

Wyoming WWAMI STRATEGIC INITIATIVES

Pillar #2: Faculty & Staff Retention

Goal Statement: Recruit & return faculty and staff that are highly qualified and great members of the WWAMI community.

Sponsor(s): John Wilford; Amy Navratil; Todd Guth

2025 Objectives	Owner(s)
1. Increase pay for faculty and staff	Todd/John/Natalia
2. Wellness based approaches with flexible hours	Todd/John/Ellie
3. Personal and professional development opportunities	Todd/John/Dan/Julie
4. Better office spaces and general physical spaces	Todd/John/Natalia
5. Faculty and staff events during working hours	Todd/John/Natalia
6. Catalog, communicate, reward, faculty & staff for work outside the standard	Todd/John/Natalia
7. Develop a Code of Conduct and Community Agreement for Wyoming WWAMI Faculty and Staff	Todd

Success Measure: (How will we know if this led to real and meaningful outcomes?)

Measurable Results	Completion Date
1. Explore Flexible and Remote Work Options for Faculty and Staff	Fal2025
2. Measure engagement with regular rounding & annual surveys	Fall 2025
3. Track utilization of professional development opportunities	2026
4. AAMC standard for salary closer to median & university corps.	2026 & 2027
5. Follow success of searches and attrition of faculty and staff	ongoing

Considerations/Assumptions/ Constraints/Obstacles/Risks:

- University constraints
- Defining how we reward achievements
- Curriculum length (11+ months)
- Physical spaces
- Faculty and staff willingness for open and honest feedback
- Definition if success is different for different people

Key Milestones	Date
1. Market analysis & update position's descriptions	July 2025
2. Bring up these ideas for the CHS strategic plan	Aug 2025
3. Semi-annual check-ins with folks about wellness, spaces, etc.	Fall 2025
4. Catalog professional development opportunities and potential recommendations	Spring 2026
5. Develop Community Agreement and Code of Conduct for Wyoming WWAMI	Spring 2026
6. Codify strategic partnerships of departments about succession and planning	2027