

Exhibit OO3.e

Our Strategic Plan: Five Key Objectives

Crafted with input from nurses in every area of the Health System, this plan is framed around the Health System organizational goals: "I Care. I Heal. I Build."

1 Enable nurses to build their careers at UVA Health System

We seek to develop an environment that fosters a caring, committed, highly engaged and expert staff.

2 Pursue thoughtful redesign initiatives that focus on the patient

We aim to be efficient at the bedside and proactive in the community.

3 Support a culture of superb quality and patient safety

We embrace effective communication and new technologies to improve our quality of care.

4 Strengthen our model of relationship-based care

We provide nurses with growth opportunities so they can better fulfill their responsibilities to their patients, families and healthcare teams.

5 Reaffirm our commitment to nursing innovation

We improve patient experiences and outcomes through our work in an academic health system setting.

What can you do?

Get involved. Pick a passion and find a way to offer your time, energy and experience.

Working together to implement this plan will help us become a high-functioning nursing team that is well positioned for the future of healthcare.

Goals	Strategy
Ensure the development of caring, committed, highly engaged, expert staff	<ul style="list-style-type: none"> Formal Education Certification Recruitment Retention Shared Governance
Reach the highest levels of efficiency and effectiveness through accountable-care models and redesign initiatives that positively affect the health of our community.	<ul style="list-style-type: none"> Population Care Care Coordination
Provide expert relationship-based care in partnership with the patient, family and healthcare team	<ul style="list-style-type: none"> Healing Environment Hourly Rounds, Bedside Report, Quiet Time, Pain Control Family Participation Care Partners, Family Presence at Resuscitation RN Workforce Wellness/ Safety Culture of Teamwork
Advance a culture of superlative quality and patient safety	<ul style="list-style-type: none"> Quality Improvement Effective Communication Preservation of Nursing Time Optimize Epic
Innovate and create new nursing knowledge	<ul style="list-style-type: none"> Pioneer Evidence Based Practice Nursing Research Dissemination: Presentation, Publication Implement Evidence-Based Practice Advance Nursing Knowledge/Expertise Skill Building, Innovation Evaluate Care Delivery Models