

Strategic plan for units reporting to Senior Associate Dean for Medicine and Research

Goal 1:

Oral communication

Taught and assessed through professor rounds, family connection exercise during required family medicine clerkship, and through selected EPA's in the 4th year acting internship.

Metric: # of students who complete the EPA without attaining the designated level of competence.

Tactic: Taught and assessed through patient-centered learning, and team-based learning small groups and patient interviewing

Metrics: # of students with successful assessment evaluations in patient-centered learning and team-based learning and # of students with successful clinical skills assessment scores

Tactic: Students to be offered opportunities for advanced oral communication about research

Metric: # of students presenting poster, platform or workshop presentations at regional, national and international meetings.

Goal 2:

Student support

Tactics: Learning specialist, NBME question use in preclinical exams, gateway exam, moving USMLE Step 1 into the clinical phase

Tactics: Reassessment and renewal of the curriculum by the faculty

Metric: Block failure and reexamination rates

Metric: # of students / year who are dismissed after failing first two blocks

Metric: Student failure to progress through the preclinical phase without interruption

Metric: USMLE Step 1 failures

Metric: Mean USMLE Step 1 scores

Metric: Number of students in each quartile of the USMLE Step 1

Tactics: Mid clerkship rotation feedback on all campuses for all required rotations

Metric: % of students receiving mid clerkship feedback

Tactics: Develop professionalism standards for clinical clerkships that will make boundaries for expected behavior clear to students.

Metric: Adoption of professionalism standards.

Tactic: Adoption of a plan and timeline for curriculum revision by FAC.

Metric: Subsequently following this timeline.

Tactic: Development of clinical differential review sessions for pre-clinical students, correlating disease and pathology findings to clinical presentations and approach to management.

Metric: Students attending optional and enhanced learning sessions; evaluations from sessions

Tactic: Seek ways to enhance quality and quantity of student interactions with teaching residents

Metric: # of rotations on each campus at which students interact with residents

Metric: (delayed) student satisfaction scores on GQ

Goal 3

Opportunities to employ state-of-the art technologies

Tactic: Utilization of three- dimensional table-top virtual dissection platform

Metric: # of students who have had an exposure to three dimensional table-top virtual dissection platform

Tactic: Utilization of simulated ultrasonography training hardware
Metric: # of students who have had an exposure simulated ultrasonography training hardware

Tactic: Exposure of students to telepsychiatry
Metric: # of students who have had an exposure to telepsychiatry

Tactic: Exposure of clinical clerkship students to online or teleconferenced distance learning experiences. For example, in the Departments of Psychiatry and Family and Community Medicine, we will review of the benefit of the current Project ECHO Medication Assisted Treatment project. The Department of Psychiatry is also collaborating with the Mental Health Technology Transfer Center and will consider a Project Echo Collaborative Care Clinic in which medical students can learn.
Metric: Establishment of such a Project Echo Clinic. In subsequent years # of students exposed to it.

Tactic: use of teleconferencing technology for student education to rural and remote community learning sites, as well as for coordination of learning across campuses
Metric: # of required hours of online or teleconferenced distance learning experiences / clerkship

Tactic: Online CME and CE programs offer CME and CE to health care providers across the state
Metric: # of hours of CME delivered (CME office)
Metric: # of hours of non-CME CE delivered (Pathology)

Tactic: Exposure of undergraduate and ND High school students to STEM and technology through technology educational cores such as molecular biology, advanced imaging.
Metric: Sponsorship of ND Science Fairs by UND
Metric: ND STEM teachers in secondary schools with access and training in STEM developed technology laboratory
Metric: Talks and programs given by UND faculty and staff to elementary, middle and high school students

Goal 4

Discovery

Tactic: DaCCoTA CTR investment in building and funding interprofessional collaborative teams to do clinical and translational research

Tactic: Internal Medicine residency to begin to require resident research project

Proposed tactic: Investment in SMHS core facilities to increase capacity and service

Proposed tactic: Clinical departments with residency programs to encourage (and consider mandating) publication by residents

Proposed tactic: Clinical chairs to work with faculty and students to encourage publication

Proposed tactic: Pilot grant program

Proposed tactic: Meritorious grant award program

Proposed tactic: Encourage mini-sabbaticals for faculty development in research

Proposed tactic: Matching support of postdoctoral awards from the VPFR office

Proposed tactic: REMS program support to the extent budget allows. Request budgetary support for supply expenses for mentors in coming years' REMS budgets.

