

Faculty & Staff Wellness and Engagement Approaches



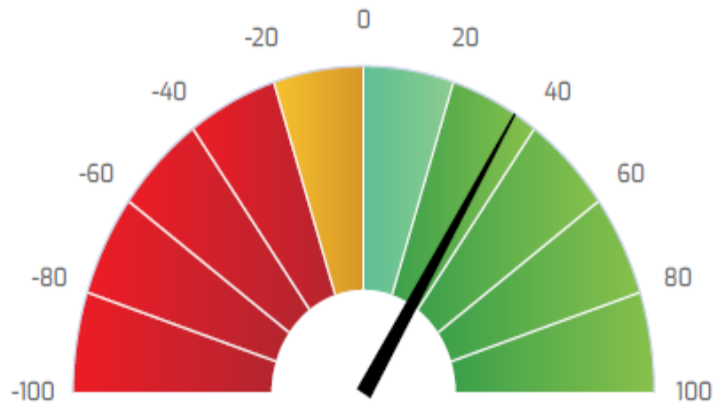
THE UNIVERSITY OF
TENNESSEE
SOUTHERN

Faculty & Staff Wellness and Engagement Approaches

- Core to our Strategic Plan
 - Pillar III: Establish Greater Connectedness & Facilitate Campus and Community Engagement
- Staff Engagement Survey Taken to Heart
- Internal Leadership Development Program
- Time and space for casual interaction
 - First Fridays, Open Office Hours
- Wellness Wednesdays
 - Engagement Activities and Workshops
 - Mindful Mile
- The Role of Civility and Kindness on Campus

UT Southern Staff Engagement Survey

EMPLOYEE EXPERIENCE SCORE (% of Supporters - % of Detractors)



* 78% response rate

CURRENT SCORE

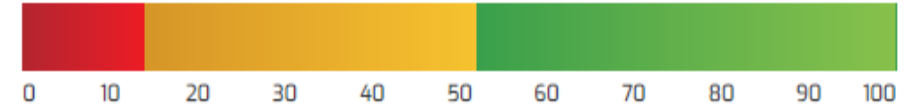
34.8

AVERAGE RESPONSE
8

PREVIOUS SCORE
28.1

BENCHMARK
3.2

SCORE BREAKDOWN



DETRACTORS: 13.6% PASSIVES: 37.9% SUPPORTERS: 48.5%
Answered 0-6 Answered 7-8 Answered 9-10

PREVIOUS SURVEY
17.2%

37.5%

45.3%

Up from
10.9 in
2021

Strategic Plan
Goal:
45 by 2028

What Our Employees Love About UT Southern

2021 (*? response rate*)

- Co-worker relationships
- Working environment
- Culture
- Inclusion
- Company potential

2022 (*74% response rate*)

- Inclusion
- Co-worker relationships
- Culture
- Working environment
- Company potential

2023 (*78% response rate*)

