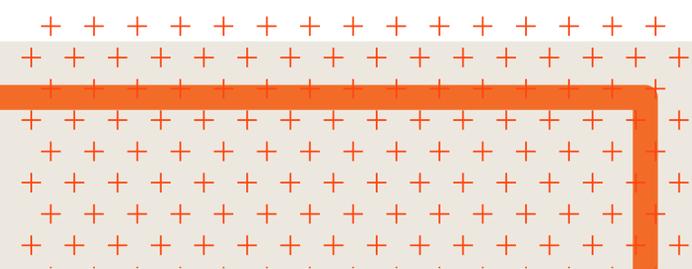


# Creating a Culture of Creativity, Collaboration, Community, and Compassion Among Faculty and Staff

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## BACKGROUND

Similar to most institutions, coming out of the COVID-19 pandemic, faculty were adjusting to new teaching methods, classroom technologies, and student needs. Additionally, ONU faculty were in the midst of a significant curricular revision, preparation of an ACPE self-study, and introducing a new Dean to the campus in Autumn of 2023. Upon review of AACP surveys, faculty were showing signs of burnout and dissatisfaction, at least in part to these factors. Despite this perception, the ACPE site visit highlighted the culture among faculty and strong emphasis on student support during an accreditation visit.

## INNOVATION

In order to build and refocus upon the strong existing culture, in addition to other curricular and functional operations, an emphasis was placed on faculty culture throughout the academic year.

- Three cultural tenets were shared at every College meeting
- Rotating faculty or staff member presenting their individual story at every college meeting
- Focus on CliftonStrengths® and faculty development around their strengths
- Purposeful social events

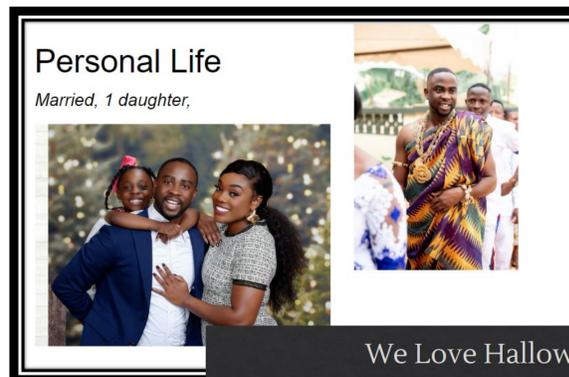
Collaboration was celebrated and assurance that student development and progression remained the priority of faculty and staff.



## “ALL ABOUT US”

- Faculty and staff members are all included; randomly selected to present at monthly College meeting
- Criteria for presentation: about yourself, pictures only, 5 minute time limit
- Encourages community-building and knowledge of fellow employees outside of professional life
- Positive feedback on learning about co-workers, sharing common interests, seeing co-worker families and travel experiences

### Presentation Examples



## ONU CULTURAL TENETS

### Make a difference every day

- Do the right thing (especially when it's hard)
- Own all aspects of work/effort

### Think Us, Not I

- Care and listen
- Respect differences
- Ask for help, give help

### Pursue Excellence

- Focus on what matters
- Embrace (productive) discomfort/change
- Be coachable

## CLIFTONSTRENGTHS®

- All College faculty and staff participated in CliftonStrengths®. While many faculty had completed in the past, it was first time in more than 10 years that everyone had taken the assessment together, and the first time many staff had ever taken it.
- A directory of strengths was created and shared for all faculty and staff. Directory was stored on shared drive to encourage access at any point.
- Department Chairs and Committee Leads were encouraged to review individual's strengths when considering task assignments.
- A CliftonStrengths® workshop was held reviewing how to interpret results and to encourage individuals to use strengths within day-to-day operations.

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## FUTURE DIRECTIONS

- “All About Us” presentations will continue throughout '24-'25 academic year.
- Committee assignments and faculty workload to use CliftonStrengths® results when possible.
- Continued development on cultural tenets in all aspects of academic job. Cultural tenets will be shared with prospective and existing students.
- Longitudinal results of AACP faculty surveys with supplemental feedback will be used to measure faculty and staff satisfaction and workplace culture.