

COM Strategic Plan 2024

DMU College of Osteopathic Medicine



COM Strategic Planning Process

The DMU College of Osteopathic Medicine (COM) aligns its strategic planning with the University Mission and Vision Planning Process. In preparation for the next 3-year Des Moines University (DMU) planning cycle for Vision 2024, President Angela Franklin charged members of the Executive Leadership Team (ELT) to provide a full review and update of the DMU Mission and Vision Statements in the summer of 2021. Vision Statement champions for Vision 2024 and additional University leaders revised the statements and developed new strategic goals in alignment with 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 revised Vision Statements represented major focus areas for the 2024 Strategic Planning Cycle.

In December 2021, the Board of Trustees endorsed the Mission and Vision Statements as presented. Soon thereafter, President Franklin informed the campus community of these endorsements at the 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 2024. Colleges and service units were instructed to create plans in support of the Vision Statements and goals identified in Vision 2024 with a launch date of April 2022.

In January 2022, the COM Dean assembled key stakeholders in the organization and charged them with determining goals for a meaningful and updated COM Strategic Plan. Three main categories were identified as standard medical school focus areas (clinic, education, and research) with a charge from the dean to integrate four overriding principles that support the University Vision Statements: student/faculty/staff wellbeing, diversity/equity/inclusion, post-graduate placement, and impact/consideration of the planned campus move to West Des Moines. Team leads and co-leads were assigned and team members strategically assigned that included COM faculty, staff, and students. These three teams met at varying times to determine specific goals, tactics, and responsibilities.

The COM Strategic Leadership Team included Dr. Steven Halm, Dr. Paul Schenarts and Dr. Leslie Wimsatt within the COM Dean's Office. This team provided guidance to each of the three COM Strategic Planning teams to ensure synergy and alignment across working groups. The COM Dean's Office, in partnership with the three Strategic Team Leads – Dr. Sarah Parrott, Dr. Matthew Henry and Dr. Kim Tran - compiled this final version of the COM's Strategic Plan.



The COM Dean shared the themes and goals of the plan with faculty at the July 2022 Dean's Board (COM combined faculty and staff gathering), at the July 2022 COM faculty meeting and then again at the August 2022 COM Faculty Retreat. Students were provided similar updates through Student Government Association (SGA) meetings. Updates will continue to be provided updates at future Dean's Board Meetings, future SGA and class meetings, as well as quarterly at COM faculty meetings.

The COM Strategic Plan is a dynamic document. All aspects of the COM Strategic Plan 2024 support the provision of clinical services, curriculum, and research. The COM Strategic Plan also supports COM faculty, staff, and student development of professional competencies in wellness, diversity, equity, and inclusion. Its strategic goals, targeted outcomes and action steps align with the overarching DMU Mission, Vision and Values.

COM Mission

To improve lives in our global community by educating diverse groups of highly competent and compassionate osteopathic physicians, health educators, researchers and scholars

Alignment – DMU Strategic Vision and COM Strategic Goals 2024

1. SHARED CLINIC VISION 2024:

DMU: Provide high quality patient care and educational experiences dedicated to improving health and wellness

- *COM: Ensure faculty and staff wellness is a clinic management priority*
- *COM: Increase clinic provider and staff knowledge and action about diversity, equity and inclusion*
- *COM: Maintain a clinic environment where students' career goals are explored and nurtured*
- *COM: Ensure seamless transition of student/employee health services affiliated with the campus transition*

2. SHARED EDUCATION VISION 2024:

DMU: Serve as a national leader in healthcare education with vision and focus on training the healthcare leaders and workforce of the future

- *COM: Implement teaching, learning and evaluation strategies that advance student outcomes and wellbeing*
- *COM: Develop a longitudinal curricular strategy to enhance the culture of inclusivity*
- *COM: Position students to compete for and thrive in a changing residency environment*
- *COM: Leverage new campus learning spaces and technologies to enhance the student learning experience*

3. SHARED RESEARCH VISION 2024:

DMU: Cultivate distinctive scholars who collaboratively generate, apply, and integrate new knowledge

- *COM: Reduce obstacles to engagement in research and scholarly activities by COM faculty, staff and students*
- *COM: Assess and promote diversity, equity, and inclusion in research activities of COM faculty, staff, and students*
- *COM: Monitor trends in post-graduation placement, and provide and align research opportunities for students pursuing competitive post-graduation programs/jobs*
- *COM: Maintain research activities during the transition and explore new opportunities presented in the new campus*

COM Strategic Planning Team

Strategic Leadership Team

Steven Halm, DO (Lead)
Paul Schenarts, MD
Leslie Wimsatt, PhD
Nia Vassilonikolidakis

Dean
Associate Dean, Clinical Affairs
Associate Dean, Academic Assessment, Quality and Development
Senior Administrative Assistant – Recorder

Strategic Goal Team – Clinic

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Strategic Goal Team - Education

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Strategic Goal Team - Research

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