

SHP Strategic Planning Survey 1 Summary of Findings

The first SHP strategic planning survey was launched in February. This report contains a summary of the findings. The closed-ended questions are reported as frequencies on a 5-point Likert scale, with 1 as the weakest and 5 as the strongest. The open-ended questions were analyzed using summative content analysis, and all responses were included in the summary tables.

Response Rates:

Faculty sample: n=118 on mission, n=115 on vision

Staff sample: n=70 on mission, n= 66 on vision

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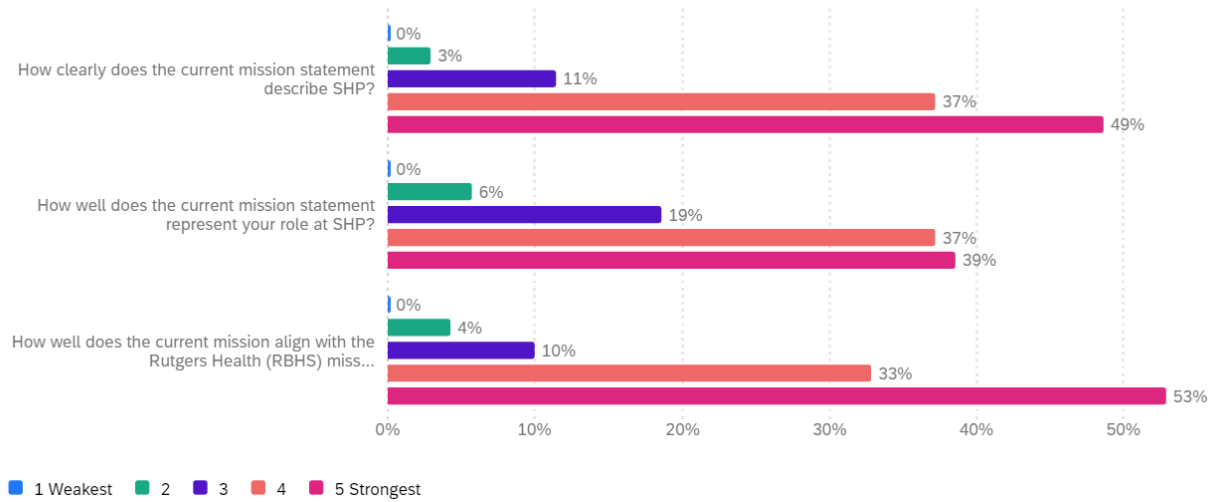
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SHP Mission

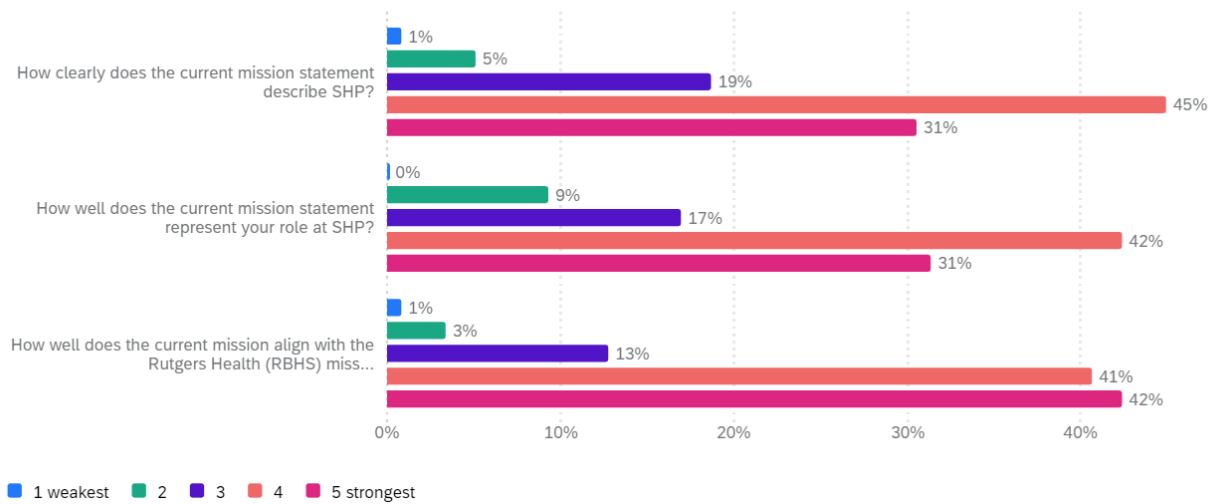
Staff Responses Question 1 Mission

MISSION In this section, review the definition of a mission as well as the Rutgers and RBHS mission statem... 70 ⓘ



