



2024-2025 Well-Being Grants

UW Medicine Office of Well-Being

Uwm-wellbeing@uw.edu

"We recognize that our people are our greatest resource and investing in their well-being is critical for us to excel in our patient care, equity, research, and educational activities. We are grateful that we had the opportunity utilize funds from our donors to support the Well-Being Grants and to increase the investment once we saw the incredible engagement and proposed well-being projects by our UW Medicine Community."

- Tim Dellit, CEO and Dean, UW Medicine

Overview

- This 2nd cycle of well-being grants were possible thanks to a generous donation of \$250,000 to support the well-being of our community. Grants supported impactful activities, programming, projects, and applied research that aligned with the goals of our well-being work:
- **Community Building** – strengthening connection, collaboration, gratitude, and appreciation across UW Medicine, while fostering a culture of diversity, equity, and inclusion.
- **Enhanced Workflow** – streamlining processes and communication channels to make the work easier for our teams
- **Culture of well-being** – fostering authentic leadership, supportive structures, personal and professional development, and ensuring physical and psychological safety, to integrate well-being into the core of who we are and how we operate

Overview (cont.) 2024-2025 Grant Cycle

Well-Being Grants



\$250k in donor-funding
\$500-\$5000 grant awards



518 proposals received
Nearly **\$1,600,000** in requests



Establish a community
of practice among grantees
across roles



169 projects selected for full
or partial funding (**33%** funding rate)

46 full, **123** partial

54 faculty, **1** post doc, **104** staff, and

10 trainee led proposals

Entity grants:

