

# College of Medicine

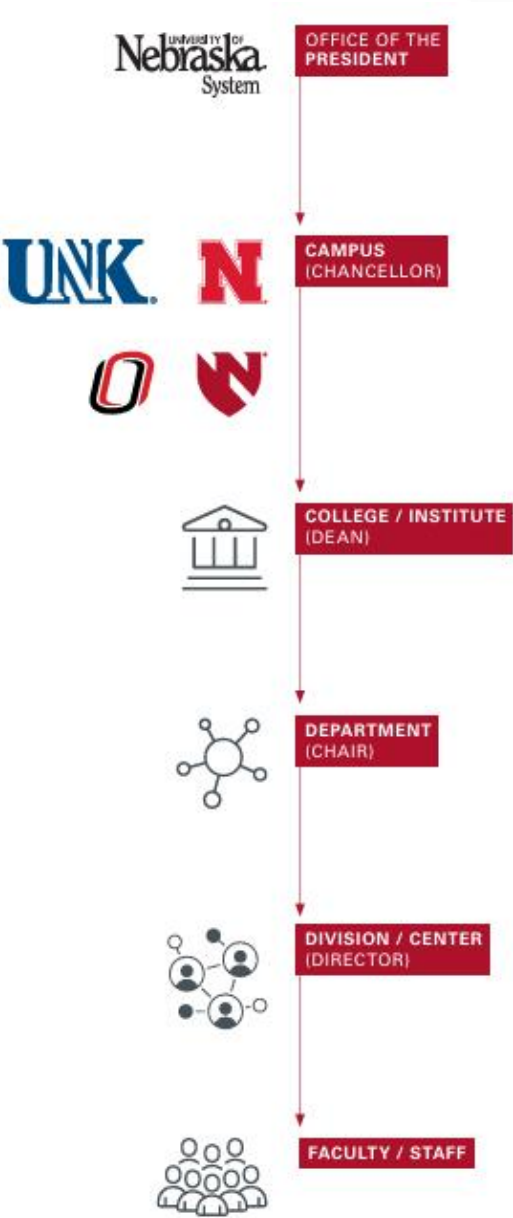
## Strategic Alignment

Children's Nebraska and UNMC Department of Pediatrics: Partnership Goals and Measures of Success



# NU System Strategic Plan

## Odyssey to Extraordinary



### NU Initiatives Matrix

#### Goals

##### Strategies

##### Initiatives

- Description
- Alignment
- Metrics
- Timeline
- Resources
- Responsibility
- Accountability
- Status

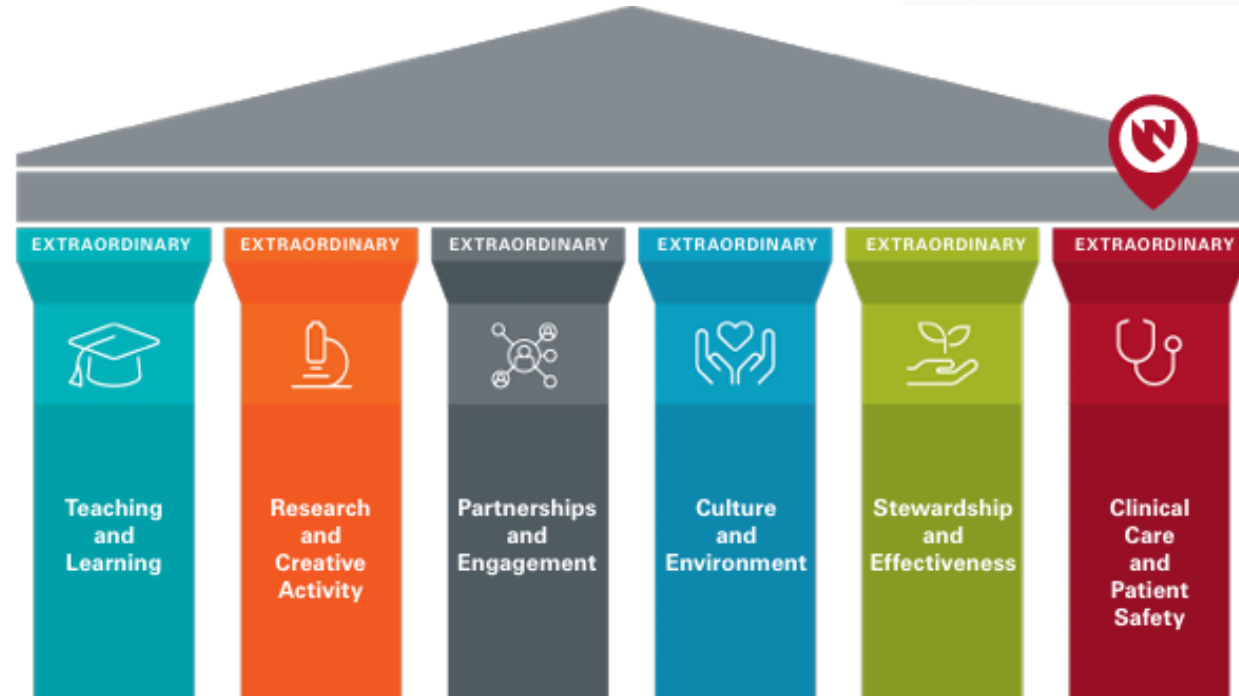
Source: [https://www.unmc.edu/\\_documents/strategic-plan/strategic-plan.pdf](https://www.unmc.edu/_documents/strategic-plan/strategic-plan.pdf)

