

Investing in Faculty and Staff Innovation and Excellence

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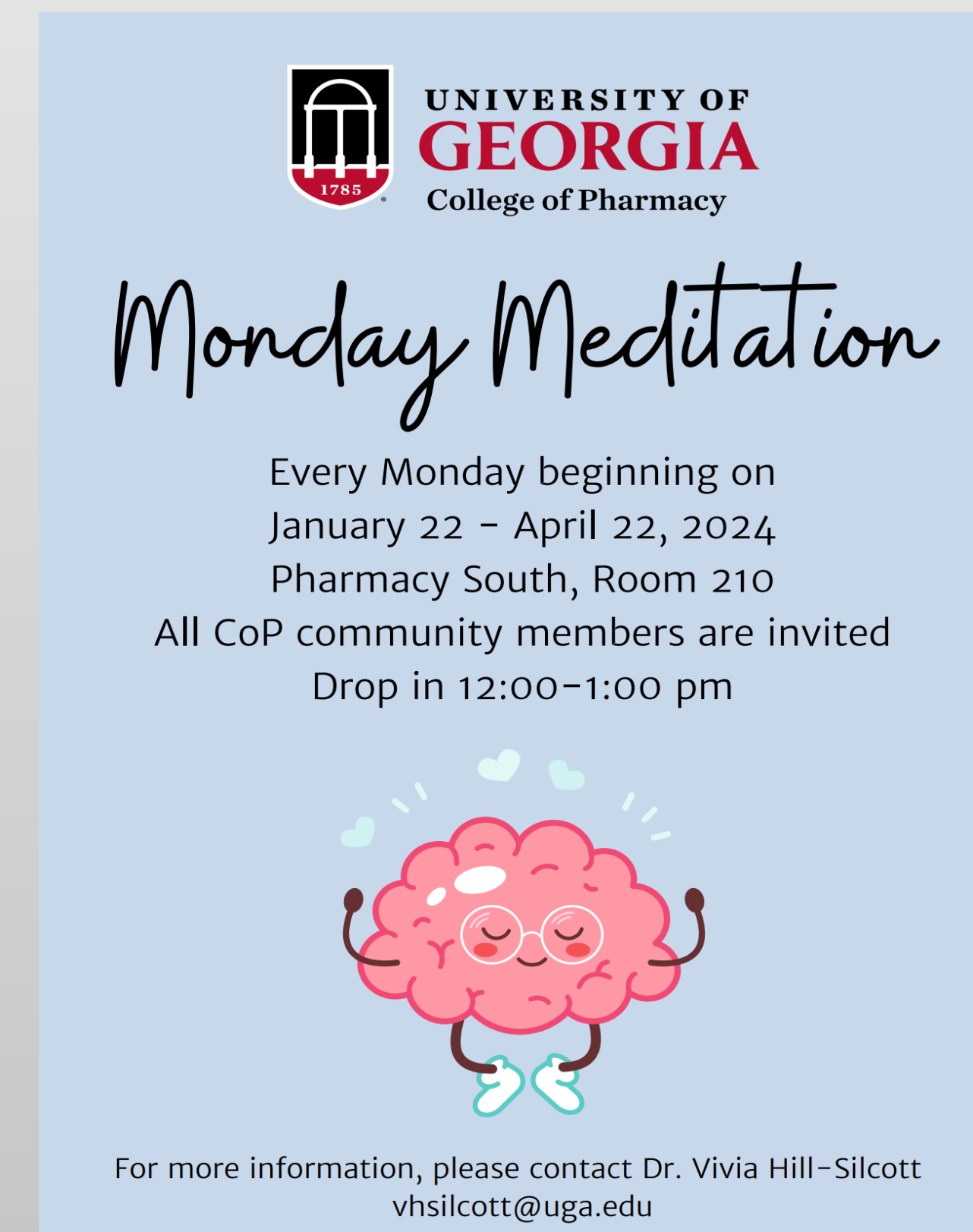
Intentionally Investing

Investing in the wellness, growth, and development of faculty and staff is vital to the overall success of a College of Pharmacy. At the University of Georgia, this investment starts with our strategic plan. As we set the course for our College, we set one of our key strategic directions as investing in innovation and excellence. Our strategic investment includes adopting key elements from the American Council of Education's study on equity-minded faculty workloads. We used this model to restructure our committee work to emphasize faculty workload and agency. We followed the lead from our University's changes to competency-based model of professional development for staff and integrated it into our evaluation processes and development opportunities. We created an Office of Instructional Innovation and Research (OIIR) and they led our signature faculty development series named Faculty Achievement in Classroom Teaching (FACT). These FACT programs have engaged faculty in new and innovative ways to provide instruction for students. We have held regular mindfulness sessions and other programming to support faculty, staff, and students. These are a few ways we support innovation and excellence.



Faculty Achievement in Classroom Teaching (FACT)

- The FACT program is designed as a collaboration between the UGA Center for Teaching and Learning and the UGA College of Pharmacy.
- The program promotes innovation by hosting a year-round teaching and learning workshop series, which provides the foundation for faculty to develop SoTL proposals in collaboration with the College's OIIR.
- Successful proposals receive seed-grant funding and dedicated assistance from the OIIR. This support is aimed at helping faculty design, develop, implement, and evaluate their projects, ensuring their success.



Faculty and Staff Well-Being and Inclusive Excellence

Faculty and staff well-being and inclusive excellence encompass the welfare and the work-life balance that contributes to success. We align our priority goals to reflect the strategic, mission-driven, and inclusive plan of the University of Georgia.

- Faculty and staff wellness activities - workplace practices that enable employees to participate in weekly stress and anxiety support groups.
- Mental Health Awareness Month college-wide programs
- Professional development workshops to address the sea change of inclusive learning.
- Increase award recognition that highlights professional contribution.

The objective is to support the holistic development of faculty and staff and promote programming that is meaningful for employees.

Equity-Minded Faculty Workloads

The College of Pharmacy is utilizing the American Council of Education sponsored study on equity-minded faculty workloads to intentionally evaluate the many directions faculty members are pulled. We reset service allocation, so faculty have a 1 to 1 ratio of College-Level committee assignments to faculty members. Our next step has been taking a closer look at teaching workloads and allocation of effort for faculty members to determine the right balance. We continue to identify ways to ensure that we are valuing all the work faculty engage in as instructors, administrators, and clinicians within the context of the R1 institutional pressures to produce scholarship and externally funded research.

