

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

Description	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	<i>Critical Success Factor</i> <ul style="list-style-type: none"> • <i>Building and unleashing the human potential</i> • <i>Adaptability and Growth</i>
Tactics	<ul style="list-style-type: none"> <i>i) Enhance an inclusive and diverse work environment by increasing stakeholder engagement and participation in strategic initiatives</i> <i>ii) Foster wellness and mitigate burnout by developing resilience skills and addressing issues that increase stress among faculty and staff</i> <i>iii) Enhance the resources and support provided through the Center for Well-Being</i> <i>iv) Enhance partnerships with the college of nursing and other educational organizations to foster interprofessional team discussions</i> 	Timeline to Implementation
Metrics	<ul style="list-style-type: none"> • Burnout inventory • Workshops offered through the Center for Well-Being • Diversity score card • Number of programs that has community partnerships 	

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

Description	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	Critical Success Factor <ul style="list-style-type: none"> • <i>Building and unleashing the human potential</i> • <i>Adaptability and Growth</i>
Tactics	<p><i>i) Enhance equitable support and resources for learners (students, residents, fellows, grad students) based on needs assessment</i></p> <p><i>ii) Foster wellness and mitigate burnout by addressing issues that increase stress among learners and utilizing evidence based best practices</i></p> <p><i>iii) Partner with the clinical affiliate healthcare systems to outline a streamlined approach to mitigating burnout and building resilience</i></p> <p><i>iv) Enhance career advising and mentoring opportunities for learners that is individualized, accessible, and equitable across programs</i></p>	Timeline to Implementation
	<p><i>v) Develop robust programs that helps supports learners at points of transitions</i></p>	
Metrics	<ul style="list-style-type: none"> • Burnout inventory • Number of scholarships established • Satisfaction with career and mentoring • Diversity score card 	<p style="text-align: right;"><u>PROVIDE FEEDBACK</u></p>