

# UNITA Well-Being Assessment

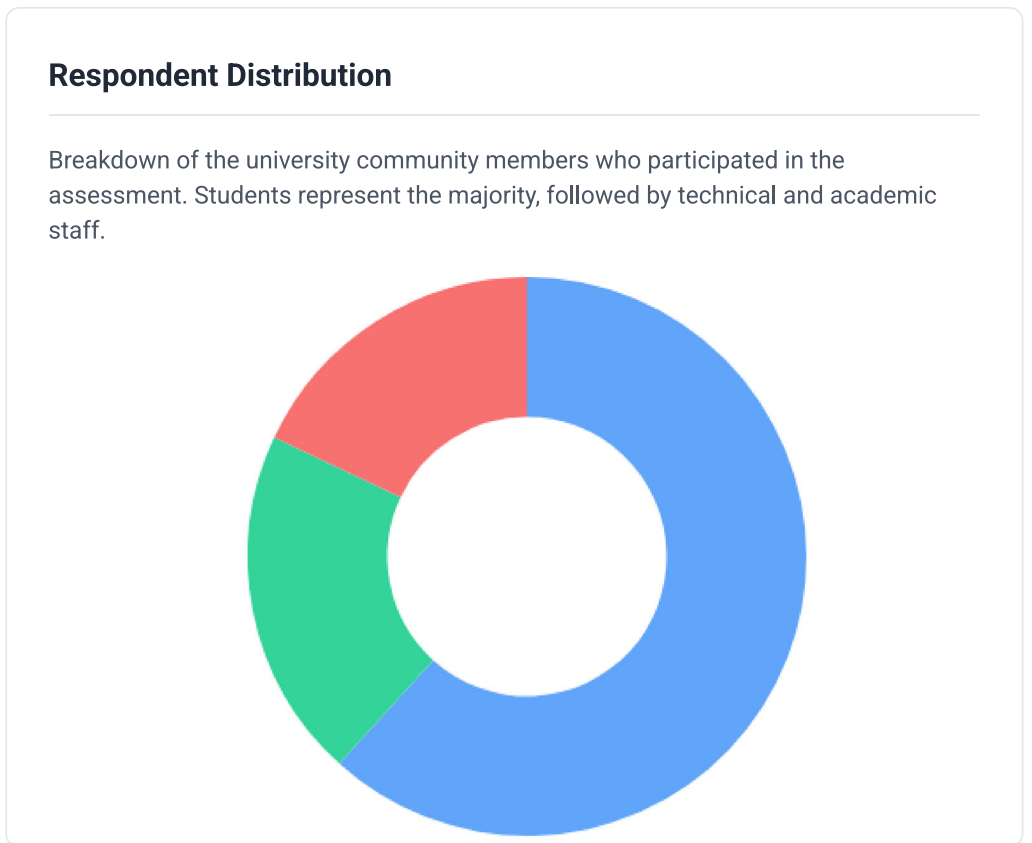
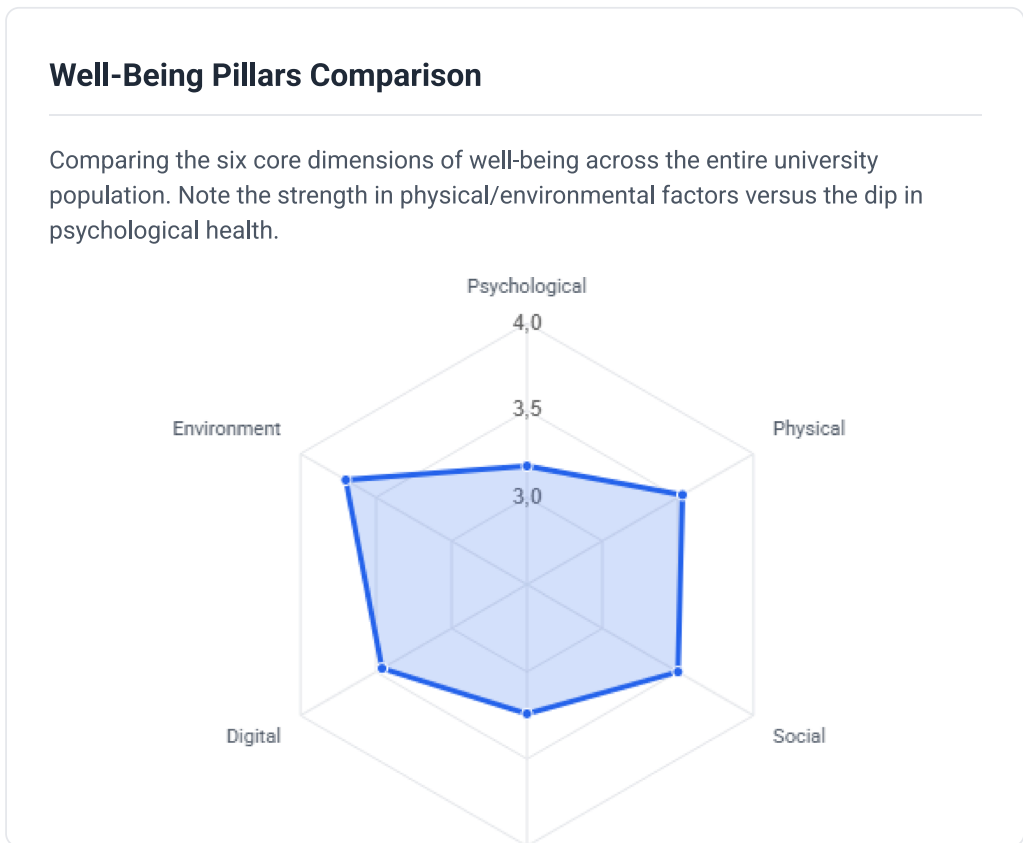
University of Zaragoza | January 2026

