

**TCOM Strategic Plan: FY2021 Update**

**Dean Frank Filippetto**

Performance Objectives	Key Results	December Targets Not met _____ Met ____	April Targets Not met _____ Met ____	July Targets Not met _____ Met ____
<b>Improve Student success, experience, and wellbeing through enhancements in Wellness, Diversity, Equity, and Inclusion initiatives.</b>	Core Cultural Humility Competencies identified and implemented as required training within TCOM curriculum	Sub-committee report to curriculum committee summarizing current cultural competencies addressed and what is needed in the curriculum.	AME faculty development session delivered to course directors regarding competencies and objectives needing to be added to curriculum	Objectives and curriculum updated in syllabi and approved by curriculum committee.
	3 Faculty development sessions on D, E, and I delivered via TCOM's Academy of Medical Educators	1 faculty development session delivered to educate faculty on a D,E, and I topic.	2 faculty development sessions in Spring dedicated to DEI topics	Survey/assessment completed to assess ongoing gaps in faculty competency to guide next year's faculty development in this area.
	New TCOM student admissions procedures and practices developed/implemented with focus on holistic admission decisions	Provide report to admissions committee leadership and Executive Committee with relevant data, current practices and recommend best practices that would enhance holistic admissions.	Obtain approval of revised policies and procedures related to holistic admissions by executive committee	Implement policies and procedures along with training of admissions committee, HSC admissions staff and related departments.
	Implementation of QEP, "BE Well" objectives within TCOM advisory college curricula.	Delivery one QEP "BE Well" related presentation in monthly Advisory College Meetings.	Delivery second QEP "BE Well" related presentation in monthly Advisory College Meetings.	QEP "Be Well"-Student Learning Objective #1 delivered in Orientation
	Establish TCOM's Office of Student Success	1.) Organization of Office of MSS completed. 2.) Director of Career Development and Career Development Coordinator hired.	TCOM Director of DEI posted/hired. Addendum: Target Changed to Student Success Coordinator since DEI Director was not approved	Action/Strategic programming plan submitted for AY 2021-2022 with robust activities for newly expanded Career Development and D&I initiatives
	Implementation of QEP, "BE Well" 3-part objective within TCOM curriculum.	Appoint TCOM Wellness Fellows and introduce QEP to AME faculty. Deliver 1 AME session related to QEP.	2 faculty development activities delivered to help reinforce wellness in students and faculty.	Curriculum committee to approve TCOM QEP objectives/curriculum for AY 21-22.
<b>Transform how healthcare is delivered by TCOM graduates</b>	TCOM students receive international certification as a Certified Professional in Patient Safety (CPPS)	90% of students to pass. Do review of first semester to finalize faculty FTE and adjust delivery based on feedback.	90% of students to pass. Schedule and perform one focus group with students to plan changes for next year. Clerkship Directors receive training	Submit after action review for first year of CPPS course. 90% of clerkship directors /chairs pass certifying exam. Outcome was 69% have passed so far (which is 76% of target)
	iPOMP (Innovation Project on Medical Passion) curriculum/project completed by OMSIII students	All third year students have identified project area focusing on something they want to change in healthcare.	New 1/21: All Clerkship Directors/chairs trained in PT SAFETY	90% of student receive passing grade on their iPOMP projects. After action review performed-
	2 core clerkships have required virtual health curriculum	FM and Pediatric Clerkships have developed curricular design for virtual care training	FM/Pediatric Clerkship pilot curriculum in HP/CPG	FM/Pediatric Clerkship virtual health curriculum approved by CC and implemented for AY 21-22
	Enroll 5 students into the dual degree DO/MHA program for AY21/22	Finalize schedule/curriculum for DO/MHA program for presentation to students/posting on website.	Have at least one current TCOM student enrolled in DO/MHA program.	Have 5 new students enrolled to begin DO/MHA program.
<b>Expand Methods of Educational Delivery</b>	Microcredential program created in point of care ultrasound	Develop curriculum for POC ultrasound microcredential and get approval of curriculum committee to submit.	Submit proposal to microcredential committee and receive committee approval.	Implement badging for POC US for AY 21-22.
	Create Microcredential program in medical technology	Microcredential application submitted and approved by committee.	1) Specific objectives for 9 learning modules written. 2) 50% of the curriculum completed.	Complete curricular microcredential program ready to be offered in July. All administrative approvals obtained by July.
	Create Microcredential program in research	Resources and infrastructure for microcredential identified. Gather information on current TCOM research activities and coursework. Create agreement of units to participate in the microcredential. Identify gaps in current programs.	Microcredential application submitted and approved by committee.	1) Specific objectives for modules related to the microcredential written. 2) 50% of the curriculum completed.
	2 non-traditional clinical online electives for credit for OMSIII/IV students that meet Quality Matters criteria made available for learners.	Faculty development regarding Quality matters delivered. 3 electives identified.	Distance learning Committee review and approval achieved for 2 electives	implement online electives for 2021-2022 academic year
<b>Expand TCOM's initiatives in Graduate Medical Education</b>	Develop 5 new residency programs with emphasis on achieving Osteopathic Recognition by end of FY22	LGMC FMR application submitted. LGMC ONMM site visit completed. PRMC feasibility study completed.	LGMC Derm receives IA. LGMC ONMM receives IA. LGMC FMR site visit. LGMC FMR OR application submitted. NTX VA GME feasibility reassessment completed. HMC GME feasibility reassessment completed.	LGMC Prev Med feasibility assessment completed. LGMC IM feasibility assessment completed. LGMC begins first Derm cohort. LGMC begins first +1 ONMM cohort.
	Establish Methodist San Antonio as a core clinical teaching site	Affiliation Agreement with Methodist San Antonio executed	Clerkship rotations at Methodist identified and offered to students for AY21/22	Clinical Training initiated at Methodist San Antonio

