



UTC
Promoting
Wellness & Success
for Faculty & Staff

Total Organizational Health Overview

Why?

- Data since 2021 reveal ongoing worker health, safety, and well-being challenges
- Persistent weaknesses post-COVID, compounded by external pressures
- Leadership dedicated to fostering employee well-being and protecting employee health and safety
- Need to better attract, retain, and develop talent at all levels

What?

- Total Organizational Health (TOH@UTC) as a cultural attribute and norm
- Strengthening employee engagement and well-being
- Transforming UTC into a regional "Employer of Choice"

How?

- Broadening data-driven and evidence-based practices consistent with TWH®
- Applying the U.S. Surgeon General's (2022) framework for Workplace Mental Health and well-being and the IGLOO framework of multilevel effect
- Engaging all employees
- Strategies focus on resource enhancement and demand reduction or modification

be well

Welcome to the Be Well Faculty and Staff Wellbeing Hub! Explore a range of free and low-cost resources designed to support your wellbeing across the Be Well dimensions. Whether you're looking for tools to help with finances, programs to support your physical and emotional wellbeing, or support around work-life balance, our goal is to help you to thrive both personally and professionally

If you have suggestions for resources or questions about Be Well, please contact wellbeing@utc.edu



move well

Exercise, recreation and exploration of UTC's campus and the surrounding Chattanooga community.



plan well

Academic study, career enhancement, goal setting, financial planning and more.

UTC ~ BeWell Programs

Be Well
Health Fair

Refresh Sleep
Program

Mocs
Wellness
Initiative

Light Therapy
Boxes

Environmental
Wellness
Initiatives

Parkridge
Valley
Hospital
@
UTC

A collaboration between UTC
& Parkridge Valley Hospital is
underway!

- **Provide services for students & employees**
 - Counseling and assessment
 - Overflow intakes
 - After hours sessions
 - Higher acuity mental health concerns
 - Longer-term treatment for trauma and complex diagnoses

University Ombuds

Reimagined University Ombuds Position

- Full time position
- Provides support to faculty and staff
- Close collaboration with campus partners
- Impartial, informal, independent, and confidential services

Workshops & Training Sessions

- Provide resources and strategies for groups and individuals
- Empower employees
- Enhance access and engagement
- Topics - Crucial Conversations, Accountability, dignity, and Psychological Safety.

SCOPE OF SERVICES



**CONFIDENTIALITY
INFORMAL
NEUTRALITY
INDEPENDENCE**



**MEDIATION/
FACILITATION**



**COACHING/
SUPPORT**



**STRATEGIES/
RECOMMENDATIONS**



**WORKSHOPS/
EDUCATIONAL
OUTREACH**



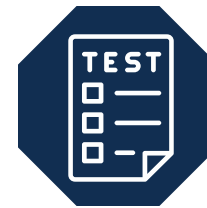
**PROVIDE A SAFE
SPACE /
ACTIVE LISTENING**



