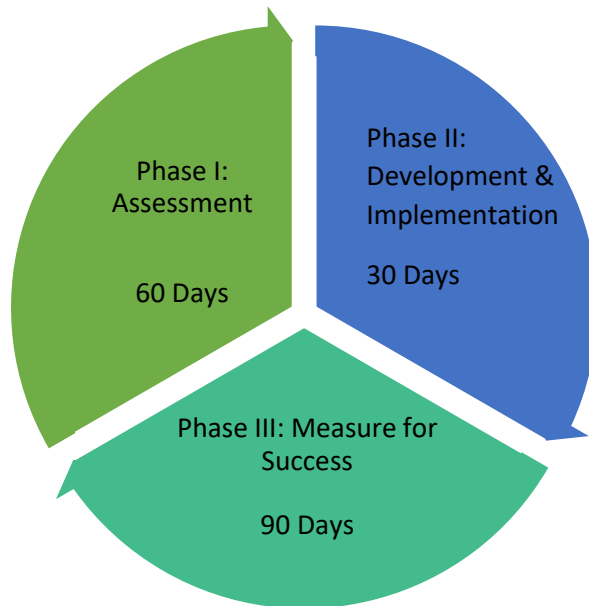


Department Improvement Plan Overview

At UAMS, employees are essential to our mission of improving the health and well-being of Arkansans by providing high-quality innovative patient care, education, and research. Retaining our talented, dedicated staff and attracting new team members with diverse skillsets are critical to embrace our mission.

Department Improvement Plan (DIP) is designed as a non-punitive three-phase program over a 6-month period that will provide leaders with the resources needed to increase employee engagement. Your participation in this program will help us meet our Vision 2029 engagement goals: be at or above the 46th percentile of engagement for academic health institutions by 2025, decrease turnover, and increase employee satisfaction.



People & Culture Partner Commitments	Department Commitments
Assess employee engagement results	Complete the department needs assessment
Collaborate to develop strategic road map	Collaborate to develop strategic road map
Facilitate team results presentation	Action plan development
Collaborative follow-up meetings	Collaborative follow-up meetings
Support through target training, change management, and other actions	Complete action plan deliverables