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## University of North Dakota School of Medicine and Health Sciences Strategic Plan (2018-2023)

### Strategic Plan Purposes:

**The purposes of the University of North Dakota School of Medicine and Health Sciences Strategic Plan (2018-2023) are to (1) Align with the One UND Strategic Plan (2017-2022) and (2) Achieve the purposes mandated in the North Dakota Century Code.**

"The primary purpose of the University of North Dakota School of Medicine and Health Sciences is to educate physicians and other health professionals and to enhance the quality of life in North Dakota. Other purposes include the discovery of knowledge that benefits the people of this state and enhances the quality of their lives."

### Strategic Plan Oversight:

**The Faculty Academic Council (FAC) is responsible for the oversight and management of this strategic plan.**

### Participating SMHS Units:

**All School of Medicine and Health Sciences (SMHS) Units\* will contribute to successful achievement of the SMHS Strategic Plan. All Units will confer with their respective SMHS unit leadership *i.e.*, dean, or associate dean, when aligning unit plans with the SMHS Strategic Plan.**

\*A "Unit" is a SMHS academic, research, service, or administrative component of the School's organization for which a direct reporting relationship exists between the component and the dean or a designated associate dean.

[https://med.und.edu/about/\\_files/docs/org-chart.pdf](https://med.und.edu/about/_files/docs/org-chart.pdf)

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Response to Strategic Plan Instructions: The Office of Student Affairs and Admissions is able to address Goals 1, 2, 6 and partially address Goal 3. Although there is nothing to add at this time, It is anticipated that the office will be involved in the Goal 5 working

group. Goals 4, 7 and 8 are not applicable to the work of the Office of Student Affairs and Admissions.

## LEARNING

### One UND Strategic Plan Goal 1: Provide a strong undergraduate liberal arts foundation

Although One UND Strategic Plan Goal 1 specifically addresses undergraduate education, the School of Medicine and Health Sciences is largely a graduate institution. Skills gained from a well-rounded undergraduate liberal arts education, as encapsulated in UND's defined "Essential Studies" (<http://www1.und.edu/academics/essential-studies/>) are beneficial for graduate and professional students as well.

#### **UND SMHS Strategic Plan Goal 1: SMHS Units that offer educational programs will expand their curricula to include learning outcomes that align with UND's Essential Studies goals.**

Critical Inquiry and Analysis

Quantitative Reasoning

Written Communication

Oral Communication

Information Literacy

Intercultural Knowledge and Skills

#### **UND SMHS Strategic Plan Goal 1: processes, responsibilities, outcome measures, and timelines:**

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- Year 1: Units will select at least one UND Essential Studies goal to assess in their educational program with the intent of program improvement and a method for assessing learning outcomes will be defined.
- Year 2: Assessment data will be collected.
- Year 3: Assessment data will be analyzed and reported. Curriculum improvements will be designed, if necessary, on the basis of assessment results.
- Year 4: Curriculum improvements will be implemented and assessed.
- Year 5: Assessment results based on curricular improvements will be analyzed and reported to the FAC and the Dean.

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Response of Office of Student Affairs and Admissions to Goal 1: The Office of Student Affairs and Admissions will develop a literacy program for medical students in the areas of career development and finances. Up to this point the difficulty has been

finding a time in the curriculum to offer these important but often neglected aspects of student development. Permission has been obtained from the health sciences program faculty and Educational Resources to utilize Tuesday noon sessions in weeks 1-6 of each block for these sessions. As the new curriculum is developed the subject matter will be integrated into the required curriculum, however by developing the program competencies and objectives and piloting some of the activities in the 2019-2020 academic year potentially valuable information will be obtained for use in future program components. For the remainder of this academic year, information from the ACHIEVE faculty on how the small group mentoring could be improved and the activities that were helpful for the mentors and mentees. This information will be utilized in development of the Tuesday sessions. The Office of Student Affairs and Admissions is not an educational unit and the proposal is not firmly within the definition of information literacy it is, however an important aspect of the medical student education and an area that is in need of continued development.

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## LEARNING

### **One UND Strategic Plan Goal 2: Increase undergraduate, graduate, and professional graduation rates**

One UND Strategic Plan Goal 2 addresses the importance of improving graduation rates, especially among its undergraduate programs. The programs within the SMHS, however, have very high graduation rates that meet or exceed national benchmarks. Despite these successes, there are opportunities for the SMHS to improve student support to ensure continued high graduation rates.

