## Plan Objective Development Worksheet

<table>
<thead>
<tr>
<th>1. TWG Name</th>
<th>2. Prepared by</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Promoter and Provider</td>
<td>Tricia Austin and Ken Haller (co-conveners), TWG core and corresponding members</td>
</tr>
</tbody>
</table>

### 3. Initiative Supported

1. SLU as an innovative leader for the health agenda in the St. Louis region

### 4. Goal Statement Supported

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Transformative</td>
<td>Sustaining</td>
</tr>
</tbody>
</table>

1. Establish SLU as the identified leader addressing larger community needs that impact the health of the whole person and the whole community

### 5. Proposed Objective Supporting Achievement of This Goal

1.1 Establish a Center for Partnerships with empowered leadership which will identify partnerships across the University, community, and nationally

### 6. Briefly Explain How the Objective Was Chosen

The consensus of the group was that SLU mission calls us to be proactive in advocating for compassionate health care for all, from all health providers. By establishing such a Center, SLU would set the agenda for health for the whole person/whole community.

### 7. What Indicator(s) are Proposed for Tracking this Objective?

<table>
<thead>
<tr>
<th>Indicator(s)</th>
<th>Base Level</th>
<th>Target Level</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1.1 A leader for the Center for Partnerships is hired and associated support team and infrastructure are in place</td>
<td>None</td>
<td>Done</td>
<td>03/01/16</td>
</tr>
<tr>
<td>1.1.2 Internal University partnerships for enhanced communication and collaboration are coordinated and developed</td>
<td>Limited</td>
<td>Done</td>
<td>07/01/16</td>
</tr>
<tr>
<td>1.1.3 SLU representation on key city, county, regional, state and national organizations is increased</td>
<td>Current number</td>
<td>Increased</td>
<td>12/01/16</td>
</tr>
<tr>
<td>1.1.4 Relationships with agencies outside of the St. Louis community to enhance our ability to provide innovative services to the St. Louis region are identified and developed</td>
<td>Limited</td>
<td>Done</td>
<td>12/01/16</td>
</tr>
<tr>
<td>1.1.5 Relationships with local and regional external partners including organizations, agencies, and clergy currently providing health services are coordinated and developed</td>
<td>Current number</td>
<td>Double current number</td>
<td>12/01/16</td>
</tr>
</tbody>
</table>

### 8. Which of the Following Imperatives Does this Objective Support (check all applicable)

- [x] I. Commitment to Reinforcing Mission & Identity
- [x] II. Commitment to Enhancing Diversity & Inclusion
- [x] III. Commitment to Deepening Interdisciplinary Collaboration
- [x] IV. Commitment to Achieving Institutional Distinctiveness & Excellence

If none, briefly explain:
9. What Methods Were Used to Secure Input on Development of this Objective (check all applicable)

- [ ] Web posting with response
- [ ] Google site
- [x] Public meeting
- [ ] Survey
- [ ] Consultation with relevant SLU committees
- [x] Review of Listening Session summaries
- [ ] Other Email and group discussion

10. TRG Comments, if any

11. Approvals

<table>
<thead>
<tr>
<th>TWG Co-Convener</th>
<th>Date</th>
<th>SPSC Co-Chair</th>
</tr>
</thead>
<tbody>
<tr>
<td>Signature</td>
<td>Date</td>
<td>Signature</td>
</tr>
<tr>
<td><strong>Lacie Austin</strong></td>
<td>3/15/15</td>
<td></td>
</tr>
<tr>
<td><strong>[Signature]</strong></td>
<td>3/15/15</td>
<td></td>
</tr>
<tr>
<td>Indicator(s)</td>
<td>Base Level</td>
<td>Target Level</td>
</tr>
<tr>
<td>---------------------------------------------------------------------------</td>
<td>------------</td>
<td>--------------</td>
</tr>
<tr>
<td>1.2.1 Current structures and programs are reviewed and assessed for their potential for growth and collaboration</td>
<td>None</td>
<td>Done</td>
</tr>
<tr>
<td>1.2.2 Appropriate physical spaces and web-based support systems are identified</td>
<td>None</td>
<td>Done</td>
</tr>
<tr>
<td>1.2.3 Innovative models to organize these services are developed</td>
<td>None</td>
<td>Done</td>
</tr>
<tr>
<td>1.2.4 Relationships with health organizations to enhance access to resources and to referrals are increased (Emergency department, Primary care groups, SSM hospitals, Advocacy organizations, community nursing and home health)</td>
<td>Limited</td>
<td>Done</td>
</tr>
</tbody>
</table>
10. TRG Comments, if any

