

UNIVERSITY OF
LOUISVILLE[®]

SCHOOL OF MEDICINE

**2023 Strategic Plan Progress
Follow up on 2022 Annual Goals**

**Report to Executive Faculty
May 2022**

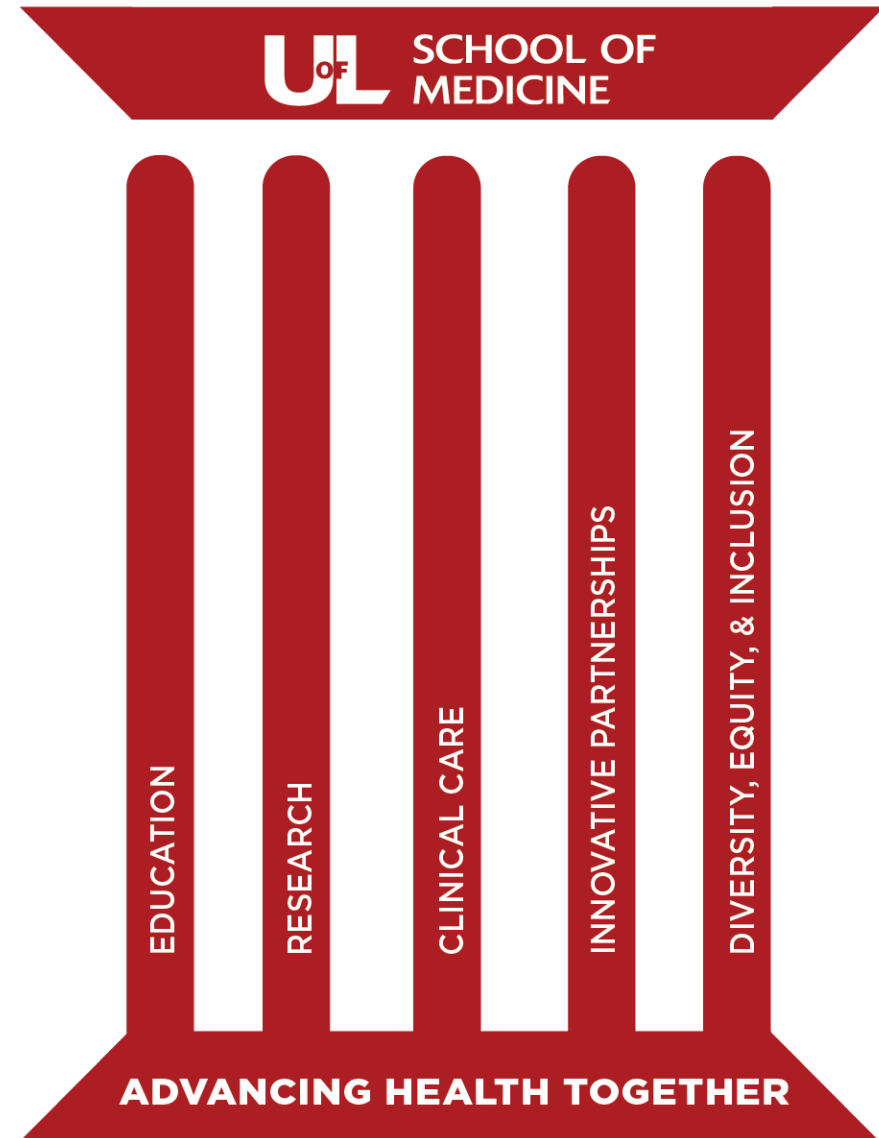


2023 Strategic Plan Annual Progress Report

Review of Mission, Vision and Values

Progress on Mission Pillars

- Education
- Research
- Clinical Care
- Innovative Partnerships
- Diversity, Equity, Inclusion & Anti-Racism



Our mission is to advance the health and vitality of our community, our commonwealth and our world.

We educate the next generation of physicians and scientists.

We make research discoveries that transform lives.

We provide exceptional clinical care.

We forge strategic partnerships to achieve common goals.

We celebrate diversity, foster equity, strive for inclusion and to be an antiracist institution.



