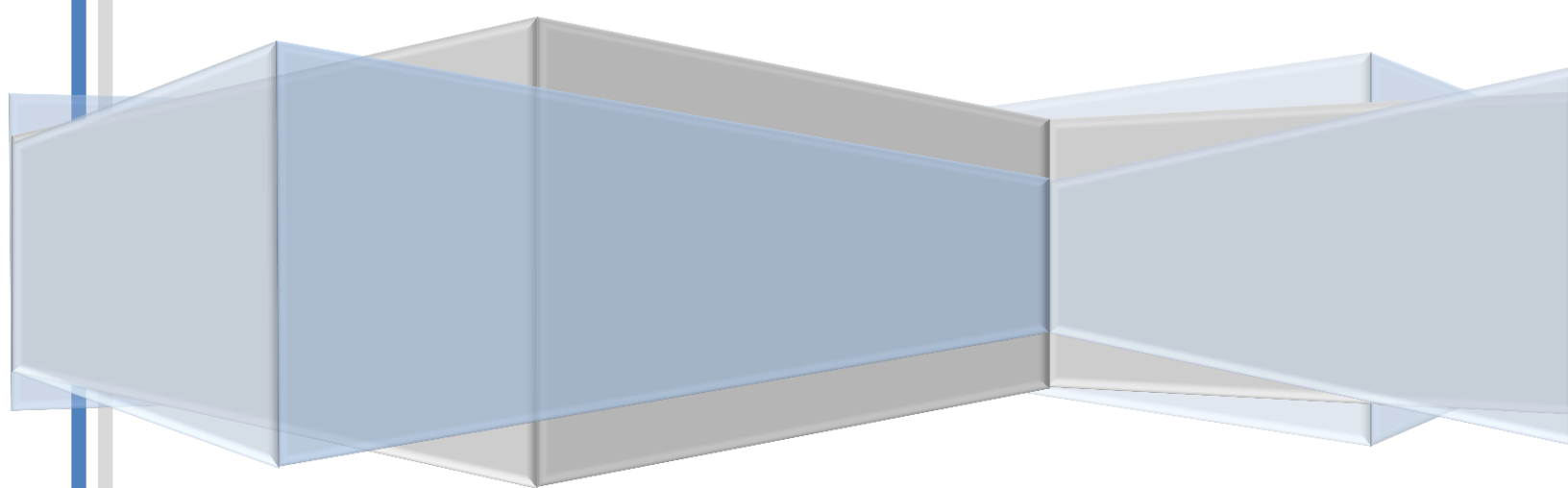


**Utah Department of Health  
Bureau of Epidemiology**

# **Strategic Plan 2015**



## MISSION

To prevent sickness and death from infectious diseases and environmental hazards; to monitor diseases; to reduce spread; and to monitor and respond to potential bioterrorism threats or events, communicable disease outbreaks, epidemics and other unusual occurrences of illness.

## VISION

Healthy communities free of preventable diseases.

## VALUES

### ***Collaboration***

We engage each other, our partners, and the people of Utah in decision-making, planning, and integrated effort.

### ***Effective***

We are efficient and timely in making decisions and taking actions. We do the right things well in order to produce the greatest health benefit and the greatest return on the public investment.

### ***Evidence-based***

We use science and current, accurate data to guide our priorities and enhance the value of our actions.

### ***Innovation***

We foster creativity to meet challenges and continually identify opportunities for improvement.

### ***Integrity***

We are honest and straightforward with each other, our partners, and the people of Utah. We embrace high standards of ethical conduct, responsiveness, and quality performance.

### ***Respect***

We honor and appreciate each other, our partners, and the people of Utah.

### ***Service***

We strive to provide health programs that benefit the people of Utah and are consistent with their values and diversity. We seek to exceed internal and external customer expectations.

### ***Transparency***

We operate with open communication and processes.

### ***Trustworthy***

We are ethical, competent, and effective stewards of the public interest, public confidence, and public funds.