11. Approvals

<table>
<thead>
<tr>
<th>TWG Co-Convener</th>
<th>Date</th>
<th>SPSC Co-Chair</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Signature</td>
<td>Date</td>
<td>Signature</td>
<td>Date</td>
</tr>
<tr>
<td>Jackie Austin</td>
<td>3/15/15</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>3/15/15</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**Plan Objective Development Worksheet**

<table>
<thead>
<tr>
<th>1. TWG Name</th>
<th>2. Prepared by</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Promoter and Provider</td>
<td>Tricia Austin and Ken Haller (co-conveners), TWG core and corresponding members</td>
</tr>
</tbody>
</table>

### 3. Initiative Supported

1. SLU as an innovative leader for the health agenda in the St. Louis region

### 4. Goal Statement Supported

<table>
<thead>
<tr>
<th></th>
<th>Transformative</th>
<th>Sustaining</th>
</tr>
</thead>
<tbody>
<tr>
<td>I.</td>
<td>Establish SLU as the identified leader addressing larger community needs that impact the health of the whole person and the whole community</td>
<td></td>
</tr>
</tbody>
</table>

### 5. Proposed Objective Supporting Achievement of This Goal

1.3 Develop differentiated profitable Centers of Clinical Excellence

### 6. Briefly Explain How the Objective Was Chosen

The consensus of the group was that we at SLU need to identify what we excel at and market that to the broader community in a way that supports and enhances our work. The group was very aware of the need to generate revenues and resources that would support the entirety of our mission-centered work.

### 7. What Indicator(s) are Proposed for Tracking this Objective?

<table>
<thead>
<tr>
<th>Indicator(s)</th>
<th>Base Level</th>
<th>Target Level</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.3.1 Key issues and community needs specific to St. Louis and surrounding region which have major impact on patient health are identified</td>
<td>Current level</td>
<td>Done</td>
<td>03/01/16</td>
</tr>
<tr>
<td>1.3.2 Differentiated areas of clinical excellence are identified</td>
<td>Current level</td>
<td>Done</td>
<td>07/01/16</td>
</tr>
<tr>
<td>1.3.3 Key profit centers are identified</td>
<td>Current level</td>
<td>Done</td>
<td>07/01/16</td>
</tr>
<tr>
<td>1.3.4 Individuals with expertise and motivation are identified, and/or recruited, and retained for the Centers of Excellence</td>
<td>Current level</td>
<td>Done</td>
<td>12/01/16</td>
</tr>
</tbody>
</table>

### 8. Which of the Following Imperatives Does this Objective Support (check all applicable)

- I. Commitment to Reinforcing Mission & Identity
- II. Commitment to Enhancing Diversity & Inclusion
- III. Commitment to Deepening Interdisciplinary Collaboration
- IV. Commitment to Achieving Institutional Distinctiveness & Excellence

If none, briefly explain:

### 9. What Methods Were Used to Secure Input on Development of this Objective (check all applicable)

- Web posting with response
- Google site
- Public meeting
- Survey
- Consultation with relevant SLU committees
- Review of Listening Session summaries
- Other Email and group discussion

### 10. TRG Comments, if any
11. Approvals

<table>
<thead>
<tr>
<th>TWG Co-Convener</th>
<th>SPSC Co-Chair</th>
</tr>
</thead>
<tbody>
<tr>
<td>Signature</td>
<td>Date</td>
</tr>
<tr>
<td>Lucia Austin</td>
<td>3/15/15</td>
</tr>
<tr>
<td></td>
<td>3/15/15</td>
</tr>
</tbody>
</table>
### Plan Objective Development Worksheet

<table>
<thead>
<tr>
<th>1. TWG Name</th>
<th>2. Prepared by</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Promoter and Provider</td>
<td>Tricia Austin and Ken Haller (co-conveners), TWG core and corresponding members</td>
</tr>
</tbody>
</table>

#### 3. Initiative Supported

1. SLU as an innovative leader for the health agenda in the St. Louis region

#### 4. Goal Statement Supported

<table>
<thead>
<tr>
<th>Transformative</th>
<th>Sustaining</th>
</tr>
</thead>
<tbody>
<tr>
<td>☒</td>
<td></td>
</tr>
</tbody>
</table>

2. Create an environment and infrastructure to identify, cultivate, and support current and future leaders

#### 5. Proposed Objective Supporting Achievement of This Goal

2.1 Develop an innovative SLU leadership program(s)

#### 6. Briefly Explain How the Objective Was Chosen

The consensus of the group was that SLU cannot lead the health agenda without effectively trained leaders in all areas of the University, at all levels.

