

USA College of Medicine Strategic Plan 2018-2021

Mission: As a diverse community focused on the science and practice of medicine for Alabama, the Central Gulf Coast, and beyond: We educate; We discover; We serve

Vision: To excel as a College of Medicine recognized for its education, diversity, outreach, discovery, compassion and service.

Priority 1: Student Success and Access

- 1.1 Promote diversity and an inclusive learning environment through recruitment and retention efforts across the COM community of students, faculty, and leadership
 - 1.1a. Enhance effectiveness of student pipeline programs
 - 1.1b. Utilize holistic admissions review for degree programs
 - 1.1c. Establish procedures to encourage a diverse applicant pool for faculty and leadership positions
 - 1.1d. Provide development/training in unconscious bias for faculty, staff, residents, fellows and leadership participating in admissions and search committees
 - 1.1e. Construct databases for longitudinal tracking of student, faculty, residents, fellows and administration recruitment and retention, as well as placement and career paths of graduates
- 1.2 Enhance linkage of COM educational program objectives to measurable student achievement and progression
 - 1.2a. Align assessments with course and lecture objectives
 - 1.2b. Ensure that curricular objectives are tied to overall program objectives
 - 1.2c. Track and evaluate student achievement in COM educational programs
 - 1.2d. Assess the effectiveness of curricula in COM educational programs
- 1.3 Enhance strategies for learning in COM educational programs that foster intellectual challenge, inquiry and life-long learning
 - 1.3a. Increase the number and assess effectiveness of problem-solving sessions in COM educational programs
 - 1.3b. Enhance integration of the scientific method and research principles into the MD curriculum
 - 1.3c. Challenge students to learn and apply principles of hypothesis-driven inquiry and/or evidence-based practice throughout their training
- 1.4 Increase resources needed to provide up-to-date infrastructure for curriculum delivery, and recruitment
 - 1.4a. Increase scholarship endowment funds targeted for MD student recruitment and retention
 - 1.4b. Increase funds available for student pipeline programs
 - 1.4c. Maintain a stipend and benefits structure for the PhD program which is competitive in the southeast region
 - 1.4d. Work with University leadership to develop plans and identify funding mechanism for a new medical school building with increased capacity for education and research
- 1.5 Increase emphasis on faculty development, professionalism, mentoring and advising

- 1.5a. Fill position of Associate Dean of Faculty Affairs to oversee faculty affairs process and develop a comprehensive program for educational faculty development
- 1.5b. Develop strategies across programs for faculty, staff, residents, fellows and others involved in the education of students to develop skills in instruction, mentoring and advising
- 1.5c. Increase emphasis on professionalism in COM educational programs, both in the curriculum and in expectations for modeling professionalism
- 1.6 Create a learning environment that supports student health and wellbeing
 - 1.6a. Incorporate principles of health promotion and wellness in COM educational programs
 - 1.6b. Increase opportunities for and participation of COM students in wellness events/programs
 - 1.6c. Increase the skills of COM faculty, staff, residents, fellows and students in mental health first aid
 - 1.6d. Provide students with access to coaching, counseling, and/or health care resources to facilitate their wellbeing and adjustment to demands of COM degree programs

Priority 2: Research and Graduate Education

- 2.1 Increase resources and infrastructure needed to support growth in faculty research and scholarly activity
 - 2.1a. Create Associate Dean for Research position to oversee, promote, and administer research activities including grant writing across the College of Medicine
 - 2.1b. Increase funds available for focused faculty recruitment and growth in identified areas of research excellence
 - 2.1c. Build faculty development opportunities around scholarship and research
 - 2.1d. Work with University leadership to explore planning for a new medical school building with increased capacity for education and research
- 2.2 Increase extramural funding and other evidence of scholarly activity
 - 2.2a. Leverage intramural research development funds and intramural review to enhance faculty success with extramural funding
 - 2.2b. Work with chairs and faculty to increase proposal submission rate
 - 2.2c. Increase utilization of writing service by College of Medicine professional community
 - 2.2d. Align LCME and ACGME expectations for scholarship with annual faculty evaluation and faculty promotion guidelines
- 2.3 Increase student participation in research
 - 2.3a. Increase the number of medical students participating in the Summer Medical Student Research program (or in similar outside programs)
 - 2.3b. Increase the number of medical students in the MD with Research Honors program
 - 2.3c. Increase the number of undergraduate students participating in research with COM faculty
 - 2.3d. Increase recruitment and retention of students in the BMS PhD program
- 2.4 Increase career development opportunities for graduate students, postdoctoral fellows and research fellows
 - 2.4a. Increase the number of career development opportunities for PhD students, postdoctoral fellows and research fellows around skills in teaching, writing, business and entrepreneurship

- 2.4b. Increase the number of workshops or other career development opportunities for PhD students, postdoctoral fellows and research fellows to explore the breadth of career options

Priority 3: Global Engagement

- 3.1 Increase opportunities for students to participate in elective courses, workshops and/or conferences outside the US
 - 3.1a. Increase the number of approved international electives or service experiences for medical students
 - 3.1b. Increase the attendance of PhD students at international skills workshops and conferences

Priority 4: Excellence in Health Care

- 4.1 Expand the portfolio of learning experiences for medical students in interprofessional teams across the health professions
 - 4.1a. Increase the number of simulation exercises and live experiences for medical students involving interprofessional teams
 - 4.1b. Explore opportunities for small group discussions around communication in interprofessional teams
- 4.2 Expand the undergraduate medical education curriculum to increase discussion of common societal problems, cultural competency, and bias
 - 4.2a. Increase learning opportunities focused on aging, end-of-life issues, and health disparities
 - 4.2b. Increase learning opportunities focused on communications skills in diverse populations and unconscious bias
 - 4.2c. Review societal issues facing the regional population to determine which issues are most appropriate for inclusion in the curriculum

Priority 5: COM/Community Engagement

- 5.1 Provide diverse medical student educational experiences
 - 5.1a. Increase affiliations with clinical care providers in the region to provide diverse patient settings for medical student education
- 5.2 Increase outreach through service-learning and other volunteer activities in the community
 - 5.2a. Increase opportunities for students to participate in service-learning and other volunteer activities in the community
 - 5.2b. Increase emphasis on community service and outreach among faculty and leadership

NOTE: "course" as used in this plan is broadly intended to cover any MD or PhD educational offering (e.g., courses, modules, clerkships, selectives, etc.)

Responsibility: COM Dean's Office

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Next review: January 2021