

## ***SP # 2a: Foster a positive work and learning experience for UICOMP employees***

<b>Description</b>	<b>UICOMP will establish a culture that fosters open dialogue, collaboration, creative thinking, and growth in a positive and respectful environment; promotes physical, financial, mental, and social well-being; and values diversity and inclusion</b>	<b><i>Critical Success Factor</i></b> <ul style="list-style-type: none"> <li>• <i>Building and unleashing the human potential</i></li> <li>• <i>Adaptability and Growth</i></li> </ul>
<b>Tactics</b>	<ul style="list-style-type: none"> <li><b><i>i) Enhance an inclusive and diverse work environment by increasing stakeholder engagement and participation in strategic initiatives</i></b></li> <li><b><i>ii) Foster wellness and mitigate burnout by developing resilience skills and addressing issues that increase stress among faculty and staff</i></b></li> <li><b><i>iii) Enhance the resources and support provided through the Center for Well-Being</i></b></li> <li><b><i>iv) Enhance partnerships with the college of nursing and other educational organizations to foster interprofessional team discussions</i></b></li> </ul>	<b>Timeline to Implementation</b>
<b>Metrics</b>	<ul style="list-style-type: none"> <li>• Burnout inventory</li> <li>• Workshops offered through the Center for Well-Being</li> <li>• Diversity score card</li> <li>• Number of programs that has community partnerships</li> </ul>	

**PROVIDE FEEDBACK**

## ***SP # 2b: Foster a positive work and learning experience for UICOMP learners***

<b>Description</b>	<b>UICOMP will establish a thriving environment for all learners that fosters open dialogue, personal and professional growth to help them reach their full potential; promotes physical, mental, financial, and social well-being; and values diversity and inclusion</b>	<b>Critical Success Factor</b> <ul style="list-style-type: none"> <li>• <i>Building and unleashing the human potential</i></li> <li>• <i>Adaptability and Growth</i></li> </ul>
<b>Tactics</b>	<ul style="list-style-type: none"> <li><i>i) Enhance equitable support and resources for learners (students, residents, fellows, grad students) based on needs assessment</i></li> <li><i>ii) Foster wellness and mitigate burnout by addressing issues that increase stress among learners</i></li> <li><i>iii) Partner with the clinical affiliate healthcare systems to outline a streamlined approach to mitigating burnout and building resilience</i></li> <li><i>iv) Enhance career advising and mentoring opportunities for learners that is individualized, and equitable</i></li> </ul>	<b>Timeline to Implementation</b>
<b>Metrics</b>	<ul style="list-style-type: none"> <li>• Burnout inventory</li> <li>• Number of scholarships established</li> <li>• Satisfaction with career and mentoring</li> <li>• Diversity score card</li> </ul>	

**PROVIDE FEEDBACK**