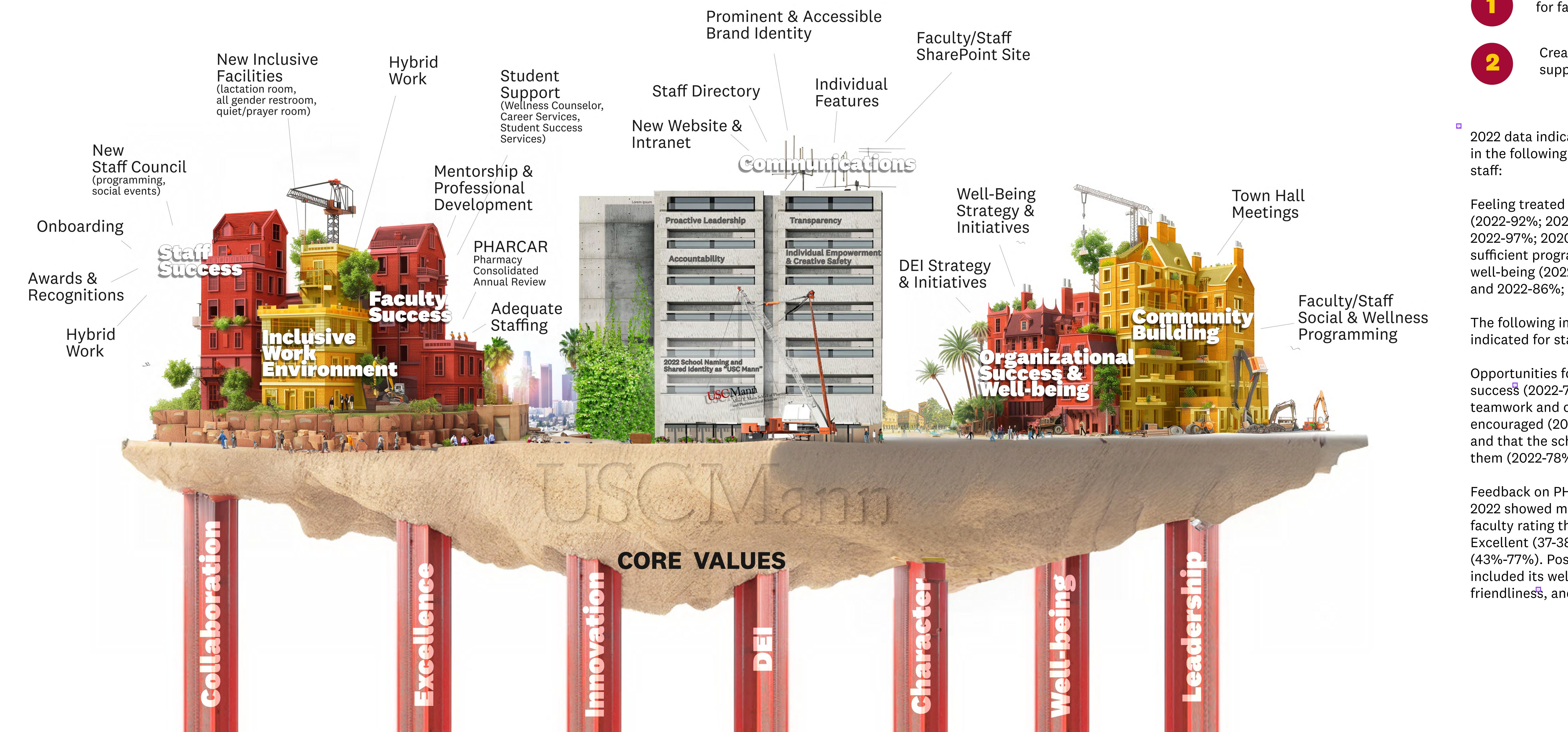


Building Spaces to Thrive: Faculty and Staff Success Through Wellness, Inclusivity, Community and Supportive Infrastructure

School of Pharmacy and Pharmaceutical Sciences Melissa Durham, Isaac Mora, Maryann Wu, Stella Yeghnanyan, Michele Keller, Kari Franson



staff:

The following improvements were indicated for staff:

Opportunities for professional success (2022-78%; 2020-64%), teamwork and collaboration are encouraged (2022-91%; 2020-83%), and that the school cares about them (2022-78%; 2020-74%).

Feedback on PHARCAR in 2021 and 2022 showed more than 80% of faculty rating the software as Excellent (37-38%) or Good (43%-77%). Positive feedback included its welcome change, user friendlines, and ease in navigation.

Pre-pandemic 2020 data identified areas of improvement in faculty and staff sense of belonging, being valued, being connected to the School community, and the presence of burnout.

Two goals were set:

- Create a culture of well-being and community for faculty and staff.
- Create systems, processes, and structures to increase support for faculty and staff.

2022 data indicated improvements in the following for faculty and

Feeling treated with respect (2022-92%; 2020-87% and 2022-97%; 2020-85%), and that sufficient programs foster well-being (2022-88%; 2020-83%) and 2022-86%; 2020-83%).

The 2023 AACP Faculty Survey data showed several areas significant for excellence in contributing to faculty success, including having 1) sufficient # of staff to address programmatic needs (87.1% strongly agree or agree (SA/A), +24.8% above national avg.), 2) resources to address research/scholarship needs (87.1% SA/A, +17.4% above national avg., 3) programs available to develop competence in research/scholarship (87.1% SA/A, +13.7% above national avg.), and 4) administration responsive to needs/problems (87.1% SA/A, +12.8% above national avg.).

In addition, the survey shows that the largest improvements from 2018-2023 include having 1) sufficient # of faculty (77.5% SA/A, +36.6% since 2018), 2) sufficient # of staff (87.1% SA/A, +23.9% since 2018), 3) opportunity to provide feedback to administrators (82.2% SA/A, +23.0% since 2018), and 4) formal feedback on a regular bases (90.3% SA/A, +14.8% since 2018).