Our vision is to ***demonstrate and be recognized for excellence and leadership*** in each of our mission areas

We embrace the **CARDINAL** Principles

Community of Care

Accountability

Respect

Diversity and Inclusion

Integrity and Transparency

Noble Purpose

Agility

Leadership

**Our 2023 strategic
plan is framed by
our pillars**

U^{OF}L SCHOOL OF
MEDICINE

EDUCATION

RESEARCH

CLINICAL CARE

INNOVATIVE PARTNERSHIPS

DIVERSITY, EQUITY, & INCLUSION

ADVANCING HEALTH TOGETHER

2023 Strategic Plan

**Year Two Progress
May 2022**

SCHOOL OF MEDICINE



Education Progress

UME

- Excellent LCME Report!
- Medical student engagement and satisfaction
- 95% Match Rate after SOAP
- Health Equity/Antiracism curriculum implemented

GME

- Ribbon cutting for relocating FM residency training site to Mary and Elizabeth
- Expanded residency positions
- All programs filled after SOAP
- 6 of 7 Program Coordinators TAGME Certified



Education Progress

GPE

- Year 2 sustained diversity in graduate programs
- Increased undergraduate student participation in HSC labs by 20
- New MS in Biomedical Science has been submitted to Provost Committee for final approval
- Received approval for plans to shift post-doctoral hiring from an employee model to Trainee status

