

The SoP Strategic Plan highlights a “Cultivate” priority area with the aim to foster an inclusive community focused on inquiry, respect, diversity, & dedication to talent development. Pulling from the three priorities below, SoP departments & committees have made strides towards cultivating a culture of engagement, development, & well-being.

## Cultivate Priority 1

Continuously work, with utmost priority, towards increasing the diversity of the faculty, staff, & student profiles.

## Cultivate Priority 2

Develop a system that provides dedicated personal development support for faculty & staff.

## Cultivate Priority 3

All faculty, staff, & students will demonstrate a growth mindset that promotes inclusion & well-being.

### INCLUSIVE EXCELLENCE

#### IE COMMITTEE CHARGE

The Inclusive Excellence Committee has been established to assist the Dean and the Associate Dean for Diversity and Inclusion Initiatives to propose, develop, and implement initiatives that align with our school’s strategic plan and ACPE standards relating to Inclusive Excellence.

#### BOOK READS AND PODCASTS

BOOK/ PODCAST	PARTICIPANTS		
	Faculty	Staff	Students
<i>White Fragility</i> (2020)	11	28	N/A*
<i>Just Medicine</i> (2021)	11	14	19
<i>The 4 Stages of Psychological Safety</i> (2023)	7	27	8
<i>Radical Candor</i> Podcast (2024)	11	29	N/A*

\*Book read and podcast were faculty and staff focused.

#### GOALS

- Break down silos
- Increase education and skill building
- Create community
- Promote inclusion and belonging
- Ensure leadership support

#### STRUCTURE

- Mixed groups of 5-6 faculty and staff
- Discussion guide provided
- Volunteer facilitators
- Virtual or in-person discussions
- Meet six times over the summer
- Offer a larger group debrief

#### PARTICIPANT FEEDBACK

*Just Medicine: A Cure for Racial Inequality* by Dayna Bowen Matthew

Survey administered to all participants (n = 44) - 52% response rate

**95%** of participants who agreed that participating fostered a sense of community.

“A good opportunity for people from different divisions/areas to become acquainted in a non-strictly-work context and converse in a more peer-like way.”

“I got to know more people within the sop. I felt like we shared a common goal.”

**8** the average participants rated the quality of discussions on a 10-point scale 0 = high quality 10 = poor quality

“Different perspectives given the various roles of people in the group led to great discussion and insights.”

“Participants came prepared and everyone contributed to the discussion. The guide provided was extremely useful in helping us stay focused and have good discussions.”

**95%** of participants who agreed they learned about bias and healthcare disparities.

“I’ve made notes about many concepts and graphics to use in my lectures and I’ve discussed what we can do further at the school.”

“I plan to be more conscious about what biases I may bring to a patient encounter and treat the patient in front of me as an individual and not a statistic.”

Thoughts and ideas generated from group discussions:

“Incorporate discussion of biases and practicing generating counter stereotypes during IPPEs and APPEs with corresponding preceptor training.”

“We felt it might be good to review the PharmD curriculum and coordinate across course content to ensure students gain awareness of unconscious bias...”

