EmWELL Microgrant Report
Inaugural 2023-2024 Cycle

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CENTER

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OFFICE OF WELL-BEING

EmWELL Microgrants Program: 2023-2024 Cycle

Purpose

- To fund innovative, evidence-based, and team-focused pilots that positively impact well-being

Application Cylce

- First application cycle opened in Spring 2023
- 67 applications received
- Evaluation criteria was created to ensure a fair and transparent review process
- Applications randomized to volunteer team of reviewers

Funding

- $15,000 awarded across 7 teams

May 2023
Application opens

July - August 2023
Review

September 2023
Recipients awarded

Sept - Oct 2023
Project support

Oct 2023 - Oct 2024
Project execution

Oct 2024- March 2025
Data analysis

March - April 2025
Completion and reporting

EmWELL Microgrants Program: 2023-2024 Cycle

86% Pilot projects completed within 18 months, all projects launched

5 Emory sites impacted

2,950 People directly impacted by initiatives, including diverse populations in various roles of healthcare and health sciences professionals

5 Projects resulted in sustained changes and continued programming outside the grant cycle

3 Conference presentations to date

Project Name	Primary Investigator (s)	WHSC Entity	Impact
Art of Pain: A Museum-Based Education Program	Boris Spektor Ali John Zarrabi David Boorman	Emory Pain Fellowship	- **Improved observational skills, better work-life balance, and increased use of museums for reflective patient care.** - Significant **increases in empathy,** including feeling protective, listening actively, and considering multiple perspectives.
Code Lavender Serenity Room	Kathryn P. Moore Sikina McDonnough	ESJH	- Benefited over 100 healthcare professionals. - Provided **stress relief** for employees and a neutral space for team conversations.
SOM Staff Awards	Aaron Lee Cliff Teague	SOM	- 25-30 individuals directly impacted (award winners and nominators). - Now an **annual program** that is fully funded by the School of Medicine.
On Shift Wellbeing Innovation for Emory EM Residents	James O'Shea Micheal Zdradzinski Michelle Lall	SOM and Grady	- **Improved charting efficiency, quality of care, and well-being.** - **Reduced burden of note writing.** - Food availability very important to participants.
EUH Rehab: Preventing Burnout, Fatigue & Injury	Tina Spears Keely M. Collins	EUH	- Fostered a **positive work environment**. - **Increased opportunities** for learning and growth within the organization. - **Significant improvement in employees' intention to stay with the organization**.
Micro Practices for Stress Management in Healthcare Employees	Jodie Smith Divya Gupta Sharon Howell Martha Boudreau	EUH	- Impacted over 320 Emory staff, both clinical and non-clinical. - Significant **drop in perceived stress** level over 90 days.
Serenity for Staff	Ashley Kennedy Lisa Landry	EJCH	- Phase 1: Serenity Cart launched - Phase 2: Serenity Room opened April 15, 2025

Art of Pain: A Museum -Based Education Program

- Project Aim: Improve the skills and well-being of doctors specializing in pain medicine through Museum-Based Education (MBE curriculum).
- Course Participation: **100%** (10/10)
- Research study participation (pre- and post- surveys): **70%** (7/10)
- Self-perceived clinical skills: statistically significant **improvements in observational skills (p = 0.0038), an ability to value a work-life balance (p=0.017), and the ability to appreciate the art museum as a space to contemplate the care we provide to patients (p=0.0030).**
- Learners' expectations of Art of Pain MBE and whether these expectations were met: 14% met expectations, **86% surpassed expectations.**
- **Empathy significantly improved overall (p=0.011).**

