

Wellbeing as a Quality Dimension in Higher Education

Author(s): Valeryia Buraya

Social dimension | Original language: English



VIZJA UNIVERSITY

VIZJA University

Warsaw, Poland

Grant Agreement No. 101235886



**Funded by
the European Union**

WHY WELLBEING IS NOT “EXTRA”, BUT CENTRAL TO QUALITY

- Wellbeing underpins learning, belonging, and persistence
- Quality = conditions enabling people to flourish
- Holistic quality: academic + social + emotional environment

Wellbeing directly affects the **capacity to learn, collaborate, and innovate**. Genuine quality means creating **conditions where people can thrive intellectually, socially, and emotionally**.

5 Dimensions Of Employee Well-being



Physical

The basis of health, increasing energy, and resilience



Mental

Cognitive health, emotional intelligence, and adaptability



Emotional

Managing emotions and fostering positive relationships



Social

Strong connections, teamwork, and job satisfaction



Financial

Stability and reduced money-related stress



Funded by
the European Union



LINKS BETWEEN WELLBEING, RETENTION, PERFORMANCE, MOTIVATION

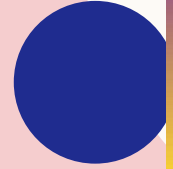
- Motivation and engagement grow in supportive climates
- Wellbeing predicts persistence and completion
- Positive mental health → better academic performance

➤ Employee well-being is closely intertwined with employee engagement. Well-being encompasses physical, mental, and emotional health, and when employees feel supported and healthy in these areas, their engagement naturally flourishes.

➤ Providing a safe and healthy work environment, offering wellness programs, and encouraging work-life balance can positively impact physical well-being. When employees feel physically well, they have the energy and motivation to engage fully in their roles.

➤ Stress, anxiety, and burnout can significantly affect mental well-being. Organizations that prioritize mental health support, such as counseling services, stress management programs, and flexible work arrangements, create an environment where employees can focus on their work without the burden of excessive stress.

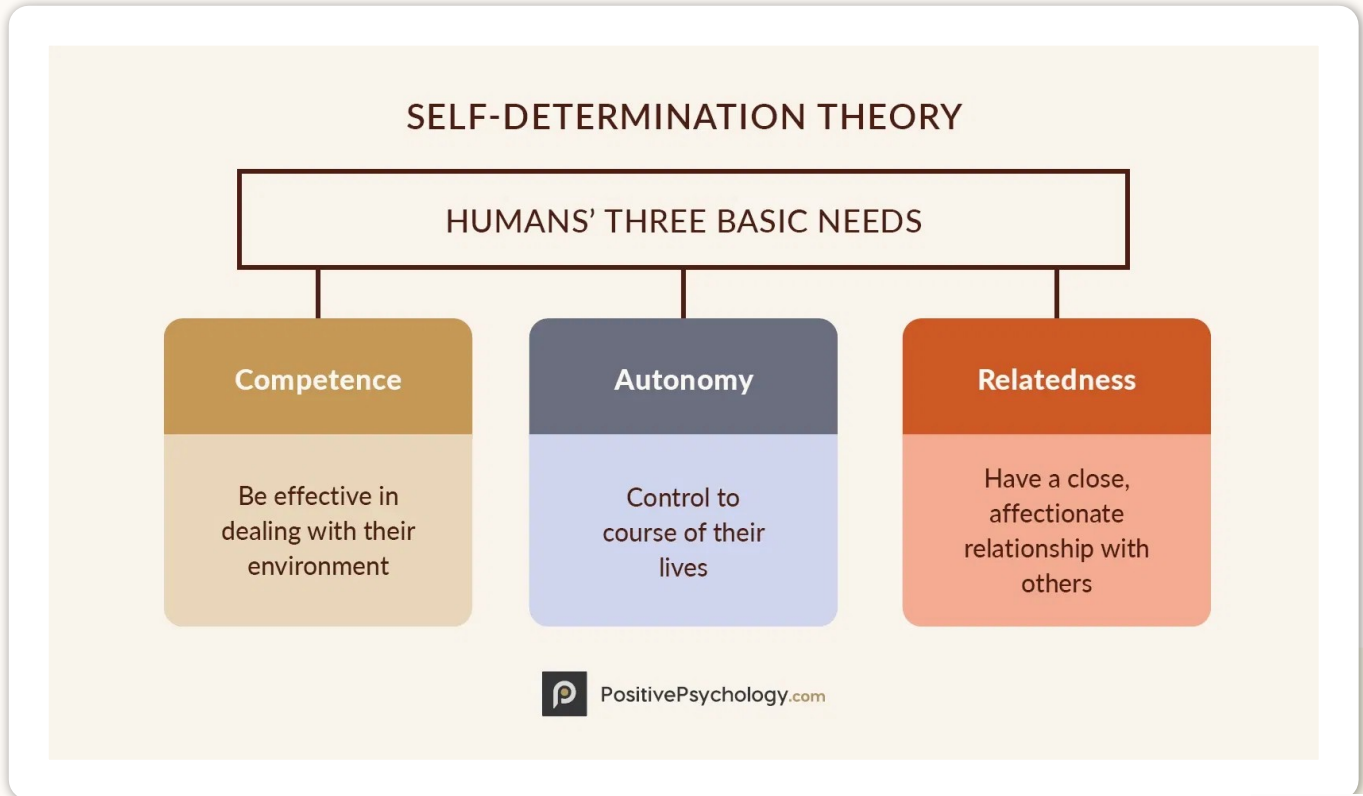
Source: <https://www.hrvisionevent.com/content-hub/how-employee-wellbeing-affects-engagement-motivation-and-performance/>