#### 7. What Indicator(s) are Proposed for Tracking this Objective?

<table>
<thead>
<tr>
<th>Indicator(s)</th>
<th>Base Level</th>
<th>Target Level</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.1.1 Leadership curriculum are developed for education, clinical, research, and tracks</td>
<td>Limited</td>
<td>Done</td>
<td>07/01/16</td>
</tr>
<tr>
<td>2.1.2 Multiple different disciplines are participating in the leadership program(s)</td>
<td>Current level</td>
<td>Done</td>
<td>07/01/17</td>
</tr>
<tr>
<td>2.1.3 Minority leadership is increased</td>
<td>Current level</td>
<td>Done</td>
<td>07/01/17</td>
</tr>
<tr>
<td>2.1.4 Promotion of internal candidates is increased</td>
<td>Current level</td>
<td>Done</td>
<td>07/01/17</td>
</tr>
<tr>
<td>2.1.5 Faculty and staff employee satisfaction scores are increased to the 90th percentile</td>
<td>Current level</td>
<td>90th percentile</td>
<td>07/01/17</td>
</tr>
</tbody>
</table>

#### 8. Which of the Following Imperatives Does this Objective Support (check all applicable)

- ☒ I. Commitment to Reinforcing Mission & Identity
- ☒ II. Commitment to Enhancing Diversity & Inclusion
- ☒ III. Commitment to Deepening Interdisciplinary Collaboration
- ☒ IV. Commitment to Achieving Institutional Distinctiveness & Excellence

#### 9. What Methods Were Used to Secure Input on Development of this Objective (check all applicable)

- ☒ Web posting with response
- ☒ Google site
- ☒ Public meeting
- ☒ Survey
- ☒ Consultation with relevant SLU committees
- ☒ Review of Listening Session summaries
- ☒ Other Email and group discussion

If none, briefly explain:
10. TRG Comments, if any

11. Approvals

<table>
<thead>
<tr>
<th>TWG Co-Convener</th>
<th>Signature</th>
<th>Date</th>
<th>SPSC Co-Chair</th>
<th>Signature</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Lucia Austin</td>
<td>3/15/15</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>3/15/15</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
1. TWG Name
Health Promoter and Provider

2. Prepared by
Tricia Austin and Ken Haller (co-conveners), TWG core and corresponding members

3. Initiative Supported
I. SLU as an innovative leader for the health agenda in the St. Louis region

4. Goal Statement Supported
Transformative ✗ Sustaining □
2. Create an environment and infrastructure to identify, cultivate, and support current and future leaders

5. Proposed Objective Supporting Achievement of This Goal
2.2 Develop interdisciplinary and interprofessional mentorship program

6. Briefly Explain How the Objective Was Chosen
The consensus of the group was that mentorship at a Jesuit institution may ideally cross lines of disciplines and profession to develop the professional as a whole, compassionate person.

7. What Indicator(s) are Proposed for Tracking this Objective?

<table>
<thead>
<tr>
<th>Indicator(s)</th>
<th>Base Level</th>
<th>Target Level</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.2.1 Engaged faculty and staff mentors are identified, recruited, and involved</td>
<td>Current</td>
<td>Done</td>
<td>07/01/16</td>
</tr>
<tr>
<td>2.2.2 Employee turnover is decreased</td>
<td>Current level</td>
<td>Done</td>
<td>07/01/18</td>
</tr>
<tr>
<td>2.2.3 Faculty and staff tenure (time employed at Saint Louis University) is increased</td>
<td>Current level</td>
<td>Done</td>
<td>07/01/18</td>
</tr>
<tr>
<td>2.2.4 Previous mentees are serving as mentors</td>
<td>Current level</td>
<td>Done</td>
<td>07/01/18</td>
</tr>
</tbody>
</table>

8. Which of the Following Imperatives Does this Objective Support (check all applicable)
- [x] I. Commitment to Reinforcing Mission & Identity
- [x] II. Commitment to Enhancing Diversity & Inclusion
- [x] III. Commitment to Deepening Interdisciplinary Collaboration
- [x] IV. Commitment to Achieving Institutional Distinctiveness & Excellence

☐ If none, briefly explain:

9. What Methods Were Used to Secure Input on Development of this Objective (check all applicable)
- ☐ Web posting with response
- ☐ Google site
- [x] Public meeting
- ☐ Survey
- ☐ Consultation with relevant SLU committees
- [✓] Review of Listening Session summaries
- ☐ Other Email and group discussion