Code Lavender Serenity Room

Pre- and Post-Serenity Room Moods (n = 77)
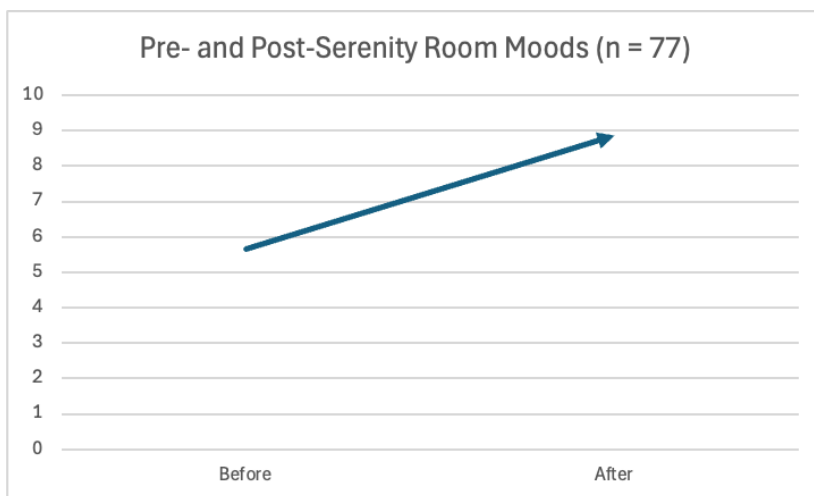
* A 10-point scale ranging from 1 (most negative) to 10 (most positive).

- Project Aim: Introduce life/work **balance**, build an **ethical work environment, decrease stress/burnout, increase retention and joy.**
- Measured participants' mood before and after using the serenity space on a scale of 1-10.
- **Mood improvement** after visiting Serenity Room.

School of Medicine Staff Awards

- Project Aim: Recognize and celebrate the achievements of staff members across the SOM, fostering a **stronger sense of belonging** and engagement within the Emory community.
- Response rate increased from 60% (FY23) to 72% (FY24).
- Sense of Belonging score for staff remained at 81% in FY24, despite small (3-4%) decreases among both faculty and Post-Docs.
- Identified strengths include **diversity/belonging, teamwork**, and alignment between jobs and the SOM missions.
- Now **annual program** funded through SOM.

On Shift Wellbeing Innovation for Emory EM Residents
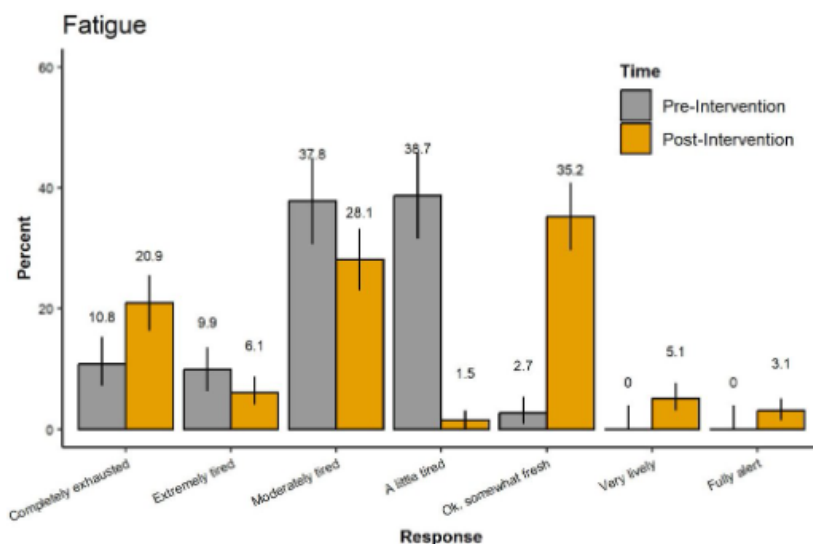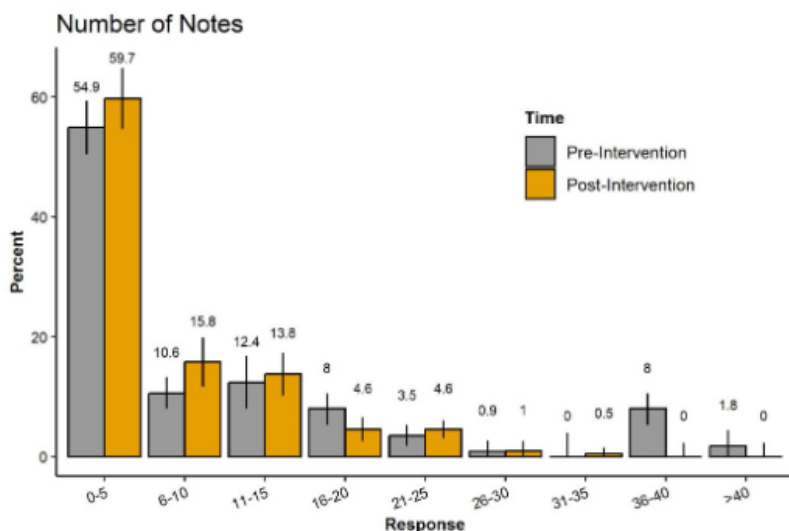
- R.E.S.T
  - Reduce time to exit post-shift
  - Eat on-shift for cognitive performance
  - Sign out to oncoming resident on time
  - Take no notes home
- Measured incomplete note burden, exit time post-shift, hunger/fatigue, on-shift nutrition intake, break-taking behavior, perceived stress and brief 2-item burnout scale.
- **Improved charting efficiency, quality of care, and well-being, and reduced burden of note writing.**

