

# Improving Faculty & Staff Wellness Building Blocks to Impact the Present & Future

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## Existing Resources - Faculty & Staff Wellness

- Free Fitness Center Multiple Programs
- University Health Clinical Services On Site Access
- Wellness Courses Available through Benefits Office/Insurance
- Employee Assistance Program
- Health Incentive Program Offered through UTHSC Insurance
- Financial Wellness Courses via University Credit Union
- Chief Wellness Officer

#### **VALUES**

- Bold and impactful
- Embrace diversity
- Optimistic and visionary
- Nimble and innovative
- Excel in all we do

- United and connected
- Transparent and trusted
- Health focused
- S Science driven
- **C** Caring and professional

### Strategic Plan 2023-2028



#### PILLAR #5

#### **Developing Talent**

Creating an environment of success for all,

#### Continued.

#### OBJECTIVE 2

Increase employee and student recruitment, engagement, and retention.

#### STRATEGY 5.2.1

Implement best practices in faculty and staff recruitment.

#### STRATEGY 5.2.2

Develop training specifically designed to enhance leadership and business acumen through emulating and most line or reduceship medicals.

#### STRATEGY 5.2.3

Establish programming and resources that promote the mental, physical, and emotional well-being of all members of the UTHSC community.

#### STRATEGY 5,2,4

Increase the retention of current employees (faculty and staff).

#### **OBJECTIVE 3**

Establish and maintain a comprehensive data management framework to leverage existing data, find new sources of data, and maximize the value of data across UTHSC.

#### STRATEGY 5.3.1

Create and maintain an educational data analytics center of excellence.

#### STRATEGY 5.3.2

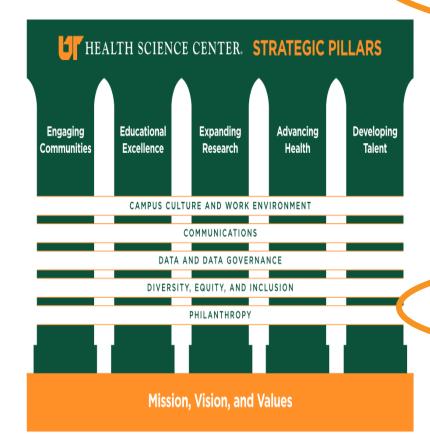
Develop, implement, and maintain data dashboards for senior leadership.

#### STRATEGY 5.3.3

Develop, implement, and maintain modern data query and sharing capabilities.

#### STRATEGY 5.3.4

Develop searchable databases to provide internal and external audiences with information about UTHSC's research, clinical care, and public service efforts.





### Campus Steps to Become Future Ready

- Wellness Officer
- Wellness Committee
- Online Wellness Repository

Mental wellness

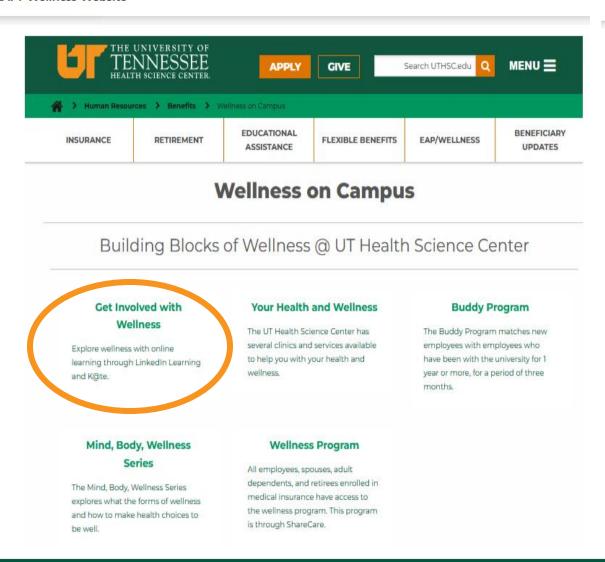
Physical wellness

**Emotional wellness** 

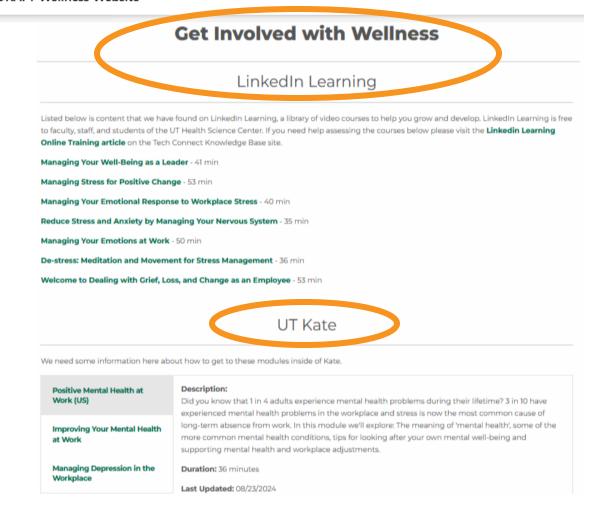
Financial wellness

- College Specific Approaches
- CON APPR goals include a self-care goal
- COM Grief Support during student loss