An extensive analysis of the university ecosystem's health, covering **661 respondents** across Students, Faculty, and Staff. This infographic visualizes the strengths, critical gaps, and strategic opportunities for enhancing campus well-being.

## Global Snapshot

Overall performance across the six dimensions of the UNITA Well-Being Model.

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|--|--|---|--|
| <p>Overall Score</p> <h1>3.46</h1> <p>Moderate</p> | <p>Total Respondents</p> <h1>661</h1> <p>Sample Size</p> | <p>Strongest Pillar</p> <h1>Environment</h1> <p>Score: 3.70</p> | <p>Critical Pillar</p> <h1>Psychological</h1> <p>Score: 3.18</p> |
|--|--|---|--|



## Deep Dive by Group

Detailed performance analysis and qualitative insights.

**Students**

**3.53** / 5.0

✓ **Top Strength:** Sports & Physical Activity opportunities (4.29).

⚠ **Critical Gap:** Awareness of counseling services (2.87).

*"Need more visibility for existing psychological resources."*

**Faculty (PDI)**

**3.27** / 5.0

✓ **Top Strength:** Digital Competence (3.62).

⚠ **Critical Gap:** Administrative Burden & Bureaucracy (2.11).

*"Bureaucracy consumes time meant for research."*

**Staff (PTGAS)**

**3.59** / 5.0

✓ **Top Strength:** Social Community & Peer Support (3.81).

⚠ **Critical Gap:** Digital Disconnection & "Always-on" culture.

*"Clearer boundaries for emails after work hours."*

## Voices of the Community

Key thematic clusters emerging from open-ended responses.

**Theme 1: Mental Health Visibility**

Students and staff report a "knowledge gap." Resources exist, but are perceived as invisible or stigmatized. There is a specific demand for **exam stress workshops**.

**Theme 2: Systemic Overload**

The dominant theme for Faculty. "Bureaucracy" is the most frequent keyword. Administrative tasks are seen as the primary detractor from professional well-being.

**Theme 3: Digital Boundaries**

A cross-cutting issue, especially for PTGAS. The blurring of lines between work and personal life due to digital tools necessitates a "Right to Disconnect" policy.

**Theme 4: Social Infrastructure**

Requests for physical spaces ("chill zones", lounges) that facilitate non-academic social interaction and community building on campus.

## Strategic Roadmap

High-impact actions to improve university-wide well-being.



### Simplify Bureaucracy

Target: Faculty (PDI)

Digitalize workflows to reduce admin load and free up time for research and teaching.



### Centralize Mental Health

Target: Students

Implement a "One-Click" portal for counseling and launch anti-stigma campaigns.



### Digital Hygiene

Target: Staff & All

Establish protocols for digital disconnection (e.g., no emails after hours).