In Survey #2, our faculty and staff confirmed SHP's core values as Collaboration, Compassion, Excellence, Inclusion, Innovation, Integrity, and Respect. Using this Padlet bulletin board, provide examples of actions, interactions, or behaviors that would illustrate how each core value has been successfully embedded in the SHP culture.

All posts are anonymous. If you have a Padlet account, make sure you are logged off. You can come back as many times as you want, start a new string, or comment on others' suggestions. These examples will be summarized to further define how we can truly live each value. Use the + button under each core value to add posts to that section. You may need to scroll to the right to see all sections.

Collaboration

⇔ Faculty from different departments are working together on articles and class design

♡ 1 ◯ 1

> **Anonymous** 4/3/24 4:26PM
> Totally agree! departments can collaborate to identify common times to allow for more coeducational opportunities, IPE, and the like

⇔ People are sharing knowledge to help others

♡ 1 ◯ 0

⇔ Faculty and staff partnering together on research and grant projects.

♡ 3 ◯ 0

⇔ Academic departments working with organizations in their local communities.

♡ 0 ◯ 0

⇔ Each SHP committee is made up of representatives from each program/department. Nevertheless, when SHP level committees/task forces have published updates, programs/individual faculty sometimes seem surprised by or resistant to adopting these new forms, regulations, or coursework. Perhaps we need to discuss how faculty governance is exercised through committee work. Or perhaps committees need to be changed and the Dean's office should take on the workload of these committees (that's a lot of work and might need a few new hires!). Either way, let's consider how we can collaborate on some of these school-wide issues with enough flexibility for and cooperation from individual programs/faculty.

♡ 0 ◯ 1

> **Anonymous** 4/16/24 4:39PM
> This may be because faculty do not necessarily see it as their role to communicate back to their department what the

committee is recommending. perhaps related, most often they do not "represent" the dept., in any real way (nor should they necessarily), they just their own personal opinion or viewpoint, the committees are not representative bodies.

I find my colleagues in other departments to be very open to collaboration, especially around genuine areas of shared interest and concern. I also believe there is still a significant amount of untapped potential in this area.

♡ 0 ◯ 0

Collaboration to me would start at identifying shared competencies/outcomes/etc. Siloed professions and program outcomes can be a barrier to collaboration, so seeing where we all have the same outcomes could facilitate puposful collaboration.

♡ 0 ◯ 0

Compassion

Respect each others differences; know that everyone has their own story

♡ 1 ◯ 1

> **Anonymous** 4/2/24 8:32PM
> So true, you never know what someone else is dealing with

Using person-centered language.

♡ 1 ◯ 0

Many of our professions in the school are people-centered. We are in a service role for the community, those compassion must be built into how we are educating students, training staff, and interacting with the community.

♡ 1 ◯ 0

Excellence

Courses and course materials are updated annually

♡ 1 ◯ 0

Regularly evaluate practices and gather feedback from faculty, staff, and students.

♡ 0 ◯ 1

> **Anonymous** 4/16/24 2:17PM
> Evaluate best practices regularly

I am concerned about the quality of our
instruction both on-line through CANVAS
and by teleconference through ZOOM

♡ 1 ◯ 1

> **Anonymous** 4/17/24 3:44PM
> Does the POET-O system allay some of these concerns? All
> teaching is evaluated similarly and should help to establish best
> practices for online and in-person instruction.

Inclusion

Work to improve the cultural student
experience to imorove sense of belonging

♡ 1 ◯ 1

> **Anonymous** 4/3/24 4:27PM
> Yes - it goes beyond process to improving people-to-people
> interactions

I am not sure that inclusion is the same as belonging

♡ 0 ◯ 0

Create a space for people to
share and celebrate their culture.

♡ 2 ◯ 0

Who counts as "we" (versus "them")? Are "we" the faculty
and "staff" them? Of course it would be inappropriate to
say this, but what do we communicate with our actions?
Do we treat the members of our community who aren't
researchers and instructors as integral parts of our
team? Are staff merely "support"? Can the intellectual
work of the school carry on without the folk who greet
us in the morning, help us with all the maddening
administrative minutiae, tirelessly support our students
as plod through their programs? Can "we" do our work
without "them"? (Notice the pronouns in that last
sentence?). What would it mean to see all of us as "us"?
How would we act differently? Who would we recognize
as making substantive contributions to our teaching and
research work?

♡ 0 ◯ 1

> **Anonymous** 4/11/24 7:17PM
> Where is the "we" and "them" from? Is it stated above?

Update academic curriculum to reflect the diverse and
changing needs in society - specifically the student body
and the communities they will be serving. This is crucial.

♡ 1 ◯ 0

Innovation

Understand and work with AI

♡ 5 ◯ 0

Being willing to change how we
do things to allow novel activities.

♡ 3 ◯ 0

Allocate dedicated time to brainstorm
new ideas/projects which can benefit
the department/SHP/Rutgers.

♡ 2 ◯ 1

> **Anonymous** 4/16/24 3:47PM
> Create and implement new programs in AI and Data Science

The innovation of primarily asynchronous through the
web-based courses is now "old". but are we engaged
in the best available teaching practices using it?

♡ 0 ◯ 1

> **Anonymous** 4/16/24 4:34PM
> A more recent and accidental "innovation" is Zoom or
> teleconference based learning, untested and its impact is
> unknown.

Integrity

Acting with honesty, transparency, and
consistency even in challenging situations. This
may include admitting mistakes, honoring
commitments, and being truthful in all interactions

♡ 3 ◯ 0

Follow through on committments to colleagues
and students; do what you say you are going to
do by the time you said you would do it.

♡ 1 ◯ 0

Emphasize the importance of everyone
having accountability for the success of SHP.

♡ 0 ◯ 0

Commend when someone comes forward with a near-
miss or admission of a failure. Also allow/encourage
people to discuss how they have found something new
in the process of making up for a mistake or oversight.

♡ 1 ◯ 0

I have a concern about student integrity that overlaps with faculty diligence on the subject. CANVAS has a number of features to better ensure student integrity on exams, but many of us do not use them

♡ 0 ⊙ 0

Integrity would be authentically living out our mission.

♡ 0 ⊙ 0