



Your Office of Well-Being

FY24 in review



EMORY
WOODRUFF
HEALTH
SCIENCES
CENTER

EmWELL
OFFICE OF WELL-BEING

ABOUT THE OFFICE

Established in 2022, Emory WHSC Office of Well-Being, or EmWELL, facilitates system-wide changes that enable team members in healthcare and health sciences to effectively practice in a culture that prioritizes and promotes wellness and professional fulfillment while optimizing the function of Emory's health system and establishing a robust well-being research foundation.

Our mission is to support and improve the individual, team, and organizational well-being at the Woodruff Health Sciences Center (WHSC), and we do it by creating, enhancing, leading, and studying innovative well-being initiatives that include interventions, education, research, and advocacy, in partnership with teams across the organization.





MISSION

To support and improve the individual, team, and organizational well-being at the Woodruff Health Sciences Center (WHSC)

VISION

To be a recognized leader in the development, realization, and promotion of health science and health care well-being practices through active observation, thoughtful study, and meaningful collaboration

PURPOSE

To create, enhance, lead, and study innovative well-being initiatives that include interventions, education, research, and advocacy, in partnership with teams across the WHSC

MESSAGE FROM THE EMWELL TEAM

Our accomplishments over the last year have only been possible because of the engagement and support from each and every one of you - from sharing your feedback in the inaugural well-being survey, to supporting the EmWELL initiatives, to helping us lead and execute the work. Thank you. It takes a village, and we have a good one. #WeAreAllInThisTogether

*Sincerely,
Amaka, Chad, Evan, Tia & Krystyna*



In 2022 EmWELL developed this *working definition of well-being based on the feedback of more than 1,400 team members at the Woodruff Health Sciences Center.*

WORKPLACE **WELL-BEING** DEFINITION

The **optimal** state of **health** and **fulfillment** experienced by **people** and **teams** when they feel

- **Safe**
- **Balanced**
- **Respected**
- **Supported** in their efforts
- **Connected** to their communities
- **Satisfied** by being able to function at their best
- **Joyful** from engaging in meaningful activities

*EmWELL's **well-being framework** is inspired by Stanford Professional Fulfillment model, and is adopted to serve Emory's diverse healthcare workforce.*