## TCOM Strategic Plan: FY2022 Update

Dean Frank Filipetto

FY21 TCOM PERFORMANCE OBJECTIVES	Key Results	December Targets Not met ____ Met ____	April Targets Not met ____ Met ____	July Targets met ____ Met ____	Not
<b>Improve Student success, experience, and wellbeing through enhancements in Wellness, Diversity, Equity, and Inclusion initiatives.</b>	Create summative Teaching Assessment dashboards to track faculty and course performance over time (Academic Affairs)	Create dashboard comparing system course performance over time and to other systems courses	Create dashboards comparing MP and PISHP courses/sections performance over time and to other comparable sections.	Provide chairs with faculty evaluations comparing them over time and to peers in similar courses.	
	Create comprehensive assessment plan to assess the outcomes of the new holistic review process in terms of academic performance, student success, residency placement and graduation rates (Admissions)	Gather participants in the process and determine desired measures and outcomes.	Develop research questions, methodology, data definitions. Collect data from sources needed.	Obtain Admissions Committee and Executive Committee approvals. Prepare data inputs beginning with TCOM Class of 2026.	
	Develop and implement co-curricular DE&I Programming that includes training and development, programming, and mentorship activities for students (Student Success)	Begin implementation of the DE&I strategic plan which includes 2 meetings (one per quarter) that supports DE&I Mission	3 meetings (one per quarter) that supports DE&I Mission	4 meetings (one per quarter) that supports DE&I Mission	
	Develop and implement Wellness Programming as part of the regular Advisory College meetings (Student Success)	Begin implementation of the Advisory College Curriculum, which includes	Four of the six colleges will have presented a session on wellness/well-being	All six colleges will have presented a session on wellness/well-being	
<b>Transform how healthcare is delivered by TCOM graduates</b>	Implement POCUS microcredential program for AY 21-22 (Academic Affairs)	Finalize pro forma, advertisement, sign up, and CME structure	Deliver at least one workshop	Deliver 3 total workshops this year	
	Develop a longitudinal milestone assessment program for Professionalism competencies at TCOM (Academic Affairs/Medical Education)	Attend Harvard Macy Assessment program in the fall to outline project details.	Submit draft of proposal to AME for feedback.	Present to Curriculum Committee for adoption in AY 22-23	
	Deliver and Expand Health Sciences Research micro credential (Research)	Create Canvas shell and upload core didactic components	Advertise to students	Offer micro credential to other HSC students and assess caliber of work submitted	
	Expand micro credential in Emerging technology (Research)	Finish online course. Advertise micro credential	Offer micro credential to other HSC students	Assess survey results and student comments	
	Create a Pipeline program for UNT biomedical engineers/engineering students (Research/Admissions)	Assess current TCOM pipeline programs and other Texas engineering plus medicine programs	Set meeting with stakeholders and develop a MOU	MOU in place with UNT engineering.	
	Create an enduring CPPS course for asynchronous learning in collaboration with IHI (Academic Affairs/Medical Education)	Establish IHI partnership and approvals/MOU	Record 2 of the 5 section modules by end of April	Finalize IHI agreement and create 3 modules	
<b>Expand Methods of Educational Delivery</b>	Provide online elective courses that meet Quality Matters criteria (Osteopathic Clinical Education)	Provide second delivery of 2 online courses to refine them	Revise and Achieve Quality Matters Criteria for 2 courses.	Implement ongoing online course offerings to 3rd and 4th year TCOM students.	