# NU System Strategic Plan

## UNMC Mission

To lead the world in transforming lives to create a healthy future for all individuals and communities through premier educational programs, innovative research and extraordinary patient care.

UNMC's pillars **align seamlessly** with NU's five — plus a sixth highlights our **clinical strength**.



# NU System Strategic Plan

## Metrics

### Extraordinary Teaching and Learning

- Enrollment (students)
- Enrollment (student credit hours)
- Fall-Fall Retention (overall)
- Fall-Spring Retention (overall)
- Freshman-Sophomore Retention (Full Time First Time/Transfer)
- D, F, Withdraw Percentage Rate
- 4-Year Graduate Percentage Rate
- 4-Year Pell Graduate Percentage Rate
- 6-Year Graduate Percentage Rate
- 6-Year Pell Graduate Percentage Rate
- Undergraduate to Graduate/Professional
- High School Visits
- Community College Visits
- Dual Enrollments
- AI Related Courses
- AI Component in Courses

### Extraordinary Research and Creative Activity

- Grant Applications per Faculty (Federal/Other)
- Grant Awards/Submissions (Federal/Other)
- Grant Applications Greater than \$X million
- Grant Expenditures
- Grant Expenditures per Faculty
- Realized/Earned Indirect Costs
- Indirect Costs per Faculty
- Publications per Faculty
- Books per Faculty
- Citations per Faculty
- Impact Factor
- Faculty Awards/Faculty Prioritized Research (Grants/Expenditures)

### Extraordinary Partnerships and Engagement

- Government Internships per Student Credit Hour (Undergraduate/Graduate)
- Private Internships per Student Credit Hour (Undergraduate/Graduate)
- DOA Contracts
- DOD Contracts
- DHHS Contracts
- DOE Contracts
- Patents, Licenses, Royalties
- Print Media Impact
- Social Media Impact
- Earned Media Impact

### Extraordinary Culture and Environment

- Faculty Turnover
- Staff Turnover
- Student Stop Out
- Clery Act Reports
- Faculty Academic Promotion per Year
- ITS Help Desk Time
- ITS Refresh Cycle
- Utility Cost per Square Foot
- Carbon Footprint per Square Foot
- Waste per Square Foot

### Extraordinary Stewardship and Effectiveness

- Faculty Salary Percentile
- Staff Salary Percentile
- Structural Deficit
- Faculty to Staff Ratio
- Faculty to Student Credit Hour per Year
- Faculty Apportionment
- Faculty Paid Apportionment
- Tuition per Student Credit Hour
- Tuition per Faculty Full-Time Employee
- Net Income per Student Credit Hour
- Net Income per Student
- NU Foundation Endowment Income Percent
- NU Foundation Endowment Total
- NU Foundation Expenditure Total
- Procurement Accounts Receivable

### Extraordinary Clinical Care and Patient Safety

- UNMC, in partnership with Nebraska Medicine, will build the healthiest Nebraska by revolutionizing the state of access and quality of health education, training, research and care through Project NExT, Project Health, other UNMC clinical units and clinical partnership with Children's Nebraska.