Funded by
the European Union

INTEGRATING WELLBEING INTO TEACHING DESIGN (CONCEPTUALLY)

- Design learning for inclusion, autonomy, connection
- Embed reflective and supportive pedagogy
- Align assessment with wellbeing principles



Simple practices, like flexible deadlines, peer collaboration, reflective activities, and balanced workloads, contribute to psychological safety. Educators should design **wellbeing-informed pedagogies**.

Source: <https://selfdeterminationtheory.org/theory/>



Funded by
the European Union

ROLE OF LEADERSHIP AND INSTITUTIONAL CULTURE

5

Leadership is the process of influencing others to achieve a common goal, and it profoundly shapes institutional culture by setting the vision, defining values, and influencing behaviors through actions like reward systems and role modeling. Leaders create a purpose-driven environment that impacts employee motivation, decision-making, and overall success.

- Leadership sets tone for wellbeing priorities
- Culture of care supports both students and staff
- Policies must match everyday practices

Here are a few things leaders can do to positively influence their work atmosphere:



Purpose

Leaders need to help employees understand their role in the bigger picture.



Appreciation

Showing a habit of extending gratitude and recognition.



Wellbeing

Happy employees with a good work-life balance can contribute to a beneficial organizational climate.

When leadership treats wellbeing as strategic—integrated into governance, workload design, and professional development—it becomes part of the university's **quality identity**, not an optional benefit.

AVOIDING SUPERFICIAL “WELLNESS MARKETING”

Many institutions promote wellbeing in glossy campaigns without addressing structural stressors like workload, inequality, or poor support systems. Such **symbolic gestures risk eroding trust**.

Real wellbeing strategy must be evidence-based, sustained, and evaluated.

Transparent data on engagement, mental health outcomes, and satisfaction should inform policy, ensuring wellbeing is more than a narrative—it’s a measurable quality dimension.

- Authentic wellbeing ≠ branding exercise
- Substance over slogans
- Measure impact, not image



Funded by
the European Union



Wellness Workshop

Nurturing
Mind, Body,
and Soul

Take a step towards a healthier and more balanced lifestyle. Join us for a wellness workshop that will delve into various practices, from mindfulness and meditation to fitness and nutrition.

WORKSHOP AUTHOR:
Olivia Wilson

15-16 July

Save the date!

Discover the tools to nurture your well-being and find inner harmony.

CONCLUSION

Quality education = thriving people

1. Wellbeing strengthens academic excellence
2. Leadership and design matter
3. Authenticity sustains trust

Wellbeing is not a luxury or add-on—it's **central to educational quality**.

It influences retention, performance, and the very meaning of student success.

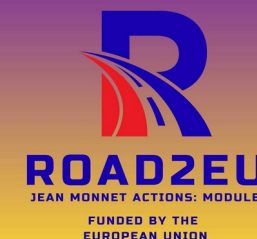
Embedding wellbeing into design and leadership builds resilient institutions where both people and learning flourish.

A quality system that ignores wellbeing is incomplete; one that embraces it ensures true excellence.



Funded by
the European Union

7



THANK YOU FOR ATTENTION!

Sources:

- https://www.researchgate.net/publication/387057129_Their_wellbeing_affects_our_wellbeing_student_perspectives_of_lecturer_wellbeing_and_its_consequences_for_student_wellbeing#fullTextFileContent
- <https://www.hrvisionevent.com/content-hub/how-employee-wellbeing-affects-engagement-motivation-and-performance/>
- <https://selfdeterminationtheory.org/theory/>
- <https://online.hbs.edu/blog/post/organizational-culture-and-leadership>



VIZJA
UNIVERSITY



ROAD2EU
JEAN MONNET ACTIONS: MODULE
FUNDED BY THE
EUROPEAN UNION



**Funded by
the European Union**