

## Office of the Vice Provost for Health

Action Area 1: Access and Equity – Recruitment and Retention (faculty, staff, students)				
Goal	Strategy	Objectives	Measures	Progress
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"> <li>Utilize University Affirmative Action Plan to identify under utilization for minorities and women</li> <li>Network with diverse professional associations</li> <li>Advertise in Society for Simulation website and publication, GVSU Human Resources and other diverse publications</li> </ul>	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	<p>OVPH staff is comprised of 3 generations; Baby Boomers, Generation X, Millennial Generation.</p> <p>Individuals in this office have many diverse characteristics</p>
2) Standard Patient Program to recruit diverse members from the Greater Grand Rapids area for a more balanced representation	<p>Contact Russ Wallsteadt from KISD</p> <p>Contact Diana Tourongeau from Annishbe community</p> <p>Contact GVSU Office of Inclusion Affirmative Action expert Dwight Hamilton</p>	Develop a Standard Patient Program of diversity	Approximately 5% of SP will be diverse	<p>Standard Patient pool is over 30% diversity which includes educational, employment, religious, political, gender, sexual orientation, developmental, physical, cognitive, and ethnic differences</p> <p>Standard Patient age range is 0-80 years</p>

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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	Secured international and national IPE speakers for annual conferences  January 15, 2010  January 6-7, 2011  January 5-6, 2012
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 SIG, Innovation by Simulation, Simulation Quality Control Management, Technology and Technicians, Tricks of the Trade	If funding possible will annually send an individual from the Simulation Center	OVPH/Simulation Center hosted a one day conference for faculty and community partners on March 28, 2011; national speaker Dr. Suzie Kardong-Edgren PhD, RN  June 14, 2012 will host the METI Simulation one day conference in the Cook-DeVos Center for Health Sciences  Ron Perkins is on the SSIH accreditation committee for simulation centers

Action Area 2: Campus Climate				
Goal	Strategy	Objectives	Measures	Progress
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"> <li>Provide breakfast and lunch for KISD students, administration and GVSU Deans on January 2010</li> <li>Annually provide a forum for KISD students and GVSU members of KCON, CHP and OVPH to meet</li> </ul>	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	Dual enrollment for KISD students 2009-2010=22 2010-2011=40 *50% enrolled post-graduation to GVSU 2011-2012=43 Annual Pizza party and breakfast for KISD students is February 2012

Action Area 3: Diversity in Curriculum/Co-curriculum				
Goal	Strategy	Objectives	Measures	Progress
1) Develop a culturally competent simulation scenario	1) Send out group email to faculty of KCON and CHP	1) Faculty from KCON and CHP to develop a culturally competent interprofessional simulation with the Simulation Team	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	1) Simulation EMS Arcadia System design sheet has a built-in cue for cultural awareness/inclusions for all faculty to complete 2) Budget request for a mannequin of color 3) Voice modulator for androgynous portrayal 4) End of life simulation and Human Traffic simulation portrayal

2) Development of Traumatic Brain Injury (TBI) Modules for Iraq and Afghanistan Veterans	2) Extensive conference calls and grant proposal writing with Department of Defense and Mary Free Bed	2) To generate and disseminate new knowledge which will be implemented as evidence based practice	Any updates?	Midwest Traumatic Brain Rehabilitation grant from Department of Defense 8/10-8/12 provides respectful culturally congruent care for (14) veterans and families  Grant from 9/11-9/12 provides education materials to veterans and families
3) Promote a previously recorded scenario on Evideon entitled "Clinical Preceptor Scenario #2: Working with the Hearing Impaired in the Clinical Setting"	3) 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.	3) 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	This video was never viewed on Evideon  Safety Culture Transformation study to be recorded with closed captions  End of Life conversations recorded with closed captions

Action Area 4: Organizational Learning - Internal				
Goal	Strategy	Objectives	Measures	Progress
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	Staff requested continued workshops on demand for 8/11 strategic planning day	August 2011- Staff development for understanding the Disabilities Act and its implications presentation by Kathleen Vander Veen