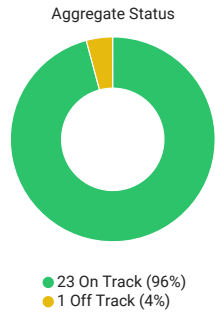


Vision 2029 BSC Talent and Technology Overview

Vision 2029 BSC Overview



Talent and Technology

Targets

Name	Description	Status	Due Date	Current Value	Last Updated
By 2024, the majority of the employees will be paid at or near market value.	T1.2.1	On Track	6/30/2024	0%	1/11/2021
By 2029, all UAMS employees will earn market-value wages and salaries.	T1.2.2	On Track	6/30/2029	0%	7/1/2020
By 2025, 90% of employees will have documented annual goals mapped to Vision 2029 goals and objectives.	T1.3.1	On Track	6/30/2025	0%	1/11/2021
By 2025, 90% of employees will have completed annual performance evaluations	T1.3.2	On Track	6/30/2025	50%	10/7/2020
By 2020, 70% of UAMS employees will be able to identify at least one priority strategy in Vision 2029.	T1.4.1	Off Track	6/30/2021	0%	1/25/2021
By 2026, 50% of UAMS employees will have participated in Employee Growth and Development programs	T1.6.3. Including internal and external programs.	On Track	6/30/2026	0%	1/11/2021
By 2023, there will be a trained change management practitioner in each division.	T1.6.4 Update with metric by July 2020.	On Track	6/30/2023	0%	1/11/2021
By 2026, 25% of executive leaders will have participated in leadership coaching	T1.6.5	On Track	6/30/2026	0%	1/11/2021

o By 2029 URM and gender faculty should reflect XXX% of URM and gender distribution of accrediting body or census if accrediting body data is not available. XXX%	T1.7.1	On Track	6/30/2029	0%	10/12/2020
By 2029, the URM and gender distribution of uAMS should reflect at least 85% of the URM and gender distribution of the labor availability by job title in greater little rock area as identified by the Dept of Labor.	T1.9.1 Update with metric by July 2020.	On Track	6/30/2029	0%	1/11/2021
By 2029, the URM and gender distribution of UAMS staff should reflect at least 85% of the URM and gender distribution of the labor availability by job title in the greater Little Rock area as identified by the Department of Labor.	T1.8.1 Update with metric by July 2020.	On Track	6/30/2029	0%	1/7/2021
By 2021, 100% of all UAMS leaders, managers and employees will adopt and utilize Workday.	T2.2.1	On Track	6/30/2021	0%	1/4/2021
By 2022, 100% of all UAMS leaders, managers, and employees will be proficient in using Workday.	T2.2.2	On Track	6/30/2022	0%	1/4/2021
By 2029, 100% of faculty who plan to depart UAMS are offered the opportunity to complete an exit survey prior to departure.	T3.1.1	On Track	6/30/2029	0%	1/11/2021
Decrease the burnout threshold percentage based on responses to the burnout survey of UAMS faculty	T3.2.1	On Track	6/30/2021	0%	1/5/2021
By 2025, reduce faculty burnout by 20%.	T3.2.2	On Track	6/30/2025	0%	1/5/2021
By 2029, reduce faculty burnout by 40%	T3.2.3	On Track	6/30/2029	0%	1/5/2021
By 2025, increase faculty retention by 10% over the baseline in 2020.	T3.3.1	On Track	6/30/2025	0%	1/5/2021
Provide a lactation room in all campus buildings by 2023.	T3.4.5 Update with current percent of buildings with lactation rooms.	On Track	6/30/2023	0%	1/8/2021
By 2021, 100% of newly hired, transferred and current managers trained on performance evaluation	T4.2.1	On Track	6/30/2021	0%	1/11/2021
By 2025, percentage 90% of eligible faculty will successfully be promoted to Associate Professor.	T5.2.1 Update percent increase in productivity compared to 01/01/20.	On Track	6/30/2025	0%	1/5/2021
By 2029, recruit funded T0-T4 researchers. Recruit three funded researchers a year through 2029	T5.3.2	On Track	6/30/2029	7	1/14/2021
By 2029, establish a minimum of three endowed chairs in community-based participatory research, precision medicine and other clinical/translational research areas	T5.3.3	On Track	6/30/2029	0	10/8/2020
By 2025, reduce the loss of high-performing, tenured faculty to zero	T5.4.1 Baseline is not known so 50 was entered as starting measure; update with number of faculty lost.	On Track	6/30/2025	0	1/5/2021