EUH Rehab: Preventing Burnout, Fatigue & Injury

- Project Aim: Implement a weekly rewards system to enhance morale and mitigate burnout.
- Measured with Employee Engagement Survey.
- **Overall fostered positive work environment, increased learning opportunities, and increased employee retention.**

Micro Practices for Stress Management in Healthcare Employees

- Project Aim: Conduct a multi-site intervention to reduce healthcare staff stress and burnout using evidence-based techniques (box breathing, gratitude).
- Measured participants' perceived stress levels through Perceived Stress Scale (PSS-10).
- Demonstrated consistent **decrease from moderate to low perceived stress level over 90 days.**
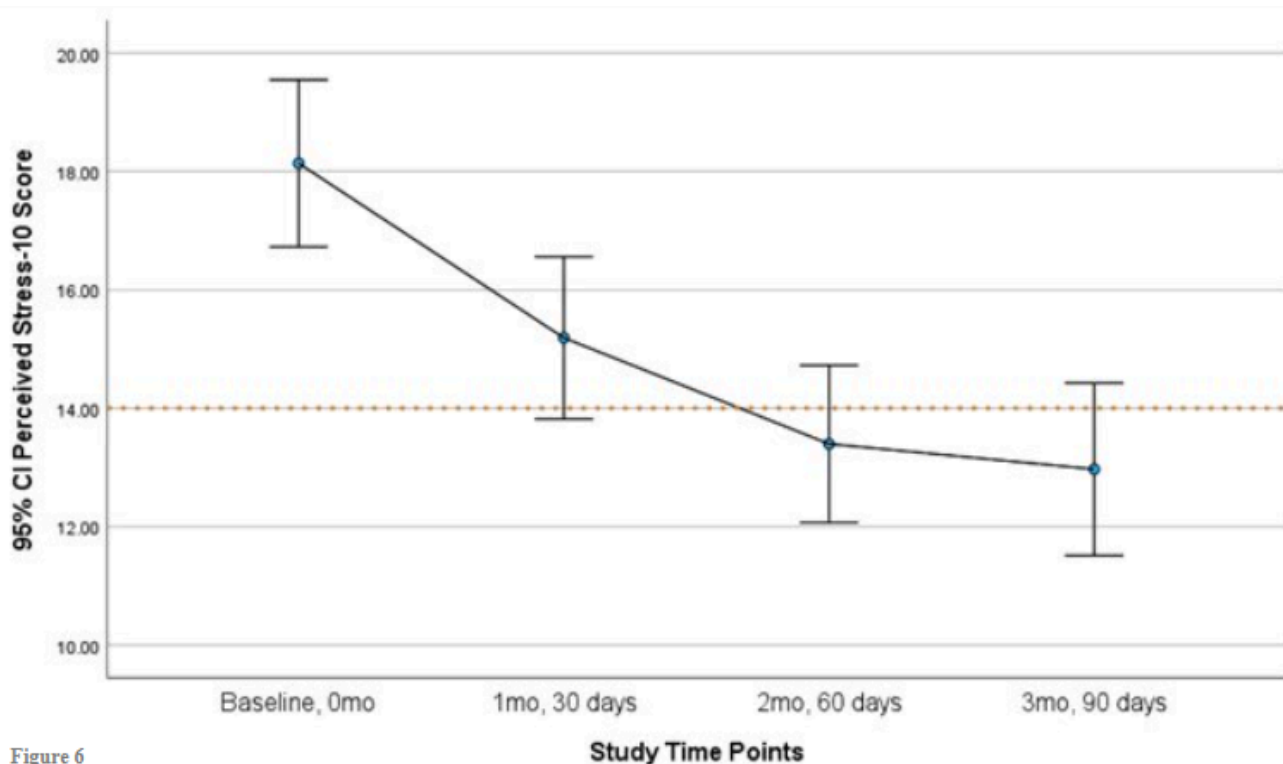
Figure 6

