

UNIVERSITY OF
LOUISVILLE®

SCHOOL OF MEDICINE

2023 Strategic Plan Progress
May 2023

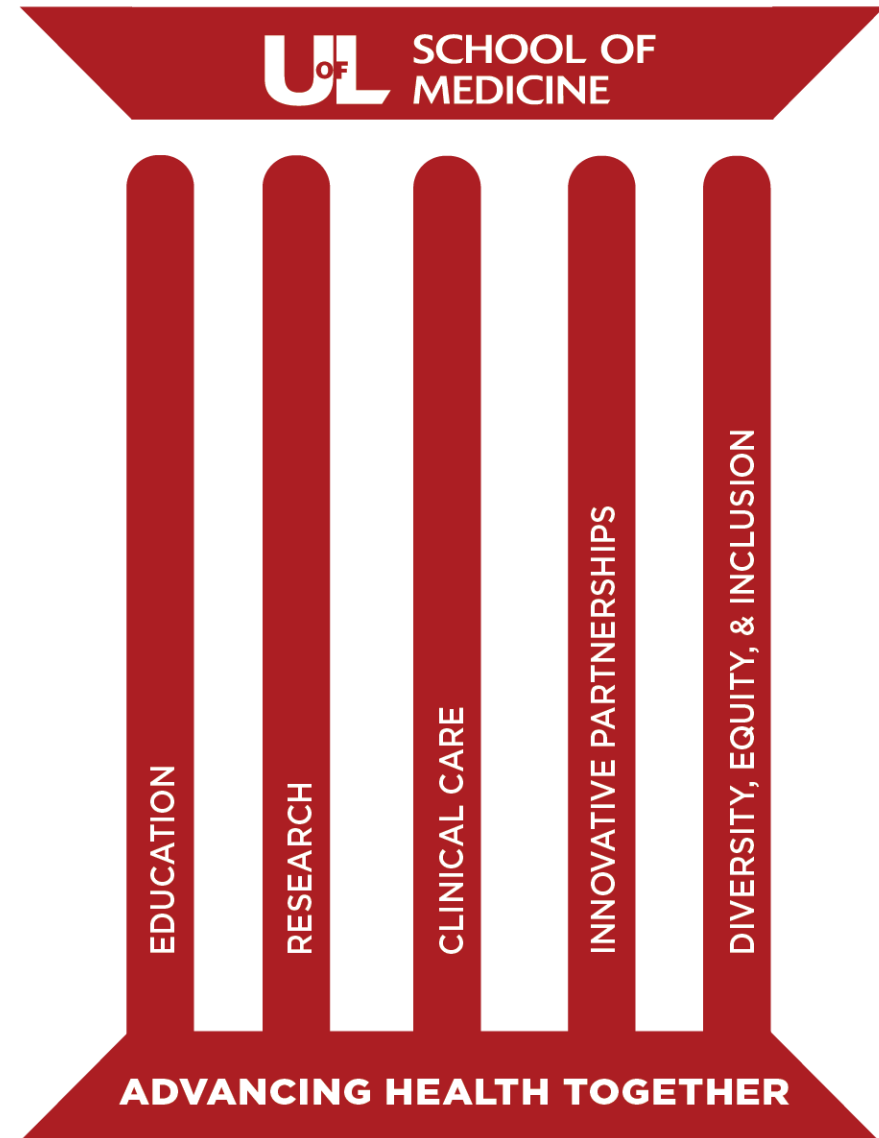


2023 Strategic Plan Annual Progress Report

Review of Mission, Vision and Values

Progress on Mission Pillars

- Education
- Research
- Clinical Care
- Innovative Partnerships
- Diversity, Equity and Inclusion