	Establish Cornerstone clinic as an underserved clinical experience for our pre-clinical students (year 1 and 2). (Academic Affairs)	Meet with clinic leadership about increasing TCOM student hours in these clinics during year 2	Develop plan for how many students can spend time in clinic for AY 22-23	Submit to curriculum committee proposal for integrating this experience into existing courses	
	Develop 2 remote clinical training sites for up to 24 Year 3 students (Osteopathic Clinical Education)	Identify site faculty for each core rotation.	Visit with site faculty directors, clerkship directors and site faculty to set expectations	Provide faculty development and prepare them to have students for 2022-2023.	
<b>Expand TCOM's initiatives in Graduate Medical Education</b>	NTACHC becomes a clinical site for HSC students (HSC Health/Internal Medicine/Dean's office)	Clinical and Academic Contract with NTACHC (North Texas Area Community Health Centers) established	Recruitment of Teaching healthcare provider for NTACHC	students embedded in clinic addressing underserved population with emphasis on interdisciplinary clinical model.	
	Develop 5 new residency programs by end of FY22 (GME)	Site visit for LGMC dermatology completed. Recruit local (Granbury) ONMM faculty for LGMC ONMM. Move GME Admin into new, permanent space. Secure inpatient pediatrics and OB rotation opportunities for LGMC family medicine residency. Complete financial feasibility study for GME at Paris Regional Medical Center. "Go/No-Go" decision from PRMC.	RC decision for LGMC dermatology – seeking Initial Accreditation. LGMC ONMM program application resubmitted. FM program application resubmitted. PRMC IM program application in development.	Starting first LGMC dermatology resident cohort. LGMC ONMM site visit completed. LGMC FM site visit completed. PRMC IM program director recruited.	
<b>Diifferentiate HSC as whole health leader</b>	Expand TCOM infrastructure to support OR for affiliated GME programs by end of FY22 (GME)	Proposal/Proforma developed and submitted to Dean and Academic Business director for approval	Faculty and other resources recruited to support affiliated GME programs.	Initial 5 programs selected for OR application development in conjunction with TCOM.	
	Initiate Whole Health Curriculum Learning Module in Family Medicine Clerkship (Osteopathic Clinical Education/Family and OMM)	Identify Learning objectives for module.	Develop draft curriculum module on Whole Health based on current any current curriculum available. Pilot and survey for improvements.	Finalize curriculum and prepare for 2022-2023 implementation.	
<b>Increase HSC brand</b>	Develop a FWISD School Based Clinic in collaboration with NTACHC (HSC Health/Pediatrics & Women's Health)	Creation of proforma, business model, integrative clinical model. Collaboration with Clinical Practice Group in discussion. External partnerships explored.	Clinical space visited, equipment evaluated, needs assessment completed with obtainment of needed supplies and resources. Staff and faculty requirement started. Relationship with NTACH, or external partner, created.	Pilot of 1 clinic in partnership with FWISD school based clinic started. TCOM, PA students, dietetic interns, family medicine residents and pharmD residents incorporated into rotations in a learner-led model.	
	Expand Innovation & Entrepreneurship teaching resources: Expand innovations curriculum opportunities through strategic community partners (Academic Affairs/Medical Education)	Create job positions for at least 2 team members to lead this initiative	2 team members hired	Initial Draft of Innovation curriculum with community partners submitted.	

Date: 8/2/2021