10. TRG Comments, if any
11. Approvals

<table>
<thead>
<tr>
<th>TWG Co-Convener</th>
<th>SPSC Co-Chair</th>
</tr>
</thead>
<tbody>
<tr>
<td>Signature</td>
<td>Date</td>
</tr>
<tr>
<td>Signature</td>
<td>3/15/15</td>
</tr>
<tr>
<td>Signature</td>
<td>3/15/15</td>
</tr>
</tbody>
</table>
Plan Objective Development Worksheet

1. TWG Name
Health Promoter and Provider

2. Prepared by
Tricia Austin and Ken Haller (co-conveners), TWG core and corresponding members

3. Initiative Supported
I. SLU as an innovative leader for the health agenda in the St. Louis region

4. Goal Statement Supported
Transformative [x] Sustaining [ ]
2. Create an environment and infrastructure to identify, cultivate, and support current and future leaders

5. Proposed Objective Supporting Achievement of This Goal
2.3 Support intramural and extramural leadership training for faculty and staff

6. Briefly Explain How the Objective Was Chosen
The consensus of the group was that SLU needs effective, confident leaders in all areas of the University, at all levels, and needs to allocate appropriate resources to that end.

7. What Indicator(s) are Proposed for Tracking this Objective?

<table>
<thead>
<tr>
<th>Indicator(s)</th>
<th>Base Level</th>
<th>Target Level</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.3.1 SLU, regional, and national interdisciplinary and interprofessional leadership programs are identified and evaluated</td>
<td>Current level</td>
<td>Done</td>
<td>07/01/16</td>
</tr>
<tr>
<td>2.3.2 Sufficient time and budget for faculty and staff to participate in leadership training is allocated and utilized</td>
<td>Limited</td>
<td>Done</td>
<td>07/01/17</td>
</tr>
</tbody>
</table>

8. Which of the Following Imperatives Does this Objective Support (check all applicable)

- [x] I. Commitment to Reinforcing Mission & Identity
- [x] II. Commitment to Enhancing Diversity & Inclusion
- [x] III. Commitment to Deepening Interdisciplinary Collaboration
- [x] IV. Commitment to Achieving Institutional Distinctiveness & Excellence

If none, briefly explain:

9. What Methods Were Used to Secure Input on Development of this Objective (check all applicable)

- [x] Web posting with response
- [x] Google site
- [x] Public meeting
- [square] Survey
- [square] Consultation with relevant SLU committees
- [x] Review of Listening Session summaries
- [ ] Other Email and group discussion

10. TRG Comments, if any

11. Approvals
TWG Co-Convener
SPSC Co-Chair
<table>
<thead>
<tr>
<th>Signature</th>
<th>Date</th>
<th>Signature</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lucie Austin</td>
<td>3/15/15</td>
<td>[Handwritten]</td>
<td>3/15/15</td>
</tr>
</tbody>
</table>
## Plan Objective Development Worksheet

<table>
<thead>
<tr>
<th><strong>1. TWG Name</strong></th>
<th>Health Promoter and Provider</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2. Prepared by</strong></td>
<td>Tricia Austin and Ken Haller (co-conveners), TWG core and corresponding members</td>
</tr>
</tbody>
</table>

### 3. Initiative Supported

II. SLU as the innovative leader in quality healthcare reflective of the institutional mission.

### 4. Goal Statement Supported

- **Transformative**:
  1. Be a national model for comprehensive healthcare delivery addressing the needs of the whole person and the whole community with leading indicators in individual patient care and outcomes, community health, and cost-effective delivery of care.

### 5. Proposed Objective Supporting Achievement of This Goal

1.1 SLU will be the preferred provider for patients and provider networks in the St. Louis area delivering collaborative patient/family-centered, community-oriented health care services.

### 6. Briefly Explain How the Objective Was Chosen

The consensus of the group was that SLU’s mission calls us to increased community involvement in the delivery of healthcare addressing health conditions that other healthcare entities are less inclined to address in a holistic way.