INFRASTRUCTURE

Operations Team



Evan Thoman, MS, PMP, CWP
Chief Well-Being Officer



Chad Ritenour, MD
Strategic Advisor, EmWELL



Krystyna Morgan, MPH
Director, EmWELL

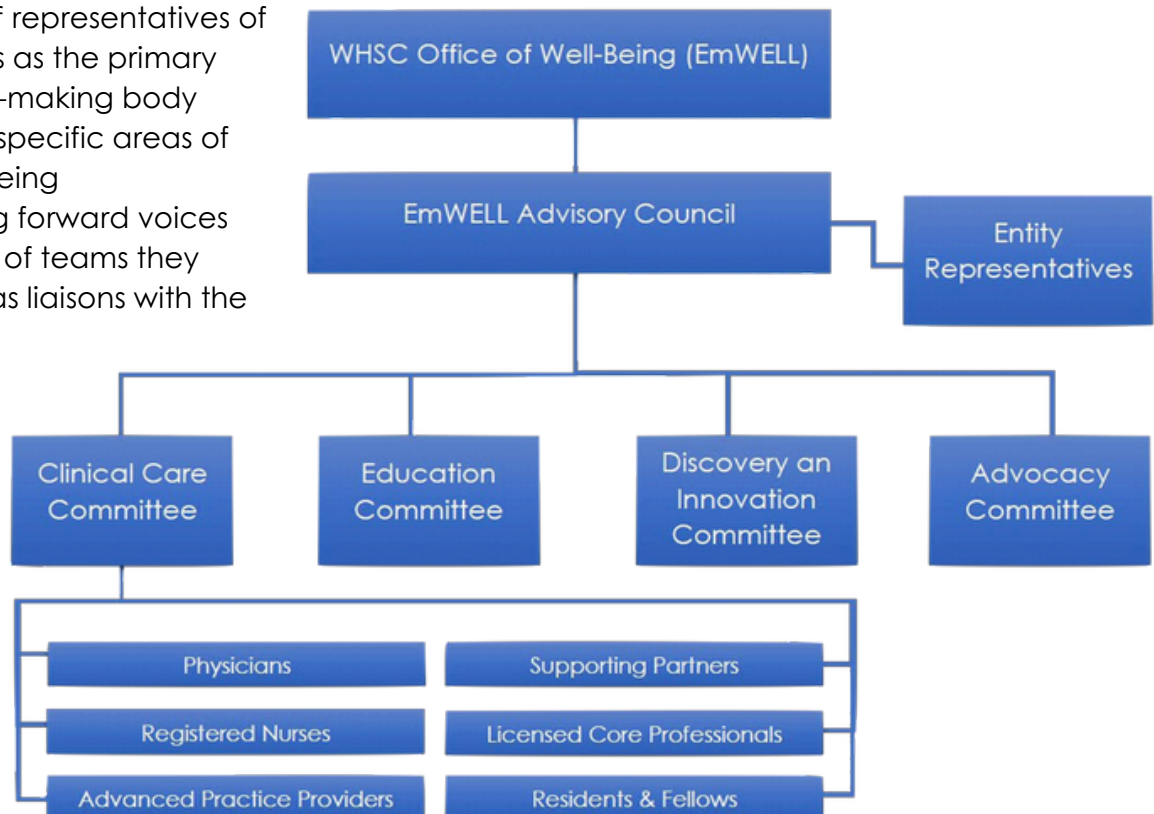


Tia Bradley, MS, CHES
Program Manager, EmWELL

EmWELL Advisory Council and Committees

Over **120** leaders across the WHSC have engaged in the work of EmWELL in various capacities, contributing to **thought leadership**, **strategic direction**, and **bidirectional communication**.

- The **Council** consists of representatives of WHSC units and serves as the primary advisory and decision-making body
- **Committees** focus on specific areas of work related to well-being
- **Workgroups** help bring forward voices and well-being needs of teams they represent, and serve as liaisons with the front lines



EMWELL 5 YEAR STRATEGIC PLAN



Through **cross-enterprise collaboration** powered by EmWELL committees and workgroups, and with the help of Strategic Planning Office, EmWELL outlined the **5-year strategic plan in December 2023.**

STRATEGIES

- 1 Embed well-being as an essential cultural component throughout WHSC
- 2 Establish and disseminate recommendations to support the well-being of our teams
- 3 Enhance and promote the well-being of our employees, trainees, and students through curricula and professional development
- 4 Inspire innovation in the science and function of well-being
- 5 Engage with our internal and external partners across Emory University, WHSC, and the community to optimize well-being and create meaningful relationships
- 6 Advocate for policy related to the support of well-being at the local, state, and national level
- 7 Establish the Office of Well-Being and individuals within WHSC as leaders of interprofessional well-being among academic health science centers
- 8 Construct a sustainable and fiscally responsible organizational framework to support well-being across WHSC

ASSESSMENT

HEALTHCARE PWAC

PW
AC

WHSC Office of Well-Being (EmWELL) partnered with the Healthcare Professional Well-being Academic Consortium (PWAC) to evaluate the current state of well-being and professional fulfillment of WHSC employees, including Emory Healthcare, with the purpose of helping develop, advocate for, and adopt practical strategies to improve these.



- A Stanford-led consortium, PWAC unites **26 academically-affiliated, U.S. medical centers** with a shared dedication to **advancing the well-being of healthcare professionals**.
- EmWELL joined PWAC in 2022 with the agreement to deploy their **validated survey every 2 years**.

- EmWELL implemented its **inaugural well-being survey in fall 2023** (9/12-10/22)
- It has been the **largest survey to date among PWAC members**, with over 37,000 Emory employees invited to participate (all WHSC employees)
- **8,742 individuals completed the survey** (from 37,111 invited, 23.6% response rate)
- EmWELL team has shared **over 30 reports** with system-level leaders, started working on a **well-being dashboard prototype**, and launched **data-driven targeted interventions**, such as GROSS.

Woodruff Health Sciences Center's Office of Well-Being launches inaugural well-being survey

By Woodruff Health Sciences Center • Oct. 4, 2023



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emwell.emory.edu

GROSS Pilot

Getting Rid of Stupid Stuff

What's the pebble in YOUR shoe?