Challenge

- Effects of COVID

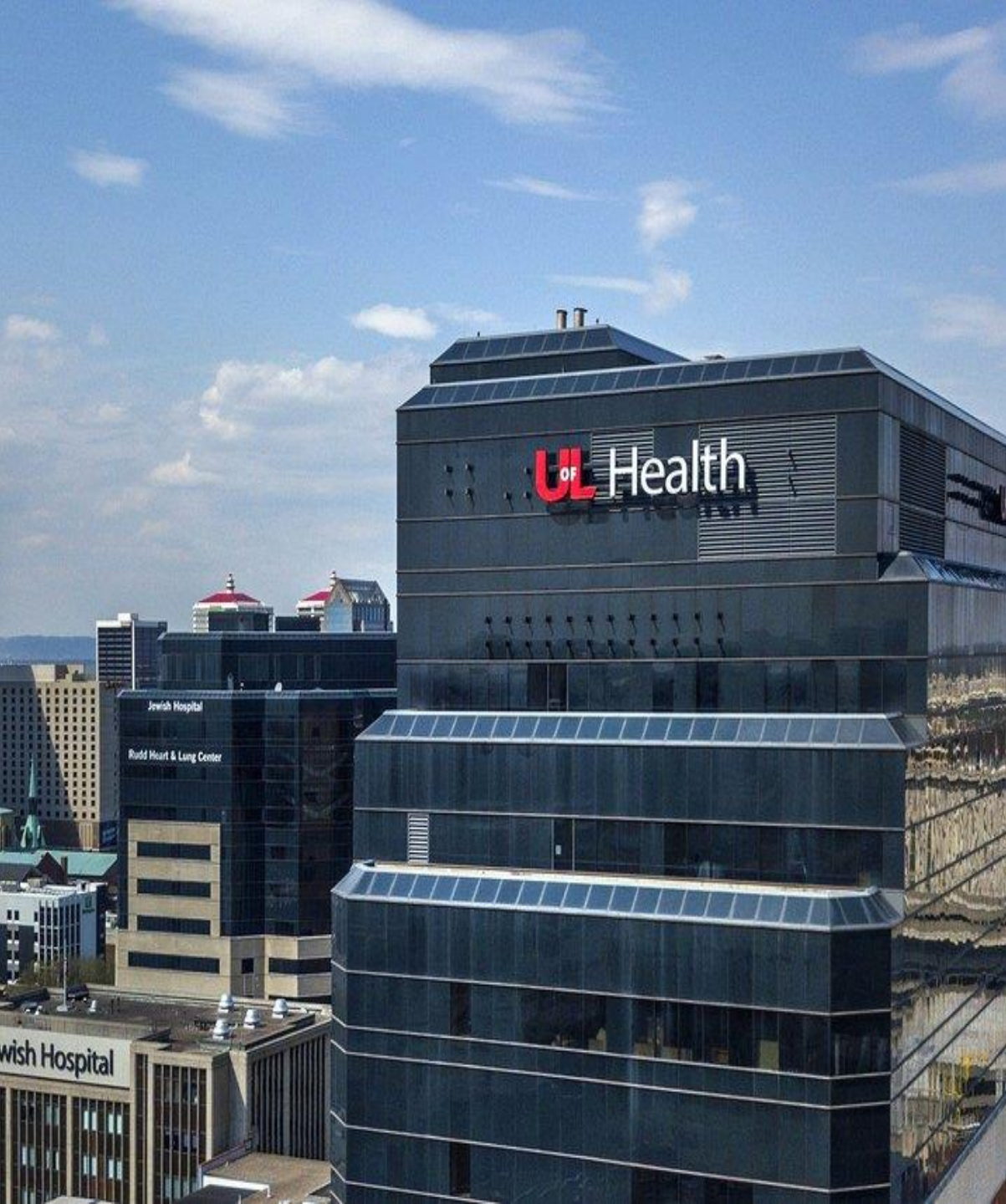
Research Progress

- Appointed Assistant Dean for Research Diversity
- Progress in NIH diversity supplements and CPE grant for URM summer research
- Core support – national search in final stages
- Creating Medical Informatics Center

Challenge

- NIH funding decrease and drop in rank





Clinical Care Progress

- New south end hospital groundbreaking
- New ULH tower addition approved
- New faculty appointed in adult and pediatric clinical areas
- Continued success of NHC integration

Challenge

- Clinical and academic alignment

Innovative Partnership Progress

- Actively partnered with the community on “all things” COVID
- Established 3RNet Consortium to support physician and provider recruitment in rural healthcare facilities
- Increased faculty participation in community engagement activities by 300%
- Humana and Humana foundation partnership

Challenge

- Strategic focus & institution wide approach



Diversity, Equity & Inclusion Progress

- Most diverse medical class yet
- Strengthened DEI infrastructure in research and faculty affairs
- Central High School partnership
- Porters in Medicine Guaranteed Assurance Program (PIMGAP)
- Expansion of AHEC Scholars Program & securing of state match

Challenge

- Faculty pipeline & retention





Follow up on 2022 Annual Goals and Priorities

Appoint new Chair of Medicine

Launch search for new Chair of Orthopedic Surgery

Launch search for new Director of KSCIRC

Initiate Funds Flow Redesign Project

Submit status report for LCME

Dr. Kim Williams appointed as Chair of Medicine

- Chief of the Division of Cardiology at Rush University and Associate Dean for Faculty Diversity, Equity and Inclusion
- President of the American College of Cardiology
- Former Chair of the Board of Directors, Association of Black Cardiologists
- Over 600 research and guideline publications, online resources, movies and lectures, most recently on the topic of cardionutrition.
- MD University of Chicago; IM Residency Emory, Cardiology University of Chicago
- *Former professional tennis player and national tennis coach* 😊

Search update for Orthopedic Surgery Chair

Search Committee:

Chair Jason Smith, Surgery

Jonathan Becker, Family Medicine/Sports Medicine

Maxwell Boakye, Neurosurgery

Kimberly Boland, Pediatrics

Heidi Koenig, Anesthesia

Arthur Malkani, Community Medical Group & Gratis Faculty

Mary Nan Mallory, Emergency Medicine and Vice Dean for Clinical Affairs

Jamie Messer, Urology

Ex officio:

Brandi Hartley, Orthopedic Surgery Residency Program Director

Target Date: December 31, 2022

Search update for KSCIRC Director

Search Committee:

Chair Aruni Bhatnagar, Medicine and Envirome Institute

Andrea Behrman, Neurosurgery and KSCIRC

Martha Bickford, Anatomy & Neurobiology

Michal Hetman, Neurosurgery and KSCIRC

Craig McClain, Medicine and AVPHA/Research

Kevyn Merten, Associate Vice President for Research and Innovation

Joseph Neimat, Neurosurgery (Department Chair)

Michael Voor, Orthopedics

Target Date: November 1, 2022

Funds Flow Redesign Project

- Current funding model is legacy based, variable across departments and support is not clearly linked to activities or performance
- Seven key principles for a new model: sustainable, transparent, equitable, dynamic, enables strategy, reinforces academics and supports entrepreneurial spirit of departments, chairs and faculty
- Next steps: Mission based P&L at department and division levels
- Redesigning funds flow across administration, teaching, research and clinical that is consistently applied across departments

Status Report for LCME

- Codified committee quorum & recusal policies
- Held Medical Education Program Annual Retreat
- Refined our required clinical skills and documentation
- Status Report due in December
- Will continue our ongoing CQI process

Academic Year 2021- 2022

Proud of our 2023 Strategic Plan progress

Aware of our challenges

Committed to advancing our mission