**Strategic Planning Report – 2015-2016**

**Unit: College of Graduate Health Sciences**

**Administrative Lead: Donald B. Thomason, Ph.D., Dean**

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| **Strategic Priority** | **Initiative** | **Accomplishments** |
| Strategic Priority A:  Educate Outstanding Graduates Who Meet the Needs of the State & Its Communities | * Enhance the Pool of Qualified, Committed, and Diverse Applicants (CGHS A-1) * Improve the Efficiency and Effectiveness of the Application Process (CGHS A-2) * Provide Career and Essential Skill Development on a Path to Independence (CGHS A-4) | * Implemented a new CAS/CRM to improve recruitment and yield * Implemented a policy to attract well-known undergraduates by waiving standardized test requirements * Conducted or sponsored multiple workshops to develop essential career and job skills |
| Strategic Priority B:  Grow the Research Portfolio Focusing on Targeted Areas | * Provide Research Experiences that Enhance Recruitment (CGHS A-3) * Develop Grantsmanship (CGHS C-3) | * Continued to run and support the Summer Research Scholars Program for undergraduates * Implemented a grant application submission incentive and continued the award incentive for graduate students * Implemented a grant application submission incentive for postdoctoral fellows |
| Strategic Priority C:  Create Areas of Clinical Prominence While Expanding Outreach |  |  |
| Strategic Priority D:  Increase Visibility & Recognition of UTHSC Contribution | * Increase Trainee Presentations in Local, Regional, National and International Meetings (CGHS B-2) * Promote Entrepreneurship Opportunities for Trainees and Faculty (CGHS B-4) * Enhance the Post-Doc Applicant Pool (CGHS C-6) | * Supported travel awards for graduate students and postdoctoral fellows to present at meetings * Implemented an institutional repository for graduate student and postdoctoral fellow presentations and research * Established and branded an international recruiting site for UTHSC postdoctoral fellows at NatureJobs * Increased the number of fellowship applications submitted by graduate students and postdoctoral fellows through submission incentives |
| Strategic Priority E:  Align UTHSC Resources with Areas of Excellence | * Increase Development of Translational Research (CGHS B-5) * Embed Interprofessional and Interdisciplinary Education and Research in the Work of the College (CGHS Crosscutting G) | * Instantiated the Institute for Health Outcomes and Policy to administer the HOPR PhD program and provide cross-fertilization across all UTHSC colleges * Established the Department of Interprofessional Education and appointed a chair |
| Strategic Priority F:  Expand & Strengthen Key Community & Other Partnerships | * Increase Community Awareness of CGHS Research (CGHS B-6) | * Renegotiated a contract with St Jude to ease the renewal process each year * Obtained keynote speakers for trainee research functions from local and regional organizations with medical/biomedical interests * Created Lunch-n-Learn sessions with local and regional leaders for discussion of cross-disciplinary topics * Encourage involvement of trainees in Life Science Tennessee and We Will Not Give Up campaigns |
| Cross Cutting Priority 6:  Recruit & Retain Faculty, Staff & Students Through Development, Support & Mentorship | * Foster and Reward Excellence in Teaching and Mentoring (CGHS C-1) * Develop Effective Career Mentors and Advisors (CGHS C-2) * Provide Career and Essential Skill Development on a Path to Independence (CGHS A-4) * Provide Professional Skills and Career Development (CGHS C-5) * Recruit and Retain Qualified and Diverse Staff (CGHS D-2) * Actively Engage in UTHSC Faculty Recruitment and Retention (CGHS D-1) * Engage UTHSC Development and Alumni Offices (CGHS D-3) | * Continued to support and encourage the Mentor Academy * Sponsored career development activities for trainees * Sponsored career and skills development for staff through off-campus activities * Participated in faculty and trainee recruitment in all colleges * Worked with the Alumni Office on career development events |
| Cross Cutting Priority 7:  Continue to Increase Diversity | * Enhance the Pool of Qualified, Committed, and Diverse Applicants (CGHS A-1) * Recruit and Retain Qualified and Diverse Staff (CGHS D-2) | * Implemented a new CAS/CRM to improve recruitment and yield * Implemented a policy to attract well-known undergraduates by waiving standardized test requirements * Continued to run and support the Summer Research Scholars Program for undergraduates |
| Cross Cutting Priority G:  Increase Strategic Integration Across UTHSC | * Foster Interprofessional and Interdisciplinary Collaboration across Diverse Programs (CGHS C-4) | * Instantiated the Institute for Health Outcomes and Policy to administer the HOPR PhD program and provide cross-fertilization across all of the UTHSC colleges * Established the Department of Interprofessional Education and appointed a chair |
| Cross Cutting Priority H:  Strengthen Organizational Effectiveness & Adaptability Through a Focus on a Culture of Excellence Across the Institution Including Staff, Faculty & Administration | * Nurture a Healthy, Ethical, and Respectful Culture in the Conduct of Research (CGHS Crosscutting E) | * Continued the practice of meeting with students and their faculty committees to charge them with creating an atmosphere of healthy and respectful communication * Continued the practice of requiring postdoctoral fellows and mentors to create IDPs and substantiate the progress with annual reports |