



Auburn University, Harrison College of Pharmacy

Dr. Leigh Ann Ross, Dean

Development & Implementation of a Core Values Program

Dr. Daniel Surry & Dr. Daniel Trujillo



Introduction & Overview

CORE VALUES PROGRAM VISION STATEMENT

To continually improve and grow as a college community through a commitment to our core values.

WHAT IS A "CORE VALUE"?

There are many different definitions of a core value. We define a core value as a strongly-held implicit or explicit belief that many people share that helps to define the culture of the organization and that drives both the day-to-day activities and the long-term direction of the organization.

WHAT IS THE PURPOSE OF THE HCOP CORE VALUES PROGRAM?

The Core Values Program is designed to help our college more effectively achieve its mission by becoming a "values-based organization". We define a values-based organization as one that understands the values that are most important to the people in the organization and uses those values to guide both day-to-day decision-making and long-term planning.

MAJOR OBJECTIVES

- Identify and define the core values of the college.
- Communicate those values to all stakeholders.
- Develop plans to ensure the values are meaningfully integrated into the college's activities and culture.
- Create a "values-based strategic plan" to guide long-term growth.
- Assess, monitor, evaluate values and revise and update them when needed.

Mallory HAWKINS
CHAMPION STUDENT SUCCESS
"She HAS A FANTASTIC ATTITUDE that rubs off on prospective students and their families. We are so lucky to have her as part of our college!"

Glady's HEARD
WIN AS A TEAM
"Dr. Heard is an integral part of the curriculum team! Instead of being a Curriculum Coordinator, her title should be Curriculum Magic Maker! Her COMMITMENT TO TEAMWORK IS evident in brainstorming ways to make activities happen on the Mobile campus while also handling student concerns and coordinating exams and PBAs. She is an integral part of the team and STRIVES FOR A WIN-WIN FOR EVERYONE!"

Xi CHEN
BELIEVE IN HARD WORK
"Dr. Chen has WORKED FEVERISHLY to synthesize and purify an experimental anticancer compound needed for testing at UAB Cancer Center for pancreatic cancer, including working on Thanksgiving Day and over the break!"

Kathy KYLE
BELIEVE IN HARD WORK
"Kathy ALWAYS WORKS HARD and GOES ABOVE AND BEYOND. She never complains and is an absolute workhorse! Very reliable and dependable!"

Kristy BERRY
WIN AS A TEAM, BELIEVE IN HARD WORK
"Kristy amazes me with her knowledge of products and anything vivarium related! She is a great teacher, VERY PATIENT AND A SUPER HARD WORKER! She is a Alltime team player, has the best trash drawer and keeps us all laughing!"

Leigh Ann BOONE
WIN AS A TEAM, BELIEVE IN HARD WORK, STRIVE FOR EXCELLENCE
"Leigh Ann did an amazing job helping with every aspect of the Faculty Development Conference. Even though she wasn't leading 100% physically, SHE LUMPED IN TO HELP ON SEVERAL OCCASIONS and ENSURED EVERYTHING RAN SMOOTHLY. She also helped to create and facilitate one of the team building activities. Whenever something really complex seems to go off without a hitch, it's always someone like Leigh Ann working that ball off in the background!"

Allison CHUNG & Heather WHITLEY
SERVE HUMANITY, SUPPORT DIVERSE COMMUNITIES
"Dr. Allison Chung and Heather Whitley, along with the HCOP students joined our Outreach Office to travel to Athens, Greece to participate in a service learning project. Their work was instrumental in assisting our program to assist in health screenings, medications, and PROVIDING WATER AND FOOD FOR UNDERPRIVILEGED GROUPS AND REFUGEES IN GREECE."

Lori HORNSBY
WIN AS A TEAM
"She is always trying to encourage people to work together in positive ways. In a world where many people are focused only on themselves and don't like to collaborate, she is A REAL SHINING STAR!"

Organizational Core Values

SERVE HUMANITY

WE ARE DEVOTED TO CREATING A WORLD THAT IS HEALTHIER AND MORE EQUITABLE, INCLUSIVE, AND COMPASSIONATE.