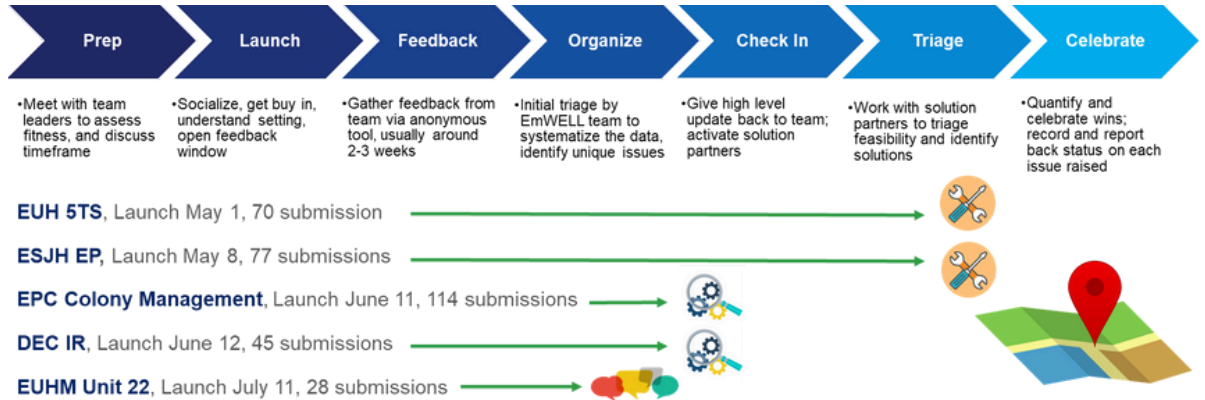
The GROSS initiative has been promoted by the AMA and implemented at various healthcare systems across the country offering the potential for:

- Improved workplace culture and efficiency
- Improved employee engagement
- Improved well-being and protection against burnout

EmWELL has adopted the framework and **developed a pilot program to test feasibility and effectiveness** of this approach at Emory. The **first pilot launched on May 1, 2024**, followed by 4 more in the following months.

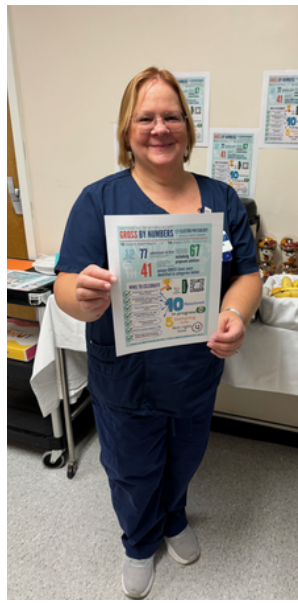
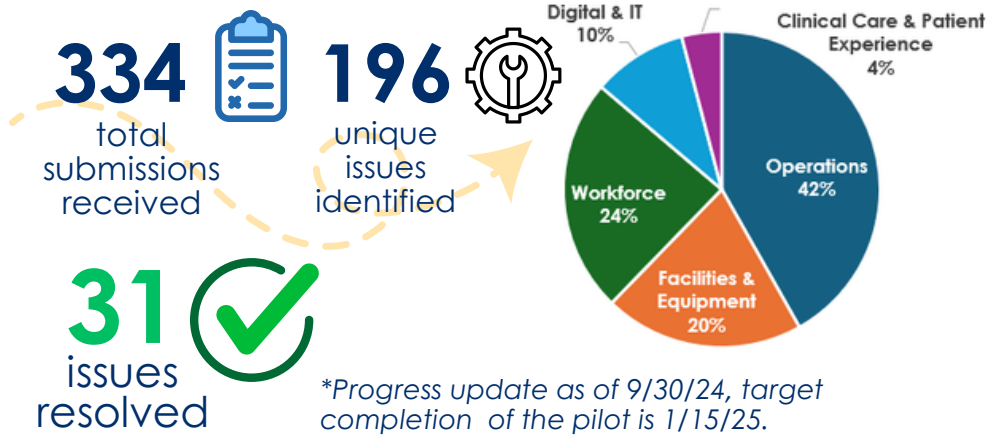


5 teams selected based on PWAC data



Guiding Principles

- Team-Based**
5 areas will participate in the initial pilot
- Timebound**
The process will be carried out in a limited timeframe
- Solutions Focused**
Solutions will be triaged based on complexity/feasibility



EMORY'S BUILDING RESILIENCE AND COMPASSION ENCULTURATION

EMBRACE

PEER SUPPORT PROGRAM



Mission:

To build an organizational culture conducive to a resilient workforce

Goals:

- Decrease burnout
- Increase resilience and well-being
- Improve employee engagement/satisfaction
- Increase leadership skills
- Increase (or sustain) employee retention

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I am emBRACE
Peer Supporter



Dorie L. Griggs, M. Div.

As a hospital chaplain, and also a chaplain to first responders, I know how important it is for individuals to share their stories with an empathetic listener. An active peer support program has proven to be the single most important avenue for an organization to employ to support staff who deal with stressful situations. In healthcare, especially during a global pandemic, we face stressful situations each day.

It's Ok not to be Ok.

emBRACE
Peer Support Program

Learn more and request a session:



4 cohorts completed training

104 active peer supporters

1000 est. sessions per year

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I am emBRACE
Peer Supporter



Anekiya Nyamsi

Being an EmBrace Peer Supporter has provided me the opportunity to be a sounding board to our healthcare professionals. A listening ear goes a long way when a person is frustrated and overwhelmed and does not feel heard. I am thankful to be that listening ear to offer reassurance of belonging, ideas and approaches that are helpful to improve the wellbeing of someone else.

