Introduction
At the UWM College of Nursing, we believe that a positive workplace environment fosters productivity, creativity, and civility. We developed a low resource model to promote a positive workplace that engages all workers in its process.

Background
In 2017, the ANA launched their year long Healthy Nurse Campaign focusing on the health, safety, and wellness of nurses by promoting content and activities on health-related topics. In primary care, improved work life for staff is being included as a quality metric by AHRQ and in the health care system as a performance measure in the Quadruple Aim. All of these include a focus on stress management and reduction of burnout and compassion fatigue, which enhance professional well-being.

Promoting a positive workplace environment has been a focus of the UWM College of Nursing (CON) for over 15 years. We developed and implemented a successful strategy for developing a healthy academic work environment. This poster shares the result of our journey.

In 2001, a climate committee started with volunteer members who created and executed CON ‘feel good’ event. Within five years the committee was suffering due to the same staff volunteers, who did everything. Morale sank, and two members put forth a proposal, the working well initiative (WWI) for restructuring the committee. The Dean appointed a task force to operationalize the proposal. One initiative (WWI) for restructuring the committee. The Dean and two members put forth a proposal, the working well initiative (WWI) for restructuring the committee. The Dean appointed a task force to operationalize the proposal. One year was spent developing the WWI model (Figure above) and processes for vetting the proposal from CON leadership and processes for vetting the proposal from CON membership has changed, WWI leadership and processes have not.

WWI Model
- Overall goal: to foster positive morale and a sense of inclusivity within the CON
- Supports the goals of the CON strategic plan and campus wellness workplace initiative.
- Serves as a clearing house for the planning prioritizing, implementation of a variety of wellness activities.
- Provides a low resource model during challenging economic time, operating on less than $200 per year.
- Champions share their passions within the CON supported by the subcommittee.

Evaluation of Working Well Activities (n=50)
<table>
<thead>
<tr>
<th>Activity</th>
<th>WWI %</th>
<th>Previous Year %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pot Luck</td>
<td>60%</td>
<td>68%</td>
</tr>
<tr>
<td>Third Friday Wine &amp; Cheese Social</td>
<td>44%</td>
<td>66%</td>
</tr>
<tr>
<td>Birthday Celebration</td>
<td>70%</td>
<td>60%</td>
</tr>
<tr>
<td>Wellness Wednesday Emails</td>
<td>54%</td>
<td>60%</td>
</tr>
<tr>
<td>Final Exam Snacks for Students</td>
<td>46%</td>
<td>60%</td>
</tr>
<tr>
<td>Holiday Boutique</td>
<td>54%</td>
<td>54%</td>
</tr>
<tr>
<td>WW Faculty Meeting Activity</td>
<td>52%</td>
<td>52%</td>
</tr>
<tr>
<td>Chair Massage</td>
<td>28%</td>
<td>50%</td>
</tr>
<tr>
<td>Wednesday Walks in the Spring</td>
<td>6%</td>
<td>48%</td>
</tr>
<tr>
<td>Yoga</td>
<td>16%</td>
<td>44%</td>
</tr>
<tr>
<td>Hip Hop Abs</td>
<td>14%</td>
<td>36%</td>
</tr>
<tr>
<td>Meditation corner</td>
<td>10%</td>
<td>34%</td>
</tr>
<tr>
<td>May Fish Awards of WW champions</td>
<td>16%</td>
<td>32%</td>
</tr>
</tbody>
</table>

Results
WWI Activities Foci
- Well Workplace Environment (WWE)
- Positive Workplace Relations (PWR)
- WWI are the PWR!

Accomplishments to Date
- 13 Champion-led activities
- Featured model for the 2013 Chancellor’s “Better Place to Work” initiative.

Discussion
- WWI now operates as a subcommittee under the University System Codified Standing Committee for finances.
- WWI promotes a positive workplace environment that engages all faculty, staff and students as champions or participants.
- Encourages CON team community spirit: team building and authentic leadership.
- Promotes collegiality of CON faculty, staff, and students.
- Since its inception the WWI leadership and membership has changed, the WWI model and processes have not.

Conclusion
The WWI created a sustainable infrastructure that has kept us working together for the last 6 years.

For More Information
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References

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