**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 community partnerships to achieve common goals.

We celebrate diversity and foster equity and inclusive excellence



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

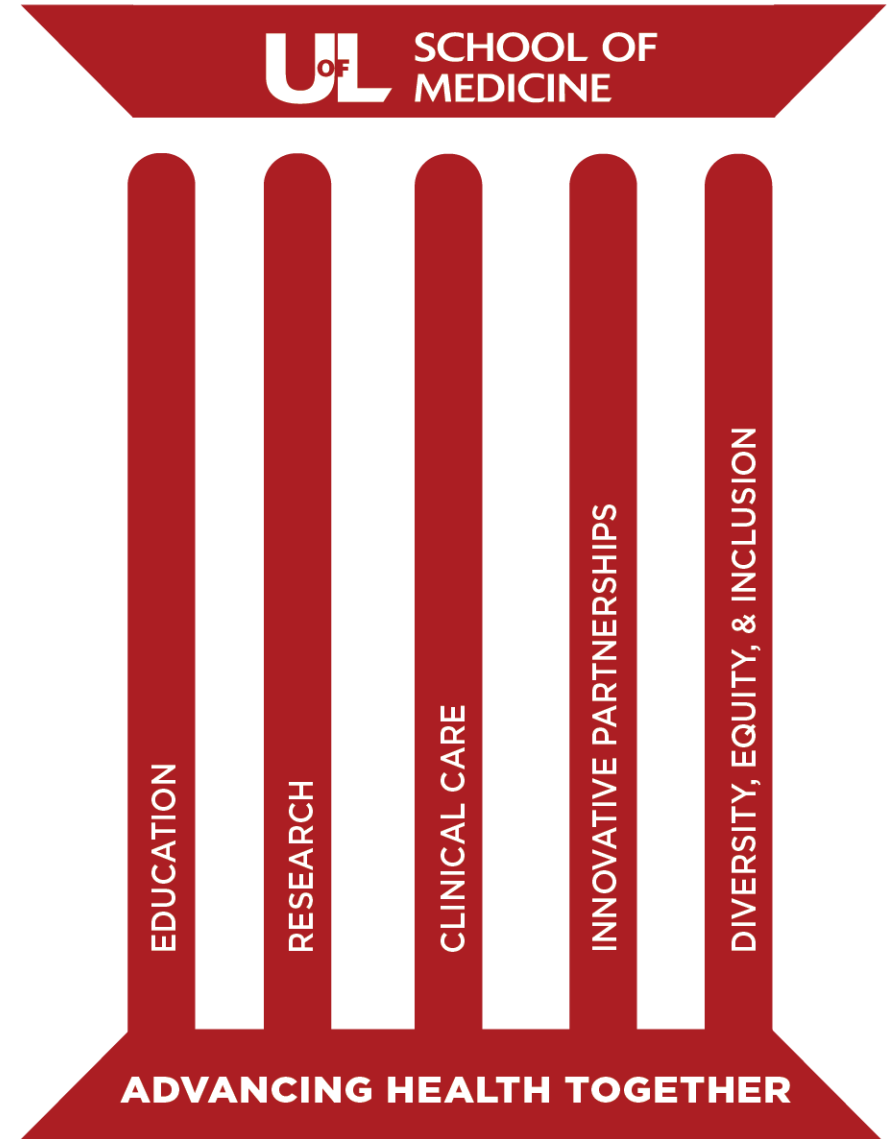
Agility


Leadership

2023 Strategic Plan

**Year Three Progress
May 2023**

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





**Our distinctive education
prepares future physicians and
scientists to advance the
human condition.**



SCHOOL OF MEDICINE

Education Progress

UME

- Students excelled on USMLE Step 2 – 99% pass rate for first-time takers
- Match rate – 99%
- Implemented 5th Medical Distinction track – Health Equity and Medical Justice
- New tutoring system/new Learning Specialist

GME

- Growth in residency programs to 75
- Expanded residency positions to more than 800
- Enhanced residency positions in affiliated institutions
- Strengthened GME infrastructure to ensure program accreditation and minimize citations

Challenge: Learner mental health and stress



Education Progress

GPE

- Fall 2022 matriculating class had 21% URM in the core program
- New MS in Biomedical Science has been approved by the Provost and a full proposal is being prepared
- Continued presence on Belknap for increased recruitment to graduate programs
- New Postdoc hiring process as either trainees or fellows has been implemented



Our transformative **research
improves the health of our
patients and our community.**

Research Progress

- Increased numbers of external awards by 10%
- Hired PhD level personnel to manage service side of facility cores
- Established committee to guide infrastructural improvements under EVPRI
- Recruited from HBCUs and URM groups in national societies to graduate programs and post-doctoral positions

Challenges

- FIRST grant not funded
- Need to strengthen bioinformatics and biostatistics core
- Need to increase pre- and post-award support





**Our extraordinary clinical care
enhances health and health
outcomes.**




Clinical Care Progress

- Enhanced access to expert sub-specialty care and clinical trials
- Influenced focused recruiting to reflect community needs
- Cultivated an aligned learning community with clinical partners for improved patient-centered care
- Enhancement of HR benefit to include ULH tuition remission
- Increased telehealth visits as a ULP growth strategy

