**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 class  Continuous innovation of the medical curriculum to prepare students for the future environment of clinical medicine  Expand 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 |
| 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 initiative  Statewide 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 |
| Strategic Priority C:  Create Areas of Clinical Prominence While Expanding Outreach | Reorganization and rebranding of UTMG into UCH  Increased 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 |
| 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 |
| 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 Hospital  Grant initiatives for community programs | * Branding of Methodist UT Hospital * Grants to Assissi Foundation, Kemmon Wilson Foundation for Justice Involved Youth Initiative |
| Cross Cutting Priority 6:  Recruit & Retain Faculty, Staff & Students Through Development, Support & Mentorship | Recruitment of vacant Chair positions  Recruitment 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 |
| 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 |
| Cross Cutting Priority G:  Increase Strategic Integration Across UTHSC | Drafting of Strategic Plan for Research  Drafting of Space Plan for Research | * Faculty in COM have been included in the committee to draft the Strategic Plan for Research * Faculty in the COM have been included in the committee to draft the Space Plan for Research |
| 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 Survey  Response 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 |