

UCEDD Directors Meeting

February 17th, 2022 3-5pm ET

Breakout Room Notes

Breakout Room Title: Promoting Care and Wellbeing in the Workplace

Facilitator: Marcia Moriarta

Notetaker: Maureen Johnson

Guiding Questions

- As empathetic leaders, how have UCEDD Directors acknowledged the realities of burnout, grief, loss, trauma, etc. among their staff?
- What strategies or approaches have directors used to build a workplace culture centered on belonging, positive staff interactions and staff engagement, especially in times of the pandemic?
- How are directors taking care of themselves in order to facilitate care for their teams?

Notes:

- Marcia Moriarta (NM)
 - 1 min of deep breath technique to start meetings
 - Wellness opportunities such as webinars
 - Meet regularly with other center leaders
 - Ritual of having reflective activities in meetings
- Tamar Heller (Guam)
 - Students have extreme stress
 - Faculty to delay tenure up to 2 years
 - Flexible exam schedule
 - Remote work/classes for faculty and students
- Carol Curtin (Shriver Center)
 - Medical school gave each division permission to create guidelines
 - Flexibility in remote/hybrid work preference
 - Increased frequency of staff meetings to check-in with staff
- Wendy Parent-Johnson (Arizona)
 - Increased meeting frequency
 - Conflict resolution to manage tense workplace environments caused by chronic stress
- Sarah O-Kelley (UAB Civitan-Sparks)
 - Advocate for faculty/staff for flexible work schedules
 - Finding a balance between working from home/working in the office. Understanding that in office can be used to check-in on staff.

- Bruce Keisling (TN)
 - Regard burnout, connect people to new opportunities to rejuvenate interests such as: new sources of funding, research collaborators,
- Leanna DaWalt (WI)
 - Use power to advocate for flexibility
- Hilory Liccini (ND)
 - Increase transparency
 - Share new positions with entire center
- Richard representing Matthew Wappett (UT)
 - Increased communication: weekly newsletters, all-staff check-ins
 - Giving opportunities for others to lead large group discussions
 - Mindfulness
- Maureen van Stone (MD)
 - Being mindful of meeting times; 45 minutes to create time between back-to-back meetings