UWMC - Montlake: 35

SoM: 38

HMC: 39

Other/Multi-Site: 22

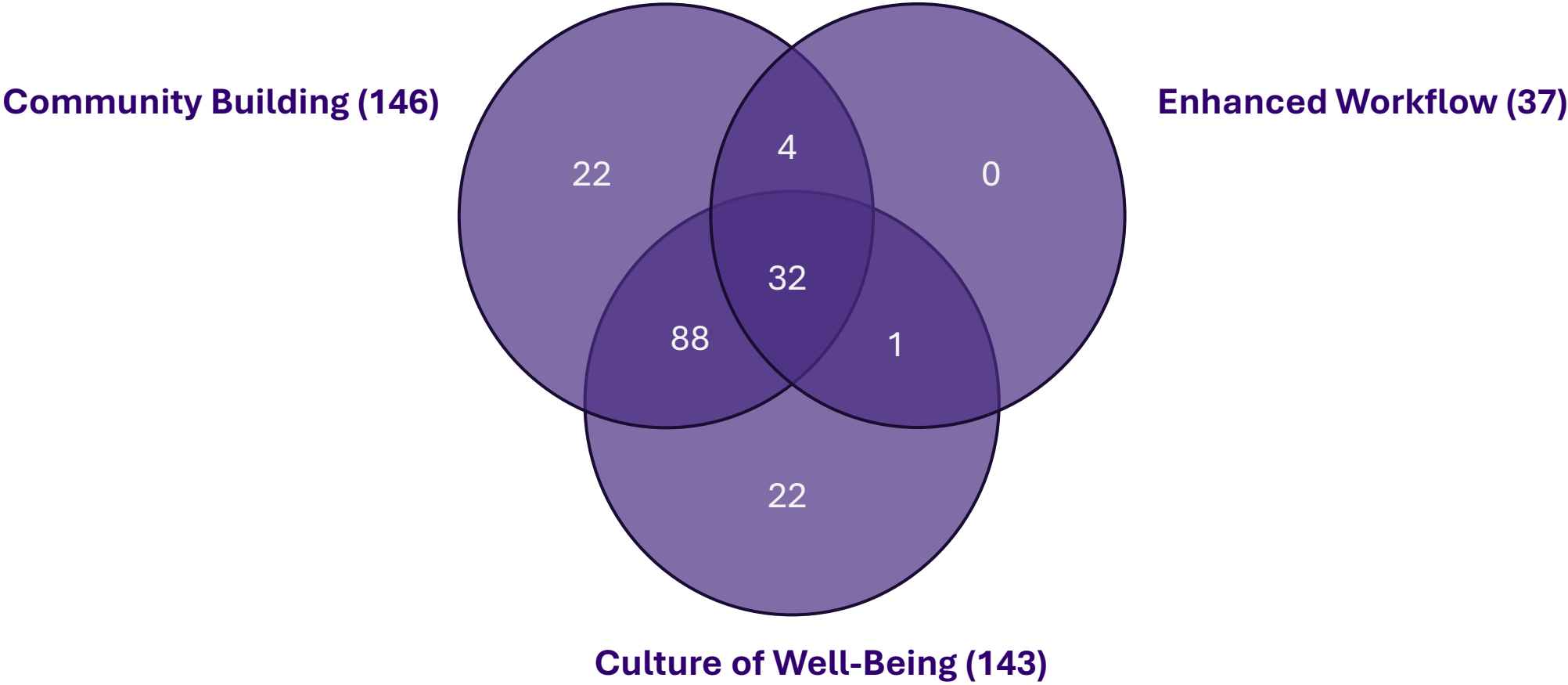
UWMC - Northwest: 16

UWPC: 6

FHCC: 1

ALNW: 1

Breakdown by Category



Community Building

- **Appreciation:** Well-being rounding, team attire/swag, coffee and snack supplies, recognition awards, birthday celebrations
- **Sharing meals:** tea, breakfasts, luncheons, potlucks, dinners
- **Team activities:** retreats, clubs, whirly ball, cooking competitions, bowling, holiday parties, volunteering
- **Community learning:** workshops, book clubs, guest speakers and presenters, mentorship



“This project sparked joy, teamwork, and pride across our clinic—and the ripple effects will continue to grow in seasons to come...we’re deeply grateful for the opportunity and encourage future well-being grants to continue supporting projects that blend health, sustainability, art, and community connection.”

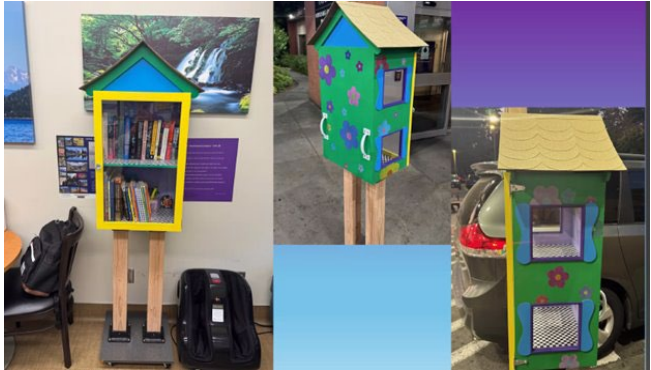
- Well-Being Grant Recipient

Enhanced Workflow

- Patient acuity tracking systems, patient assignment algorithm, file processing efficiency, team integration
- Projects in this bucket also overlapped with community building efforts
 - Tells us that "enhanced workflow" may not be most reflective of teams' well-being needs

Culture of Well-Being

- **EDI:** affinity groups, equity retreats
- **Mental Health:** mindfulness practices, suicide prevention/intervention
- **Art practices:** musical performances, pottery, story-telling, community mural, paint nights, art supplies
- **Space and Environment:** lighting improvements, relaxation rooms, improved breakrooms, indoor plants
- **Nature and Outdoors:** camping events, community garden, kayaking, nature photography, park clean ups
- **Basic needs:** free pantries, hygiene products



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“These projects matter because they remind us that medical education isn’t just about learning medicine—it’s about building a connected, caring community so students can thrive...Investing in relationships and shared support creates a stronger community for everyone involved.”

- Well-Being Grant Recipient

Sharing Broadly – Articles so far

- We partnered with UW Communications to produce stories on Vitals to highlight some of the many excellent grant projects
 - [Well-Being Grants in Action: See How Teams Are Prioritizing Well-Being](#)
 - Inpatient Medical, Surgical and Telemetry Unit (3EH), Harborview Medical Center, Mechanical Circulatory Support (MCS), Heart Institute, UW Medical Center – Montlake
 - [Culinary Competition Challenges Harborview Cafeteria Chefs to Spice Things Up \(Literally\)](#)
 - [Building Community Connections: A Tour of Local Organizations Supporting Refugee, Immigrant, and Migrant Communities](#)
 - [Well-Being Grants in Action: See How Teams are Prioritizing Well-Being](#)
 - Community Garden at Odessa Brown Children’s Clinic
 - [Well-Being Grants in Action: See How Teams are Prioritizing Well-Being](#)
 - Caffeine Corner at UW Medical Center – Montlake, Piano tune-up at Harborview Medical Center

What did our grants support?

