/workshops, or performances, lectures, work groups, affinity group meetings, etc. that are always taking place. There are SO many opportunities constantly offered throughout the year. Shared learning or enrichment experiences are invaluable for helping you find peers and build relationships you feel comfortable leaning on when you have questions, need advice, or just need a friend are invaluable! Opportunities abound - allow yourself to explore and find the right fit for you.
2. **Encourage participation in Butler-centric opportunities:** Feel connected Butler itself by attending the State of the University, fall picnic, STEP or Center for Faculty Excellence workshops/events, Staff Assembly, Faculty Senate, Day of Giving events, holiday party, transition week at the cafeteria, homecoming, etc. So often feelings of unhappiness at work occur when you feel excluded, but there are many opportunities to feel connected if you make the effort.
3. **Student Involvement:** Many of the involvement opportunities and activities hosted on campus from Athletics, DEI & Student Affairs, academic colleges, etc. all provide social opportunities for students, staff, and faculty to connect with one another. No

matter the format of the program/event, allow a social or networking opportunity as part of the schedule. For staff and faculty, consider serving as a student organization advisor. Students can find involvement opportunities through [Butler Engage](#).

4. **Inclusive Program Development:** Be mindful to curate opportunities for multiple entry ways for folks to be social. Some minoritized groups would prefer meeting in smaller settings with those who share similar identities prior to entering larger social settings with the majority population.
5. **Program Collaboration:** Take the opportunity and collaborate with our many of our campus partners who work directly with students such as, but not limited to: Butler Arts & Events Center, The Compass Center, Efroymson Diversity Center, Health and Recreation Complex (Intramurals, Club Sports, Fitness Classes, etc.), Residence Life, and the Department of Student Development and Experiences (Offices of Fraternity & Sorority Life, Service & Community Engagement, and Student Activities – SGA, UPC, RSOs).

***How to assess whether implementing this dimension has made an impact for our campus.***

1. **Course feedback:** Include questions in course evaluations about whether classroom activities supported collaboration, discussion, and positive peer interaction.
2. **Qualitative feedback from programs and events:** Collect brief written reflections or post event feedback asking participants whether the experience helped them connect with new people or strengthen existing relationships.
3. **Campus climate or wellness survey questions:** Add targeted questions to existing campus surveys asking students, faculty, and staff whether they feel connected to others on campus, if they're comfortable communicating with peers or colleagues, or supported in their social relationships. Review trends in student retention or employee engagement measures alongside participation in social connection programs, recognizing that strong social networks often contribute to continued engagement with Butler.

4. **Participation and engagement data:** Track number of assignments and/or attendance at programs and events designed to support social connection. Increased or sustained participation can indicate whether individuals are finding (or are not finding) value in these opportunities. Use these to demonstrate the scope of the Butler community who has been involved with your work in this dimension.

**Collect knowledge/satisfaction information from your audience (students, employees, colleagues).** This you can assess:

- Type of social activities your audience will want to participate in.
- Surveys: Event satisfaction, belonging, involvement, etc.
- Other: Focus groups, interviews, comment cards
- Involvement surveys

**Learning Outcomes:** Create learning outcomes for programs, services, and courses that center social well-being, and assess to what degree your efforts have contributed to learning about the dimension.

**Reflections:** Engage in writing reflections, impact statements, or having a focus group that detail how the incorporation of this dimension has influenced their overall health or experience at Butler.