**Strategic Planning Report – 2015-2016**

**Unit: College of Graduate Health Sciences**

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

|  |  |  |
| --- | --- | --- |
| **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
 |