**BELIEVE**  
*in better*

5-YEAR **STRATEGIC PLAN**





# Measures of Success

## Goal 1

- Serious Safety Events
- Net Promoter Score (NPS)
- Harm Events (Combined Hospital Acquired Conditions)

## Goal 2

- Collaborations Impacting Social Determinants of Health
- Community Board Representation
- Health Equity Regulatory Standards

## Goal 3

- Extramural Funding for Research
- Extramural Funding and Grants
- Research and Publications
- Innovation Survey Maturity Index

## Goal 4

- Clinical Education Engagement in Serious Safety Events
- Learner Experience
- Learner-to-Team-Member Conversion Rate

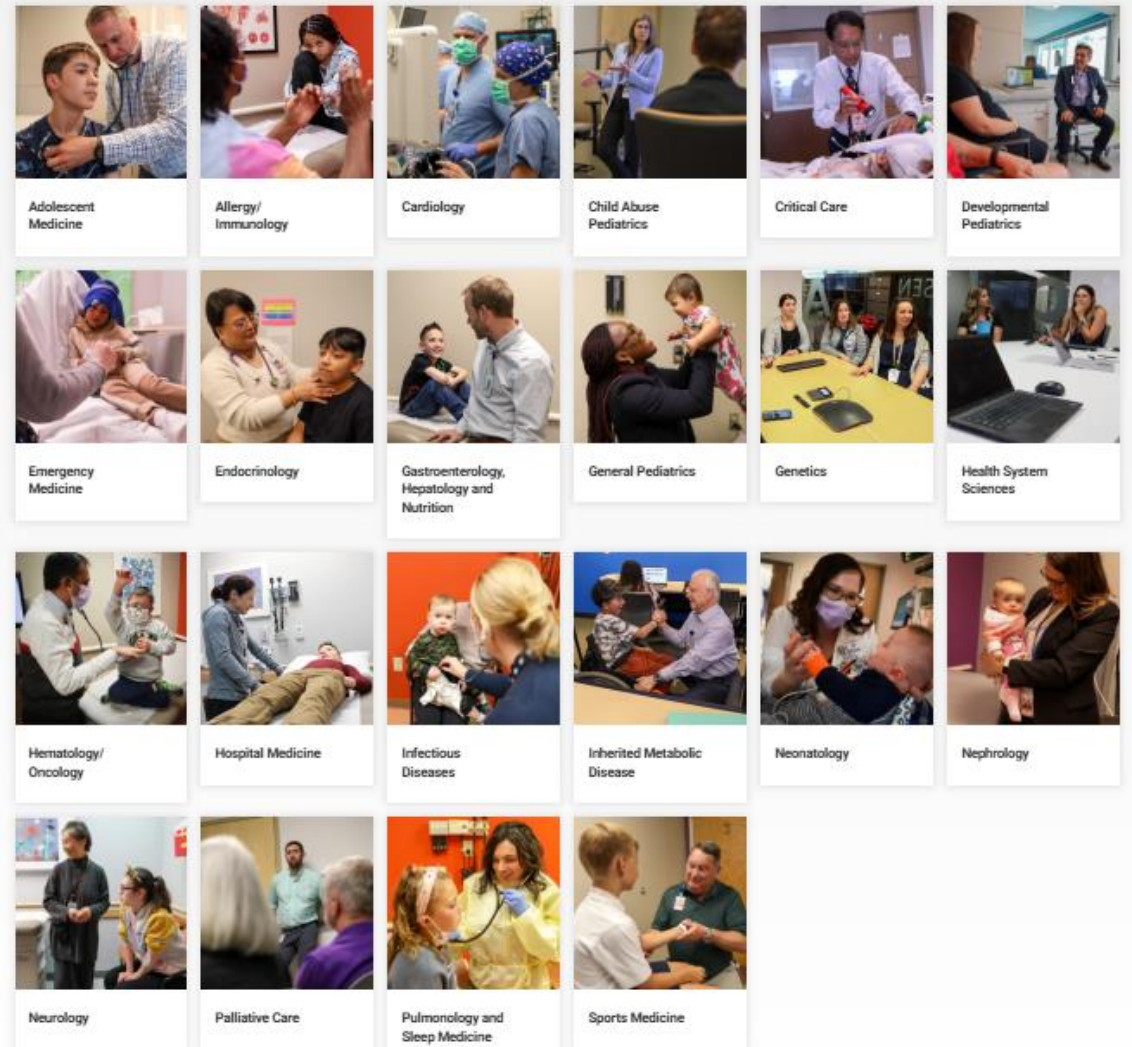
## Goal 5

- Workforce Diversity (Diverse Talent Representation)
- Overall Retention
- Engagement Index (Team Members)
- Engagement Index (APPs)
- Engagement Index (Physicians)
- Net Operating Margin (consolidated)
- Total Dollars Donated
- EPIC Gold Star Electronic Health Record (EHR) Program

# College of Medicine

## Department of Pediatrics

Children's Nebraska in clinical partnership with The University of Nebraska Medical Center  
Department of Pediatrics features 23 specialty divisions.