**INFORM ABOUT
POLICIES AND
PROCEDURES**



**PROVIDE &
CONNECT PEOPLE
TO RESOURCES**



**PROVIDE
REALITY
TESTING**



**REPORT TRENDS,
ISSUES &
SYSTEMIC
MATTERS**

Personnel Management – HR & EOA

ADA & FMLA

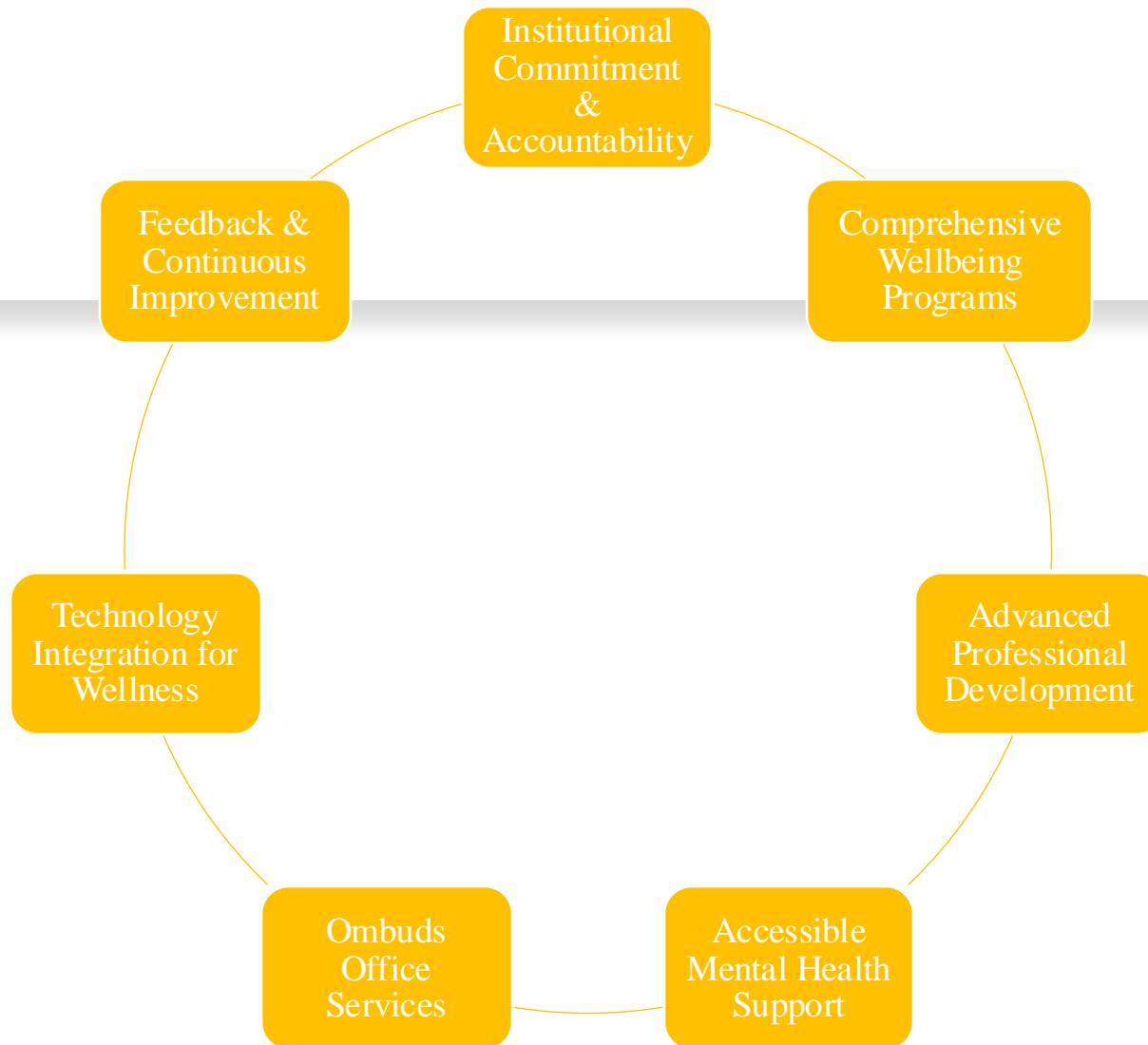
- Individualized and collaborative wellness-focused approach
- Tailored work arrangements, auxiliary aids and services
- Equal opportunity, access and accessibility
- Culture of care and support

Employee Relations & Compliance Services

- Supportive Reporting Environment
- Integration of wellness resources
- Compassionate complaint handling
- Follow-up support and resources



Future-Ready Campus Strategy



Short & Long Term Goals

- UTC 2025-2030 Strategic Plan
 - Goal 2: Be a great place to work ~ Improve the Employee Experience
- Strategic Workforce Plan that enhances:
 - Employee Performance
 - Succession Planning
 - Competitive Compensation
- Division and department goals
 - Promote health, safety, and wellbeing, and facilitates professional development