

#pcpproud: Intentional Multifocal Approach to Creating Culture at the Philadelphia College of Pharmacy

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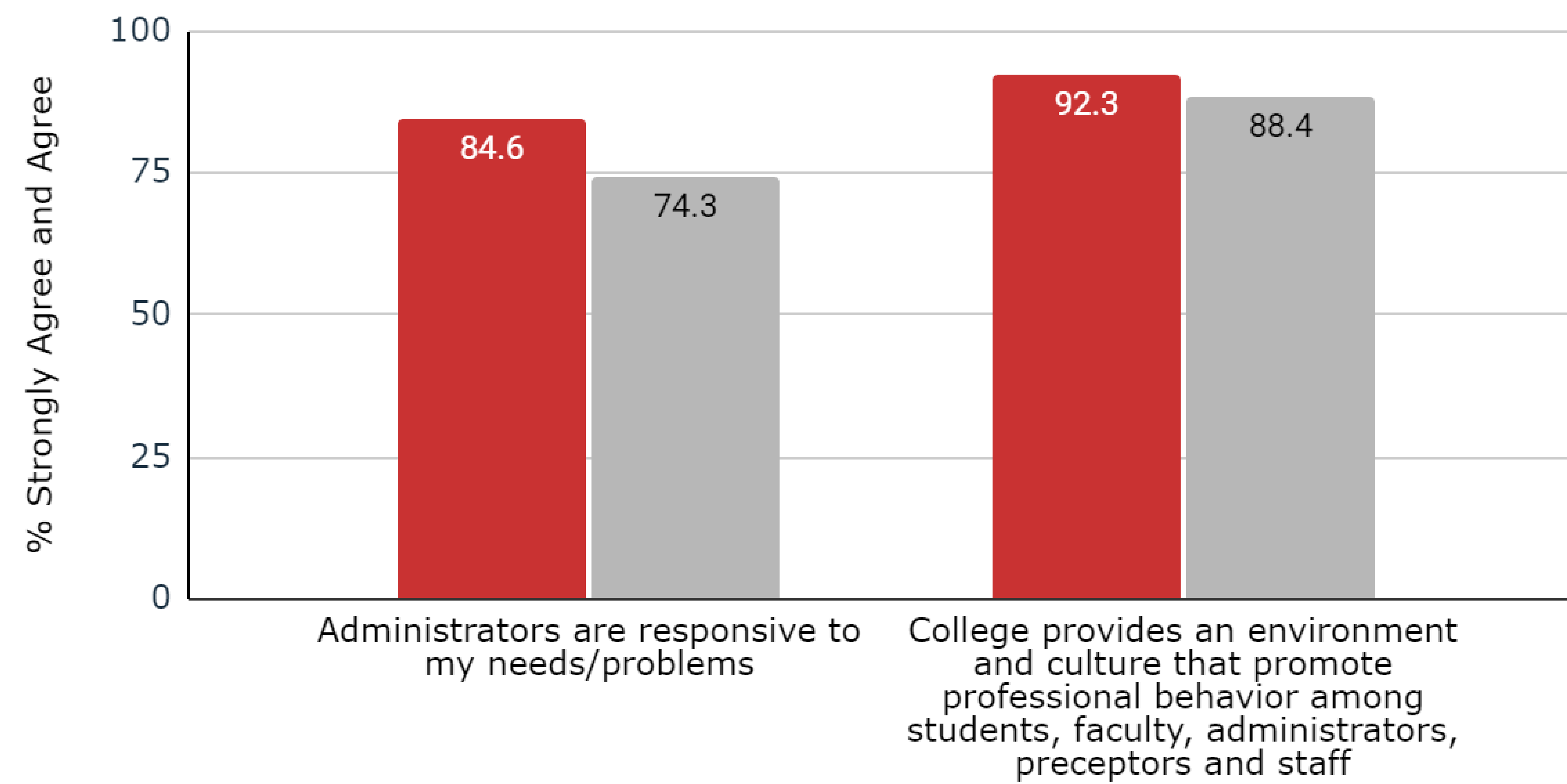
INTRODUCTION

The Philadelphia College of Pharmacy at Saint Joseph's University celebrated its 203rd birthday in 2024, and the legacy of the college remains strong through intentional and multimodal efforts to cultivate a positive culture among faculty, staff, students and alumni.