SUPPORT DIVERSE COMMUNITIES

WE ARE AN ACTIVE DIVERSE COMMUNITY DEDICATED TO SUPPORTING EACH OTHER AND EMPOWERING ALL MEMBERS OF THE AUBURN FAMILY

CHAMPION STUDENT SUCCESS

WE ARE UNWAVERING IN OUR COMMITMENT TO STUDENT SUCCESS

WIN AS A TEAM

WE WORK TOGETHER AND PUT THE SUCCESS OF THE TEAM BEFORE OUR OWN

STRIVE FOR EXCELLENCE

WE SET HIGH STANDARDS!

BELIEVE IN HARD WORK

WE BELIEVE IN WORK, HARD WORK.

EMBODY PROFESSIONALISM

WE BELIEVE PROFESSIONALISM IS THE ESSENTIAL FOUNDATION OF OUR COLLEGE'S SUCCESS

Core Values Process



Renee DELANEY
WIN AS A TEAM, EMBODY PROFESSIONALISM
"Renee organized the campus safety trainings for our college. She provided ideas to help train our faculty on safety when they asked for training and reached out to others on campus to make these training sessions possible. She is VERY PROFESSIONAL IN HER INTERACTIONS with those of us in the College and outside of the College making the HCOP look good! Thank you, Renee!"

Clinton JOHNSON
WIN AS A TEAM, STRIVE FOR EXCELLENCE, BELIEVE IN HARD WORK, EMBODY PROFESSIONALISM
"I have a lot of IT-related problems (mostly self-inflicted). Clint always quickly comes to my rescue! He has helped me and my department with issues that are above and beyond his job description. Clint's KNOWLEDGE AND CUSTOMER SERVICE are great value to HCOP!"

Rachel JULIANA
WIN AS A TEAM, BELIEVE IN HARD WORK, STRIVE FOR EXCELLENCE
"Rachel worked so hard to help make the Faculty Development Conference a success! Even though she just started working in HCOP the day before the conference, she WENT ABOVE AND BEYOND any expectations to support the conference... kept A POSITIVE ATTITUDE and did whatever she could to help without being asked. She's a superstar!"

Anno SOLOMON
CHAMPION STUDENT SUCCESS
"Dr. Solomon daily champions student success! One recent example is that she held calculations office hours three days in a row to help prepare students for an upcoming exam and all of these days were after being in class for 7 hours that day and she had many other things she could have been working on. She made sure they had time to review, HELPED them identify where they were going wrong and ENCOURAGED them. She always has a GRACEFUL and PATIENT attitude and prioritizes student needs and success!"

