TITLE: Fostering Inclusion in Academic Medicine: A Staff-Driven Resource Team

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PURPOSE: The Resource Team was created to enhance staff solidarity, encourage effective communication, promote connectivity, and develop continuity of process and values across multiple campuses. Pursuing these objectives via a structured, staff-led fellowship encourages an environment emphasizing camaraderie, support, and professional development. The Resource Team not only offers an outlet for staff engagement, but also creates an inclusive work environment. Recent research suggests that inclusiveness increases trust and work efficiency within an organization (Downey, Werff, Thomas, & Plaut, 2015).

OVERVIEW: The backbone of the Resource Team is its four committees, each designed to directly further its goals and encourage staff involvement in operations. The Mentoring and Professional Development Committee facilitates an informal mentoring environment between staff, faculty, and administration while also financially assisting staff with self-identified professional development opportunities. The Wellness Committee supports healthy lifestyles through education and resources that foster overall well-being for College of Medicine employees. The Challenges and Opportunities Committee functions as a liaison between staff and administration to identify/respond to issues impacting staff within the College of Medicine as a whole. The Programming Committee oversees and assists committees with planning and logistics.

CONCLUSIONS AND IMPLICATIONS: As our college expands, creating and maintaining an environment of inclusion that increases staff engagement with mentorship, development, wellness, and camaraderie, as well as boosting morale, is a vital component in overall organizational success.

Reference