

Action Area 1: Access and Equity – Recruitment and Retention (faculty, staff, students)

| Goal | Strategy | Objectives | Measures | Accountable Unit(s) P=Primary |
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| 1) Open positions within the office of the Vice Provost for Health will be filled according to the ability of the candidate to meet those unique requirements. Efforts to recruit individuals of under-represented groups such as veterans, persons of color, persons with disabilities, cultural or international diversity, religious beliefs, sexual orientation, age, worldviews, and level of education will be pursued. | <ul style="list-style-type: none"> Utilize University Affirmative Action Plan to identify under utilization for minorities and women Network with diverse professional associations Advertise in Society for Simulation website and publication, GVSU Human Resources and other diverse publications | To develop an inclusive community that promotes and engages diversity in the service of student growth and organizational development | Analyze and track the demographics of the OVPH and Simulation Center staff and standard patients | Vice Provost for Health Director of Simulation |
| 2) Standard Patient Program to recruit diverse members from the Greater Grand Rapids area for a more balanced representation | <ul style="list-style-type: none"> Contact Russ Wallsteadt from KISD Contact Diana Tourongeau from the Annishabe community | Develop a Standard Patient Program of diversity | Approximately 5% of SP pool will be diverse | Standard Patient Coordinator Director of Simulation |

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| | <ul style="list-style-type: none"> • Contact Disability Advocate of Kent County • Contact GVSU Office of Inclusion Affirmative Action expert Dwight Hamilton | | | |
| 3) Interprofessional Education collaboration with colleagues from Canada, western Europe and the U.S. | Annual GVSU Interprofessional Education conference will host national and international leaders as speakers | Network and develop partnerships with our Canadian and international IPE colleagues | If funding possible will annually invite an international or national colleague leader as a conference speaker | Vice Provost for Health Assistant to the Vice Provost for Health |
| 4) Simulation Team collaboration with international members of the Society for Simulation | Attend the Society for Simulation conference in Phoenix, AZ in January 2010 | Network, develop partnerships, keep abreast of SSIH Accreditation Committee meetings, participate in SSIH listserves e-groups especially Director of Simulation interests group (SIG), Nursing | If funding possible will annually send an individual from the Simulation Center | One member from the Simulation Center |

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| | | SIG, Innovation by Simulation, Simulation Quality Control Management, Technology and Technicians, Tricks of the Trade | | |
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Action Area 1: Access and Equity – Policy/Administrative Initiatives

| Goal | Strategy | Objectives | Measures | Accountable Unit(s) P=Primary |
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| 1) Representatives for the Inclusion Advocate Program will include a member from the Simulation Team and a member from the Interprofessional Education Steering Committee | Inclusion Advocate Training | Training will enhance the sensitivity and efforts of the Simulation team and Interprofessional Education Initiatives | Two members of the OVPH (Ron Perkins, Chris Swank have completed their inclusion advocate training for 2009-2010 academic year. Ashley West has completed Healing Racism training. Brenda Pawl has completed inclusion advocate orientation. | A member each from the Interprofessional Education Steering Committee and Simulation Team |
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Action Area 2: Campus Climate

| Goal | Strategy | Objectives | Measures | Accountable Unit(s) P=Primary |
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| 1) Continue to be an academic health care resource for the Kent Intermediate School District high school students at CHS | <ul style="list-style-type: none"> Provide breakfast and lunch for KISD students, administration and GVSU Deans on January 2010 Annually provide a forum for KISD students and GVSU members of KCON, CHP and OVPH to meet | Continue to develop community partnerships and recruit potential students for GVSU KCON and CHP programs | Track with Russ Wallsteadt the number of KISD students applying to GVSU | Director of Simulation |
| 2) Pursue grant and other opportunities to partner with Spectrum Health especially with current Safety Initiative at the Helen DeVos Children's Hospital | Have met with the Medical Director of Quality and Clinical Coordinator of Safety at Spectrum Health for possible interprofessional clinical safety rotation | <ul style="list-style-type: none"> Create safety scenarios for interprofessional care | Explore grant opportunities for program development | Vice Provost for Health Assistant to the Vice Provost for Health Director of Simulation Simulation Team |
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Action Area 3: Diversity in Curriculum/Co-curriculum

| Goal | Strategy | Objectives | Measures | Accountable Unit(s) P=Primary |
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| <p>1) Develop a culturally competent simulation scenario</p> <p>2) Integrate cultural competency and awareness into all simulation scenarios</p> | <p>1) Send out group email to faculty of KCON and CHP</p> <p>2) Simulation team will be adding a cultural competency line on the simulation design form for faculty requesting simulation scenario development</p> | <p>1) Faculty from KCON and CHP to develop a culturally competent interprofessional simulation with the Simulation Team</p> <p>2) Cultural competency will be present in all simulations</p> | <p>One culturally competent simulation scenario will be developed for the 2010-11 academic year. Annually the culturally competent scenario will be updated and/or additional scenarios will be developed</p> <p>Cross-professional scenario demonstrating communication failures and then re-take demonstrating successful cross-professional communication success was recorded and viewed at the 2nd Annual <i>Translating Interprofessional Education</i></p> | Director of Simulation Simulation Team |

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| | | | <i>Principles into Practice</i> conference | |
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| 3) Development of Traumatic Brain Injury (TBI) Modules for Iraq and Afghanistan Veterans | Extensive conference calls and grant proposal writing with Department of Defense and Mary Free Bed | To generate and disseminate new knowledge which will be implemented as evidence based practice | Grant proposal accepted by the Department of Defense 2010 | Vice Provost for Health Project Director |
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| 4) Promote a previously recorded scenario on Evideon entitled "Clinical Preceptor Scenario #2: Working with the Hearing Impaired in the Clinical Setting" | Send out an email to KCON, CHP faculty to present as an option to student clinicians interested in learning specific strategies in communicating with a patient that has a sensory deficit. | To promote student understanding and learning strategies in working with the hearing impaired | Place a counter (or survey) on the Evideon recording to see the number of times this video is reviewed | Standard Patient Coordinator |
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Action Area 4: Organizational Learning - Internal

| Goal | Strategy | Objectives | Measures | Accountable Unit(s) P=Primary |
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| 1) Office of the Vice Provost for Health Strategic Planning Day on August 24, 2010 | Workshops on Demand speaker, Dwight Hamilton will speak on Affirmative Action | To develop awareness of Affirmative Action, considerations and competency as appropriate | Staff development program for understanding Affirmative Action and its implications | Office of the Vice Provost for Health |
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Action Area 4: Organizational Learning – Community Outreach

| Goal | Strategy | Objectives | Measures | Accountable Unit(s) P=Primary |
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