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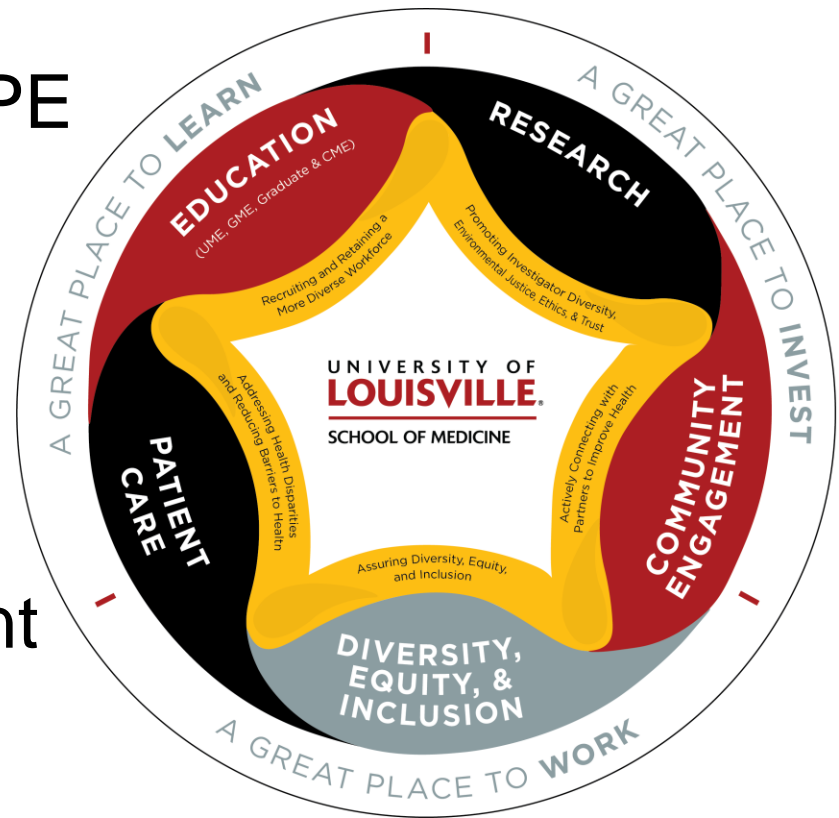
**SCHOOL OF MEDICINE**

# **2020-2023 Strategic Plan**

**Progress Report  
March 25, 2021**

# First Quarter Progress Report

- Education
  - UME, GME/CME, GPE
- Research
- Diversity, Equity & Inclusion
- Patient Care
- Community Engagement



## Undergraduate Medical Education (UME)

### **Objective 1: Integrate antiracism in student educational experiences**

- Anti-racism task force created and meets monthly
- Dr. John Chenault hired in February to co-lead the initiative with Susan Sawning
- Task force has identified and provided resources for faculty for curricular updates that focus on anti-racism

### **Objective 2: Transition to a competency-based curriculum supported by assessment**

- Curricular components of professionalism CBME identified
- Competency Committee will be a sub-group of the Educational Program Committee, who will charge the group with overseeing the Professionalism curricular components

### **Objective 3: Preserve high student retention and success in pandemic**

- Retained virtual nature of learning
- Enhanced student support for tutoring, counseling, tracking
- Retained ceremonies virtually where necessary, face to face where possible
- Supported online interviews; match rate 98% after SOAP

## Graduate Medical Education (GME)/Continuing Medical Education (CME)

### **Objective 1: Recruit, train and retain a sufficient number of diverse and qualified residency directors, coordinators and faculty**

- Decreased turnover of residency directors by 50% (7 vs. 16)
- Very low turnover of residency coordinators (1-2 since 2019)
- Positive faculty growth – 37 new faculty; 7 in defined diversity categories

### **Objective 2: Ensure sufficient volume of patients and educational milestones to meet resident training needs in the global pandemic**

- Deployment reallocations resulted in appropriate progression towards completion and achievement of resident milestones
- Increased support was provided for virtual support of residency program recruitment and 98% of the 173 resident position listed filled in the match

