PILLAR 2: Developing and Supporting Our People — Creating a Workplace That Inspires Excellence				
UTC Goal & Objective	**Nursing College Initiative**	**Action Steps / Strategies**	**Measurable Outcomes & KPIs**	**Timeline & Lead**
Goal 2.1 | Faculty/Staff Experience | Objective 2.1.3: Enhance the workplace environment to increase faculty/staff overall satisfaction				
Obj. 2.1.3 Faculty & Staff Workplace Satisfaction	**Development of a Positive, Supportive, and Equitable Workplace Culture in the College of Nursing**	• Design and administer an annual College of Nursing faculty and staff satisfaction survey, disaggregated by role type and years of experience. • Review/update CON workload policy and share with faculty/staff • Conduct an annual workload equity review to ensure equitable distribution of teaching, scholarship, and service responsibilities; document and communicate adjustments to faculty • Implement at least one faculty and staff wellness, morale, or community-building initiative per academic year • Establish a formal peer mentorship program pairing junior faculty with senior faculty mentors by Fall 2026, with structured onboarding and check-in schedule • Develop and submit a documented QI improvement plan within 60 days of each annual satisfaction survey cycle addressing identified gaps	• Annual CON faculty and staff satisfaction survey administered each spring beginning Spring 2026; response rate of 75% or higher targeted • Year-over-year improvement of 5% in overall satisfaction scores documented and reported to college leadership and Dean • Workload equity review completed annually; adjustments documented and shared with faculty by start of each fall semester • Formal mentorship program established by SP 2027; 50% or more of junior faculty matched with a senior faculty mentor in Year 1 • Minimum one faculty and staff wellness or morale initiative implemented each academic year	Survey: Annual, Spring Mentorship: Fall 2026
Goal 2.2 | Faculty/Staff Success | Objectives 2.2.1 – 2.2.2: Recognition programs and professional development participation				
Obj. 2.2.1 Faculty & Staff Recognition	**Establishment of a College of Nursing Recognition Program Aligned with UTC's Mission of Education, Research, and Service**	• Develop and launch an annual College of Nursing Staff Recognition Award recognizing outstanding dedication to the College • Review and update as needed the CON faculty award for demonstrated excellence in teaching, scholarship and service. • Nominate faculty or staff for UTC-level, regional, or national nursing annually (e.g., AACN, ANA, TNA Distinguished Nurse awards) • Feature faculty and staff accomplishments prominently in the College of Nursing newsletter, website, and social media platforms a minimum of four times per academic year • Formally recognize faculty and staff achievements at the annual College of Nursing NightinGala.	• College of Nursing Recognition Award program established, and awards conferred by Spring 2027 • At least one faculty or staff nominated for external recognition awards annually; nominations documented in annual award log • Faculty and staff accomplishments featured in college communications a minimum of four times per academic year • Participation rates and recipient records for internal recognition tracked and included in annual faculty development report	Launch: Spring 2027 Annual thereafter

Obj. 2.2.2 Professional Development Participation	**Sustained Investment in Faculty and Staff Professional Growth through Conferences, Certifications, and Advanced Education**	• Communicate available CON and institutional funding for faculty and staff professional development (conferences, certifications, advanced degrees) at the start of each academic year; ensure equitable access across faculty ranks • Set and publicly communicate an annual college-level target of 80% or more of faculty participating in at least one documented professional development activity • Support faculty pursuing advance certifications or academic degrees through flexible scheduling and funding advocacy as available • Integrate professional development self-reporting into the annual faculty activity report process to enable consistent tracking • Compile and share an annual professional development summary report with College leadership each spring	• 80% or more of nursing faculty participate in at least one documented professional development activity per academic year by Fall 2027 • faculty supported annually in advanced certification or degree pursuit, documented in faculty activity reports • Professional development participation log completed by each faculty member as part of the annual faculty activity report • Annual professional development summary report completed and submitted to college leadership each spring beginning Spring 2027	Annual cycle, beginning AY 2026–2027