Faculty Responses Question 1 Mission

MISSION In this section, review the definition of a mission as well as the Rutgers and RBHS mission statem... 118 ⓘ



Staff Responses Question 2 Mission – Open-Ended

Staff Suggested Changes to Mission	# of Times Suggested
Remove or revise Superior Service	4
Include DEI	3
Remove cutting edge	2
Reworded Mission	2
Add Health Equity	1
Add public service	1
Connect with Rutgers	1
Develop catchy phrase for branding	1
Emphasize health care professionals	1
Encourage continuing education for staff to improve job performance	1
Grammatical	1
Needs to be bolder	1
None recommended	1
Remove the word Lives	1
Too vague	1

*Two staff members also provided reworded mission statements.

Faculty Responses Question 2 Mission – Open-Ended

Faculty Suggested Changes to Mission	# of Times Suggested
Reworded mission	12
Emphasize Health and Healthcare	8
Emphasize Community	7
No changes suggested	6
Emphasize educational mission	5
Service too vague	5
Focus on Serve NJ	4
DEI	3
Remove Superior	3
Add Discovery	2
Add Interprofessional	2
Add Training	2
Beyond NJ	2
Change Clinical Practice	2
Continuing ed	2
Grammatical	2
order of wording	2
Remove Cutting Edge	2
Should be same as RBHS	2
Too generic	2

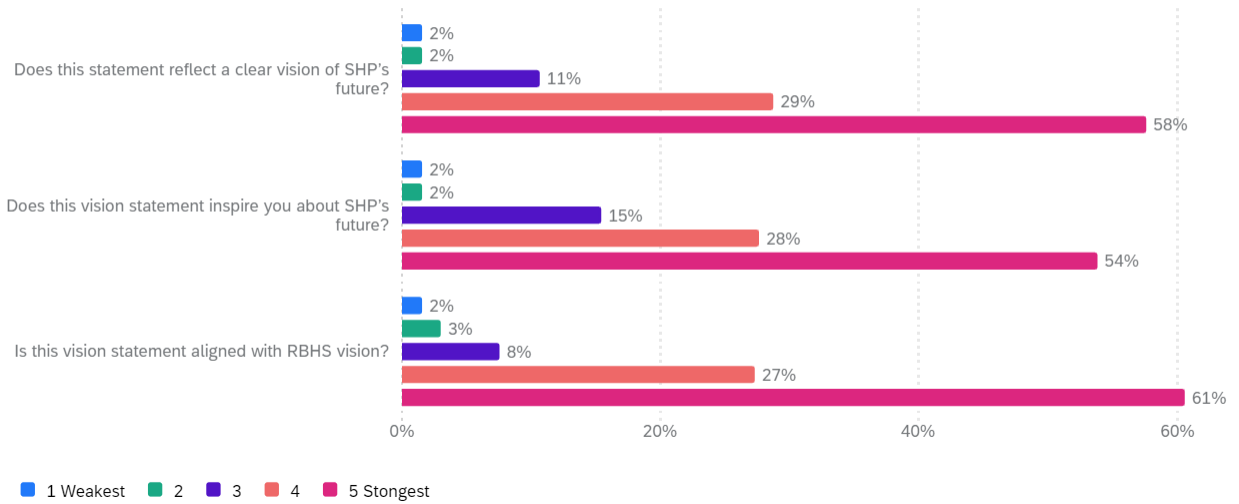
Faculty Suggested Changes to Mission	# of Times Suggested
Too Lofty	2
Add Future Leaders	1
Add Humanism	1
Add Mental health and wellbeing	1
Add Rigorous to research and scholarship	1
Add Student driven	1
Add Translational clinical research	1
Change People to patient lives	1
Community-based practice	1
Disconnect between the mission and promotion process	1
Improving people's lives too vague	1
Public Service	1