**GOAL #1:** *Utah health reform will focus on cost-effectively improving the health of all the people of Utah.*

**STRATEGY 1:** Assess and characterize impact of the Affordable Care Act (ACA) on the Bureau of Epidemiology.

- 1) Activity: Designate a workgroup to learn how the ACA may impact the Bureau of Epidemiology and share that information with the Bureau.
- 2) Activity: Find opportunities for information sharing and collaboration with other states and partners related to ACA impact.
- 3) Activity: Identify potential impact of the ACA on available data and data sources used by the Bureau, monitor, and develop methods to address issues as applicable.

**STRATEGY 2:** Establish and cultivate a relationship with the UDOH Medicaid & Health Financing Division (DMHF) to ensure that the Bureau is effectively working through issues associated with the ACA.

- 1) Activity: Identify a contact person within the DMHF who can serve as a liaison with the Bureau.
- 2) Activity: Improve Bureau staff understanding of how DMHF works.
- 3) Activity: Improve DMHF staff understanding of how the Bureau of Epidemiology works.
- 4) Activity: Identify and implement procedures to improve serving all individuals, including Medicaid clients.
- 5) Activity: Reinforce roles within the Bureau to enable being a resource to partners in helping all individuals, including Medicaid clients.

**GOAL #2:** *Make information about public health conditions available in order to achieve an informed public that is better able to make decisions about their health—empowering the public to be the most effective intervention to public health concerns.*

**STRATEGY 1:** Make data real and usable for people and communities.

- 1) Activity: Engage public health partners (e.g., IBIS-PH) and the public through focus groups or other venues to identify models and methods that make public health information accessible, informative, and helpful guidance.
- 2) Activity: Develop effective language and methods for the effective presentation of information that are meaningful in the context of communities.
- 3) Activity: Conduct usability tests of the presentation of Bureau information and implement processes to continually improve the presentation of Bureau information.

**STRATEGY 2:** Provide robust, trusted, and user-friendly information.

- 1) Activity: Establish processes to evaluate the completeness and accuracy of both data acquisition and the representation of those data maintained by the Bureau.
- 2) Activity: Engage public health partners and other resources to better understand what makes data trusted and user-friendly, and develop techniques to implement best practices.
- 3) Activity: Develop a process to continually assess and improve the Bureau's representation of data presented to the public.

**STRATEGY 3:** Automate information management to improve efficiency, timeliness, quality, and security.

- 1) Activity: Identify and implement specific Bureau data acquisition that could effectively be automated, factoring completeness, accuracy and security.
- 2) Activity: Identify specific Bureau data whose presentation to the public could be automated, factoring accuracy, user-friendliness and security.
- 3) Activity: Develop a plan for improving data-related functions, factoring completeness, accuracy and security.

**GOAL #3:** *The organization will attract, retain, and value the best employees to serve the needs of the State.*

**STRATEGY 1:** Engage employees in Bureau-sponsored programs that encourage employee development and career mobility.

- 1) Activity: Explore ways in which Bureau staff may develop and demonstrate job proficiencies that enable them to participate in the career mobility process.
- 2) Activity: Develop and start a Bureau mentoring program for experienced colleagues to guide less-experienced colleagues toward success and career mobility.

**STRATEGY 2:** Support and encourage new employees in an environment that is welcoming and instructive.

- 1) Activity: Convene a workgroup to develop and implement a Bureau-sponsored new-employee orientation program that compliments the DHRM orientation.
- 2) Activity: Encourage Division-wide participation in the Bureau's new-employee orientation program by working with staff in the Bureau of Health Promotion, Supportive Services and Division Leadership.
- 3) Activity: Convene monthly and/or quarterly new employee orientation meetings, as needed.

**STRATEGY 3:** Provide an environment that motivates the highest level of employee performance.

- 1) Activity: Align employee Performance Plans with Bureau and Department Strategic Goals.
- 2) Activity: Convene a workgroup to learn about and share methods that Bureau managers and supervisors may apply to engage Bureau employees in utilizing their talents to the fullest capacity.