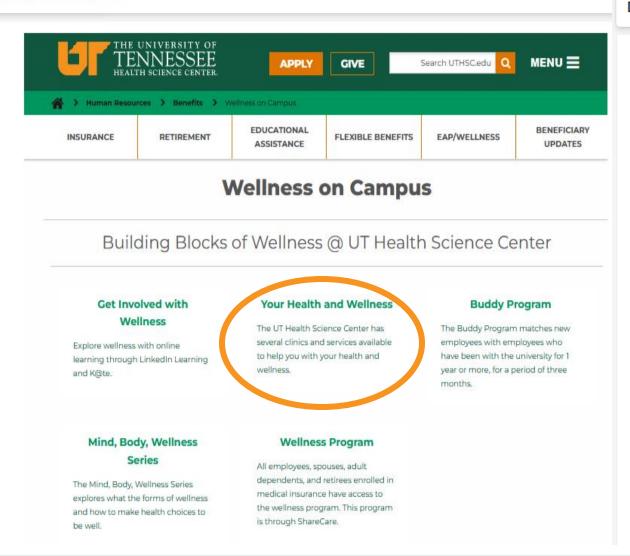
**DRAFT Wellness Website** 



#### DRAFT Wellness Website



#### DRAFT Wellness Website



#### DRAFT Wellness Website

#### **Your Health and Wellness**

#### **ASP Clinical Services**

Speech, Language and Swallowing Services (Knoxville)

#### Hearing and Balance Services (Knoxville)

We offer comprehensive hearing, balance, and speech-language services by board-certified audiologists, speech pathologists, and ASP graduate students using a team-based approach to meet the unique needs of each patient, from infants to older adults.

#### Campus Recreation

The mission of Campus Recreation is to provide safe, intentional, and enjoyable activities and facilities with an emphasis on students and the UT Health Science Center surrounding community to encourage active healthy lifestyles, foster leadership development, instill an appreciation for diversity, and enhance interpersonal relationships.

#### **Dental Services**

UT Health Science Center College of Dentistry provides dental care in three different clinic settings. It can be difficult to select which clinic is most appropriate for a patient's needs. Please review the link above to see which clinic may be the best fit for you.

#### **Dermatology Clinics**

The Kaplan-Amonette Department of Dermatology serves as a tertiary referral center for Memphis and the entire Mid-South region. We offer services in the areas of general and medical dermatology, dermatological surgery, dermatopathology, and cutaneous oncology.

#### **University Health Services**

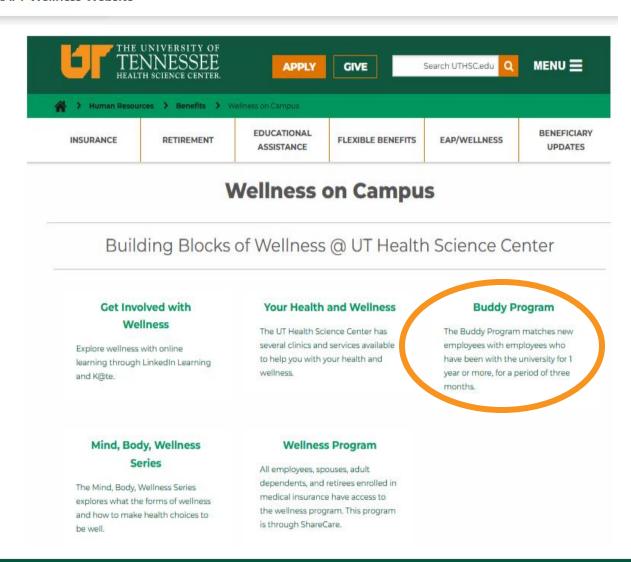
University Health Services (UHS) offers professional and confidential services to the UTHSC students, faculty, staff, and their immediate family members (over 18 years old.) Our goal is to create and sustain a healthy campus community supporting the importance of a healthy social and learning environment.

#### Vision and Eye Services

The Hamilton Eye Institute at the University of Tennessee Health Science Center Department of Ophthalmology provides comprehensive eye exams and specialty eye care for Memphis and the Mid-South. It also attracts patients from throughout the nation and world.



#### DRAFT Wellness Website



#### **DRAFT Wellness Website**

#### **Buddy Program**

Orientation and retention are all about max. So new employees for at home. Along the way, that also means helping them understand our organizational culture and environment.

The Buddy Program matches new employees with employees who have been with the university for 1 year or more, for a period of three months. It provides new employees with a reliable, motivated, single point-of-contact for their basic questions regarding their work experience at UTHSC. The aim of this program is to target two goals: To provide the new employee with a point of contact for general queries regarding day-today operational issues, (such as the location of facilities, information processing requirements and relevant company policies) and to help the new employee integrate with the university by providing access to someone who is familiar with our culture, attitude and expectations.

