

Winner of the 2022 Carolyn C. Mattingly Award for Mental Health in the Workplace

The Carolyn C. Mattingly Award for Mental Health in the Workplace recognizes and celebrates exemplary organizations that advance the mental health and well-being of their workforce. Learn more here: <https://theluvuproject.org/workplaceaward/>.

PROGRAM OVERVIEW

The University of Virginia (UVA) maintains over 16,000 staff, 4,000 faculty members, and nearly 30,000 employees across its Academic Division, Medical Center, University of Virginia Physicians Group, and its College at Wise. UVA's approach to workplace mental health and well-being includes:

- **Expansion** of childcare and Family Medical Leave Act (FMLA) benefits;
- **Increased availability and accessibility** to evidence-based mental health resources, programming, and treatment across various platforms;
- Establishment of an **Emergency Assistance Fund** and **Employee Assistance Funds**;
- **Remote work** and **flexible hours**; and
- **Education** of managers to help **sustain** a healthy workplace culture.

MENTAL HEALTH BENEFITS

- UVA covers **inpatient, partial confinement, outpatient, and substance use disorder treatments**.
- Employees **choose** their behavioral health provider.
- **Confidential Teladoc behavioral health appointments** are available daily from 7am-9pm.



WORKPLACE POLICIES AND PRACTICES

- **Regular data collection and analysis** to **direct organizational initiatives** in support of employee mental health needs.
- **Confidential reporting and consulting** services via Just Report It, University Ombuds and FEAP.

WORKPLACE CULTURE

- UVA has made the development of a nurturing workplace culture a strategic priority:
 - **Stepping in 4 Respect**: educational workshops on inclusive workplace practices, and
 - **Expansion** of the Faculty & Employment Program (FEAP) in pursuit of greater **equity in community health outcomes**.

EMPLOYER-SPONSORED MENTAL HEALTH RESOURCES

FEAP:

offers **free** assessment, counseling, referral, and follow-up for employees; **specialized training** for leadership; and a **Community Resource Service**.

Hoos Well:

a **comprehensive** program that often collaborates with FEAP to provide resources for mental health and well-being, including educational webinars.

Wisdom & Wellbeing:

an occupational stress intervention program for UVA Health employees.

HEALTHY WORK ENVIRONMENT

Resources to support wellness:

- Compassionate Care Initiative,
- 21 Ways in 21 Days to Rest and Restore,
- Room to Reflect, and
- FEAP at Your Fingers.

Support for fitness and nutrition:

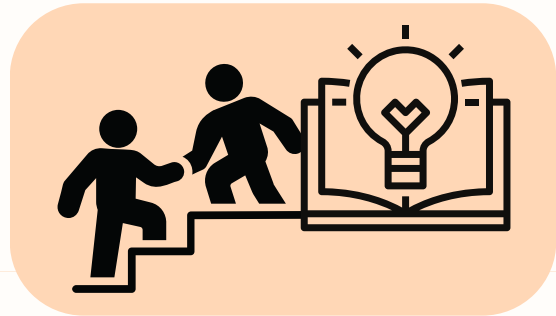
- Healthy Habit and Triple Tracker, and
- Hoos Choice nutrition program.

Community inclusion and connectedness:

- Paid time off to volunteer for mission-driven organizations.

LEADERSHIP SUPPORT

- Workplace leaders **model and encourage** participation in mental health trainings and educational opportunities.
- Hoos Well, the UVA Mindfulness Center, and eMindful, the provider of UVA's online mindfulness platform, offer a **no-cost 2-part Mindful Leadership Skills Training program** to current and aspiring leaders at UVA.



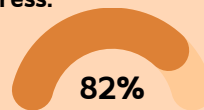
INNOVATION

Expanded educational opportunities to promote personal mindfulness and meditation:

- 4-week **Mindfulness Challenge**,
- eM Life platform providing **on-demand content** (e.g., guided meditation), and
- Virtual FEAP and Hoos Well **monthly webinars** on mental health and emotional well-being.

OUTCOMES

- Employees report that FEAP is a highly useful resource for **improving workplace productivity** and **decreasing stress**:



82%

of respondents rated FEAP an **8+** on a **1-10 scale**.

- **Minimal daily engagement** with programming produced reportedly **significant decreases in burnout** and **improvements in well-being** and **sense of community**.

PROGRAM IMPACT

- Statistically significant **improvements** across **life satisfaction, absenteeism, work distress, and presenteeism** metrics following engagement with FEAP.
- Most employees **perceive** UVA as an entity that **cares for employees' health** and **provides them with stress reduction opportunities**.
- There is **high awareness** overall of mental health services through FEAP.

LESSONS LEARNED



Marketing approaches for mental health resources and programming may benefit from **tailoring for age groups** to **maximize reach and impact**.



While accessibility to resources is a key priority, **facilitating timely appointments** for behavioral health specialists is also important to **optimize outcomes** in mental health.