



Healthy Excellence: Putting Success in Perspective

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Lessons Learned

- If you ask for information, have a clear and transparent plan for how it will be used/shared in advance, and abide by it.
- To address student well-being, we had to address faculty and staff well-being. They are all interconnected.



Lessons Learned

Establish principles to guide your work that reflect your culture.

HMC's Principles:

- Faculty, staff, and student work culture at HMC is strongly interlinked and mutually reinforcing.
- The academic program (curriculum) is the key locus of interconnectivity and thus a key lever in any global changes.
- Change at HMC needs to rest on quantitative analysis.
- Opportunities to improve work satisfaction and workload exist in smaller measures that can be undertaken while progressing toward larger changes like shifts in the curriculum or processes for faculty advancement.

Faculty

Activities, Initiatives, and Changes Made

- Prioritized purposeful discussions at all levels.
- Revised RPT Process.
 - Clear messaging, both formal and informal
- Launched Office of Sponsored Research.
- Celebrated research achievements.
 - Both traditional and nontraditional achievements
- Restructured Service Obligations.
- Made Well-being the Central Topic for Reaccreditation.
- Included Well-being in Strategic Planning Vision Statement.



Final Lesson Learned

- Make time to reflect to do this work well.
- Be intentional.
- Create space to innovate.
- Give the campus permission to talk about well-being and take action.
- Normalize the topic of wellness and well-being.