Serenity for Staff

- Project Aim: Evaluate the use of a serenity lounge as an agency to reduce staff stress, anxiety, and burnout.
- Experienced logistical challenges with securing room, therefore **launched Mobile Serenity Cart (phase 1)** until room opened.
- **Grand opening of Serenity Room - April 14, 2025**
- **Mood-In, Mood-Out Survey will be used to assess stress, anxiety, burnout of participants before and after visiting the Serenity Room.**
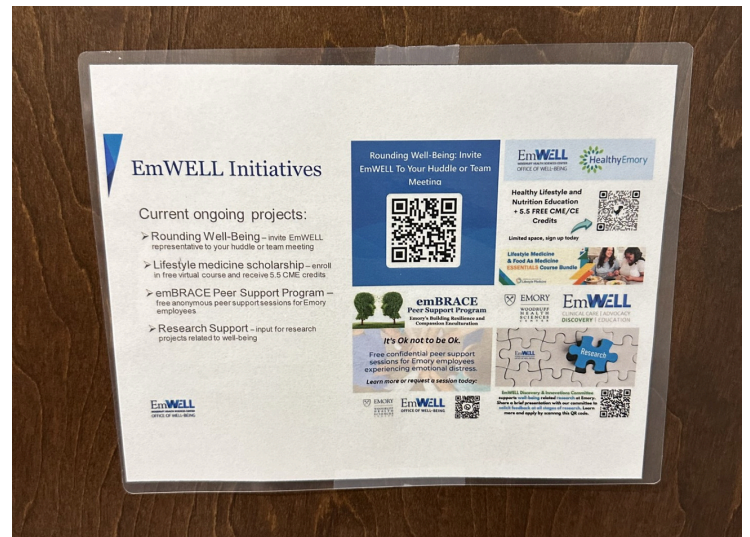
"Reflecting on my energy/mood before, during, and after shift allowed me to recognize patterns that improved my wellbeing beyond the chomp and chart initiative."

"This is so much fun!"

"I set my alarm to remind me to participate."

Key Takeaways and Next Steps

Key Takeaways

- Participants showed **increased commitment** to work.
- Initiatives **promoted well-being** through diverse stress-relief methods and supportive techniques.
- Initiatives were reported as **beneficial** by participants.
- Significant impact on healthcare staff across various departments and specialties.

Next Steps

- 2024-2025 cycle currently underway (5 awardees)
  - 6 month progress report April 2025
- 2025-2026 cycle opening May 2025