Implementation of ERA Tools For Sponsored Projects

	Obstacles	Strategies	Evalation	Outcomes
Intervention Characteristics	(Evidence strength, barriers & advantages, adaptability) buy-in of stakeholders (administration, board, faculty, and staff) around the ERA tool and it's effectiveness in departmental and remote communities. Identify/assess advantages and barriers to ERA utility. How well the tool can be adapted, tailored, refined, or reinvented to meet local needs. (Complexity) Stakeholder Perceived difficulty of the intervention (Cost) Costs of the intervention and costs associated with implementing the intervention including investment, supply, and opportunity costs.	obtain and use feedback assess the readiness and identify	Training and fidelity monitoring strategies to improve delivery agents' knowledge and self-efficacy about the Evidence Based	(Reach) # or proportion of (individuals/ departments) participating in using ERA tool (Effectiveness) - impact of ERA tool (Implementation/fidelity) fidelity to the ERA tool protocol (maintenance) - becomes part of routine organizational practice (appropriateness) perceived fit of intervention within the campus settings) (sustainability) extent to intervention being maintained or institutionalized (Cost) cost impact of (intervention) implementation
Inner Setting	(Networks and communication) nature and quality of webs of social networks and the nature and quality of formal and informal communications within an organization. (Culture) Culture of the multi-stakeholder council (Implementation climate)- learning climate i.e. desire for change and implementation of ERA Tool that impact campus and workforce, realism of implementation of the ERA tool, incitivization in cooperative and in supporting the intervention. (Readiness for implementation) organizational commitment to implement an intervention. Leadership engagement, access to knowledge	 promote adaptability use data warehouse techniques Develop Stakeholder Interrelationships identify and prepare champions develop implementation teams build a coalition through the multi-stakeholder council obtain commitments from insitition, departments, faculty, staff Train and Educate Stakeholders conduct ongoing training -ERA tool training of multistakholder council on ERA tool 	Interactions (EBI) in response to knowledge-related barriers in the service delivery system. This could result in raising their acceptability of the EBI, increase the likelihood of adoption, improve the fidelity of delivery, and lead to sustainment. Tailored communication strategies, quality improvement protocols, leadership engagement throughout all cores and stakeholder council. Collaboration and adapting ERA Tool trainings and mechanisms to be adaptive to local level.	(Efficiency) avoiding waste (supplies, ideas, time, & energy (safety) Is the data and proposals being supported, who has accesss and is it at the appropriate level
Outer Setting	(Faculty needs and resources) Identificiation of faculty level needs, barriers to meeting needs, and ways to address those needs - once we know need we can identify how the ERA tool can address those needs. (Cosmopolitanism) The level to with organizations are networked with other external organizations. (External policies and incentives) external strategies to spread interventions, including policy and regulations (Governmental or other central entity), external mandates, recommendations and guidelines, pay-for-performance, collaboratives, and public or benchmark reporting.	create a learning collaborative Support Teams develop resource shareing -utilization of other staff/administration support teams Engage Consumers invovle all levels multistakeholder council involve feedback for data collection and updated for ERA tool prepare all levels to be active participants Engagement of other insititutions;	ERA Tool asychronous training. Providing individual and group learning, developing the community of use of the ERA Tool is the mechanism. Best practices Technical Assistance to campus Asychronous trainings	Campus indicators eg: cost savings, proposal submission increase, better campus-centered outcomes, increased work capacity given back to staff and faculty working in sponsored
Characteristics of Invdividuals	(Knowledge/beliefs about intervention) attitudes toward and value placed on the ERA Tool as well as familiarity with facts, truths, and principles related to the intervention.	compatibility and utilization for more growth Utilize Financial Strategies workforce statisitics Improvement in Proposal intake, more realistic number, more funded opportunities for the institituion		projects, Increase in workforce statistics # of individuals who submit proposals increases or the amount of proposals individuals submit increases.
Process	(Engaging) Attracting and involving appropriate individuals in the implementation and use of the intervention through a combined strategy of social marketing, education, role modeling, training, and other similar activities. (Executing) Carrying out the implementation according to the plan. (Reflecting and evaluating) Quantitative and qualitative feedback about the progress and quality of implementation accompanied with regular personal and team debriefing about progress and experience.	E	Tools RA TOOLS	