

Who We Are

The Office for Organizational Well-Being (OWB) exists to improve how our people experience work—by addressing systemic drivers of burnout, improving culture, and ensuring the conditions for academic medicine to thrive. Through research, coaching, and strategic interventions, we help teams, departments, and leaders function at their best.

Vision

The UKCOM 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.

How We Do It

We promote individual wellness by driving sustainable culture change. Our work is grounded in three core strategies:

- Activating individuals, teams, and leaders to drive meaningful shifts toward well-being and effectiveness
- Embedding a well-being lens across systems through strategic collaboration and cross-functional partnerships
- Influencing policies, practices, and culture to reduce burnout and strengthen professional fulfillment across the organization



Our Team



Lisa Williams, MSSA
Associate Dean for
Well-Being



Rachel Daniels, PhD
Director, Organizational
Well-Being



Molly Taylor, PhD
Research & Analytics
Manager



Renee Gallagher, MEd
Administrative Operations
Coordinator



Sarah Herman, MSW
Organizational
Development Specialist

Key Initiatives Driving Culture Change at UKCOM



Organizational Action Plan

Identified key drivers of burnout and secured leadership commitment to system-wide change.



Department Enhancement Projects (DEPs)

A 7-phase, 12–18 month team-led process to solve root causes of burnout in clinical departments.



Joy in Medicine Recognition

National designation for our commitment to clinician well-being—only 1 of 2 health systems in Kentucky.



Well-Being in Basic Sciences Research

Leading national research with AMA and Stanford to understand and improve work experiences for basic scientists.



Human-Centered Leadership Program

A four-month EQ-based leadership program helping leaders build resilient, high-performing teams.



Coaching, Mediation & Leadership Development

Offering 1:1 coaching, team interventions, and group support for nearly 100 UKCOM faculty and staff.



Arts for Well-Being in Academic Medicine

Using creative, participatory experiences to build connection, reflection, and community.



Thought Partnership with Leadership

Consulting directly with leaders and chairs to design healthier work environments.



Well-Being Committees & Collaborations

Facilitating cross-campus and national partnerships to ensure all voices shape well-being strategy.

We're not just here to support individual wellness—we're here to change the system. To learn more, visit <https://medicine.uky.edu/sites/well-being>