

UNTHSC/TCOM Roadmap & Strategic Plan: FY20 - FY22 (FY21 Update)

HSC DIFFERENCE	FOCUS AREA	TCOM OBJECTIVES	TCOM KEY RESULTS	TCOM KEY RESULTS	TCOM KEY RESULTS
PURPOSE Transform lives in order to improve the lives of others VALUES (Based on Trust) VISION One university, built on values, defining and producing the providers of the future MISSION Create solutions for a healthier community	PEOPLE (Drive our culture)	1) Unleash the Greatness of our People via development and engagement 2) Improve Student success, experience, and wellbeing through enhancements in Wellness, Diversity, Equity, and Inclusion initiatives. 3) Implement admissions procedures that lead to matriculation of candidates with qualities and values in alignment with the vision of the university	1.1) All faculty and staff will have performed quarterly Check-Ins with their supervisor by end of FY21. (responsible party: all supervisors) 1.2) All faculty and staff will have completed at least 2 development activities by end of FY 20. (responsible party: all supervisors) 1.3) All faculty and staff will have identified at least 3 Objective and Key Results discussed at each quarterly check-in. (responsible party: all supervisors) 1.4) All TCOM units will achieve an engagement score of >90 by end of FY 20. (responsible party: Chairs/Deans/Directors) 1.5) All departments/units will perform at least 2 after action reviews by end of FY2021. (responsible party: Chairs/Deans/Directors)	2.1) Expand career counseling and match strategy programming during year 1 and 2 by end of FY21. (responsible party: Senior Associate Dean for EP/GME, Assistant Dean for MSW) 2.2) Deliver QEP "Be Well" initiatives/objectives within the TCOM Advisory College curriculum. (responsible party: Senior Associate Dean for EP/GME, Assistant Dean for MSW) 2.3) Implement university-wide 3 QEP "Be Well" objectives related to Student Wellness by end of FY 22. (responsible party: Senior Associate Dean for Academic Affairs) 2.4) Establish TCOM's Office of Medical Student Success (Dean/Senior Associate Dean for EP/GME) 2.5) 3 Faculty development sessions on D, E, and I delivered via TCOM's Academy of Medical Educators (responsible party: Senior Associate Dean for Academic Affairs/AME Steering Committee) 2.6) Core Cultural Humility Competencies identified and implemented as required training within TCOM curriculum (responsible party: Senior Associate Dean for Academic Affairs)	3.1) Expand MMI participation to TCOM Alumni and non-faculty stakeholders by AY 20/21. (responsible party: Director of Admissions) 3.2) New TCOM student admissions procedures and practices developed/implemented with focus on holistic recruitment/matriculation (responsible party: Director of Admissions) 3.3) Create at least 1 measure within the application process to evaluate applicants' ability to demonstrate HSC values by FY22. (responsible party: Director of Admissions)
	PROGRAMS (Deliver our promises)	1) Transform how health care is delivered by TCOM graduates 2) Expand TCOM's initiatives in Graduate Medical Education 3) Expand research and scholarly productivity within TCOM	1.1) Complete reformation of TCOM curriculum of instruction around a 4 year Professionalism and Systems-based Practice curriculum, focusing on Health Systems Science by 2022. (responsible party: Senior Associate Dean for Academic Affairs) 1.2) iPOMP (Innovation Project on Medical Passion) curriculum/project completed by OMSIII students by AY 20/21. (responsible party: Senior Associate Dean for Academic Affairs) 1.3) Integrate faculty development in focused areas of Leadership, Entrepreneurism, and Wellness during AME AY 19/20. (responsible party: Dean/AME Steering Committee) 1.4) Expand and Implement ultrasound training within pre-clinical and clinical training years by end of AY 19/20. (responsible Party: Assistant Dean ROME) 1.5) 2 core clerkships have required virtual health curriculum (responsible party: Assistant Dean for Osteopathic Clinical Edu.) 1.6) Integrate curriculum focused on Personalized Medicine/Genomics by AY 20/21 (responsible party: Senior Associate Dean for Academic Affairs) 1.7) TCOM students receive international certification as a Certified Professional in Patient Safety (CPPS) (responsible party: Senior Associate Dean for Academic Affairs) 1.9) Enroll 5 students into the dual degree DO/MHA program for AY21/22	2.1) Achieve ACGME Sponsoring Institution Accreditation by end of FY20. (responsible party: Senior Associate Dean for EP/GME) 2.2) Develop 5 new residency programs with emphasis on achieving Osteopathic Recognition by end of FY22. (responsible party: Senior Associate Dean for EP/GME)	3.1) Establish an Office of Research. (responsible party: Dean) 3.2) Establish Research Seed Funding Program within TCOM and support 2 new researchers annually. (responsible party: Associate Dean for Research) 3.3) Design and deliver faculty research development program by FY21. (responsible party: Associate Dean for Research)
	STRENGTHS (Defend our position)	1) Enhance the visibility of TCOM through effective communication strategies 2) Expand Methods of Educational Delivery 3) Grow Philanthropy within TCOM	1.1) Develop/staff the Office of TCOM Communications by start of FY20. (responsible party: Dean) 1.2) Create and implement a communication, marketing, and social media campaign that will grow TCOM visibility/brand. (responsible party: Academic Communications Director) 1.3) Restructure/Update all areas of TCOM website by end of FY 21 inclusive of new UNTHSC brand messaging. (responsible party: Academic Communications Director)	2.1) create microcredentials/badging in areas of Point of Care Ultrasound, Medical Technology, & Research (responsible party: Senior Associate Dean for Academic Affairs, Assistant Dean for ROME, Associate Dean for Research) 2.2) 2 non-traditional clinical online electives for credit for OMSIII/IV students that meet Quality Matters criteria made available for learners. (responsible party: Assistant Dean for Osteopathic Clinical Edu.)	3.1) Develop skills of chairs and deans in philanthropic fund raising by EOY 2019 (responsible party: Dean/Advancement Office) 3.2) Obtain philanthropic support for an additional 2 endowed chair positions by 2023 (responsible party: Dean) 3.3) Each Chair will have nurtured at least 1 donor relationship leading to a gift by 2022 (responsible party: Dean/Chairs)

