



WISH

**WesternU Initiatives and
Strategies for Humanism**

PHASE-I

2025 - 2027

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PREFACE

This document was approved by the Board of Trustees on April 5, 2025 and represents the current plan for Western University of Health Sciences. It has been carefully crafted to guide our actions and decisions in alignment with our mission, values, and long-term goals. It is important to recognize that this plan is not a static blueprint; rather, it is a living document that will evolve over time in response to new challenges, opportunities, and insights. As circumstances change and our understanding deepens, we may need to revisit, revise, and refine our strategies to ensure they remain relevant and effective, without being formally amended. This flexibility is not only expected but essential, as it allows us to remain responsive to the needs of our campus community and the dynamic environment in which we operate.



Mission Statement

To produce, in a humanistic tradition, health care professionals and biomedical knowledge that will enhance and extend the quality of life in our communities.

EXECUTIVE SUMMARY

The WesternU Board of Trustees and President Farias-Eisner charged the Office of Humanism with developing and launching WesternU's historic, first-ever, comprehensive institutional plan for Humanism in AY 2022-2023. The WesternU Initiatives and Strategies for Humanism (WISH) Phase-I responds to this charge and call to action. WISH is built on the foundations of previous work by the Humanism Strategic Performance Groups, the WSCUC 2021 & 2023 recommendations, the findings from the 2022 Campus Culture & Climate Survey, and the White Coats for Black Lives Progress Reports and Townhalls. WISH is developed with input from the five branches of governance, key stakeholder groups, and the university communities in Pomona and Lebanon who provided input multiple times during its formation, then finalized, and approved by the WesternU Board of Trustees on November 9, 2024. A standing WISH Progress Reporting and Organizing Task Force (W-PROF) with representation from both campuses will collaboratively advise and consult throughout implementation and execution for the duration of this plan. WISH is informed by WesternU's core institutional value of Humanism and actualizes our institutional commitment to its principles. Specific identification of leaders, departments, tactics, and implementors is a dynamic component of WISH serving to maintain operational knowledge, expertise, and performance within the respective aegis of the person or people responsible for completion, while simultaneously engaging in a change process that is actively multidimensional. WISH utilizes the DARE model to establish decision making, advisory, recommending, and executory authority, scope, responsibility, and accountability. Key Progress Indicators (KPI) serve to mark progress on every goal and the respective objectives identified in WISH. Progress reports are periodically input, documented, and shared via a secure, electronically accessible live dashboard entitled WISH Progress Reporting Organizational Dashboard (W-PROD). Above all, WISH is a participatory action plan, where every member of our WesternU community is called upon to contribute and be the change that we want to see.

WESTERNU CORE VALUE

Humanism is at the core of WesternU and encompasses values that we regard to be vital to our mission in health care, education, and community. These values include acceptance, altruism, caring, compassion, diversity, empathy, equity, fairness, inclusion, integrity, kindness, and respect.

- To be humanistic is to commit to these values
- To be humanistic is to intentionally embed these values in our missions, goals, and practices
- To be humanistic is to act in ways that exemplify these values and shape our culture
- To be humanistic is to reflect on our progress and remain accountable to these values

Embracing Humanism empowers us to serve and grow as individuals and as a community. Only when we do the life-long and daily work of commitment, intention, action, and reflection can we truly embody WesternU Humanism.

WISH PRINCIPLES

- Commitment to our distinctive WesternU core institutional value of Humanism.
- Practice is essential to actualizing Humanism at WesternU.
- The practice of Humanism requires sustained, collective action and change-agency.
- The practice of Humanism creates the conditions for people in our community to belong and thrive.
- The practice of Humanism empowers people in our community to belong and thrive.
- The practice of Humanism is measured through impact, not by intention.
- The practice of Humanism is in communion with people, not work done to or for people.
- The goal of Humanism is to improve health care and health outcomes for all.

WISH PHASE-I GOALS

I. Curricula:

Integrate Humanism into academic curriculum, co-curriculum, professional development, and training such that WesternU students and employees are distinguished by their respective leadership and advocacy to improve health care and health outcomes.

