

Formation of a Committee to Enhance Faculty & Staff Well-being in a College of Pharmacy

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INTRODUCTION

- Well-being is defined as the experience of health, happiness, and prosperity.¹
- The COVID-19 pandemic caused an increase in stress and decrease in well-being among many individuals across the globe especially in healthcare.²
- Well-being and burnout among pharmacy students and educators has been a focus of AACP in recent years.³
- To help mitigate the effects of stress and burnout, the University of Findlay College of Pharmacy sought methods to support its faculty and staff's well-being.
- An ad hoc committee was established and charged with coordinating these efforts.

DESCRIPTION OF INITIATIVE

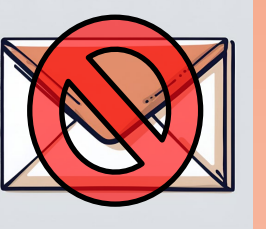
- One faculty member originally proposed and led events and initiatives that were designed to support well-being in the College of Pharmacy.
- These events supported by the dean were well received by faculty and staff.
- Initial success led to the formation of a formal well-being committee in the college, consisting of faculty, staff, and administration from all departments.
- The committee was charged with establishing and coordinating various initiatives and events throughout the year.
- The Dean of the College of Pharmacy serves as a member of the committee and provides administrative support as well as funding of initiatives on a case-by-case basis.

EMPLOYEE SPOTLIGHT



- A standard "get to know you" form was developed by the committee and administered to a college faculty or staff member each month.
- Topics include favorite beverage, hobbies, bucket list items, etc.
- Responses were used to create Employee Spotlights, which are shared electronically and posted in the employee mailroom/faculty lounge.

ADDITIONAL PROJECTS

- Escape Room Fun
 - Faculty and staff completed an escape room at our university STEAM education center for hands on learning.
- Back to School Bash
 - One leader hosted a gathering for employees and families at their house to kick off the academic year in a fun way.
- "Freedom from E-mail Day" 
 - Faculty and staff were encouraged to not send emails to each other, in order to reduce interruptions and allow for focused work.
- Faculty/Staff Appreciation Mugs
 - Mugs were designed for each employee, containing a word cloud of individualized and positive words about the recipient from their colleagues.
- Recognition awards were created to show appreciation for colleagues outside the College of Pharmacy who support our mission.



FACULTY/STAFF LOUNGE

- The committee recommended the development of a faculty/staff lounge to promote socialization amongst colleagues.
- The lounge was financially supported by the Dean, who repurposed an existing multipurpose room.
- Elements include a couch, bulletin board for news, refrigerator, microwaves, and lunch table.
- "Lunches in the Lounge" was a quarterly event for individuals to bring their lunch and chat.

BREAKFAST AND HAPPY HOURS

- Monthly breakfast or happy hour events were scheduled at various restaurants, usually near the University.
- The events allowed for others to catch up and socialize, hopefully allowing time to de-stress.
- Events generally occurred in the morning or late afternoon on college faculty meeting days, allowing individuals to attend both the meeting and the event at the end of a work week.



OBJECTIVE

- To describe various well-being initiatives developed in the University of Findlay College of Pharmacy.

STRENGTHS AND LIMITATIONS

- Strengths
 - Allows for generalized support of well-being
 - Well-received by employees
 - Committee was renewed for another 2-year term
- Limitations
 - Identifying times and dates that work for everyone
 - Time spent by committee members
 - Finding events that satisfy most preferences

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