Employee respondents identified a wide array of priorities and improvements

Priorities / Improvements		*Topics*	*~ 2,670*
WORK PROCESSES	design and execution of work functions and activities -- "nuts & bolts" of how work is done	HR, UFMS, IT, Recruitment/Retention, Acquisitions, Admin/Business, Clinical, Communications, Billing, Data/Reporting, Regulations, 638/Federal, etc	779
"PEOPLE" ASPECTS	relating to the workforce and its performance	Qualifications/Credentials, Training/Mentoring/Orienting, Managing/Leading, Accountability, Motivation/Attitudes, Customer Service, Indian Preference, etc	545
RESOURCES & ALIGNMENTS	needs and alignment of funding, staffing, space, equip., etc.	More Funding, Shift Funds, Productivity/Efficiency/Waste, Competitiveness/Parity, Capacity, Costs, Tech/Equip, Facilities/Housing, etc.	425
PROGRAMS & SERVICES	improvements to services or shifts in the mix or focus	Prevention/Wellness, CHS, Mental/Behavioral, Self-Care/Support, Community/Home, Primary, Public Health, Addiction, etc	330
STRUCTURE & APPROACH	organizational design (how parts inter-relate horizontally and vertically)	Realign Functions, Realign Structure, Change Policies/Procedures, Multi-site Alliances, Staff Deployment, Mid-Level Providers, etc.	213
OTHER	variety of internal and external problems / improvements	Lifestyles/Behavior, Patient Incentives, Patient Responsibilities, Studies/Assessments, Planning, Remoteness, Initiatives, Spirituality	166
AUTHORITIES	ideas requiring changes to laws, regulations, authorities	Defined Benefits, Portability, Eligibility, Urban, Laws, Agency Authorities, etc.	124
EXTERNAL RELATIONS	involving external entities in mutual pursuit of purposes	Tribal Organizations, Communities, Other Federal, State/Local, Business Partners, Higher Education	85