**Strategic Planning Report – 2017-2018**

**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)
 | * Initiated a CRM to the application portal to improve recruitment and yield
* Continued with 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
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| **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
* Continued providing fellowship application submission incentives and award incentives for graduate students
* Continued providing fellowship application submission incentives for postdoctoral fellows
* Partnered with the Office of Research to enhance awareness of funding opportunities
* With organization from the Graduate Student Executive Council, provided a lunch-n-learn workshop on grant writing
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| **Strategic Priority C:** Create Areas of Clinical Prominence While Expanding Outreach | * Foster Interprofessional and Interdisciplinary Collaboration across Diverse Programs (CGHS C-4)
 | * Created a Certificate in Healthcare Quality Improvement
* Revised the Certificate in Clinical Research to better address the needs of the participants
* Supported the Organization of the Memphis Area Interprofessional Consortium
* Helped to form the UTHSC Interprofessional Advisory Council
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| **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)
 | * Populated an institutional repository designed for student and postdoc research documents (dissertations, theses, presentations) that has had nearly over 23,000 downloads
* 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
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| **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)
 | * Created a certificate program in Healthcare Quality Improvement under the Institute for Health Outcomes and Policy
* Developing educational programs in concert with research initiatives on campus and those that are developing with other universities
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| **Strategic Priority F:** Expand & Strengthen Key Community & Other Partnerships | * Increase Community Awareness of CGHS Research (CGHS B-6)
 | * 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
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| **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
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| **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)
 | * Initiated a CRM to the application portal 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
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| **Cross Cutting Priority G:** Increase Strategic Integration Across UTHSC | * Foster Interprofessional and Interdisciplinary Collaboration across Diverse Programs (CGHS C-4)
 | * Supported the development of a new Rehabilitation Science track in the Biomedical Sciences PhD program to help with the integration of College of Health Professions programs
* Developed a certificate program in Healthcare Quality Improvement within the Interprofessional Education Department and Institute for Health Outcomes and Policy
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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 | 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
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