### 7. What Indicator(s) are Proposed for Tracking this Objective?

<table>
<thead>
<tr>
<th>Indicator(s)</th>
<th>Base Level</th>
<th>Target Level</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1.1 Urgent Care facility(s) established in north city/north county to address community needs and access after-hours and weekends</td>
<td>None</td>
<td>Done</td>
<td>12/01/15</td>
</tr>
<tr>
<td>1.1.2 SLU established as a Preferred Provider Organization (PPO) with major health networks/plans and corporations</td>
<td>None</td>
<td>Done</td>
<td>12/01/15</td>
</tr>
<tr>
<td>1.1.3 Coordination and support between financial counselors and clinical services provided to patients is increased and coordinated to allow providers to do specialty care</td>
<td>Current state</td>
<td>Done</td>
<td>12/01/15</td>
</tr>
<tr>
<td>1.1.4 Patient capacity at SLU Emergency Department increased by 50% and expanded to address patient navigation and coordination of care services</td>
<td>Current volume</td>
<td>Done</td>
<td>07/01/16</td>
</tr>
<tr>
<td>Objective</td>
<td>Current State</td>
<td>Done</td>
<td>Date</td>
</tr>
<tr>
<td>--------------------------------------------------------------------------</td>
<td>----------------------------</td>
<td>--------</td>
<td>------------</td>
</tr>
<tr>
<td>1.1.5 Patient access to care (SLUCare &amp; Hospital) and experience</td>
<td>Current State</td>
<td>Done</td>
<td>07/01/16</td>
</tr>
<tr>
<td>are transformed and improved utilizing best practices and patient</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>satisfaction ratings</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.1.6 Desired payer mix for SLUCare is established and</td>
<td>30/30/30</td>
<td>Done</td>
<td>07/01/16</td>
</tr>
<tr>
<td>accomplished</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.1.7 Quantity and diversity of services provided through an</td>
<td>Current number</td>
<td>Done</td>
<td>07/01/16</td>
</tr>
<tr>
<td>affiliation with SSM Healthcare/Hospitals is increased</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.1.8 Student health and wellness services are expanded to enhance</td>
<td>Current state</td>
<td>Done</td>
<td>07/01/16</td>
</tr>
<tr>
<td>student experiences with appropriate space to facilitate integration</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>of centralized services and collaboration for improved outcomes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.1.9 Infrastructure, facilities, and culture that enable all health</td>
<td>None</td>
<td>Done</td>
<td>07/01/16</td>
</tr>
<tr>
<td>services at SLU to thrive in a value-based, outcomes-based payment</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>environment is established and maintained</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.1.10 Leadership and team created to integrate prevention services,</td>
<td>None</td>
<td>Team</td>
<td>07/01/15</td>
</tr>
<tr>
<td>patient education, and coordinated care services within and across</td>
<td>established</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SLU clinical services (beyond SLUCare)</td>
<td>Outcomes</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>established</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Sustainability</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>and</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>development</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>plan done</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.1.11 Primary care collaborations and residency programs</td>
<td>Family Med and OB/GYN</td>
<td>Completed</td>
<td>07/01/17</td>
</tr>
<tr>
<td>established in the community with Federally Qualified Health Center</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>partners to enhance health professions student and resident</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>experiences and to increase access to care and referrals</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.1.12 New ambulatory care center that facilitates easy access to</td>
<td>Plans discussed</td>
<td>Consultant</td>
<td>07/01/16</td>
</tr>
<tr>
<td>coordinated, collaborative, and comprehensive care services is</td>
<td></td>
<td>engaged, plan</td>
<td></td>
</tr>
<tr>
<td>established</td>
<td></td>
<td>completed</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Building done</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8. Which of the Following Imperatives Does this Objective Support (check all applicable)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>☒ I. Commitment to Reinforcing Mission &amp; Identity</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>☒ II. Commitment to Enhancing Diversity &amp; Inclusion</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>☒ III. Commitment to Deepening Interdisciplinary Collaboration</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>☒ IV. Commitment to Achieving Institutional Distinctiveness &amp; Excellence</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>☐ If none, briefly explain:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9. What Methods Were Used to Secure Input on Development of this Objective (check all applicable)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>☒ Web posting with response</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>☒ Google site</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>☒ Public meeting</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>☐ Survey</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>☒ Consultation with relevant SLU committees</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>☒ Review of Listening Session summaries</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>☒ Other Email and group discussion</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10. TRG Comments, if any</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11. Approvals</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TWG Co-Convener</td>
<td>Date</td>
<td>SPSC Co-Chair</td>
<td>Date</td>
</tr>
<tr>
<td>----------------</td>
<td>-------</td>
<td>---------------</td>
<td>------</td>
</tr>
<tr>
<td>Signature</td>
<td>3/15/15</td>
<td>Signature</td>
<td>3/15/15</td>
</tr>
<tr>
<td>TWG Name</td>
<td>Prepared by</td>
<td></td>
<td></td>
</tr>
<tr>
<td>--------------------------</td>
<td>--------------------------------------------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Health Promoter and Provider</td>
<td>Tricia Austin and Ken Haller (co-conveners), TWG core and corresponding members</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**II. SLU as the innovative leader in quality healthcare reflective of the institutional mission.**

