



Concordia University Wisconsin School of Pharmacy creates value and appreciation of faculty and staff by supporting a collaborative, respectful culture of belonging and continual development.

## Methods

The culture of belonging and continual development is achieved through several initiatives: 1) CUWSOP Diversity, Belonging, and Well-Being (DBWB) committee actions 2) CUWSOP faculty development activities 3) University opportunities for faith and professional development.

## Results

1) The **DBWB committee** has fostered belonging and wellbeing by: facilitating group mindfulness exercises; celebrating achievements and supporting hardships within our community; establishing a whiteboard and Padlet™ e-board to share events, accomplishments, and connections; sponsoring speakers, social outings, and grant-sponsored initiatives.

2) **School faculty development** activities include: offering over 40 seminars in 14 years on topics pertinent to pharmacy educators; organizing annual development days that all Department of Pharmacy Practice members attend to network, learn, and ensure consistency across the curriculum.

3) The **university** supports **faith and professional development** by: awarding over ten Intramural research or teaching grants to CUWSOP faculty in the last 14 years; offering monthly and enduring programs via the Center for Excellence in Learning and Teaching; offering a tuition waiver program that three CUWSOP faculty and nine resident learners have benefited from; blocking time for daily chapel so faculty, students, and staff can gather as a faith community; offering volunteer time off benefit.

## Conclusion

CUWSOP seeks to help all faculty and staff feel valued and appreciated. We acknowledge the role of faith in each individual's life. The importance of the "family" of colleagues is also emphasized. By cultivating a culture of belonging and appreciation, our faculty and staff can be effective educators and servant leaders for our learners.

