

Be a Model Employer

GSPP will be a model employer, producing outstanding experiences for faculty and staff, who in turn produce excellent outcomes. A model workplace is collegial. It is characterized by inclusive excellence along with strong and supportive relationships. It promotes healthy work/life balance, and is clear, consistent, and transparent in expectations. A model workplace is also resilient, with a sustainable structure that fosters collaboration and encourages innovation.

It is fitting that a school of applied psychology be a model employer with a healthy workplace. It is also fitting that this priority be co-equal to everything else we do. This is very much in line with *DU IMPACT 2025*'s vision to be an exemplary employer, and to build a community of diversity, equity, and inclusive excellence. Our objective is also wellness and balance, with a continued expectation of innovation and high performance.

Focusing on this is important at any time, but particularly so now. We have built a strong workplace and sense of community, but the pace of innovation and growth in our School has been tremendous over the past five years. In some ways our culture and staffing are still catching up. Meanwhile, we are in this plan envisioning still more innovation and new commitments for faculty and staff.

In preparing our strategic plan, we gave considerable thought to what it will take to be a model employer. We believe we have many elements in place. Above all, there is a broad belief, borne out in the interviews conducted as part of the strategic planning process, that GSPP is already a highly collegial and supportive place to work. But there is also broad belief that there is more work to do.

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Strategic Initiatives



Create resilient staffing structures and processes

As we add to our agenda, shift expectations, and build our team, we need to update our structures and systems for faculty and staff.

- 2A.1 Create a mechanism for staffing and resource allocation decisions
- 2A.2 Update and refine role expectations as well as evaluation and promotion criteria
- 2A.3 For inclusive excellence, develop recruiting and workplace training plans
- 2A.4 Continuously improve workplace engagement
- 2A.5 Actively invite courageous conversations
- 2A.6 Increase staff when making net increases in School commitments



Develop a systematic professional development program

To enable faculty and staff to meet expectations and fulfill growth aspirations, we need a more formal professional development program, including training in how to lead change and innovation.

- 2B.1 Develop a comprehensive policy
- 2B.2 Ensure each member of our team has the opportunity to create a personal development agenda
- 2B.3 Offer training on how to lead change and innovation



Define a "healthy workplace"

We began our work to define what we mean by "healthy workplace" during the strategic planning process, but more needs to be done to ensure we are all pursuing the same goal.

- 2C.1 Create a faculty and staff working group to define priorities
- 2C.2 Develop guidance and training to support desired outcomes