# Strategic Operational Focus Areas

## Clinical Partnership Alignment: Children's Nebraska and UNMC

- **Talent Optimization & Workforce Integration**

- Ensure onboarding, scheduling, and development systems are efficient, equitable, and strategically aligned across departments.
- Collaboration addressing scheduling, clinical expectations, and teaching responsibilities transparently.

- **Academic Excellence & National Engagement**

- Enhance academic visibility, thought leadership, APP Engagement, and scholarly impact at a national level.
- Increase national conference participation, elevate grand rounds and learner feedback loop.

- **Integration, Collaboration & Referrals**

- Improve internal and external referrals, increase our collaborative care pathways.
- Increase awareness of subspecialty services to patients, referring providers, and partners.

- **Innovation & Research Advancement**

- Leverage emerging technologies and support interdisciplinary research efforts.
- Increase our grant funding for researching.
- Increase CHRI & non-physician research engagement and collaboration.
- Formalize a "Research Champions" program that includes

nursing, therapy, and social work contributors in CHRI four areas of emphasis (The four AOE's within CHRI are Genetics, Development, Exposures & Injuries; Heart Diseases; Lifespan Diseases; and Pediatric Cancer).

- **Advocacy & System Integration**

- Strengthen health system relationships and amplify pediatric voices in policy and philanthropy.
- Pediatric advocacy toolkit and annual legislative agenda.
- Encourage faculty/residents to participate in state legislative days or testify on key issues.
- Relationship Building (Children's Nebraska & UNMC): Host regular joint strategic huddles at leadership and department levels.

- **Growth, Reputation, and Sustainability**

- Growth outside of primary market area.
- Increase our foundation/philanthropy opportunities.
- US News & World Report (target opportunities to share data between Children's Nebraska & UNMC).
- Ensure a transition to adulthood programs.

# Department of Pediatrics

Children's Nebraska & The University of Nebraska Medical Center  
Clinical Partnership