#### Objectives:

- Build on the knowledge obtained in the New Employee Orientation and department orientation
- Enable new employees to become knowledgeable about department practices and organizational culture in a shorter period
- Ensure that routine queries regarding basic operational issues are dealt with expeditiously
- Reduce the initial confusion and uncertainty faced by all new employees
- Maximize the productivity of manager/new employee meetings by allowing them to focus on job-specific issues
- Increase the new employee's self-confidence allowing him/her/them to focus on adding value to the organization

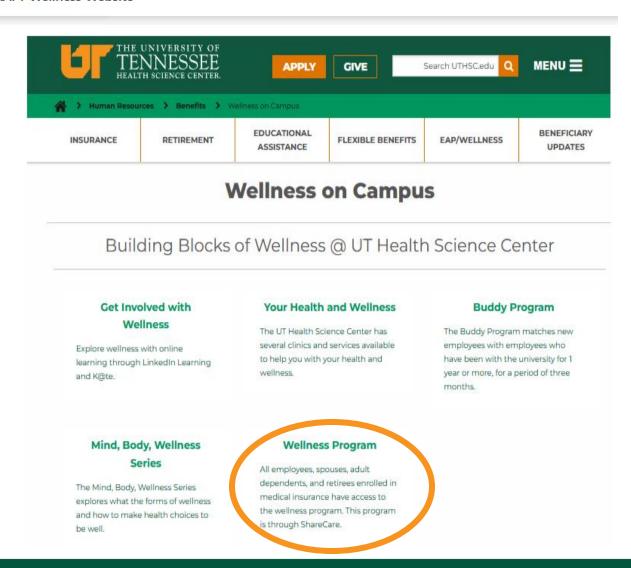
#### A Buddy DOES NOT:

- Replace the supervisor/manager's role or take on any supervisory or lead duties
- Act as the "go-to" person re: assignments, business decisions, etc.
- Provide training and or assess performance
- Act as a career mentor or job coach

The role of a Buddy must be distinguished from that of a manager, mentor or coach: You are not being asked to act as your new employee's manager, mentor or coach - you are not responsible for their growth or development as an individual, and it is not part of the role of a Buddy to take on such a responsibility. You will not be assessed on your success as a Buddy by whether or not the new employee you work with develops as an individual during the three-month period.



#### DRAFT Wellness Website



#### **DRAFT Wellness Website**

### Wellness Program

Sharecare is our wellness vendor and is ready to help your. Health goals. Once the set up your online account, you can access a health assessment, a new weight management program (if eligible), telephonic coaching as well as online or group coaching. There are also many online resources such as challenges, recipes, trackers and much more.

Set up your new **wellness program account.** Go to the Create An Account link and follow the steps to register. You will need to have your 8-digit Edison ID handy. It can be found on your or your spouse's Caremark card.

#### Cash Incentives

ActiveHealth will manage the new cash incentive program available to all active state and higher education employees and spouses.

Regardless of the health plan you choose, you will be able to earn cash incentives for completing certain wellness activities. You and your spouse could each earn up to \$250 a year. That is up to \$500\* for the employee and spouse annually.

#### 2024 Incentive Table A

#### Biometric Screenings

Quest Diagnostics is our biometric screening vendor. Set up your **online account** with Quest. When you set up your Quest account the first time, you will need the registration Key: SOT. Then follow the instructions.

The Edison number is the same for the employee and spouse and is located on the Pharmacy Caremark Card.

You will also have access to onsite biometric screenings. Those will start in April. Your annual physical is covered by the health plan at no cost. If you want to earn the cash incentive for completing a biometric screening you can attend an onsite screening or download the physician screening form.

If you have questions about the wellness plan, please contact Active Health at 888.741.3390.

## Steps to Future Readiness in Adapting to Faculty & Staff Wellness

### Assess Needs of Faculty & Staff:

- Focus Groups which include Faculty & Staff
- Utilize campus consultant to create valid questions
- 45–50-minute sessions
- Virtual session for distance employees

#### Other Considerations:

- Collaborate with college leaders to assess potential needs
- Survey to discover gaps or areas of improvement

### Impacting the Future

#### In the short term these actions:

- Provide immediate accessible resources for faculty and staff to improve their physical, mental, emotional, financial, and overall well being, directly impacting staff and faculty, indirectly impacting students and the communities we serve.
- Provide opportunities to assess the needs of faculty and staff, allowing avenues for to respond appropriately.

#### In the long term these actions:

 Align with the 2023-2025 strategic plan, in pillar five. "We develop talent by creating a successful environment for all as we establish programming and resources to promote the mental, physical, and emotional well-being of all," ultimately increasing retention and recruitment, improving the UTHSC Community for all.

### Thank you!

Questions?

