

Building an Inclusive Community: Creating a Council for Staff and Post-Doctoral Scholars

Nicole Keenan, MA, Angela Keene, MA, Trenika Mitchell, PharmD, University of Kentucky

OBJECTIVE

To describe how the University of Kentucky College of Pharmacy created an infrastructure to improve communication, a sense of community, personal and professional development, and recognition for staff and post-doctoral scholars.

METHODS

- The college was tasked to develop measurable goals and objectives for its five-year strategic plan (2021-2026).
- The Dean charged and appointed a sub-committee to assist with building a stronger community within the college.
- One of the committee's recommendations was to establish a council to represent staff and post-doctoral scholars.
- The council would serve as an advisory committee to the college's executive council.

MISSION STATEMENT

The Staff & Post-Doctoral Scholar Advisory Council is dedicated to encouraging communication, promoting inclusion, facilitating and strengthening engagement within the college.

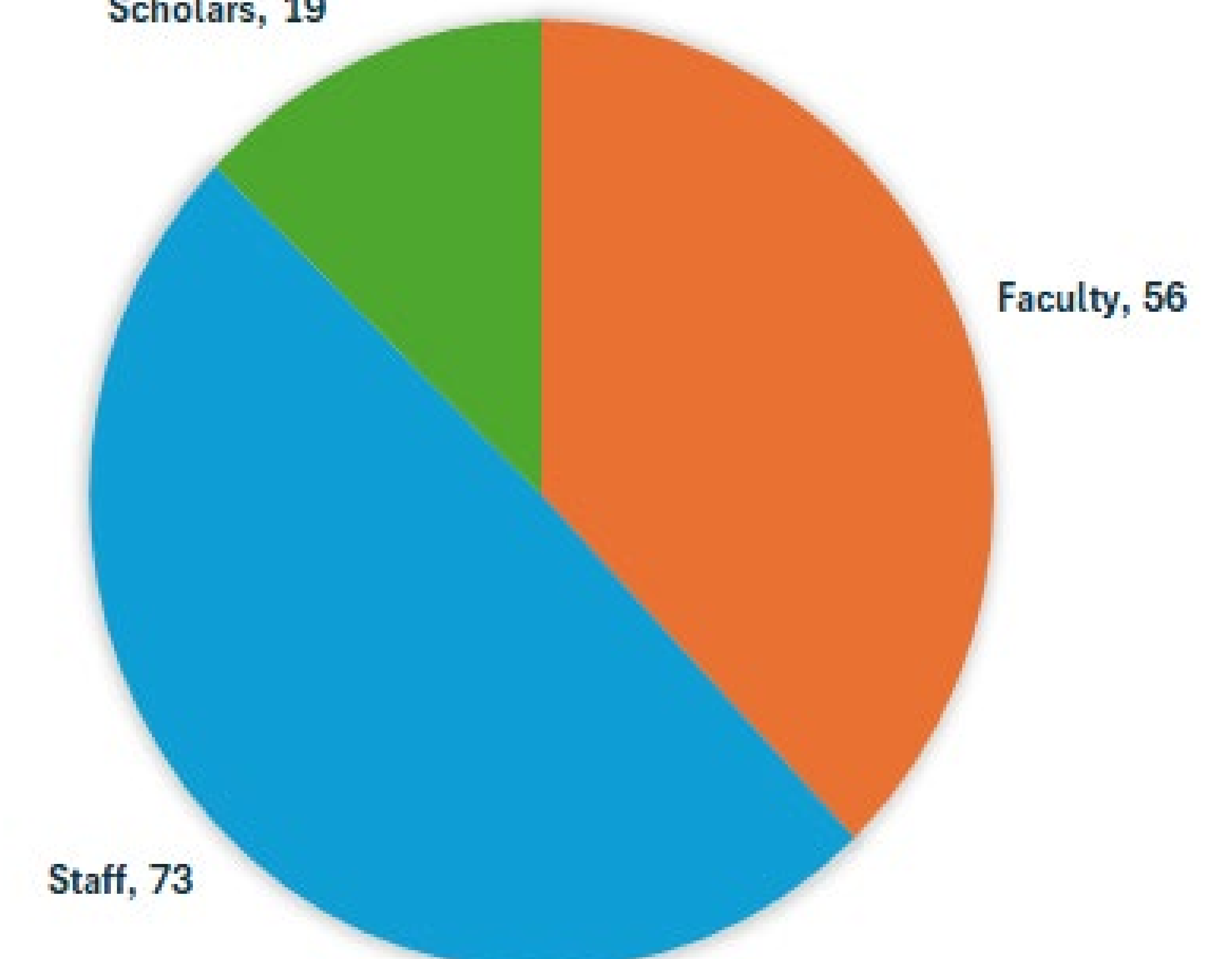


RESULTS

- A focus group was established in the spring of 2021 and assisted in creating by-laws, a mission statement, and goals of the council.
- The first Staff and Post-Doctoral Advisory Council (SPAC) was installed in Fall 2021.
- SPAC was composed of seven elected staff members, two post-doctoral scholars, and two ex officio members, the Director of Human Resources and the Coordinator for Diversity and Inclusion.
- To assist with communication, an intranet site was created to promote upcoming events, meetings, elections, provide contact information, bios for elected members, and publish the meeting minutes.
- A budget was established to cover costs for professional development, social events, new staff and post-doctoral scholar orientation, and gifts of appreciation.

COLLEGE DEMOGRAPHICS

Post-Doctoral
Scholars, 19



CONCLUSIONS

- Providing an infrastructure that includes staff and post-doctoral scholars impacts bilateral communication, builds community, and creates opportunities for professional development and recognition.
- Building an inclusive community ensures that all constituents are represented and provides organizational benefits.