*8 Faculty members provided reworded mission statements

SHP Vision

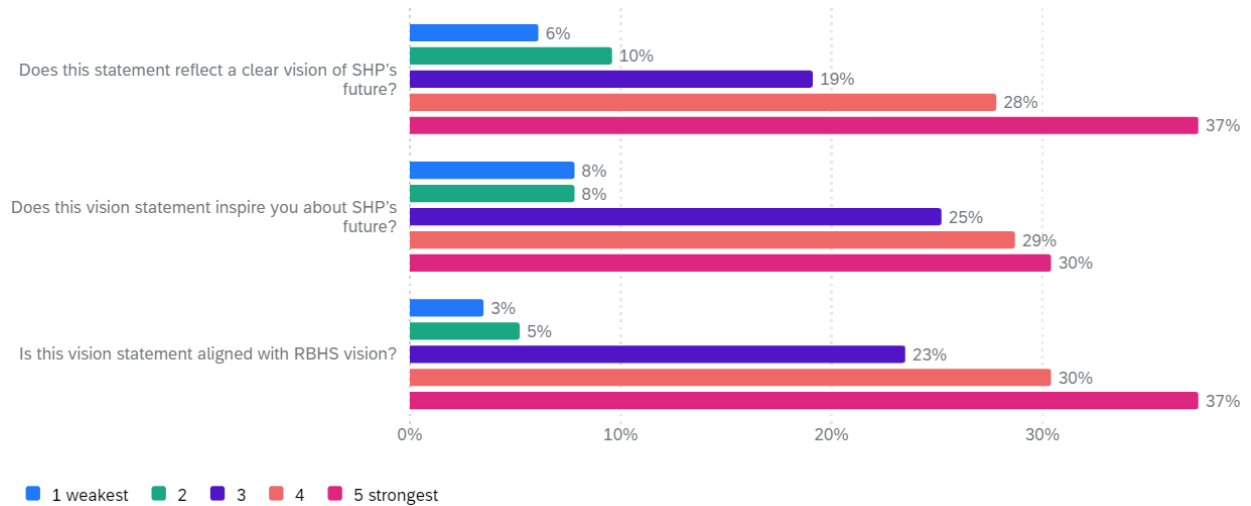
Staff responses Question 1 Vision

VISION In this section, review the definition of a vision and the Rutgers Health/RBHS vision statement. The ... 66 ⓘ



Faculty Responses Question 1 Vision

VISION In this section, review the definition of a vision and the Rutgers Health/RBHS vision statement. The ... 115 ⓘ



Staff Responses Question 2 Vision – Open-Ended

Staff Suggested Changes to Vision	# of Times Suggested
Too long	7
No changes recommended	5
Reworded Vision	2
Add DEI	1
Does not reflect non-patient facing programs	1
Feels included in Mission but not Vision	1
Space needs have changed since Covid	1
Too heavy on teaching	1

*2 Staff provided reworded Vision

Faculty Responses Question 2 Vision – Open-Ended

Faculty Suggested Changes to Vision	# of Times Suggested
Too Long	24
No changes suggested	8
Reworded Vision	8
Add DEI	6
Individual Care unclear	5
Too vague	5
International emphasis questionable	4
Emphasize interprofessional	3
Add Community Engagement	2
Add Health and Wellness	2
Add leader characteristics	2
Add Program priorities	2
Add research	2
Grammatical	2
Add alumni characteristics	1
Add compassion or commitment	1
Add holistic education and training	1
Add International leader	1
Add scholarship	1
Add service	1
Emphasize unique IPP strength	1
Local community	1
Not unique	1
Remove partnerships	1
Remove tech	1
Revise Disciplines	1
Revise succinct	1
Same as RBHS	1

Faculty Suggested Changes to Vision	# of Times Suggested
Too similar to Mission	1
include Program Development	0

*8 Faculty provided reworded Vision

SHP Values

Staff Responses to Question 1 Values – Open-Ended

Staff Suggested Changes to Values	# if Times Suggested
Add fostering community	4
Add integrity	3
No changes recommended	3
Add Adaptability	1
Add champion or advocate	1
Add compassion	1
Add desire to be best	1
Add Ethics	1
Add professional growth	1
Add responsibility	1
Add success oriented	1
Add Transparency	1
Grammatical	1
Need to uphold the values more	1
Revise accountability	1

Faculty Responses to Question 1 Values – Open-Ended

Faculty Suggested Changes to Values	# of Times Suggested
Add fostering community	4
No changes recommended	3
Add integrity	3
Add champion or advocate	1
Add compassion	1
Add desire to be best	1
Add Ethics	1
Add professional growth	1
Add responsibility	1
Add success oriented	1
Add Transparency	1
Grammatical	1
Need to uphold the values more	1
Revise accountability	1