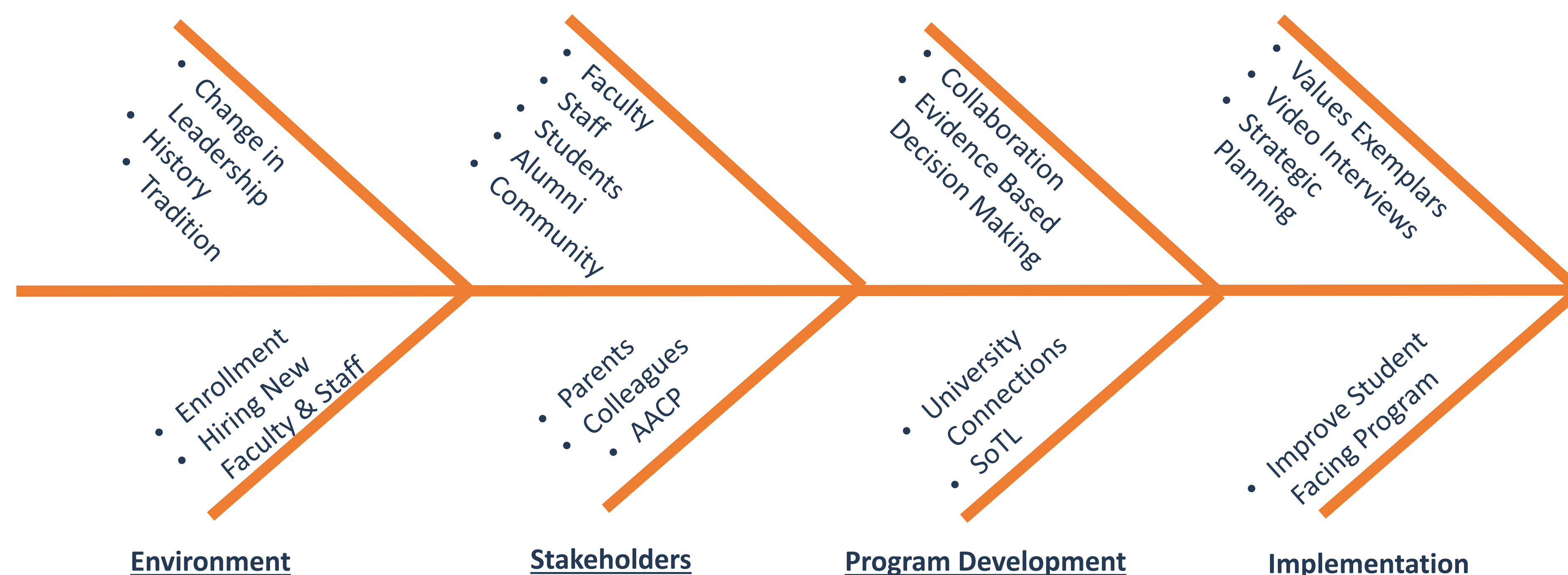
Leon SAFFELLE
EMBODY PROFESSIONALISM
"Leon was the point person in IT who managed all Dean candidates regarding zoom and Open Forum prep. He stayed in the room for all Open Forums in case he was needed. He met with them before every candidate to review the interview and finalize any IT needs. He was PATIENT, ACCOMMODATING, COOPERATIVE, HELPFUL and always PROFESSIONAL."

Ginger BLAIR
WIN AS A TEAM, BELIEVE IN HARD WORK, EMBODY PROFESSIONALISM
"Ginger was extremely helpful during the Faculty Development Conference. Even though it wasn't related to her primary work area and I'm sure she had a lot of other things to do, she took charge of ordering the food for the conference, set it up when it arrived, cleaned up afterwards, and kept track of all the receipts. All the while, she just had a positive, "CAN DO" ATTITUDE! She is amazing!"

Kimberly BRAXTON LLOYD
EMBODY PROFESSIONALISM
"Kimberly is an AMAZING LEADER. She provides me with a positive example of what it means to be a professional in the field of pharmacy!"

Charlotte CHEATHAM
CHAMPION STUDENT SUCCESS
"Charlotte has been VERY SUPPORTIVE with our faculty and staff especially as the champions student success. She has the students' best interest in mind and jumped in recently to help when we had student illnesses that were causing disruption in class attendance. Charlotte was QUICK TO HELP and offer suggestions."

Defining & Building Culture



Ishikawa "Fishbone" Diagram

"Culture Eats Strategy for Breakfast" – P. Drucker

"Your Values Become Your Destiny" – M. Gandhi

Marketing & Implementation

VERNS HARRISON COLLEGE OF PHARMACY VALUES EXAMPLES REPORTING & NOTIFICATION SYSTEM

March 2023 to Present	
TOTAL NUMBER OF VERN'S REPORTED:	94
PEOPLE RECEIVING VERN'S:	80
VERNS BY CORE VALUE	
SERVE HUMANITY	14
SUPPORT DIVERSE COMMUNITIES	13
CHAMPION STUDENT SUCCESS	25
WIN AS A TEAM	54
STRIVE FOR EXCELLENCE	32
BELIEVE IN HARD WORK	34
EMBODY PROFESSIONALISM	24
TOTAL	196

sites.google.com/view/hsopfas/recognition/verns/verns-updates