

Priority #1: the most urgent issues/goals/measures for FY 04-05

(listed in the order of appearance in the Strategic Plan)

Issue #1: Osteopathic Distinctiveness

Goal #1: Strengthen OMM training in Years 1 and 2 with emphasis on integration of OMM throughout the curriculum.

1.2 The teaching of OMM must be rooted in, and consistent with, broadly accepted anatomic and physiologic principles and research evidence. Basic scientists and clinicians will produce a plan to improve the integration of the sciences into OMM teaching throughout the curriculum (e.g., in case content, CBL facilitation, learning issues, presentations, and exams). Similarly, OMM concepts will be integrated into basic, clinical, and social science teaching where applicable. *(add EBm context?)*

Issue #3: Research

Goal #1: Increase research and scholarly activity as judged by publications and extramural grant funding levels.

1.1 The number of publications (including books, chapters & peer reviewed journals)

1.2 The number of grants submitted & awarded

1.3 The number of grant dollars

1.4 Increased research activity (# of projects annually) by OU-COM students, interns, and residents

Issue #7: Curriculum Theme

Goal #2: Validate the curricula and take steps to address any identified weaknesses. *(underway with new Curriculum Database, and the OU-COM Institutional Research System project)*

Issue # 8: Diversity

Goal #3: Develop and pursue recruitment strategies for filling faculty and staff openings, striving for a richer racial, gender, and cultural mix.

Issue # 9: Communication

Goal #2: Use information resources as a tool to further link faculty, staff, students and community to information and services.

2.3 Implement a long-term plan for developing and managing the OU-COM website with a unified new look, dynamic and up-to-date content, and broad college participation in web page creation and maintenance, consistent with OU-COM policy 6.06 concerning Web Publications.

(Priority #1 continued)

Issue #11: Clinical Education in the CORE System

Goal #1: Promote excellence and innovation in predoctoral and graduate osteopathic medical education by:

- recruiting and retaining skilled and dedicated clinical preceptors for our trainees.

Measures:

1.1 Provide increased faculty rewards and support for predoctoral clinical preceptors. All CORE GME program directors will have paid, protected teaching time provided by their hospital sponsors.

Goal #3: Optimize the integration and cost-effectiveness of the OU-COM and CORE hospital partnership.

3.1 Distinguish essential services and costs from discretionary costs and programs in the CORE system. CEO's and all parties to the discussion will agree on common definitions of fixed costs, variable costs, in-kind costs and other concepts to develop a common language for the CORE budget dialogue.

3.5 Optimize the outcomes of, and increase the benefit to, CORE system programs for the resources invested.

Priority #2: the second most urgent issues/goals/measures for FY 04-05

(listed in the order of appearance in the Strategic Plan)

Issue #1: Osteopathic Distinctiveness

Goal #3: OU-COM will help its graduates to overcome the practical barriers to use of OMM in clinical practice, by developing and teaching practical, time-efficient, reimbursable ways to apply OMM.

3.1 Students will utilize time-efficient OMM techniques in practice.

Goal #4: Support biomedical and clinical research in neuromusculoskeletal medicine (this goal is consistent with goals articulated under Issue 3: Research).

4.4 Continue to maintain at least one active biomedical researcher to lead the effort to research topics in OMM.

Issue #2: Primary Care/Family Medicine Theme

Goal #1: Continue our educational emphasis on primary care/family medicine and the production of physicians for medically underserved areas.

1.2 *Maintain the % of graduates in underserved areas.* Medically underserved areas can be defined as Health Profession Shortage Area, (HPSA), and Medically Underserved Area (MUA). These are currently labor-intensive to track.

Issue #3: Research

Goal #2: Promote research expansion in OMM and rural and community medicine.

2.1 The number of grants in these specified areas

2.2 The number of papers in these specified areas

Issue #11: Clinical Education in the CORE System

Goal #2: Work with the CORE member hospitals to recruit and retain OU-COM students and affiliated COM students in CORE GME programs in Ohio.

2.1 60% or more of OU-COM seniors will matriculate and complete CORE GME programs. (53% of 2004 OU-COM seniors were initially matched to AOA GME programs.)