II. Climate:

Create and proactively sustain a Humanistic university climate for all members of our campus community, across multiple dimensions of identity.

WISH PHASE-I GOALS, OBJECTIVES, AND KEY PROGRESS INDICATORS **(KPI)**

GOAL-I CURRICULA:

Integrate humanism into academic curricula, co-curricula, professional development, and training such that WesternU students and employees are distinguished by their respective leadership and advocacy to improve health care and health outcomes.

G-I Objective-1

In collaboration with the respective faculty and administrators in each College, Office of the Provost, Deans Council, Interprofessional Practice and Education, the Office of Humanism will select and integrate a unifying framework for the learning and practice of Humanism into the academic curricula across all colleges by December 2026.

KPI-1: Documented Humanism framework integration rate of 100% across all colleges by December 2026.

G-I Objective-2

The Office of Humanism will develop a curated university repository in the Pumerantz Library that collects and shares curricula and curriculum transformation scholarship in Humanism for university-wide access and professional reference

KPI-1: Installation and operationalization of the repository by December 2027.

G-I Objective-3

The Office of Humanism will develop professional development badge and/or certificate programs in Humanism for employees and students at WesternU which will be offered on an annual basis through the Center for Excellence in Teaching & Learning beginning fall 2027.

KPI-1: First cohort of employees representing all colleges and multiple divisional units complete at least one professional development badge and/or certificated professional development program in Humanism annually beginning fall 2027.

G-I Objective-4

The Office of Humanism will work with the Offices of the Provost, Research & Biotechnology, to incorporate Humanism in practice into current Faculty and Student Research Mentoring Program by June 2026.

KPI-1: Positive annual program review and evaluation data trend line beginning AY 2026-2027.

GOAL II - CLIMATE

Create and proactively sustain a Humanistic university climate for all members of our campus community, across multiple dimensions of identity.

G-II Objective-1

The Office of Humanism will formally define, ratify, and proclaim Humanism as the institutional core value for WesternU.

KPI-1: Core value of Humanism explicitly included and integrated into WesternU practices, the official WesternU Catalog, and WesternU policies and procedures by August 2026.

G-II Objective-2

The Office of Humanism will collaborate with the Colleges and Office of Human Resources to explicitly include the core value of Humanism in all requisite new student orientations and new employee on-boarding.

KPI-1: New student orientations and new employee onboarding processes include an integrated segment on WesternU Humanism by January 2026.

G-II Objective-3

The Office of Humanism will collaboratively create an annual educational programming calendar of 6-8 monthly, university-wide, signature events for WesternU by January 2025 that visibly celebrate humanity, history, and culture at WesternU, and their significance to the practice of Humanism in the health sciences.

KPI-1: Annual increases in event attendance, participation, and satisfaction data collected, evaluated, and reported on by the Office of Humanism from baseline AY2025.

G-II Objective-4

The Office of Humanism will create and formally ratify a WesternU Statement of Solidarity with Native American Peoples for university-wide utilization by January 2026.

KPI-1: Statement of Solidarity is explicitly included in all formal, relevant university publications on all multi-media platforms, displayed on the official university website, and read aloud and acknowledged at all official, formal university events and ceremonies beginning August 2026.

G-II Objective-5

The Office of Humanism will develop a Campus Humanism Climate component which will be included in all institutional climate survey distributed to the campus. The Campus Humanism Climate component will be included in all institutional climate surveys issued beginning August 2027.

KPI-1: Campus Humanism Climate component demonstrates increases in engagement and thriving experiences for all groups at WesternU.

G-II Objective-6

Establish dedicated spaces for the Center for Humanism that enhance the university-wide practice of WesternU Humanism through teaching, learning, and experiential activities for all on both California and Oregon campuses respectively.

KPI-1: The Center for Humanism in California is fully operational by end of 2026, with positive usage and satisfaction survey data reported annually beginning fall 2026.

ACRONYMS AND ABBREVIATIONS

AY: Academic Year

ISLO: Institutional Student Learning Outcomes

KPI: Key Progress Indicator

W-PROD: WISH Progress Reporting Organizational Dashboard

W-PROF: WISH PRO Task Force

W-PRO: WISH Progress Reporter and Organizer