

	FOUNDATIONAL STAGE <i>(Years 1-2: FY21-22)</i>	DEVELOPMENTAL STAGE <i>(Years 3-4: FY23-24)</i>	ASPIRATIONAL STAGE <i>(Year 5: FY25)</i>
CLINICAL	<ul style="list-style-type: none"> Strengthen clinical operational structures and infrastructure to deliver and demonstrate effective evidence-based care and quality and safety outcomes Improve access to behavioral health services by enhancing the care delivery model across the health system Enhance/develop clinical programs Develop collaborative care model with primary care provider networks 	<ul style="list-style-type: none"> Support professional development of clinical staff and faculty who provide behavioral health care across the health care system. Expand integrated behavioral health services across the health system Promote population health through deployment of targeted behavioral health initiatives 	<ul style="list-style-type: none"> Develop and implement novel modes of care delivery and clinical coverage Promote translation of research developments and data science into clinical practice innovation
EDUCATION	<ul style="list-style-type: none"> Re-design and implement state-of-the art residency program 	<ul style="list-style-type: none"> Enhance existing training programs (fellowships and internships) Develop new training programs (fellowships and tracks) Develop UME program 	<ul style="list-style-type: none"> Implement best practices in teaching methodologies Develop innovative educational approaches
RESEARCH	<ul style="list-style-type: none"> Develop organizational structures to enhance research quality, integrity, promote synergies and collaborations outcomes Strengthen research operational infrastructure and processes to support high quality research (admin, faculty communication, data and information flow, decision-making) Research/clinical outreach and integration Research mentoring 	<ul style="list-style-type: none"> Create new research faculty models and development pathways Identify and respond to emerging priorities in neuro- and behavioral sciences Identify and pursue new sources of revenue to support research Develop synergistic interventions between transdiagnostic and precision therapies 	<ul style="list-style-type: none"> Publicize Duke behavioral health impact; communicate and engage community Publish/lead in de-stigmatizing behavior health by promoting integrative health framework
DIVERSITY, EQUITY, INCLUSION & CULTURE	<ul style="list-style-type: none"> DEI infrastructure and communication strategy DEI practices and policies Shared goals and values 	<ul style="list-style-type: none"> Ongoing refinement and implementation of DEI and culture goals 	<ul style="list-style-type: none"> Accountability and sustainability
PROFESSIONAL DEVELOPMENT	<ul style="list-style-type: none"> Identify best practices in mentorship; develop cohorts Develop communications infrastructure Design, develop and pilot cohort program 	<ul style="list-style-type: none"> Design and implement mentorship programs for all cohorts Valuing mentorship 	<ul style="list-style-type: none"> Leaders in the field across missions Professional growth, development and wellness