<table>
<thead>
<tr>
<th>Strategic Priority</th>
<th>Initiative</th>
<th>Accomplishments</th>
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| **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) | • Refined the new CAS/CRM to improve recruitment and yield  
• Adopted a more holistic applicant review by waiving standardized test requirements and decreasing the requirements for admission of well-known applicants  
• 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  
• Provided fellowship application submission incentives and award incentives for graduate students  
• Provided a fellowship application submission incentive for postdoctoral fellows  
• Partnered with the Office of Research to enhance awareness of funding opportunities |
| **Strategic Priority C:**  
Create Areas of Clinical Prominence While Expanding Outreach | | |
| **Strategic Priority D:**  
Increase Visibility & Recognition of UTHSC Contribution | • Expand the Value and Visibility of the College to UTHSC and the Community (CGHS Crosscutting F)  
• Increase Community Awareness of CGHS Research (CGHS B-6)  
• Increase Trainee Presentations in Local, Regional, National and International Meetings (CGHS B-2)  
• Enhance the Post-Doc Applicant Pool (CGHS C-6) | • Supported an institutional repository designed for student and postdoc research documents (dissertations, theses, presentations) that had nearly 4000 downloads world-wide during the first seven months of operations  
• Supported travel awards for graduate students and postdoctoral fellows to present at meetings  
• Maintained a branded, 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 | • Embed Interprofessional and Interdisciplinary Education and Research in the Work of the College (CGHS Crosscutting G)  
• Increase Development of Translational Research (CGHS B-5) | • Appointed faculty to the new Department of Interprofessional Education  
• Developing a certificate program in Healthcare Quality Improvement under the Institute for Health Outcomes and Policy  
• Developing educational programs in concert with research initiatives that are developing with other universities |
| **Strategic Priority F:**  
Expand & Strengthen Key Community & Other Partnerships | • Increase Community Awareness of CGHS Research (CGHS B-6) | • Sought to provide keynote speakers for trainee research functions from local and regional organizations with medical/biomedical interests  
• Supported Lunch-n-Learn sessions for trainees with local and regional leaders for discussion of cross-disciplinary topics |
| 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) | • 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 |
| --- | --- | --- |
| 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) | • Refined the new CAS/CRM to improve recruitment and yield  
• Adopted a more holistic applicant review by waiving standardized test requirements and decreasing the requirements for admission of well-known applicants  
• Continued to run and support the Summer Research Scholars Program for undergraduates  
• Provided career development opportunities for staff |
| Cross Cutting Priority 8: Increase Strategic Integration Across UTHSC | • Foster Interprofessional and Interdisciplinary Collaboration across Diverse Programs (CGHS C-4) | • Supported the development of a new Health Informatics and Information Management track within the Health Outcomes and Policy PhD program  
• Beginning to develop a certificate program in Healthcare Quality Improvement within the Interprofessional Education Department and Institute for Health Outcomes and Policy |
| 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) | • Revised the student annual progress report to provide more fine-grained feedback and monitoring of student progress  
• Continued the practice of meeting with students and their faculty committees to charge them with creating an atmosphere of healthy and respectful communication  
• Instituted the absolute requirement for postdoctoral fellows and mentors to create IDPs and substantiate the progress with annual reports |