

Supporting and Sustaining Faculty and Staff Success at the University of Florida College of Pharmacy

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OVERVIEW

Recognizing the critical role of faculty and staff in institutional success, the University of Florida College of Pharmacy (UFCOP) has revitalized efforts to support their professional growth and success. These efforts are categorized into four dimensions: Recognition, Resources, Recharge and Restoration, and Retooling for Professional Success.

SUMMARY

Strategic investments in our faculty and staff are foundational to UFCOP's continued success, evidenced by our achievements in areas such as student success, research output, clinical impact, professional leadership, and external recognitions. Strengthening the capabilities of our faculty and staff is essential for sustaining the high standards of excellence at UFCOP. These initiatives collectively support our mission and enhance our institutional effectiveness.

RECOGNITION: WHO AND WHAT ARE WE CELEBRATING?

- Historically, the UFCOP has recognized faculty and staff with various awards/incentive programs which contribute to our institutional success, many of which are associated with financial awards. The UFCOP has revamped our staff recognition framework to more effectively acknowledge and increase the visibility of UFCOP staff contributions and reinforce their importance to our institutional success.
- The UFCOP launched a staff awards programs in 2018 to highlight the significant contributions of College staff members
 - Monthly awards (Employee Excellence Awards) offer timely acknowledgement of staff achievements
 - 72 staff members have been recognized since inception
 - COP Annual Staff Awards Program began in 2021 beginning with four ~\$300 awards for Outstanding Staff members in Diversity & Inclusion, Academic Support, Research, Administrative/Support, as well the Annual Employee Excellence Award
 - As part of our efforts for continual improvement, the program was enhanced for 2024,
 - Increased total awards for staff to 9 in categories that recognize Performance (Academic Support, Research, and Administrative/Support), Values (Mentorship, Collaboration, and Stewardship), and Service (Rising Star and Sustained Impact).
 - Increased the award prize to \$500 per award to mirror similar faculty recognition

Faculty Incentive Programs

- Teaching and Service Incentive Program
- Research Incentive Program
- Self-Funded Teaching/Program Development Incentive Program

Annual Faculty Awards

- Teacher of the Year
- Exemplary Teacher
- Outstanding Teaching Team Award
- Doctoral Dissertation Mentoring Award
- Exemplary Clinician Award
- Exemplary Faculty Mentoring Award
- Faculty Diversity, Inclusion, and Health Equity Award
- Research Impact Award
- Outstanding Publications (Basic Research, Clinical Science Research, Teaching Innovation & Clinical Practice)
- Media Excellence
- Faculty Recognition
- Faculty Advisor of the Year
- Outstanding Student Organization Advisor

Annual Staff Awards

- COP Staff Performance Awards (Academic Support, Research Support, Administrative Support)
- COP Rising Star Award
- COP Sustained Impact Award
- COP Mentorship Award
- COP Collaboration Award
- COP Stewardship Award

RECHARGE AND RESTORE: HOW ARE WE CREATING A CULTURE OF WELLNESS?

- Institutional efforts have been implemented to ensure all UFCOP community members can access wellness tools to recharge and restore their physical and mental well-being, including the appointment of a new Director of Well-being and Resilience. This role is crucial in ensuring that our faculty and staff feel supported and cared for, contributing to the college's sustained success. Below are examples of programming implemented within our university and college to support faculty and staff:
 - Wellness calendar of activities
 - Arts and crafts
 - Guided meditation
 - Monthly seminar
 - Virtual coffee hour
 - Walking and movement challenges
 - Lunch and learn events
 - Health and Wellness webpage with links to available resources on college website

RESOURCES: HOW DO WE INVEST IN OUR PEOPLE TO BE SUCCESSFUL?

- The Maureen Keller-Wood Pharmacy Recurring Opportunity Seed Program for Education and Research (PROSPER) Excellence Award is available to all faculty, supporting novel projects in research, teaching and learning, and faculty development
- The PROSPER program is funded from the earnings from the online (off-book) programs. These funds are used to support faculty innovation, pilot projects, and various other projects within the college
- Proposals submitted are reviewed by faculty review panels that will be determined on each review cycle based on expertise needed.

PROSPER Awards Impact by the numbers since 2019

64	Unique PROSPER Awards to support faculty development, research innovation, or research innovation
1.2 M	Dollars invested in Teaching Innovation, Faculty Development or Research Innovation Awards
31	New Grant Submissions
4	New Patent Applications
8.6 M	Total dollars received from new grants based on PROSPER awards

RETOOLING FOR PROFESSIONAL SUCCESS: HOW WE CONTINUE TO INNOVATE AND LEAD?

- UFCOP fosters skill development for COP faculty and staff through multiple initiatives including
 - Monthly newsletter dedicated to staff professional and personal development
 - Staff Development workshops
 - Connecting job-based competencies to professional development opportunities offered through UF channels as well as partnering organizations (i.e., LinkedIn Learning)
 - Awarded ~\$10K through the Staff Enhancement Opportunity where staff may apply for College financial support of external professional development activities
 - Developed Career Pathway Program leading to promotional opportunities for high-performing staff members which are tied to prescribed in-service milestones attainment and professional development completions
 - Support for faculty to pursue university-level Faculty Enhancement Opportunity Awards