

DMU College of Osteopathic Medicine

Research Strategic Plan: Interval Review 2021

(2019-2023)



DMU-COM Research Vision Statement*

DMU-COM will be a cultivator of distinctive faculty and student researchers who discover & disseminate new knowledge

DMU-COM Strategic Research Objective

Encourage intellectual curiosity by supporting faculty & student scholarship

DMU-COM Strategic Initiatives

- Identify opportunities to improve scholarly activity, quality improvement & research by reducing obstacles faced by COM faculty/ students in scholarship engagement
- Encourage grant writing & research by developing ongoing and customized communications between COM faculty/students, key DMU personnel & the public
- Optimize the development of research partnerships that support faculty & student participation in scholarship

* DMU-COM and DMU share a common research vision statement.

DMU College of Osteopathic Medicine Research Strategic Plan Overview

Des Moines University's College of Osteopathic Medicine (COM) has historically aligned its strategic plan with DMU's Strategic Plan. Until recently, the COM Strategic Plan 2020 provided direction in improvements in academic program planning, research planning, and student experience.

In preparation for the next three-year Des Moines University (DMU) strategic plan, Vision 2021, President Angela Franklin reviewed the existing Mission and Vision Statements with Executive Leadership Team in the summer of 2018. Representatives from the Vision Statement champions for Vision 2018 and additional University leaders were charged with reviewing the statements and developing goals for each. The Vision Statement Leaders enlisted individuals from across the campus community to participate in this process. The teams affirmed that the Mission Statement continued to capture institutional purpose and that the Vision Statements with appropriate modification represented major focus areas for the next University three-year plan.

In December 2018, the Board of Trustees endorsed a continuance of the fundamental elements of both the Mission Statement and Vision Statements. In the spirit of transparency, President Franklin informed the University of these endorsements at the next scheduled President's Open Forum. Those in attendance voiced support for the plan. During this session, President Franklin reviewed the process by which priorities would be identified as an outcome of Vision 2021. Colleges and service units were instructed to create plans in support of the Vision Statements and goals identified in Vision 2021 with a launch date of April 2019.

Just prior to this, in January 2019, the COM Dean convened and initiated and charged six teams of key stakeholders in the organization to determine any new directions to create a meaningful and updated COM strategic plan. These six teams (clinical rotations, GME, research, wellness, recruitment, and curriculum) met at varying times to determine specific goals, tactics, and assign responsibilities. The Strategic Planning Committee consisted of Interim Dean Kenneth Anderson and team leads Dr. Wimsatt, Dr. Canby, Dr. Thompson, Dr. Latterell, Phil Blumberg, and Dr. Streyffeler.

In the Fall of 2019, the COM Dean provided some revisions to the plan to more clearly align with DMU's current strategic plan document and dashboard. Within months, the COVID-19 pandemic became front and center and has continued to necessitate further adjustments in the strategic plan for the COM. As it should be, it is a dynamic document.

The COM Dean has shared the themes and goals of the strategic plan directly with faculty at the April 2020 faculty meeting, the June 2020 COM Faculty Retreat, and again at a Summer 2020 Dean's Board (including faculty and staff). Updates will continue to be provided to faculty and staff at future Dean's Board gatherings, as well as quarterly at COM Faculty meetings.

DMU-COM Research Strategic Planning Team

Heather Garvin-Elling, PhD	Associate Professor, Anatomy
Rebecca Shaw, DO	Assistant Professor/Chair, Specialty Medicine
Muhammad Spocter, PhD	Associate Professor, Anatomy
Eric Wauson, PhD	Associate Professor, Physiology & Pharmacology
Wayne Wilson, PhD	Professor/Chair, Biochemistry & Nutrition
Leslie Wimsatt, PhD	Associate Dean, Academic Assessment, Quality & Development
LiLian Yuan, PhD	Professor, Physiology & Pharmacology

DMU-COM Research Strategic Planning Initiatives

Research Plan Objective:

Encourage intellectual curiosity by supporting faculty and student scholarship

Strategic Initiative #1	Expected Outcomes	Responsibility	Success Measures	Start Quarter	Deadline	Dependencies
<p>Identify opportunities to improve scholarly activity, quality improvement, and research by reducing obstacles faced by COM faculty/students in scholarship engagement.</p> <p>ALIGNMENT WITH ... DMU Research Objective #2: Sustain an institutional culture that protects and values the time to conduct research, enhancing faculty scholarship</p>	<p>Increase in the percentage of faculty/students/staff reporting that their time allocated for research/scholarship is protected</p> <p>Increase in the number and quality of COM research/grant/scholarship deliverables produced and reported to the DMU Research Office over 3 years</p> <p>Increase in the percentage of eligible COM faculty/student/staff engaged in scholarship over 3 years</p> <p>Increase in the ratio of clinical to biomedical faculty involvement in scholarly activity over 3 years</p>	<p>Research Strategic Planning Group</p> <p>Progress Monitoring: Associate Dean of Academic Assessment, Quality and Development</p>	<p>Successfully assess COM faculty adequacy – i.e., time available to undertake research/scholarship – with a specific focus on determining whether volume/focus of COM service and teaching activities exceed existing COM staffing/workload allocations, thereby limiting research opportunities</p> <p>Adequately balance COM faculty workload allocations to address any identified gaps in faculty adequacy related to time available for research and scholarly activity</p> <p>Increase COM staffing and reduce volume of service activities if indicated by the evidence reviewed</p> <p>Develop a COM process for balancing/off-setting COM teaching loads for faculty awarded substantial research grants</p>	01.02.2020	12.31.2023	COM Admin HR Research Office Others as appropriate

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Strategic Initiative #2	Expected Outcomes	Responsibility	Success Measures	Start Quarter	Deadline	Dependencies
Encourage grant writing and research by developing ongoing and customized communications between COM faculty/students, key DMU personnel and the public. ALIGNMENT WITH ... DMU Research Objective #3: Advance a culture that values grantsmanship and promotes the development of fundable research programs	Increase over 3 years in the number of COM faculty/students/staff who report that their involvement in research/scholarship/grant writing is valued and appropriately recognized Increase over 3 years in the number and quality of COM faculty/students/staff reporting that communication between COM stakeholders, DMU personnel and the public inspired their engagement in research/scholarship/grantsmanship Increase in the number of COM research/grant/scholarship deliverables produced and reported to the DMU Research Office over 3 years Increase in the percentage of eligible COM faculty/student/staff engaged in scholarship over 3 years Increase in the ratio of clinical to biomedical faculty involvement in scholarly activity over 3 years	Research Strategic Planning Group Progress Monitoring: Associate Dean of Academic Assessment, Quality and Development	Launch a COM quarterly newsletter to support within-COM information sharing regarding research/scholarship and grant activity Develop a formal mechanism within the COM to forward scholarly achievements to Marketing for media release Publish COM annual impact reports on the DMU website – include 3-year trends documenting faculty/student scholarship and research involvements Offer formal awards and/or seed money to faculty in recognition of the value placed on scholarly contributions by the program Assess the types of meetings needed with DMU Research Office staff that will allow for targeted information sharing with COM individuals who have widely varying research interests Launch a series of COM faculty/student meetings tailored to research interests, with information-sharing led by the DMU Research Office Add DMU Research Office reporting to the COM faculty meeting agenda on a quarterly basis	01.02.2020	12.31.2023	COM Admin Marketing Research Office Others as appropriate

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Strategic Initiative #3	Expected Outcomes	Responsibility	Success Measures	Start Quarter	Deadline	Dependencies
Optimize the development of research partnerships that support faculty and student participation in scholarship ALIGNMENT WITH ... DMU Research Objective #4: Promote the development of key collaborative research relationships that will build the scientific reputation of DMU	Increase number of COM faculty/students engaged in research partnerships over 3 years Increase number and quality of COM research/grant/scholarship deliverables produced and reported to the DMU Research Office over 3 years Increase percentage of eligible COM faculty/student/staff engaged in scholarship over 3 years Increase ratio of clinical to biomedical faculty involvement in scholarly activity over 3 years	Research Strategic Planning Group Progress Monitoring: Associate Dean of Academic Assessment, Quality and Development	Provide programmatic support for reconstituting a Center for Translational Research and identify/hire key personnel Establish collaborative relationships with individuals and organizations that share common research and grant writing goals with the COM	01.02.2020	12.31.2023	COM Admin HR Research Office Others as appropriate

Status Updates: <Date> <Comment> Percent Complete: <%Complete>