2.3 Increase the visibility of CORE hospital programs on the Athens campus:
- Engage statewide CORE faculty in Athens academic programs (e.g., S&I sessions).
- Prominently display hospital images and activities on the Athens campus (e.g., through photographic displays, CORE bulletin boards, streaming video).
- Support on-campus presentations by CORE DME's and program directors.

(Priority #2 continued)

Goal #4: Develop and expand clinical education programs in rural and small-community medicine. (This measure is consistent with measures articulated under SP Issue # 2: Primary Care/Family Medicine Theme, which also emphasizes the training of physicians for underserved areas of Ohio).

4.1 Establish a required (or elective) predoctoral rural medicine rotation.

Priority #3: the third most urgent issues/goals/measures for FY 04-05
(listed in the order of appearance in the Strategic Plan)

Issue # 8: Diversity

Goal #1: Continue and institutionalize efforts to recruit and graduate underrepresented minority students.

1.7 The composition of each incoming class should reflect no less than 15% URM enrollment. The College should strive toward a composition of 20% URM enrollment. Baseline: the Center of Excellence Grant requires a total school URM enrollment of 15.75% to participate in the grant. The URM first year enrollment and total enrollment over the past 4 years has been: 1999 10.2%/16.7%; 2000 13.3%/16.2%; 2001 17.6%/16.2%; and 2002 16.9%/15.75%.

1.8 The percentage of URM cohorts graduating in 4 or 5 years will be no less than 85%. The College should strive toward a URM graduation rate of 92%. Baseline: the Center of Excellence Grant requires a URM graduation rate of at least 85% over 4 or 5 years. The College's URM graduation rate for 1998-2002 is 88%.

Goal #2: Recruit and graduate students from diverse socioeconomic backgrounds in Ohio.

Issue #11: Clinical Education in the CORE System

Goal #1: Promote excellence and innovation in predoctoral and graduate osteopathic medical education by:

- promoting structured, consistent learning experiences and uniform learning outcomes in required rotations.

Measures:

1.2 Explicit learning objectives supported by collaboratively selected and developed online learning materials will provide consistent preparation for the post-rotation exams.

Goal #3: Optimize the integration and cost-effectiveness of the OU-COM and CORE hospital partnership.

3.2 Combine or eliminate redundant services offered by hospital medical education staff and CORE staff.

3.3 Achieve economies of scale wherever possible.

Priority #4: the fourth most urgent issues/goals/asures for FY 04-05
(listed in the order of appearance in the Strategic Plan)

Issue #1: Osteopathic Distinctiveness

Goal #4: Support biomedical and clinical research in neuromusculoskeletal medicine (this goal is consistent with goals articulated under Issue 3: Research).

- 4.1 larger number of concurrent research projects
- 4.2 increased student participation in this type of research
- 4.3 number of grants, publications

Issue #7: Curriculum Theme

Goal #4: Incorporate research design and analysis into the student experience...
(*using an EBM framework including best research evidence combined with clinical judgment and patient values*)

Issue # 9: Communication

Goal #1: Foster a college climate that values and respects communication to and from all students, faculty and staff.

- 1.1 Employee orientation programs, in-service presentation and discussion, and written communication, will acquaint all OU-COM employees with College values, goals, and missions. Monthly (or more frequently, as needed) e-mail College-wide communiqués from the Dean, and 8-10 Dean's Hours per year open to the entire OU-COM community will be continued. Attendance by a representative cross-section of the OU-COM community will be encouraged. Quarterly analysis of communiqué feedback is used to improve this communication tool.

Issue #10: Special Programs

Goal #1: Continue to foster growth and leadership opportunities for our students and graduates through special fellowships, international programs, and the like.

Community Service programs

- 7. Provide screening and educational services to the uninsured and underserved in SE Ohio.
- 8. Assist and teach the residents of SE Ohio to access the health care services that they need.

(Priority #4 continued)

Issue #11: Clinical Education in the CORE System

Goal #3: Optimize the integration and cost-effectiveness of the OU-COM and CORE hospital partnership.

3.4 Fully implement and utilize the New Innovations medical education management software in order to standardize the medical education data management methods throughout the CORE system. This will benefit federal reporting tasks, accreditation reporting, better utilization of rotation slots.