**UND SMHS Strategic Plan Goal 2: SMHS Units will expand their current systems of student support to ensure continued high graduation rates and improve student satisfaction with the overall quality of their education.**

**UND SMHS Strategic Plan Goal 2 processes, responsibilities, outcome measures, and timelines:**

- Year 1: SMHS Units will identify areas within current systems of student support that may benefit from improvement or enhancement efforts, choose a process to implement intended to improve or enhance student support and identify corresponding desired outcomes to assess.
- Years 2 and 3: Units will implement the processes selected to improve or enhance student support and collect assessment data for the identified desired outcomes.
- Year 4: Units will analyze assessment data and design revised or new processes, if necessary, for improved student support on the basis of assessment results.
- Year 5: Units will implement and assess revised processes and report outcomes to the FAC and the Dean.

Response of Office of Student Affairs and Admissions to Goal 2: An area that is often identified by students, as lacking is the area of mentorship. There was an effort made this year to remedy that shortcoming and it was successful in bringing students and faculty together in an informal setting to identify needs and resources there is significantly more than a program like this could offer through training of faculty mentors, development of curriculum for delivery to students and regular assessment.

Although a program such as this is unlikely to improve that student graduation rates, it most certainly has the potential to increase student satisfaction, understanding of what to expect from UME and GME and the best path for the student to be prepared. It is not possible to implement these improvements in the remainder of the current academic year; it certainly could be implemented in the fall.

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## LEARNING

**One UND Strategic Plan Goal 3: Deliver more educational opportunity online and on-campus Goal by 2022 to increase by 10% (increased credit hours), by higher growth in online and graduate programs**

Although the SMHS recognizes the significant value of distance delivery, online and simulation learning experiences in many of its programs, the School is, in many instances, limited by the predetermined number of students enrolled in those programs and by curricular requirements that necessitate the physical presence of the student in order to learn specific clinical, professional, and technical skills. Certain programs within the SMHS, however, could be positioned for growth in online educational offerings.

**UND SMHS Strategic Plan Goal 3: The SMHS will identify opportunities to employ state-of-the-art technologies to enhance education.**

**UND SMHS Strategic Plan Goal 3 processes, responsibilities, outcome measures, and timelines:**

- Year 1: SMHS Units will study ways to enhance educational program delivery by employing state-of-the-art technologies.
- Year 2: Units will select a technology improvement(s) intended to enhance education and a method to assess its effectiveness.
- Year 3: The technology improvement is implemented and assessment data are collected.
- Year 4: Assessment data are analyzed and, if necessary, improvements are made on the basis of assessment results.
- Year 5: Outcomes are reported to the FAC and the Dean.

Response of Office of Student Affairs to Goal 3: Although not directly related to an educational objective the Office of Student Affairs and Admissions continues to work on automating the processes within the office. The admissions process is essentially paperless; the largest part of the registrar process has been made electronic. And

recently attention has been given to the matriculation and MSPE processes and make these processes paperless as well.

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## ENGAGEMENT

**One UND Strategic Plan Goal 6: Meet educational needs of active duty and reserve personnel, veterans, and their families.** Goal by 2022, A 25% increase in credit hours earned by active duty military personnel, veterans, and their families

**UND SMHS Strategic Plan Goal 6: The SMHS will determine how we may better meet the educational needs of active duty and reserve personnel, veterans, and their families.**

**UND SMHS Strategic Plan Goal 6 processes, responsibilities, outcomes measures, and timelines:**

- Year 1: SMHS Units will study how they are currently providing educational opportunities for active duty and reserve personnel, veterans, and their families and report their findings to the FAC and the Dean.
- Year 2: The FAC, in consultation with the Dean, will recommend how the SMHS can best improve meeting the educational needs of active duty and reserve personnel, veterans, and their families. The FAC will assist units in developing strategies, finding necessary resources, and defining outcome measures.
- Year 3: Approved strategies will be implemented and outcomes assessment data collected.
- Year 4: The implementation phase continues, outcome data analyzed and reported to the FAC and the Dean, and improvements are designed and implemented, as necessary, on the basis of assessment results
- Year 5: Program improvements continue and assessment data are reported to the FAC and the Dean.

Response of Office of Student Affairs and Admissions to Goal 6: The Office of Student Affairs and Admissions will study the services provided to active duty and reserve military. One area that is currently a void is the presence of an advisor specifically for students who are on a military scholarship. The requirements are not the same as for nonmilitary scholars and the timing of the match process is significantly sooner (they find out their matched site in January), therefore strong mentorship is essential. A mentor has been identified and has agreed to serve that function. Students with a military scholarship will be informed of the resource and encouraged to seek his advice.