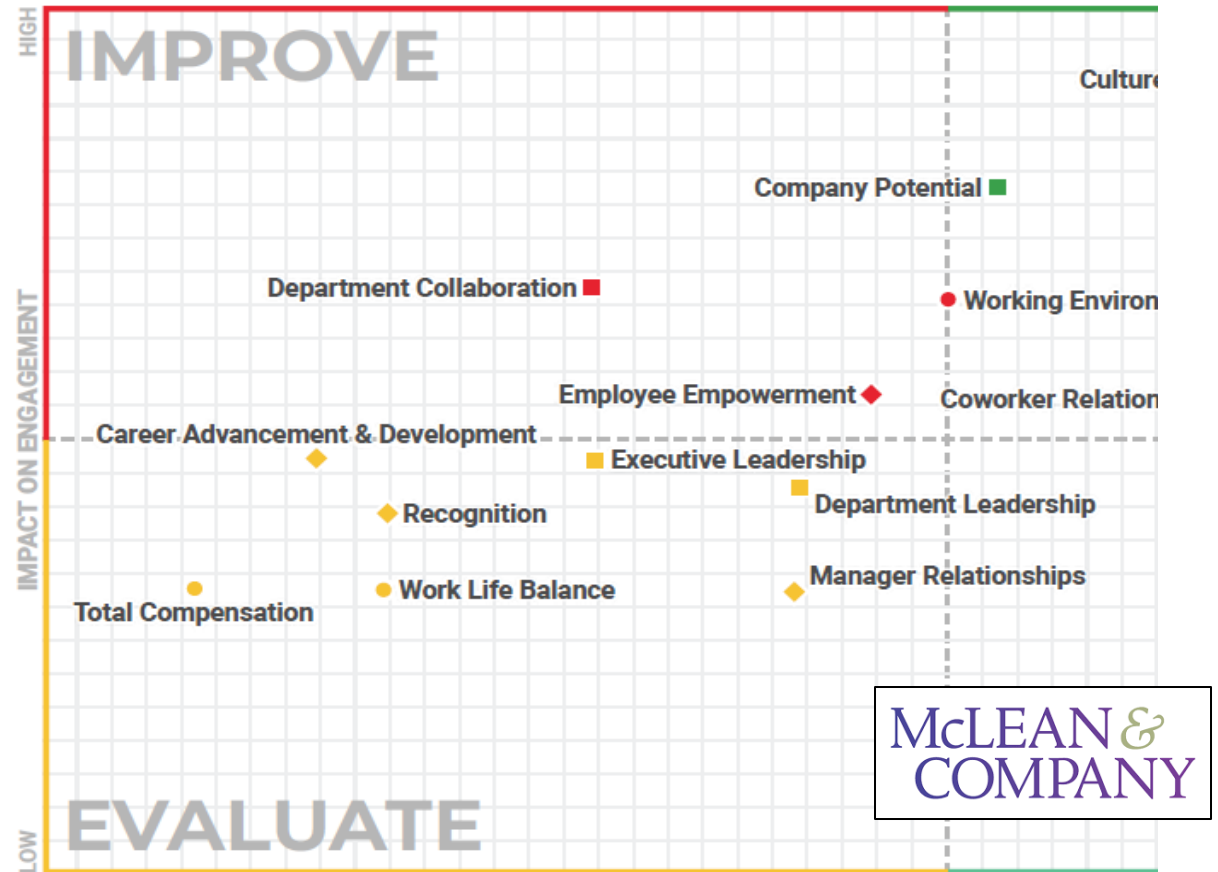
- Inclusion
- Co-worker relationships
- Culture
- Company potential
- Working environment

2023 Engagement Areas to Improve/Evaluate

Areas to Improve/Evaluate

- Department Collaboration*
- Employee Empowerment
- Working Environment
- Work Life Balance*
- Total Compensation*
- Career Advancement & Development*
- Recognition*
- Executive Leadership*
- Departmental Leadership
- Manager Relations

**Improved Over Previous Survey*



Opportunities to Improve Engagement

Department Collaboration

- Collaboration Grants
- Department Spotlights
- Campus Community Gatherings
- Monday Notes
- First Fridays & Birthday Lunches

Employee Empowerment

- Update Staff Position Descriptions
- Virtual Suggestion Box
- Staff to Lead Key Initiatives
- Strategic Plan Implementation Teams

Opportunities to Improve Engagement

Working Environment

- Enhance Physical Workspaces
- Promote Systemwide Wellness Opportunities
- Friday Townhalls
- Greater Consistency/Rationale for Work-from-home

Work Life Balance

- Flexibility & Consistency in Work Schedules
- Actively Promote & Engage Staff in Meaningful Discussions Around Work Life Balance
- Lead by Example
- Self-care Opportunities

Mindful Mile: The University of Tennessee Southern's Effective and Engaging Campus Wellness Strategy





Wellness Wednesdays and the "Mindful Mile" serve as:

- A progressive ongoing grassroots health promotion program event
- Built on the principles of:
 - Movement is Medicine, which delivers mental and physical benefits of being outdoors
 - Engaging and igniting relationships and connections among faculty, staff and students in a relaxed, hierarchy-free environment.
 - All while cultivating social norming and the values of a wellness culture
- Provides an opportunity to publicly display an assortment of positive messaging and educational programming through signage with fun facts, famous quotes, games, challenges, and rewards.

The Role of Civility and Kindness on Campus

- One week before the Presidential Election, a potentially volatile and divisive time of American history,
- This event was unique because it faced many barriers head on as an act of civil responsibility and upholding our institutional values and mission.
- Explored the role of civility and kindness in reinforcing the value of community wellness, the social utility of public education, and the lessons learned throughout U.S. history.
- Led by Dr. Josh Dunn and Dr. William Lyon from UT Knoxville



THANK YOU