GW | Nursing

Designing, Developing and Deploying a Healthy Work and Learning Environment

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The Charge

- Identify the current GWSON issues/problems identified in the climate survey reported 1/31/18 at the all school diversity retreat.
- Create strategies and interventions to address the concerns/problem identified in the GWSON climate survey.
- Include the faculty and staff members as needed in creating solutions to the environment issues to create a sense of collegiality and ownership across the environment and stakeholders at GWSON.
- Explore best practices and the evidence on ways to promote a healthy work and learning environment to promote collegiality, trust, respect, value, and accountability.
- Develop recommendations to the Dean to address the concerns/problems found in the climate survey and to promote a healthy work and learning environment.

Academic Workplace Standards

- **Skilled Communication:** Faculty and staff are proficient in using and role modeling communication skills as they are in their respective academic duties and skills.

- **True Collaboration:** Faculty and staff are relentless in pursuing, fostering and role modeling collaboration within and beyond the university.

- **Effective Decision-Making:** Faculty and staff are valued and committed partners in implementing shared governance within the school and university setting.

- **Appropriate Staffing:** Faculty and staff ensure the effective match between the mission of the school and designated employee competencies.

- **Meaningful Recognition:** Faculty and staff are recognized and recognize others for the value each brings to the work of the organization.

- **Authentic Leadership:** Faculty and staff leaders fully embrace the imperative of a healthy work environment, authentically live it, and engage others in its achievement.

- **Self Care:** Faculty and staff engage and are supported in developing self-care as foundational to the creation of a healthy work and learning environment in which all members of the academic community can thrive.

Respect/Collegiality

| Recommendations	Strategies
- Cultivate a sense of inclusion, belonging, and value of differences to promote respectful communication, collegiality, and a positive work and learning environment for administrators, faculty, staff, and students. **AACN Standard: True Collaboration**	- Offer continuous educational opportunities related to healthy work and learning environments. - Collaborate with the University Culture Leadership Team, established by President LeBlanc. - Conduct a SON culture survey annually to analyze data and set metrics that sustain respect for the following year. - Draft a culture pledge, to be signed by SON faculty and staff, reminding everyone of the commitment to meet the behavioral standard.

Meaningful Recognition

Recommendations	Strategies
- Establish a communication vehicle whereby all distinguished activities are included for staff, faculty and students. - Increase the cultural frequency in which colleagues personal and/or professional accomplishments are formally (or publically) recognized. **AACN Standard: Meaningful Recognition**	- Continue to build upon current methods of recognition. - Collaborate with the Office of Marketing and Communications for increased opportunities to "spotlight" staff accomplishments such as educational pursuits, conferences and publications.

Trust, Transparency, Follow Through & Follow Up

Recommendations	Strategies

- Foster transparency and responsiveness to build trust and rapport by including faculty and staff in decision-making process, ensuring timely communication and including the impetus for decisions that are made.
- Provide follow up support for employees who are dealing with challenging workplace situations.
 	
AACN Standard: Skilled Communication
	- Mandate internally publishing existing resources:
	  ❖ https://hr.gwu.edu/grievance-process
	  ❖ https://hr.gwu.edu/performance-counseling
	  ❖ https://studentconduct.gwu.edu/civility-community-standards

Strengths

- Achiever
- Strategic
- Connectedness
- Relator
- Individualization
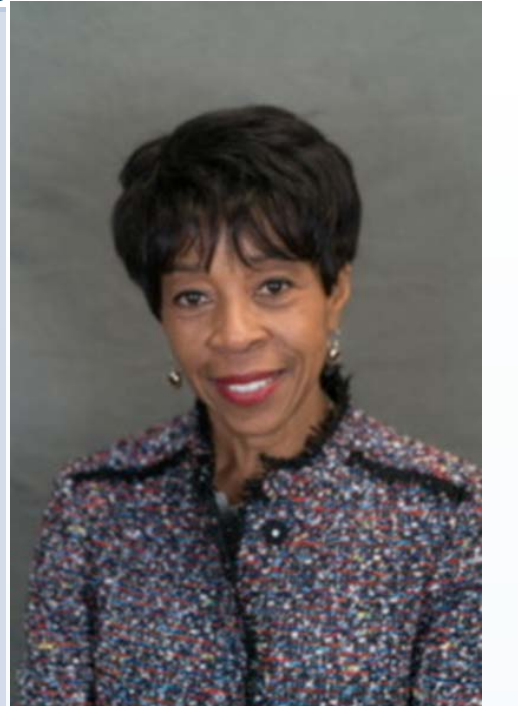
- Restorative
- Responsibility
- Futuristic
- Positivity
- Developer

Conclusion

- Faculty and staff may differ in their needs, approaches and expectations for instituting recommendations and policies related to workplace behaviors
- To establish a universal lens of acceptable behavioral standards, discussions must be inclusive of different experiences and environments
- Leading the charge requires creating a safe environment where individuals feel safe to speak truthfully and openly about issue

References

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