**4. Goal Statement Supported**

<table>
<thead>
<tr>
<th>Transformative</th>
<th>Sustaining</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Be a national model for comprehensive healthcare delivery addressing the needs of the whole person and the whole community with leading indicators in individual patient care and outcomes, community health, and cost-effective delivery of care.</td>
<td></td>
</tr>
</tbody>
</table>

**5. Proposed Objective Supporting Achievement of This Goal**

1.2 SLU will be a leader in transformational teaching and learning of students in health professions education, practice, and leadership development in the Jesuit-Ignatian tradition addressing clinical care, clinical prevention, and interprofessional education and addressing community health needs

**6. Briefly Explain How the Objective Was Chosen**

The consensus of the group was that SLU has a distinctive mission in the St. Louis region to model care delivery respectful of the whole person and whole community.

**7. What Indicator(s) are Proposed for Tracking this Objective?**

<table>
<thead>
<tr>
<th>Indicator(s)</th>
<th>Base Level</th>
<th>Target Level</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.2.1 Faculty time is supported to practice and supervise collaborative care and learning</td>
<td>Limited</td>
<td>Done</td>
<td>12/01/15</td>
</tr>
<tr>
<td>1.2.2 Institution-wide guidance integrated to support the recruitment and hiring of faculty and staff that supports mission and expectation of ongoing professional formation in SLU mission and social justice</td>
<td>Limited</td>
<td>Done</td>
<td>12/01/15</td>
</tr>
<tr>
<td>1.2.3 Leadership development supported so that annual reviews manage-by-objective with incentives and performance (including promotion and tenure) are aligned with strategic outcomes of the department and organization</td>
<td>Limited</td>
<td>Done</td>
<td>12/01/15</td>
</tr>
<tr>
<td>1.2.4 Interprofessional collaborative care (across health professions) integrated with interdisciplinary resources to address policy, business, and organizational development</td>
<td>Limited/personal connections</td>
<td>Systems implemented</td>
<td>12/01/15</td>
</tr>
<tr>
<td>1.2.5 Innovative programs that integrate physical, mental, and spiritual health identified, developed and implemented</td>
<td>Limited</td>
<td>Committee established</td>
<td>12/01/15</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Program fully implemented</td>
<td>12/01/16</td>
</tr>
</tbody>
</table>
1.2.6 Models of mentoring, leadership development, and innovation in clinical practice, education, service, and research are identified, integrated, and incentivized for students, faculty, and staff.

| None | Done | 07/01/16 |

1.2.7 Mechanisms established to enhance student experiences and support faculty in ongoing research that integrates student development, faculty-mentored student publications addressing the health needs of the community.

| Limited | Done | 07/01/16 |

1.2.8 Health professions education programs engaged in community partnerships with special emphasis on student clinical education experiences and educational site development, are supported and receive institutional commitment and support

| Limited | New programs and partnerships annually | 07/01/16 |

1.2.9 SLU education programs expanded to include interprofessional prevention education that creates and promotes education, service, clinical care, and research links for students across all health professions programs

| Interprofessional undergraduate Minor and Interprofessional Team Seminars at post-baccalaureate No integrated prevention education | Done | 07/01/17 |

8. Which of the Following Imperatives Does this Objective Support (check all applicable)

- [x] I. Commitment to Reinforcing Mission & Identity
- [x] II. Commitment to Enhancing Diversity & Inclusion
- [x] III. Commitment to Deepening Interdisciplinary Collaboration
- [x] IV. Commitment to Achieving Institutional Distinctiveness & Excellence

- [ ] If none, briefly explain:

9. What Methods Were Used to Secure Input on Development of this Objective (check all applicable)

- [ ] Web posting with response
- [ ] Google site
- [x] Public meeting
- [ ] Survey
- [ ] Consultation with relevant SLU committees
- [x] Review of Listening Session summaries
- [x] Other Email and group discussion

10. TRG Comments, if any

11. Approvals

<table>
<thead>
<tr>
<th>TWG Co-Convener</th>
<th>SPSC Co-Chair</th>
</tr>
</thead>
<tbody>
<tr>
<td>Signature</td>
<td>Date</td>
</tr>
<tr>
<td>Signature</td>
<td>Date</td>
</tr>
</tbody>
</table>

| Lucia Austin     | 3/15/15       |
| Signature        | 3/15/15       |
**1. TWG Name**
Health Promoter and Provider

