

## FY 2015 Department of Pediatrics Goals

Clinical Goals	Metric of Success
Safety training for all physicians; reduce serious harm	100% compliance with training; SPS metrics
Recognition of outstanding clinical productivity of faculty	COA clinical incentive program tracking data
Continued improvements in standardization of clinical care provided at COA	- Assessment of compliance with existing national practice guidelines - Development of additional clinical management pathways
Increase participation Learning/QI collaboratives	-Participation in national networks, consortia; Future goals: -Top decile (10ile) ranking in outcomes metrics in 5 years - Leadership in national networks, consortia
Improve Access/Next Available Appointment/Template Discipline	Increase faculty size able to meet clinical demand; Third next available ≤10 days; volume increases and improved patient satisfaction scores; COA Incentive Plan success for Department Physicians
Improve rankings in US News and WR especially in quality and safety: perform Gap Analysis by service	Improvement plan for all non-volume based divisional and hospital gaps; Improve rankings for each division; Improve rankings for each division; all 10 programs ranked
<b>Education Goals</b>	
Maintain current Pediatric Board Pass Rate	Scores above 95 percentile
Apply for residency expansion	Pediatrics: 21 to 25 Med-Peds: 4 to 5
Expand number of fellows, targeted for local and national needs; improve academic outcomes; identify funding streams	Number of fellowship slots; publications; grants and academic positions upon completion of training
Medical education	Student teaching ratings and awards, e.g., Argus; CME conferences given and led; CME with regional or national attendance given in Birmingham
Expand/Emphasize Family Education	Participate in World Rare Disease Day Conference with Genetics; develop new educational offerings for patients, families and providers
<b>Research Goals</b>	
Achieve and Sustain Top 20 NIH Funding in 5 years	Children's Hospital Association Ranking in Department Category; in 2013 we were #38
CCC joint recruitment	Support expansion and national impact of outcomes research across multidisciplinary areas. (SOM Institute)
Develop and expand infrastructure for grant support; participation in national research and clinical consortia	Appoint vice chair; create translational research office; identify departmental infrastructure needs and incorporate personnel in the newly developed research office to address these needs; renew CCTS and DOP participation in it, to the benefit of DOP investigators; work towards expansion of research institute/foundation
Initiate external reviews of 2-3 Divisions (not just research)	Identify and implement Action Plans based on reviews
Align with SOM: personalized medicine/genomics; informatics	Program development; recruitment
Expand the mid-career research faculty in each division to create mentorship pathways for junior faculty and fellows	Hire ~30 new research faculty across subspecialties over the next 5 years
<b>Joint DOP/COA Goals</b>	
Implement joint strategic planning DOP/COA/SOM	Complete strategic plan: program development, personnel, space, areas to build research strength and academic alignment; develop integrated clinical/academic destination programs
Philanthropy strategy	Develop strategy; target TBD
Faculty recruitment and retention	Improve faculty engagement (Engagement Index)
Improve margin of the DOP	Generate sustainable margins
Development of policy leadership at local, state, and national levels	Expand faculty participation in regional and national policy development impacting children's health