It's Ok not to be Ok.

emBRACE
Peer Support Program

Learn more and request a session:





EMWELL MICROGRANTS PROGRAM

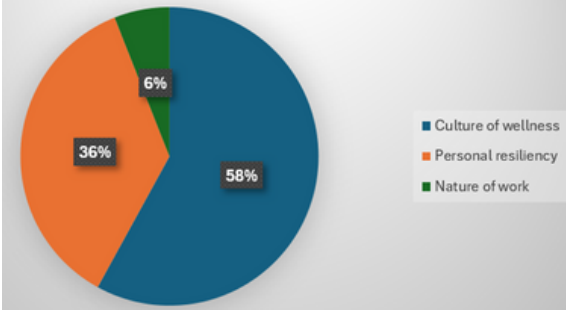
Objective:

EmWELL Microgrants program **launched in 2023** to provide seed funding to Woodruff Health Science Center (WHSC) team members, and affiliates in **support of team-related well-being initiatives**. A total of \$15,000 has been awarded during fiscal year 2024 to support selected initiatives.

Purpose:

EmWELL microgrants are designed to support **innovative, well-being** focused initiatives across the WHSC, that are **evidence-based**, and have the potential for **sustainability** and **scalability**. Projects can support **workplace culture**, the **nature of the work** teams do, or aspects of **personal resiliency**.

Areas of focus in 2023 applications



Themes from 2023 microgrant applications



EmWELL Microgrants 2023 Recipients

#	Project Name	Primary Investigator (s)	WHSC Entity
1	Art of Pain: A Multidisciplinary Pain Fellowship Museum-Based Education Program	Boris Spektor Ali John Zarrabi David Boorman	Emory Pain Fellowship
2	Code Lavender Serenity Room	Kathryn P. Moore Sikina McDonnough	ESJH
3	Fostering the connection between wellbeing and belonging through a staff awards program	Aaron Lee Cliff Teague	SOM
4	On Shift Wellbeing Innovation for Emory EM Residents	James O'Shea Michael Zhdzinski Michelle Lall	SOM/Grady
5	Grant Proposal for Emory University Hospital's Rehabilitation Therapy Department to Address Effects of Burnout, Physical and Moral Fatigue and Injury: Current, Present and future Prevention	Tina Spears Keely M. Collins	EUH
6	Micro Practices for Stress Management in Healthcare Employees	Jodie Smith Divya Gupta Sharon Howell Martha Boudreau	EUH
7	Serenity for Staff	Ashley Kennedy Lisa Landry	EJCH



Fellows and faculty from Emory's multidisciplinary pain fellowship participate in an "Art of Pain" session at the High Museum of Art.



One of the inaugural EmWELL microgrants established a staff award program within Emory's School of Medicine. Several of the 20 award recipients are shown with Carlos del Rio (left), who was the school's interim dean at the time. Applications for the next round of microgrants are open until July 22.

PLANT-POWERED PILOT

ASBURY CAFE, EMORY UNIVERSITY HOSPITAL

In January 2024 the Food & Nutrition team at Emory University Hospital created a 4-week pilot to feature a variety of curated healthy plant-based menu items on the cafeteria menu at Asbury Café. Each week day a new plant-based menu item was featured. EmWELL supported the communication, evaluation and dissemination of findings and lessons learned.

- Close to **2,000 plant-based meals** were sold in 4 weeks (estimated 53% of meals at the Chef's Plate station)
- On **9 of the 20 days** plant-based options were **more popular** than meat option
- On **7 of those days** plant-based option **more than doubled the sales** of the meat option
- **246** customers provided feedback
- **85%** of feedback was **positive**
- **Play-book** for future pilots was created and shared with other Emory hospitals
- **Top 8** recipes have been incorporated on **daily menu** at Asbury
- **Patient facing pilot** was launched in April, with over **1,700 served**
- **Patient education** portal created
- Next cafeteria pilot launched in **EUOSH** in August
- Team has presented **internally, locally** and **nationally** on this work



READ MORE



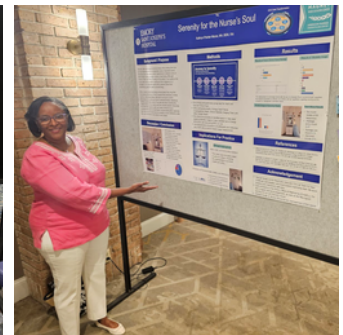
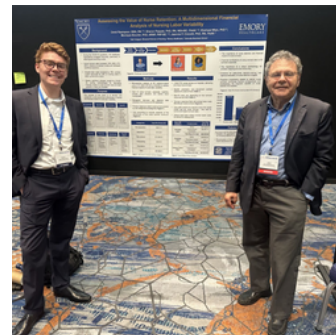
EDUCATION & TRAINING

EmWELL Well-Being Scholarship Program

The program supports selected engaged leaders across WHSC to attend conferences related to well-being with the purpose of professional development and presenting their work.