**2. Prepared by**
Tricia Austin and Ken Haller (co-conveners), TWG core and corresponding members

**3. Initiative Supported**
III. SLU as an innovative leader in mission-centered health research

**4. Goal Statement Supported**

<table>
<thead>
<tr>
<th>Transformative</th>
<th>Sustaining</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Establish the University as an innovative and more attractive place for students, faculty, staff and funders by uniting disciplines and professions to create collaborative research initiatives that serve the whole person and whole community.</td>
<td></td>
</tr>
</tbody>
</table>

**5. Proposed Objective Supporting Achievement of This Goal**

1.1 Incubate uncharacteristic and potentially synergistic partnerships that will help establish intramural communications to encourage and enhance disciplines to unite/collaborate on research initiatives inclusive of students, faculty, and staff.

**6. Briefly Explain How the Objective Was Chosen**
The consensus of the group was that much research at the University is done in silos and funding has been lost because of poor communication among researchers.

**7. What Indicator(s) are Proposed for Tracking this Objective?**

<table>
<thead>
<tr>
<th>Indicator(s)</th>
<th>Base Level</th>
<th>Target Level</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1.1 SLU-wide staff position(s) created and approved charged with identifying and supporting partnerships and collaborations within the University community (e.g. Vice-Provost for Innovation, Chief Innovation Officer)</td>
<td>None</td>
<td>Done</td>
<td>09/01/15</td>
</tr>
<tr>
<td>1.1.2 A SLU Enterprise Health Informatics Research Data Warehouse for gathering and sharing information on disparate databases established and fully supported, charged with enhancing mechanisms to utilize existing health care records and other data sets.</td>
<td>None</td>
<td>Done</td>
<td>09/01/15</td>
</tr>
</tbody>
</table>

**8. Which of the Following Imperatives Does this Objective Support (check all applicable)**

- [X] I. Commitment to Reinforcing Mission & Identity
- [X] II. Commitment to Enhancing Diversity & Inclusion
- [X] III. Commitment to Deepening Interdisciplinary Collaboration
- [X] IV. Commitment to Achieving Institutional Distinctiveness & Excellence

**9. What Methods Were Used to Secure Input on Development of this Objective (check all applicable)**

- [X] Web posting with response
- [X] Google site
- [X] Public meeting
- [ ] Survey
- [ ] Consultation with relevant SLU committees
- [ ] Review of Listening Session summaries
- [ ] Other
  Email and group discussion

**10. TRG Comments, if any**
## 11. Approvals

<table>
<thead>
<tr>
<th>TWG Co-Convener</th>
<th>Signature</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lucia Austin</td>
<td></td>
<td>3/15/15</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SPSC Co-Chair</th>
<th>Signature</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>3/15/15</td>
</tr>
</tbody>
</table>
### 1. TWG Name
Health Promoter and Provider

### 2. Prepared by
Tricia Austin and Ken Haller (co-conveners), TWG core and corresponding members

### 3. Initiative Supported
III. SLU as an innovative leader in mission-centered health research

### 4. Goal Statement Supported
+ Transformative [x]
+ Sustaining [ ]

1. Establish the University as an innovative and more attractive place for students, faculty, staff and funders by uniting disciplines and professions to create collaborative research initiatives that serve the whole person and whole community.

### 5. Proposed Objective Supporting Achievement of This Goal
1.2 Prioritize and incentivize translational and clinical research.

### 6. Briefly Explain How the Objective Was Chosen
The group consensus was that faculty in clinical positions are not given appropriate time and resources to conduct research. Funding sources are especially interested in translational research and clinical researchers are well positioned to address translational questions.

### 7. What Indicator(s) are Proposed for Tracking this Objective?

<table>
<thead>
<tr>
<th>Indicator(s)</th>
<th>Base Level</th>
<th>Target Level</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.2.1 Through the addition of staff and establishment of a physical location on the medical center campus, research capabilities are expanded</td>
<td>None</td>
<td>Done</td>
<td>12/01/15</td>
</tr>
<tr>
<td>1.2.2 Infrastructure established for expanding the research capabilities of non-research, clinical faculty</td>
<td>Limited</td>
<td>Done</td>
<td>07/01/16</td>
</tr>
<tr>
<td>1.2.3 Grants/licenses/patents/publications are increased</td>
<td>Current level</td>
<td>Increased</td>
<td>12/10/18</td>
</tr>
</tbody>
</table>