Challenges

- Holistic recruitment strategy (AMG/CMG)
- Nursing and allied health workforce challenges



**Our innovative community
partnerships and collaborations
expand access to care and
promote health equity.**


Community Partnership Progress

- Increased faculty and student involvement in community health initiatives
- Developed and tracked collaborative relationships based on the needs of the SPI
- Collaborative community engagement planning with ULH
- Developed opportunities to engage SPI students with programs that enhance success
- LOUMED advances

Challenge

- Raise visibility of the role of UL School of Medicine in advancing health in the community





Our intentional efforts in
**diversity, equity, and inclusive
excellence** strengthens our
work and learning environment
and better prepares a socially
responsible workforce.

Diversity, Equity & Inclusion Progress

- Implemented SOM-wide evaluation to identify and reduce areas of bias
- Incorporated SOM-wide professional development on DEI-related topics
- Recognized the contributions of URM students, faculty, staff and trainees
- Increased enrollment of medical, graduate, and professional students historically underrepresented in medicine

Challenge

- Faculty pipeline & retention



Follow up on 2022-23 Annual Goals and Priorities

New Chair of Orthopedic Surgery

New Director of KSCIRC

Funds Flow Redesign Project

Submit status report for LCME

New Orthopedic Surgery Chair

- Dr. Nicholas Ahn
- Effective June 1, 2023
- Served as Director of Spine Fellowship Program and Director of Spinal Cord Injury Unit at the Louis Stokes VA Medical Center
- Named a “Top Doctor” by Cleveland Magazine and the American Registry, a “Best Doctor” by America’s Best Physicians, and was nominated for the “Patient’s Choice Award” and the “Compassionate Doctor Award” by Vitals.

New KSCIRC Director

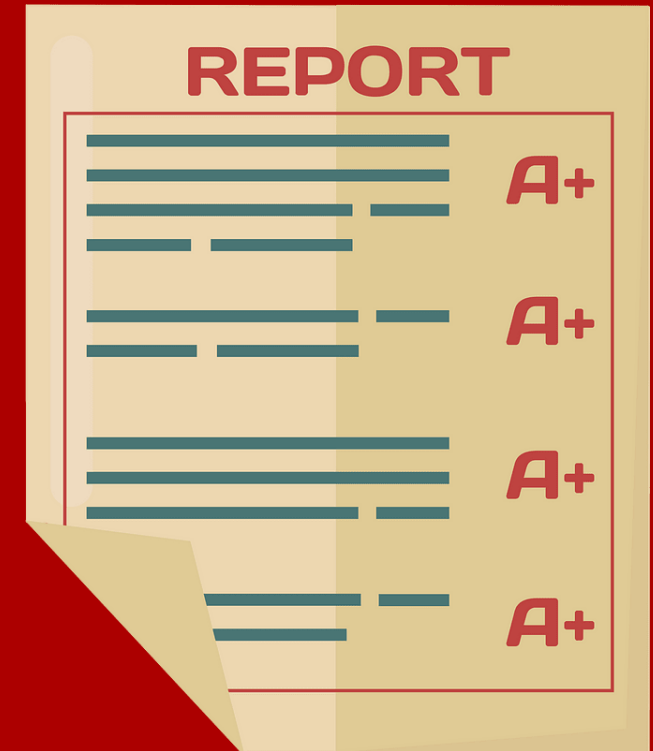
- Not finalized

Funds Flow Redesign

- Previous funding model was legacy based, variable, not aligned by mission and not clearly linked to activities or performance
- New model would be sustainable, transparent, equitable, dynamic, strategic, mission aligned
- Determined Mission based P&L at department and division levels
- Developed rule sets and methodologies for fund allocation
- Modeled departmental impact
- Developed implementation plan
- Implementing new model AY2024, understanding that gap funding will be needed for some departments

LCME Status Report

- Codified committee quorum for Admissions Committee
- Refined our required clinical skills and documentation
- Submitted status report in December
- Received LCME decision on status report in February
- All elements satisfactory, all standards compliant
- **PERFECT REPORT CARD!!!**
- Next survey visit 2028-2029



Academic Year 2022-2023

Proud of our 2023 Strategic Plan progress

Aware of our challenges

Committed to advancing health together

Creating a refreshed plan for 2023-25



Passing the baton July 1, 2023

Dr. Jeff Bumpous
Interim Dean