**Strategic Planning Report – 2015-2016**

**Unit: COM**

**Administrative Lead: David Stern, Executive Dean**

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| **Strategic Priority** | **Initiative** | **Accomplishments** |
| Strategic Priority A: Educate Outstanding Graduates Who Meet the Needs of the State & Its Communities | Expand COM incoming classContinuous innovation of the medical curriculum to prepare students for the future environment of clinical medicineExpand GME slots for residents | * Increase incoming Medical school class by 5 students in next 3 years
* Introduction of Electronic Medical Records in curriculum
* Introduction of Precision medicine in curriculum
* Introduction of ultrasound through all four years
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| Strategic Priority B: Grow the Research Portfolio Focusing on Targeted Areas | Center for Population Sciences (CPS) continued support and recruitment of faculty Center for Justice Involved Youth initiativeStatewide Precision medicine Initiative begun | * Dr. Kledges and colleagues continue to garner large grants through the CPS
* Hiring of Dr. Altha Stewart and grant submissions
* Beginning of biorepository in Pediatrics
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| Strategic Priority C: Create Areas of Clinical Prominence While Expanding Outreach | Reorganization and rebranding of UTMG into UCHIncreased faculty participation in all practice plans: UCH, ULPS,UTMP and UTROP Expand all clinical partnerships  | * Launch of“ New “Choosing Excellence” campaign to enhance business practice and customer satisfaction with UCH
* New management team headed by Drew Botscher at UCH
* Increased faculty participation in all practice plans: UCH, ULPS,UTMP and UTROP
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| Strategic Priority D: Increase Visibility & Recognition of UTHSC Contribution | Continuing and evolving association with Methodist Hospital  | * Branding of Methodist UT Hospital
* New signage throughout medical center and Methodist
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| Strategic Priority E: Align UTHSC Resources with Areas of Excellence | Support of Center for Population Sciences |  |
| Strategic Priority F: Expand & Strengthen Key Community & Other Partnerships | Continuing and evolving association with Methodist HospitalGrant initiatives for community programs | * Branding of Methodist UT Hospital
* Grants to Assissi Foundation, Kemmon Wilson Foundation for Justice Involved Youth Initiative
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| Cross Cutting Priority 6: Recruit & Retain Faculty, Staff & Students Through Development, Support & Mentorship | Recruitment of vacant Chair positionsRecruitment of key faculty | * New Chair of Surgery, Dr. David Shibata
* New Chair of Anethesiology, Dr. Lebron Cooper
* Ongoing searches for Chairs of Pathology, ENT
* New Director of Center for Justice Involved Youth, Dr. Alta Stewart
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| Cross Cutting Priority 7: Continue to Increase Diversity | Aggressive recruiting of women and minorities in faculty and staff positions  | * Recruitment of several women and minority faculty in key positions
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| Cross Cutting Priority G: Increase Strategic Integration Across UTHSC | Drafting of Strategic Plan for ResearchDrafting of Space Plan for Research  | * Faculty in COM have been included in the committee to draft the Strategic Plan for Research
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| Cross Cutting Priority H: Strengthen Organizational Effectiveness & Adaptability Through a Focus on a Culture of Excellence Across the Institution Including Staff, Faculty & Administration | Response to Workplace Dynamics SurveyResponse to 360 Survey | * Meeting with Departments with lowest satisfaction scores in Workplace Dynamics Survey
* Meeting with Chairs to discuss and implement potential changes identified from Workplace Dynamics Survey
* Identify potential improvements from 360 Survey and implement
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