In FY24 EmWELL supported **5 individuals** through the **EmWELL Well-Being Scholarship Program**

- Cherie Hill, MD
- Jeanne Hatcher, MD
- Connor Flynn, RN
- Omid Razmpour, PhD
- Kathryn Moore, RN



“Being able to attend the 2nd annual National Conference of Well-being was an incredibly positive experience and it has **revitalized my passion to ingrain wellness into the nursing profession**. ... My key take away would be the importance of developing a culture with wellness in mind.” - **Connor Flynn, RN, EUH Unit Direct and EmWELL RN Workgroup Co-Lead**

Example of the Well-Being Related Education Events

EmWELL
CLINICAL CARE | ADVOCACY
DISCOVERY | EDUCATION

JOIN US

SCAN ME

EmWELL Journal Club:
ANIMAL ASSISTED INTERVENTIONS (AAI)
WITH TARYN KELLOGG, MN, CCRN

Mon, 26th at 12-1pm
EUH T239 + Zoom

Those who come in person might get to meet Koda, the dog!

All Emory Healthcare and University employees and students are welcome to join.



Launched **Journal Club** series, with first hybrid session focused on **Animal Assisted Interventions**, with over **40 participants** for the live event, including **Kona, the Dog!**

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REGISTER NOW

WEBCAST

"SUICIDE PREVENTION AND STRESS FIRST AID"

WITH HEATHER HARTMAN-HALL, PHD

WED, SEP 20
12-1:15PM

National Suicide Prevention Awareness Month, September 2023

bit.ly/EmWELLPFA



Facilitated a virtual **Suicide Prevention and Stress First Aid training** in honor of National Suicide Prevention & Awareness Month, reaching over **80 participants** during the live event, with additional asynchronous view after.

COMMUNITY & BELONGING

Creating safe spaces and facilitating conversations to form community and cultivate the sense of belonging.



EmWELL facilitated **APP focus group**, to understand opportunities to support APP **professional fulfillment**; **25+ APPs** with specific action items.



Physicians well-being circle, to create **psychological safety** and discuss physician specific challenges; **30+ physicians**.



EmWELL Walk-with-a-Leader Series; 5 walks and **10 WHSC leaders**.



EMORY WOODRUFF HEALTH SCIENCES CENTER EmWELL OFFICE OF WELL-BEING

Wed, Feb 21st 12-1PM

APP WELLNESS CHAT & LUNCH

A friendly gathering for Emory APPs with panel discussion about well-being and lunch for those attending in person.

REGISTER NOW 

<https://bit.ly/APPwellchat>

EUH, Tower Conference Room + Zoom




EMORY + YOU WOODRUFF HEALTH SCIENCES CENTER EmWELL OFFICE OF WELL-BEING bit.ly/EmWELLcircle

REGISTER NOW 

A gathering of physicians to create space for authentic conversations regarding personal mental health and emotional well-being.

EMWELL PHYSICIANS CIRCLE: LISTENING AND CONVERSING

Join us for a discussion with the leaders of EmWELL Physician Workgroup, Dhaval Desai and Jeanne Hatcher, and co-facilitated by Gordon Tuttle and Janice Harewood of FSAP.




Weekly walks with our WHSC leaders in honor of Move More Challenge. We will meet at WHSCAB lobby!

TUE, APRIL 16 12-1PM – SCOTT LARIMORE & KRYSZYNA MORGAN

TUE, APRIL 23 12-1PM – ALISTAIR ERSKINE

TUE, APRIL 30, 12-1PM – BYRON HUNTER

MON, MAY 6 12-1PM – CHAD RITENOUR & DAVID STEPHENS

TUE, MAY 7, 12-1PM – AMAKA ENEANYA & ROCK ANDERSON

TUE MAY 14, 12-1PM – GEORGE GRANT

TUE MAY 21, 12-1PM – JOE DEPA

Have YOU joined Move More?? emory.edu/movemore






**THANK YOU
FOR MAKING
THIS WORK
POSSIBLE!**



What is something or someone
that had a **positive effect on**
your well-being at Emory in the
past year?



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