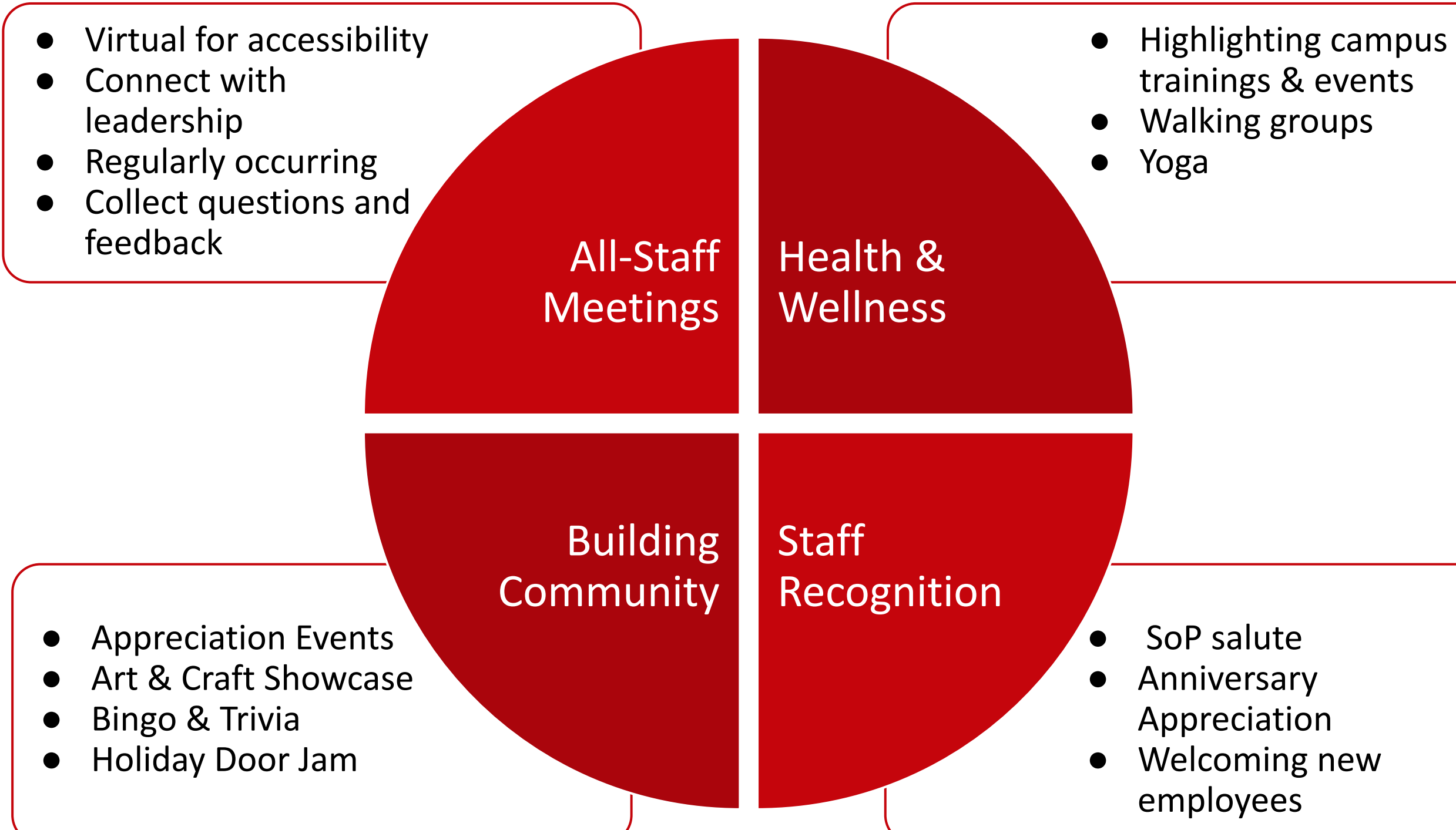
### OFFICES & COMMITTEES INVOLVED

Office of Diversity, Equity, and Inclusion (DEI)	Faculty/Staff Inclusive Excellence Committee	Committee on Academic Staff Issues (CASI)	Human Resources
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### CASI

#### COMMITTEE ON ALL-STAFF ISSUES CHARGE

Represent School of Pharmacy (SoP) academic and university staff members, advise the Dean in developing and reviewing policies and procedures impacting staff, and identify and promote opportunities for SoP staff.



### HR

#### GUIDING PRINCIPLE

Proudly shared in all recruitment postings

In pursuit of inclusive excellence, the School of Pharmacy promotes and embraces the values of community, integrity, compassion, and growth. We are committed to creating a learning and working environment where every member of our organization has equitable access to opportunities, resources, and advancement. This directly relates to our mission and our strategic plan, exemplifying our commitment to our values, as they guide us in preparing our students to address and eliminate healthcare disparities.