### 8. Which of the Following Imperatives Does this Objective Support (check all applicable)
<table>
<thead>
<tr>
<th>I. Commitment to Reinforcing Mission &amp; Identity</th>
<th>If none, briefly explain:</th>
</tr>
</thead>
<tbody>
<tr>
<td>☒ II. Commitment to Enhancing Diversity &amp; Inclusion</td>
<td></td>
</tr>
<tr>
<td>☒ III. Commitment to Deepening Interdisciplinary Collaboration</td>
<td></td>
</tr>
<tr>
<td>☒ IV. Commitment to Achieving Institutional Distinctiveness &amp; Excellence</td>
<td></td>
</tr>
</tbody>
</table>

9. What Methods Were Used to Secure Input on Development of this Objective (check all applicable)

- [ ] Web posting with response
- [ ] Google site
- [ ] Public meeting
- [ ] Survey
- [ ] Consultation with relevant SLU committees
- [ ] Review of Listening Session summaries
- [ ] Other Email and group discussion

10. TRG Comments, if any

11. Approvals

<table>
<thead>
<tr>
<th>TWG Co-Convener</th>
<th>SPSC Co-Chair</th>
</tr>
</thead>
<tbody>
<tr>
<td>Signature</td>
<td>Date</td>
</tr>
<tr>
<td>[Signature]</td>
<td>3/15/15</td>
</tr>
</tbody>
</table>
**Plan Objective Development Worksheet**

1. TWG Name

Health Promoter and Provider

2. Prepared by

Tricia Austin and Ken Haller (co-conveners), TWG core and corresponding members

3. Initiative Supported

III. SLU as an innovative leader in mission-centered health research

4. Goal Statement Supported

<table>
<thead>
<tr>
<th>Transformative</th>
<th>Sustaining</th>
</tr>
</thead>
<tbody>
<tr>
<td>☒</td>
<td></td>
</tr>
</tbody>
</table>

1. Establish the University as an innovative and more attractive place for students, faculty, staff and funders by unifying disciplines and professions to create collaborative research initiatives that serve the whole person and whole community.

5. Proposed Objective Supporting Achievement of This Goal

1.3 Promote the innovative work of SLU researchers more widely through traditional and social media to the St. Louis community and beyond.

6. Briefly Explain How the Objective Was Chosen

The group consensus was that SLU research is not recognized as widely as it should be within SLU as well as the larger community.

7. What Indicator(s) are Proposed for Tracking this Objective?

<table>
<thead>
<tr>
<th>Indicator(s)</th>
<th>Base Level</th>
<th>Target Level</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.3.1 Staffing for SLU Public Relations Department doubled</td>
<td>3 FTEs for Medical Center</td>
<td>6 FTEs for Medical Center</td>
<td>12/01/15</td>
</tr>
<tr>
<td>1.3.2 Inservice and grand rounds events provided to local hospitals on SLU research topics doubled</td>
<td>Current level</td>
<td>Done</td>
<td>03/01/16</td>
</tr>
<tr>
<td>1.3.3 Through outreach to primary care health providers, attendance at SLU continuing educating events significantly increased</td>
<td>Current level</td>
<td>Done</td>
<td>03/01/16</td>
</tr>
<tr>
<td>1.3.4 Documented media “hits” for SLU research doubled in local and national media</td>
<td>Current level</td>
<td>Doubled</td>
<td>07/01/16</td>
</tr>
<tr>
<td>1.3.5 Ongoing media training provided for all SLU faculty involved in research</td>
<td>None</td>
<td>Done</td>
<td>09/01/16</td>
</tr>
<tr>
<td>1.3.6 SLU research faculty encouraged to have an appropriate presence on social media</td>
<td>None</td>
<td>Done</td>
<td>12/01/16</td>
</tr>
</tbody>
</table>

8. Which of the Following Imperatives Does this Objective Support (check all applicable)

- [x] I. Commitment to Reinforcing Mission & Identity
- [x] II. Commitment to Enhancing Diversity & Inclusion
- [x] III. Commitment to Deepening Interdisciplinary Collaboration

If none, briefly explain:
IV. Commitment to Achieving Institutional Distinctiveness & Excellence

9. What Methods Were Used to Secure Input on Development of this Objective (check all applicable)

- Web posting with response
- Google site
- Public meeting
- Survey
- Consultation with relevant SLU committees
- Review of Listening Session summaries
- Other Email and group discussion

10. TRG Comments, if any

11. Approvals

<table>
<thead>
<tr>
<th>TWG Co-Convener</th>
<th>SPSC Co-Chair</th>
</tr>
</thead>
<tbody>
<tr>
<td>Signature</td>
<td>Date</td>
</tr>
<tr>
<td>John Doe</td>
<td>3/15/15</td>
</tr>
</tbody>
</table>