Proposed tactic: New faculty recruitment

Proposed tactic: Strategic investment in ND-relevant targeted research areas

CTR Metrics: Too detailed and numerous to list here. See DaCCoTA Tracking and Evaluation Core.

Metric: # of publications annually. Each department should track and trend this annually and report to Senior Associate Dean for Medicine and Research

Metric: 3 year rolling average for extramural grant funding at SMHS

Metric: # of medical students who engage in REMS-supported research

Metric: # of postdoctoral research fellows at SMHS

Goal 5: welcoming, safe, inclusive environment

Await Goal 5 working group recommendations. Meanwhile.....

Tactic: Incorporation of diversity objectives into third year required clerkships

Tactic: Enactment of fourth year diversity elective

Tactic: Encourage and expand service learning opportunities on each campus

Tactic: Ob/Gyn to adopt new diversity and inclusion guidelines

Tactic: Obtain feedback on the benefits of the support of the Wellness Advocate position and adjust accordingly (at least in year one) . Consider yearly surveys and a CQI approach if warranted.

Tactic: During curriculum revision, seek to include diversity-relevant learning objectives within pre-clinical curriculum integrated within diseases and topics.

Metric: Number of medical student responses to a survey re: Wellness Advocate.

Metric: # of required clerkships that address diversity through learning objectives

Metric: GQ scores for medical students feeling prepared to manage diversity (However, we must recognize the substantial time lag between actions and likely effect on this metric.)

Metric: Approval of new Ob/Gyn diversity and inclusion guidelines

Metric: Inclusion of diversity-relevant learning objectives within pre-clinical curriculum integrated within diseases and topics.

Goal 6: Educational needs of active duty and reserve personnel, veterans, and their families

We make our student and residency slots available to veterans and their families freely. Medical students and residents are counseled about opportunities to serve in the military reserves during their training and they can do so. It is not clear that active duty military could reasonably participate in medical school or residency training at UND given the time demands of each. This will be reported to FAC and the Dean consistent with the strategic plan instructions.

Tactic: Improving support of military match students applying for residency programs

Metric: Creation of a document that advises students as to how to do this (Assigned to Dr. Lutz)

Tactic: Offer at least one Psychiatry Grand Rounds that may be relevant and/or of interest to active duty military or veterans or their families.

Metric: # of hours of relevant content offered. # of military/veteran/families utilizing Psychiatry Grand Rounds

Metric: CME and CE hours pertaining to active duty military or veterans

Tactic:: Seek research and collaboration with agencies addressing key health issues of veterans, including VA, DOD, National Guard, and active duty military.

Metric : Participation in initiatives addressing these needs

Tactic: Consider giving credit in some holistic fashion in recruitment for applicants to residency who have served in themilitary

Goal 7: Fund raising

Potential targets for endowed chairs:

Alzheimer's disease

Informatics

Cancer

Substance abuse

Public health / safety

Rural health

Family genetics

Quality assurance in medicine

Goal 8

HWI goals

1. Train more health care providers

Tactic: Seek funding to expand residency offerings. (SMHS budget requests to the Dean, grant funding, partnership with hospital partners)

Potential opportunities: IM chief resident; FM rural expansion, neurology residency, forensic path fellowship (especially coupled with an MPH degree); Fill Fargo & Bismarck geriatrics fellowship positions; Further partnerships with Sanford Fargo in medical oncology, surgical critical care, adolescent psych.

Explore possibilities of creating an Ob-Gyn residency.

Metric: # of residents or fellows who matriculate to UND programs in a given academic year.

2. Assess efficacy of HSWI-funded psychiatry residency expansion

Tactic: The Department of Psychiatry will conduct a review of the expansion of the UND Psychiatry Residency program in year one. Further reviews may be conducted via a CQI process as warranted.

Metric: # of UND resident telepsychiatry clinic sites responding to survey.

Metric: Results of survey

3. Interprofessional education

Tactic: Interprofessional education to be incorporated as a thread through the new curriculum

Metric: Initially, successful incorporation of interprofessional education into the curriculum

Metric: Identification by the interprofessional education group of appropriate metrics for further evaluation of success

Metric: Hours of required curriculum incorporating interprofessional team instruction and learning