



THE UNIVERSITY OF
TENNESSEE
HEALTH SCIENCE CENTER.

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

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Faculty Senate President 2024-2025

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

Strategic Plan 2023-2028



VALUES

- B** Bold and impactful
- E** Embrace diversity
- O** Optimistic and visionary
- N** Nimble and innovative
- E** Excel in all we do
- U** United and connected
- T** Transparent and trusted
- H** Health focused
- S** Science driven
- C** Caring and professional

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 modeling the UT leadership institutes.

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

Online Wellness Repository

DRAFT Wellness Website

The screenshot shows the top navigation bar of the University of Tennessee Health Science Center website. It includes the UT logo, the text 'THE UNIVERSITY OF TENNESSEE HEALTH SCIENCE CENTER.', and buttons for 'APPLY' and 'GIVE'. A search bar contains 'Search UTHSC.edu' and a 'MENU' button with a hamburger icon. Below the header is a green breadcrumb trail: 'Home > Human Resources > Benefits > Wellness on Campus'. A white navigation menu contains six items: 'INSURANCE', 'RETIREMENT', 'EDUCATIONAL ASSISTANCE', 'FLEXIBLE BENEFITS', 'EAP/WELLNESS', and 'BENEFICIARY UPDATES'.

Wellness on Campus

Building Blocks of Wellness @ UT Health Science Center

Get Involved with Wellness

Explore wellness with online learning through LinkedIn Learning and K@te.

Your Health and Wellness

The UT Health Science Center has several clinics and services available to help you with your health and wellness.

Buddy Program

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.

Mind, Body, Wellness Series

The Mind, Body, Wellness Series explores what the forms of wellness and how to make health choices to be well.

Wellness Program

All employees, spouses, adult dependents, and retirees enrolled in medical insurance have access to the wellness program. This program is through ShareCare.

DRAFT Wellness Website

Get Involved with Wellness

LinkedIn Learning

Listed below is content that we have found on LinkedIn Learning, a library of video courses to help you grow and develop. LinkedIn Learning is free to faculty, staff, and students of the UT Health Science Center. If you need help assessing the courses below please visit the [LinkedIn Learning Online Training article](#) on the Tech Connect Knowledge Base site.

Managing Your Well-Being as a Leader - 41 min

Managing Stress for Positive Change - 53 min

Managing Your Emotional Response to Workplace Stress - 40 min

Reduce Stress and Anxiety by Managing Your Nervous System - 35 min

Managing Your Emotions at Work - 50 min

De-stress: Meditation and Movement for Stress Management - 36 min

Welcome to Dealing with Grief, Loss, and Change as an Employee - 53 min

UT Kate

We need some information here about how to get to these modules inside of Kate.

Positive Mental Health at Work (US)

Improving Your Mental Health at Work

Managing Depression in the Workplace

Description:

Did you know that 1 in 4 adults experience mental health problems during their lifetime? 3 in 10 have experienced mental health problems in the workplace and stress is now the most common cause of long-term absence from work. In this module we'll explore: The meaning of 'mental health', some of the more common mental health conditions, tips for looking after your own mental well-being and supporting mental health and workplace adjustments.

Duration: 36 minutes

Last Updated: 08/23/2024

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UT THE UNIVERSITY OF TENNESSEE HEALTH SCIENCE CENTER. APPLY GIVE Search UTHSC.edu MENU

Home > Human Resources > Benefits > Wellness on Campus

INSURANCE RETIREMENT EDUCATIONAL ASSISTANCE FLEXIBLE BENEFITS EAP/WELLNESS BENEFICIARY UPDATES

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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.

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Orientation and retention are all about making new employees feel 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-to-day 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.

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Sharecare is our wellness vendor and is ready to help you achieve your health goals. Once you 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](#)

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?

