

Campus Wellness and Success

UT-Knoxville

8 Dimensions of Wellness in the Workplace

Development

- AVC oversees wellness-related departments (RecSports, SHC, SCC, CCR, CHEW)
 - Referenced as “Health & Wellbeing Portfolio” for the DSL.
 - Derived from a strategic priority on health & wellbeing mirroring strategies associated with the Okanagan Charter.
- An opportunity to share resources with the wider campus community.

Training:

- Conducted at Division of Student Life new employee orientation
 - Get staff thinking about their own dimensions of wellness at the start of their UTK experience.
 - Future Plans: Extended to “staff meetings” throughout the H&W portfolio.



8 Dimensions of Wellness in the Workplace

Assessment

- Post training survey
 - Audience to scan QR code and provide response to 3-question survey (mix of direct, indirect, and qualitative feedback)
 - Collected data on self-assessed “Top Dimension of Wellness in all regard”.
 - Collected data on dimensions of wellness that work focuses on for students.
- Goal setting
 - Potential to use “Top Dimension” assessment to form “coaching” teams for new staff who desire improvement in a specific dimension of wellness.



Daytime Membership

- To support and promote health & well-being for faculty/staff, RecSports began offering a Daytime Membership in Spring 2023.
- Access RecSports between 6:00 AM – 3:00 PM, Monday – Friday, & all day on Saturday & Sunday.
- The Daytime Membership is valued at \$17/month and is being afforded to eligible faculty/staff as sponsored benefit from their department.
- Participation is not considered “paid work time”; use of the membership should be during non-work time (i.e. before work, lunch breaks, weekends, flex, etc.)

Faculty events programming

WELCOME

- New college administrators orientation
- New faculty orientation

VISION

- Academic Leadership Retreat

ENGAGEMENT

- Coffee and Conversation: Monthly event, open forum with provost
- Junior Faculty Fellows: Small group lunch
- Tenure Faculty Fellows: Small group lunch

COMMUNITY

- Faculty Pub: Informal after-hours gatherings
- Mic/Nite: After-hours, off-campus presentation of faculty research in Pecha-Kucha format
- Faculty and coaches luncheon: Brings faculty and athletics together

APPRECIATION

- Faculty bookplate: Honors tenure/promotion
- Spring celebration for faculty: Designed to include family and friends
- Academic Honors Banquet: Awards program
- Faculty Appreciation Week: Annual event, multiple activities

SOCIAL

#UTFacultyFun: Social, culture, connection

#CelebrateUTFaculty: Appreciation

Commentary

“Thank you for such an amazing event today. My new coworker looked at me and said, ‘events like these **make me so happy we came here.**’ I couldn't have summed it up any better. These events allow us to bring our families to this amazing university that we **made our academic home.**”

Enrollment Management - Team Investment

Grow 360 is an initiative designed to impact and elevate every employee throughout Enrollment Management. Creating a workforce of the future which is equipped to meet the increasingly complex and ever-changing higher education landscape, Grow 360 consists of five core programs:

- EM Pathways
- Leadership Essentials Series
- ELI (Emerging Leaders Institute)
- SOAR (Strategic Onboarding, Advancement and Retention)
- New Professionals – Launching 2025!

Quotes

“ELI helped me discover some tools that have made me a better manager and enabled me to find direction in Enrollment Management. Clifton Strengths and our Strengths workshops helped me to understand my colleagues better and, as a result, made me a better communicator and problem solver.”

“ELI has been a turning point in my professional growth. The concepts we have discussed enlightened me about how and why we do what we do, and how I can drive our work. The level of investment in future leadership is a very clear sign that Enrollment Management is looking to the future.”

Employee Wellness Key Programs



Highlights

- Evidence-informed programming - National Faculty and Staff Health Assessment (NFSHA)
- Be Well Monthly Newsletter with over 2000 subscribers
- Collaborative approach
 - Student wellness focus areas
 - Human Resources
 - Office of Sustainability
 - Academic Units