- Check out our [Well-Being Grants webpage](#) or the links below to see the full list and descriptions of all funded grants for each entity.
- [Faculty Led Grants](#)
- [Harborview](#)
- [School of Medicine](#)
- [UWMC Montlake](#)
- [UWMC Northwest](#)
- [UW Primary Care](#)
- [Shared Services, Multiple Sites, & Affiliates](#)



Community Breakfasts

- Fall 2025, our team hosted 5 separate community breakfasts across UW Medicine for grantees to build community, problem-solve, share, and celebrate with each other
 - Montlake
 - Northwest
 - Harborview
 - School of Medicine
 - Virtually



Learnings

- There is a significant interest in supporting well-being, reflected by 518 total proposals
- Well-being grants become a “catch all” – there are infrastructure challenges that these grants can’t solve for
 - Facility improvements, security needs, functional equipment or technology
- New initiative GROSS (Getting Rid of Silly Stuff) will work to address some of these needs that are out of scope, including projects related to underutilized bucket of “enhanced workflow”

Learnings (cont.)

- Teams can do a lot with a little – 25% of completion reports so far have reflected they were able to implement their project spending less funds than were granted
- For next cycle, we plan to adjust the maximum cap to \$2,000 (compared to \$5,000 cap) to distribute support more widely
- More narrowed focus for proposals, centering community building, team morale, connection and joy

“Supporting these projects to take care of people that dedicate their lives to taking care of community is essential. Healthcare workers are often overlooked when it comes to appreciation...That's why these projects are necessary; to thank your healthcare workers, to provide them with joy, and to make them want to stay in this field.”

- Well-Being Grant Recipient

In Partnership With...

- UW Advancement
- Our volunteer Review Committee volunteers (see next slide)
- Finance Team: Thai Vu, Jennifer Christie-Jansen, Kat McGhee Drummond
- Cost Center Managers
- UW Communications
- CMOs, CNOs, and local leadership
- UW Facilities

Review Committee

- Nicole Bohn, UWMC Nursing Professional Development
- Penny Brooks, UWMC Nursing
- Anne Browning, UWM Well-Being
- MarkJason Cabudol, UWMC NW Nursing
- Chantal Cayo, UW Primary Care
- Margo Cousins, Research and Graduate Education
- Giana Davidson, SOM Surgery & Faculty Affairs
- Amanda Garza, SOM CLIME & Faculty Affairs
- Paula Houston, Healthcare Equity
- Callie Hunter, Healthcare Equity
- Kim Jackson, UWMC Nursing
- Andrea Kalus, UWMC Faculty
- Kathy Mertens, HMC Ambulatory Care
- Maggy Mittler, UWMC Social Work & Care Management
- Sara Mohamed, SOM Finance
- Somnath Mookherjee, SOM General Internal Medicine & CLIME
- Kelly Oswald, UW Advancement
- Steve Perlmutter, Neurobiology and Biophysics
- Lisa Pierce, Faculty Affairs
- Martine Pierre-Louis, HMC Diversity, Equity, and Inclusion
- Carly Ralston, UW Advancement
- Medha Raval, UWMC Nursing
- Sahar Rooholamini, Pediatrics & Faculty Affairs
- Gina Sadowki, Food & Nutrition Services
- Laurie Soine, UWMC APPs & Cardiology
- Alice Tan, CME
- Tally Teodosio, UWM Well-Being
- Michelle Terry, SOM Pediatrics & Faculty Affairs
- Chris Thompson, UW Advancement
- Amy Vance, UW Advancement
- Aly Vander Stoep, UW Advancement,
- Brian Velasco, HMC Ortho-Trauma
- Marie Westermeier, Human Resources
- Allyson Weymier, HMC Nursing
- Mariah Wilson, UWMC Nursing Professional Development

Future Cycle

- Advancement has approved \$300,000 across 3 years
- Our next cycle will be offering \$100,000 with a more focused theme around joy and morale
- \$500-\$2,000 per project

Proposed Timeline For Next Cycle

- Fall 2026 – Open Application
- Spring-Summer 2027 – Fund Projects
- Summer 2028 – Cycle Concludes



Thank you!

UW Medicine Office of Well-Being

Anne Browning, Tally Teodosio, Kat McGhee Drummond

QUESTIONS?