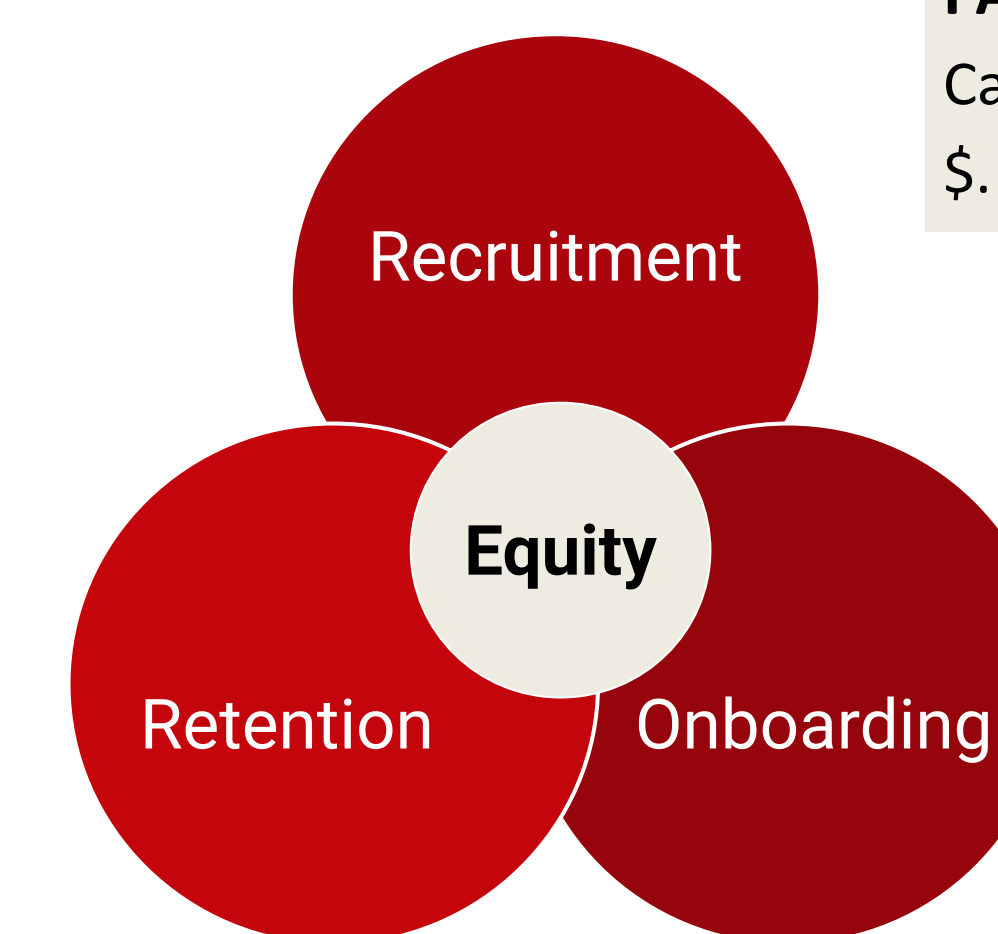
Together, we strive to build an organization that reflects the world we serve, collectively working to improve health and health equity.

#### RECRUITMENT

- Hiring committee training, blind application reviews, consistent interview processes
- Focus on applicant experience through scheduled communication & clear process guides for all stages of recruitment
- Practicing pay transparency by publishing earnings expectations based on specific experience levels and institutional salary administration guidelines.

#### PAY TRANSPARENCY

Candidates who are qualified can expect to earn between \$ & \$. Those who are highly qualified may earn between \$ & \$.



#### ONBOARDING

- Checklists & resource sharing, creating a consistent experience for ALL new hires
  - Clearly communicated expectations of onboarding stakeholders
- Training Supervisors
  - Principles of Supervision & Management
- Training New employees
  - 1-1 meetings with stakeholders
  - Promote understanding of employee benefits & provide continuous support

#### RETENTION

- Survey sent via email, centered on retention efforts as outlined in Gallup’s *12 Elements of Engagement*
  - To New Hire - 30, 60, 90, & 120 day check-in
  - To Supervisor - 30 & 90 day check-in
- Professional development
  - School sponsored, \$500 annually
  - Free & low cost opportunities through UW-Madison
  - School sponsored events
    - Conflict styles assessment and Managing Conflict workshop

#### 30-DAY NEW HIRE CHECK-IN SURVEY

1. Do you have the materials & equipment you need to do your work correctly?
2. Do you know/ are you learning the work processes & procedures you need to feel successful?
3. Are the work expectations clear?
4. Are there any tools, resources, or training you feel you need to perform your job even better?
5. What, if anything, can we do to make your experience at work better?
6. Would you like to schedule a brief meeting with HR to discuss your feedback?