

Emory Flourishing at Grady Team Connection Microgrants

Objective:

The goal of the Emory Flourishing at Grady Team Connection Microgrants is to provide funding for new and innovative initiatives that support impactful and wellbeing-oriented team-based activities across the Emory at Grady community. Team Connection Microgrants of up to \$2,000, for a total of 4-6 grants, will be awarded during fiscal year 2026 to support selected team-based initiatives.

Purpose:

The Emory Flourishing at Grady Team Connection Microgrants are designed to strengthen a culture of collaboration, care, and community by supporting team-based efforts that foster connection and well-being across the Emory at Grady community. Teams can be comprised of only Emory at Grady members or can include non-Emory at Grady members (e.g., Grady, Morehouse School of Medicine) as long as at least 50% of the team is comprised of Emory at Grady personnel. Through small-scale microgrants, teams can apply for resources to implement activities or experiences that (1) build team cohesion; (2) improve interpersonal relationships among team members or across teams; (3) increase individual as well as team-level resilience; and (4) reduce burnout levels among the team. To align with this call, all proposals should be intentional about fostering cohesion, improving interactions, bolstering resilience, and/or reducing burnout levels.

The following are some examples of initiatives that could align with this call: (1) team outings, (2) facilitated team discussions, (3) food and beverages for team activities and team members' sharing with one another, (4) team member or team-based assessments and associated reflections, (6) monthly meet ups, and (7) technological resources. See these links for examples of potential initiatives:

- 1) [Stanford Medicine Commensality Groups](#)
- 2) ["Feasibility, Acceptability, and Preliminary Effectiveness of a Compassion-Centered Team Intervention to Improve Clinical Research Coordinator Resilience and Well-Being", Mascaro et al., 2021](#)
- 3) [Arts-Based Health Education at Emory](#)

Funds will not be provided for: (1) proposals designed for teams to have fun together, without an intention of improving individual and/or team-level functioning and well-being; (2) proposals that do not evaluate the impact of the initiative; (3) proposals that are inconsistent with Emory or Grady policies; and (4) alcoholic beverages.

If your team would like:

- (1) input about whether a proposal aligns with this call, send a 1-2 paragraph description to [Dr. Nadine Kaslow](#)
- (2) a member of the advisory group to discuss initiative options with team members planning to apply, contact [Rakiyah Johnson](#)

Requirements:

- Applicants (faculty, staff, APPs, learners) must be employed full-time or part-time by Emory University School of Medicine and based at Grady Health System for at least 50% of their time
- Applications must be submitted by at least two project leaders; there is no limitation on the number of project leaders, however, one person needs to be identified as the point of contact
- The initiative must be completed within 12 months of receipt of funding
- Awardees will be required to provide (1) a brief update at the 6-month point of microgrant cycle, and (2) a final write-up and presentation of their team-based work at the conclusion of the microgrant cycle to illustrate the impact of their initiative on the team(s)' level of connection and/or well-being

Timeline:

- Deadline for applications: October 1, 2025
- Application review: November 2025
- Announcement of Team Connection Microgrant recipients: December 1, 2025
- Funding cycle: January 1, 2026 – December 31, 2026

Application Components:

1. **Cover Sheet** that includes the title of the project, team members involved, role(s) of each team member in the project, and the name and contact info for designated contact person
2. **Proposal** with the following sections (**3 pages**):
 - A. Need for and importance of this team-based initiative (i.e., *what specific issue will this initiative help address?*)
 - B. Specific objectives of this initiative
 - C. Details of this initiative
 - i. Description of the initiative
 - ii. People that will be impacted by the initiative (e.g., describe the team(s), approximate number of people)
 - iii. Specific steps for implementing the initiative
 - iv. Anticipated challenges/barriers for implementation and strategies for overcoming these challenges
 - v. Assessment of the impact of the initiative (i.e., what metrics/measures will you use to monitor the project's impact)
 - vi. Future directions (e.g., sustainability of the initiative, implementation of the initiative with other teams)
 - vii. Timeline for the initiative (12 months maximum)
3. **Budget** (categories for the funds to be used and associated justification) (**1 page max, not included in the 3-page proposal**)
4. **Bios of Project Leaders** (**not included in the 3-page proposal**)
 - a. Submit 1 bio for each initiative leader (maximum 500 words/person)

Submit applications by October 1, 2025, to Dr. Nadine Kaslow, Director of Wellbeing, Resilience, and Flourishing for Emory at Grady, nkaslow@emory.edu