## 5-YEAR STRATEGIC PLAN



# Strategic Alignment of Children's Nebraska and UNMC Department of Pediatrics: Partnership Goals and Success Metrics



| Goal                                                                                                 | Rationale                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Measures of Success<br>Department of Pediatrics                                                                                                                                                                             | UNMC Strategic Plan<br>Alignment                                                                                                        |
|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|
| <b>GOAL ONE</b><br>Lead the way in safety, quality and exceptional experience                        | <ul style="list-style-type: none"> <li>Redefine excellence with unwavering commitment to the highest levels of patient safety, compassionate care, and clinical outcomes</li> <li>In depth understanding of the data within the Net Promoter Score to help enhance care provided and patient experience</li> <li>Promote the safety of our patients and staff when providing care ("Lead by the Bedside")</li> <li>Advance the patient-centered culture of excellence (Accountability With Empowerment)</li> </ul> | <ul style="list-style-type: none"> <li>Serious Safety Events</li> <li>Net Promotor Score (NPS)</li> <li>Harm Index</li> <li>US News &amp; World Report (% of Total Points per survey)</li> </ul>                            | <b>Pillar 6</b> Clinical Care and Patient Safety                                                                                        |
| <b>GOAL TWO</b><br>Champion the needs and welfare of children                                        | <ul style="list-style-type: none"> <li>Drive change, shape policy, and amplify our impact as the ultimate champions for children's health and well-being</li> <li>Help communities advocate for children</li> </ul>                                                                                                                                                                                                                                                                                                | <ul style="list-style-type: none"> <li>Professional society engagement</li> <li>Participation and support for engagement activities and opportunities</li> </ul>                                                            | <b>Pillar 3</b> Partnerships and Engagement                                                                                             |
| <b>GOAL THREE</b><br>Improve the health and well-being of children through discovery and innovation. | <ul style="list-style-type: none"> <li>Foster a relentless pursuit of breakthroughs that redefine pediatric healthcare and nursing excellence</li> <li>Inspire clinical team to advance patient care through innovative practices</li> </ul>                                                                                                                                                                                                                                                                       | <ul style="list-style-type: none"> <li>Extramural Funding Requests</li> <li>Extramural Funding Granted</li> <li>Research Publications</li> <li>New Program Development</li> </ul>                                           | <b>Pillar 2</b> Research and Creative Activity                                                                                          |
| <b>GOAL FOUR</b><br>Train and develop the pediatric healthcare workforce                             | <ul style="list-style-type: none"> <li>Streamline UNMC &amp; Children's Nebraska onboarding (example: vaccination record submission)</li> <li>Enhance training to help influence the next generation to want to join pediatric workforce</li> <li>Providing internal team members with the tools and resources they need to grow their professional career journey within our organizations.</li> </ul>                                                                                                            | <ul style="list-style-type: none"> <li>Clinical Education Engagement in Serious Safety Events</li> <li>Learner Experience</li> <li>Learner to Employee Conversion Rate</li> </ul>                                           | <b>Pillar 1</b> Teaching and Learning<br><b>Pillar 5</b> Stewardship and Effectiveness                                                  |
| <b>GOAL FIVE</b><br>Foster an environment where individuals and teams will grow and thrive           | <ul style="list-style-type: none"> <li>Cultivate an environment where every team member thrives, every voice matters, and we partner together to share a passion that fuels excellent care</li> </ul>                                                                                                                                                                                                                                                                                                              | <ul style="list-style-type: none"> <li>Engagement Index (Physician)</li> <li>Overall Retention</li> <li>Faculty Turn Over</li> <li>Faculty Academic Promotion per Year</li> <li>Growth outside of Primary Market</li> </ul> | <b>Pillar 3</b> Partnerships and Engagement<br><b>Pillar 4</b> Culture and Environment<br><b>Pillar 5</b> Stewardship and Effectiveness |

**NOTE:** Items in **Black** represent Children's Nebraska Measures of Success, and Items in **Red** present UNMC Metrics

# Department of Pediatrics Operational Growth Plan

Children's Nebraska & The University of Nebraska Medical Center Clinical Partnership



| Goal                                                                                          | Champions | Measures of Success                                                                                                                                                                                                         | 2025 YE<br>Baseline | Q1 2026<br>March YTD | Q2 2026<br>Jun YTD | Q3 2026<br>Sep. YTD | 2026<br>YE | 2029<br>Target |
|-----------------------------------------------------------------------------------------------|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|----------------------|--------------------|---------------------|------------|----------------|
| GOAL ONE<br>Lead the way in safety, quality and exceptional experience                        |           | <ul style="list-style-type: none"> <li>Serious Safety Events</li> <li>Net Promotor Score (NPS)</li> <li>Harm Index</li> <li>US News &amp; World Report (% of Total Points per survey)</li> </ul>                            |                     |                      |                    |                     |            |                |
| GOAL TWO<br>Champion the needs and welfare of children                                        |           | <ul style="list-style-type: none"> <li>Professional society engagement</li> <li>Participation and support for engagement activities and opportunities</li> </ul>                                                            |                     |                      |                    |                     |            |                |
| GOAL THREE<br>Improve the health and well-being of children through discovery and innovation. |           | <ul style="list-style-type: none"> <li>Extramural Funding Requests</li> <li>Extramural Funding Granted</li> <li>Research Publications</li> </ul>                                                                            |                     |                      |                    |                     |            |                |
| GOAL FOUR<br>Train and develop the pediatric healthcare workforce                             |           | <ul style="list-style-type: none"> <li>Clinical Education Engagement in Serious Safety Events</li> <li>Learner Experience</li> <li>Learner to Employee Conversion Rate</li> </ul>                                           |                     |                      |                    |                     |            |                |
| GOAL FIVE<br>Foster an environment where individuals and teams will grow and thrive           |           | <ul style="list-style-type: none"> <li>Engagement Index (Physician)</li> <li>Overall Retention</li> <li>Faculty Turn Over</li> <li>Faculty Academic Promotion per Year</li> <li>Growth outside of Primary Market</li> </ul> |                     |                      |                    |                     |            |                |

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