



# Aligning Institutional Infrastructure and Capacity with the Humanistic Conditions

AACN'S ECOSYSTEM OF EXCELLENCE



## Healthy

Safe, well-maintained physical environments, ergonomic workspaces, and access to clean, functional facilities support the physical and emotional well-being of students, staff, and faculty. Reliable technology, air quality, lighting, and campus safety systems reduce stress and illness. When infrastructure meets human needs, energy can be directed toward learning, teaching, and collaboration rather than coping with preventable strain.



## Psychologically Safe

Transparent communication about resources, maintenance, and policy changes reinforces trust and predictability. When individuals can report safety hazards, technology failures, or inequitable resource distribution without fear of retaliation, psychological safety becomes embedded in the institution's structure. This stability allows creativity, accountability, and teamwork to flourish.



## Connected

Infrastructure connects people through functional systems and spaces that promote interaction—such as accessible classrooms, shared faculty-staff lounges, digital collaboration tools, and student learning hubs. Reliable networks, both technological and interpersonal, help all members feel part of a cohesive academic community rather than isolated within silos.



## Supported

Support is realized through timely maintenance, accessible IT assistance, ergonomic work tools, and resource-sharing systems that prevent overload. Clear communication about how to request support—and assurance that it will be met—fosters trust in institutional reliability. When support systems are strong, individuals can focus on growth rather than survival.



## Valued

Investment in human capital—adequate staffing, fair compensation, and recognition of behind-the-scenes contributors—demonstrates that every role matters to the institution's vitality. Facilities, technology, and systems that respond to user feedback communicate that individuals are respected as co-owners of their environment, not merely occupants of it.



## Prepared

An institution with sound infrastructure is ready for change, emergencies, and innovation. Business continuity plans, simulation technology, professional development, and data-driven decision systems equip the community to adapt and thrive. Preparedness ensures not only operational continuity but also confidence that the environment will sustain future excellence.



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