# RCHE Values: Outcome Matrix

| | | Outcomes | | |
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| | | **Impact**<br>Produce real-world impact that improves the health and wellness of people and communities | **Diversity, Equity and Inclusion**<br>Pursue proactive and intentional DEI action across all core values | **Stewardship**<br>Inspire, motivate, lead, and act for and with Purdue University, clients, stakeholders and communities from the state, the nation, and globally. Maximize use and growth of human, material and economic resources |
| Core Values | **Discovery**<br>Pursue hypothesis-driven research and evidence generation to identify/define health and healthcare system challenges and needs—from the individual level to the population—and public health-level scale<br><br>**Innovation**<br>Develop, translate, and implement science and technology- based solutions. | **Promote and disseminate** scholarly research resulting in procedures, best practices, methods, success stories, etc..., through peer-reviewed papers, conference presentations, patents, intellectual property disclosures, and reports; and broadly through presentations; publications; events; web; social media; and news stories<br>**Develop,** verify, and validate technologies, products, and services<br>**Translate and utilize** implementation science to co-create solutions of technologies, products, and services with the intended client or targeted community.<br>**Commercialize** through entrepreneurship or industry partnerships, technologies, products, and services | **Promote two-way dialogue** with communities to identify gaps that affect the health of all within, including the underserved, minorities, and LGBTQ+. Seek out and capture the "voice of the community" and amplify historically unheard voices in all phases of programmatic design and ensure diverse representation in all applicable research endeavors<br>**Create resources and solutions** capable of implementation at the community level for marginalized, vulnerable, and underserved groups | **Define the needs of the community** through engagement that prioritizes effective, active, and inclusive listening<br>**Meet the unique needs of individual** communities and target populations<br>**Diligence in Fiduciary responsibility** to fulfill obligations to the University and the best interest of our clients and funders. Adhere to internal and external transparency |
| | **People**<br>Attract, retain, and develop people and talent pipeline to assure maximum performance through an environment supporting education, mentoring, and collaboration | **Attract, develop and retain personnel:**<br>Minimize vacancy rate and turnover rate; demonstrate growth mindset with evidence of measurable improvements in contribution; envision future for center that illuminates career pathways formed as a product of innovation and successful collaboration<br>**Develop health-focused research and implementation community** of students, researchers, and professionals through curricula, educational programs, and instruments<br>**Develop talent pipeline** through workforce development and promotion of professional accomplishments | **Engage and leverage talent** through a culture that shatters ceilings to achieve breakthrough results: Invest in people development; ensure transparency of standards and behavioral expectations; commit to crucial conversations; and reward and recognize excellence<br>**Create a safe and collaborative environment:** Assure all voices and viewpoints are expressed, considered, and included in decision-making<br>**Ensure a just culture** through proactive and intentional personnel practices | **Prioritize development and expansion of community knowledge and capacity** through workforce development training and education opportunities for engaged partners<br>**Embed programmatic sustainability in externally funded initiatives** through planned gradual and deliberate transference of programmatic ownership to community stakeholders |
| | **Partnerships**<br>Cultivate, establish, sustain, and grow strategic academic, healthcare, industry, philanthropic, and community alliances. | **Grow and diversify:**<br>Academic partners who reflect interdisciplinary representation (internal and external)<br>State, regional, and national partnerships<br>Healthcare partners across all settings (behavioral, hospitals, clinics, long term care, and public health)<br>Community reach with cross-sectoral representation<br>Payors (Medicare, Medicaid, Anthem, etc...)<br>Industry partners<br>Funders and sponsors | **Proactively assure** that partners reflect the diversity (race, ethnicity, and gender) of communities served | **Secure grants and awards:**<br>Target growth, diversity, and sustainability in funding; and pursue government (federal and state); industry; philanthropy; foundation; and other funding sources<br>**Increase response to funding opportunities** by offering collaborative expertise and grant-writing assistance to internal and external partners (i.e. communities and organizations) with limited capacity to meet submission criteria<br>**Measure outcomes** of partnerships to validate delivery of established goals |