



# Office for Organizational Well-Being



## About Our Office

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**VISION.** The University of Kentucky College of Medicine Office for Organizational Well-Being is a national leader in fostering a caring culture of well-being, and as a result, everyone in the College of Medicine community learns, works, and lives well.

**MISSION.** The Office for Organizational Well-Being promotes and advocates for a continuous culture of well-being by influencing systemic progress and enhancing individual wellness.

**MISSION IN ACTION.**

We promote individual wellness and professional fulfillment by advancing organizational well-being.

**We achieve this by:**

- **Activating the UK College of Medicine Model for Organizational Well-Being;**
  - **Amplifying the voices of those who work and learn in the College of Medicine;**
  - **Aligning leadership efforts; and**
  - **Advocating for and influencing systemic process.**
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**Organizational Well-Being Model.** We take a holistic perspective to building a culture of well-being, which we believe is composed of four quadrants:

- 1). Agile and Empathetic Leadership
- 2). Community of Support and Belonging
- 3). Efficient Systems and Structures
- 4). Individual Wellness Programming

Our office uses these four areas to identify where the College of Medicine is doing well and the areas where we need to increase organizational well-being efforts.

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**Our Team.** We continue to listen and to seek input on solutions from those who learn and work in the College of Medicine. We're excited to be your partners. What matters to you, matters to us.

**Lisa Williams**, MSSA, Associate Dean for Well-Being  
**Rachel Wilson**, PhD, Director of Organizational Well-Being  
**Molly Taylor**, PhD, Postdoctoral Scholar  
**Renee Gallagher**, MEd, Administrative Operations Coordinator



# Office for Organizational Well-Being



## Initiatives. Programs. Services.

	<p><b>Committees.</b> To ensure that everyone in the college of medicine has a voice on organizational well-being and individual wellness needs, we facilitate numerous internal and external committees such as well-being committees for faculty, staff, and APPs, and learners, alliances between the College of Medicine and UK Healthcare, campus well-being leaders, and SEC colleges of medicine.</p>
	<p><b>Department Enhancement Projects.</b> Our team facilitates Department Enhancement Projects, which are department-level interventions that support culture changes/enhancements customized to the challenges, strengths, and goals of the department.</p>
	<p><b>Human Centered Leadership.</b> The Human Centered Leadership Program is a transformative learning experience designed with a human-centered framework to complement the existing skillsets of College of Medicine physician, research, and staff leaders.</p>
	<p><b>Arts for Well-Being in Academic Medicine.</b> We facilitate opportunities for connection and community building using participatory arts experiences in the promotion of wellness and well-being for all.</p>
	<p><b>Coaching and Development Services.</b> We support the growth of individuals and teams through services such as individual and group coaching offerings and retreats/workshops.</p>