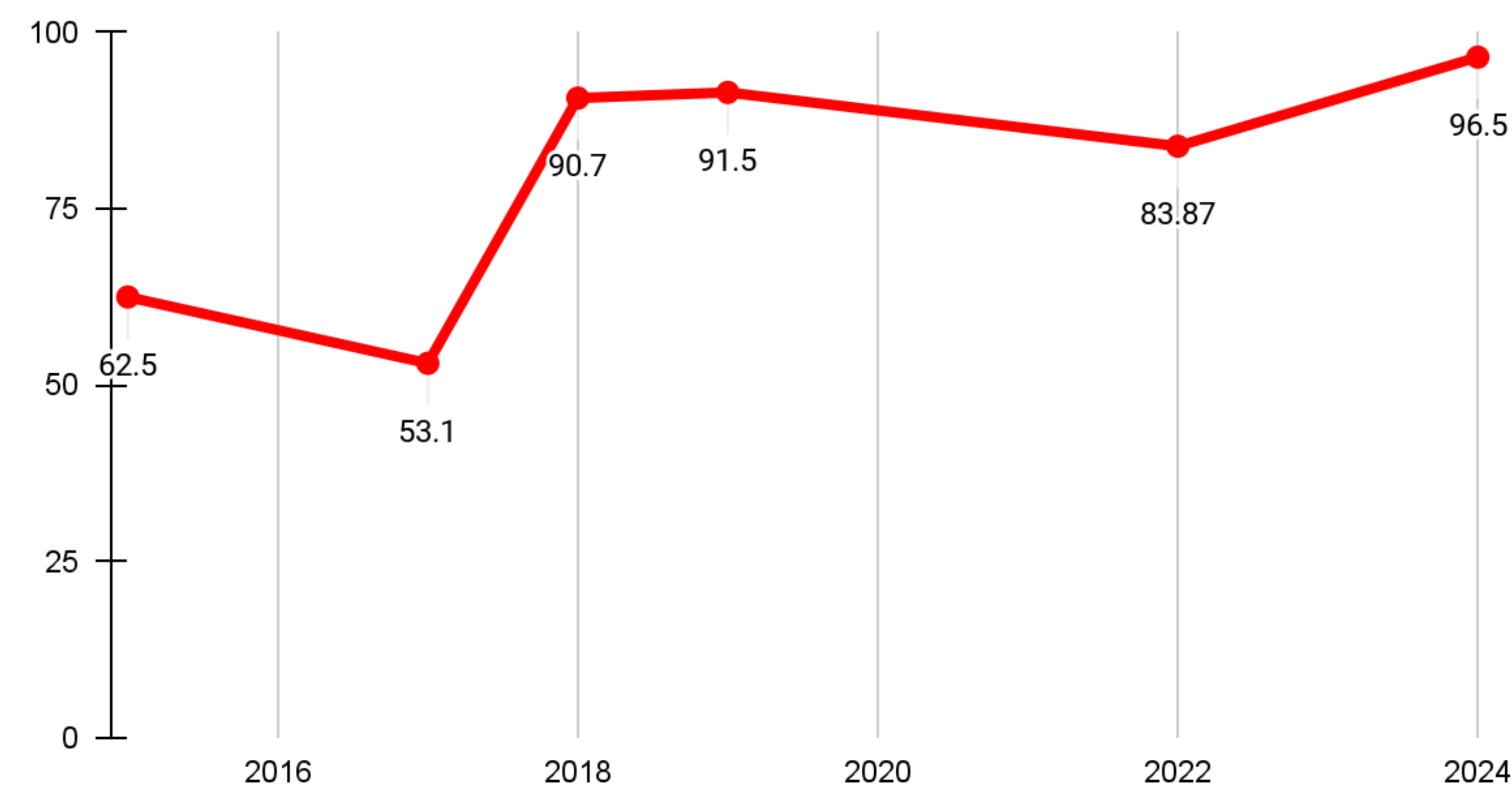
EVIDENCE

AACP Faculty Survey 2023

■ PCP ■ National



Student Satisfaction with Faculty Mentoring



Intentional Culture "The PCP Way"

Based on the book "Culture by Design"¹ PCP has developed an intentional process to drive performance and enhance culture. The "PCP Way" is defined by 24 statements that describe a fundamental concept related to desired behaviors and attitudes of faculty, staff and students. One fundamental is emphasized each week through a formal reflection in the PCP newsletter, discussion at each committee and student meeting within the college, and displayed in a variety of campus locations.

The PCP Fundamentals describe the values, behaviors, principles, and practices that are the foundation of our unique culture. It explains how we relate to each other, our students and everyone we serve. It's who we are, and it's what drives our extraordinary success. We call it, The PCP Way.

The PCP Way

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CURA PERSONALIS.

Cura Personalis is Latin for "care for the person". Cura Personalis is having concern and care for the development of the whole person. It means we are committed not just to academic achievement, but also to mental and physical health, spiritual growth, and development of each other as a citizen of the world.

The PCP Way

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TREASURE, PROTECT, AND PROMOTE OUR REPUTATION.

We're all responsible for, and benefit from, the PCP image and reputation. Promote institutional advancements and instill pride in the College and its history.



PCP Social Media



The PCP social media platforms are carefully crafted and maintained by a faculty-student team to represent all of the positive internal and external achievements of college constituents, which has improved student and faculty morale and reconnected alumni to the college.



Faculty Auction

The annual PCP Faculty Auction is a way for faculty and students to connect outside the classroom. Faculty, individually or in groups, offer "experiences" that are then auctioned off to students. Proceeds benefit attendance at the annual APhA meeting.

Founders' Day

After the merger with Saint Joseph's University in 2022, the PCP Founders Day event was re-imagined to better serve as a networking and community building opportunity for PCP faculty, staff, students and alumni. The event gives us the opportunity to reunite, reflect on our history and position the College for the future. The 2024 PCP Founders' Day had record attendance and will become the centerpiece of alumni events moving forward.



Reference

1. Friedman DJ. Culture by design: 8 simple steps to drive better individual and organizational performance. United States: High Performing Culture, LLC; 2018.