### **Objective 3: Develop CME offerings that highlight UofL Health's faculty expertise**

- Faculty expertise leveraged in community COVID education, COVID testing and vaccine deployment

## Graduate and Postdoctoral Education (GPE)

### **Objective 1: Increase number and diversity of applications received by the Audiology/Communicative Disorders program**

- Diverse faculty recruited and intentional efforts underway
- 4 URM students have accepted offers of admission (most diverse class to date)

### **Objective 2: Create a new MS program in Biomedical Sciences that will increase SOM graduate enrollment**

- Letter of intent for MS in BMS being created
- Timeline for submission is July 2021
- Enhanced interaction between HSC and Belknap campuses

### **Objective 3: Enhanced administrative support for Postdoc Fellows**

- Shift postdoctoral hiring from an employee model to trainee status (implementation date July 2021)
- Coordinated career development activities are being created jointly by Dr. Salter from SOM and Dr. Logsdon from EVPRI

## Research

### **Objective 1: Expand and enhance research enterprise**

- Increased NIH ranking from 70 to 64
- Enhanced JHFE grant funding to \$1.2M
- Added a 4<sup>th</sup> grant navigator
- Posted Assistant Dean for Research Diversity position
- Posted Research Diversity Grant Coordinator position to enhance minority supplement grants

### **Objective 2: Improved pre-post-award support**

- BOT approved ERA system

### **Objective 3: Develop a coordinated system for Clinical Trials with UL Health**

- UofL Health administrator appointed
- Infrastructure being created and clearly defined roles and responsibilities being assigned

## Diversity, Equity and Inclusion

### **Objective 1: Create an inclusive climate where everyone feels welcomed, included, respected, supported and valued**

- Initiated review of PAT document to include DEI activities
- Launched Inclusion Journey mandatory DEI training of leaders
- Launch anti-racism training and education into the UME curriculum

### **Objective 2: Enhance diversity recruitment across students, faculty and senior administrative staff**

- Strengthened scholarship support for recruitment of URM students to \$1,000,000
- Strengthened partnership with Central High School including exploration of Guaranteed Entrance to Medical School program
- Hiring Program Coordinator for Diversity Recruitment

### **Objective 3: Work closely with UL Health to partner on DEI**

- Hired UofL Health Chief Diversity Officer who is working closely with SOM CDO on DEI enhancements and health equity measures

## Patient Care

### **Objective 1: Expand facility presence in SW Jefferson County and West Louisville**

- Primary Care Plus facility identified in West Louisville and renovated with planned opening July 2021
- Exploring expansion of Medical Center South outpatient care facility
- Opening 3 new Urgent Care centers

### **Objective 2: Increase number of primary care providers**

- Hired 25 primary care providers across ULP
- Planning underway for M&E Family Medicine Residency transition

### **Objective 3: Position Telehealth as a ULP access and growth strategy**

- Over 90,000 telehealth visits this year
- Hired executive director of telehealth
- Developing plans with Shelbyville Hospital for remote monitoring ICU



## Community Engagement

### **Objective 1: Promote engaged scholarship opportunities with special emphasis on health equity, racial equality and social justice**

- Increased AHEC preceptors in rural communities by 5%
- Held UofL Engaged Scholarship Symposium

### **Objective 2: Increase engagement in the Signature Partnership Initiatives (SPI) through outreach and service learning**

- UofL Central High School Day
- Purchase of suture kits/3D anatomy models for CHS
- Strengthen JCPS Academies
- COVID Telehealth grant awarded

### **Objective 3: Promote local and regional engagement**

- Held Minority Mental Health Summit
- Created Future Healers Initiative with Student National Medical Association

# Moving Forward

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- Proud of the Year 1 progress on our new 2023 Strategic Plan
- Continue to track progress
- Provide annual Strategic Plan progress updates at the end of each academic year
- Full Strategic Plan is available at <https://louisville.edu/medicine/dean/strategic-plan/2020-2023-strategic-plan>

**Thank you for  
helping us shape our  
future!**

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