Vision 2021 Strategic Plan
College of Osteopathic Medicine
Des Moines University College of Osteopathic Medicine

Strategic Plan Update 01/21/2021

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. Latterell, Dr. Thompson, Dr. Wimsatt, Dr. Streyffeler, Phil Blumberg, and Dr. Canby.

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). From November 2020 to January 2021, the COM Dean worked with the faculty at COM Faculty as a whole, and with subcommittees to revise specific language in two of the six areas of focus. The current (below) document includes these updates that were approved by the faculty, at their January 2021 faculty meeting. Updates will continue to be provided to faculty and staff at future Dean’s Board gatherings, as well as quarterly at COM Faculty meetings.

As of January 2021, current team leads for the focus areas are Dennis Walker, Dr. Beaty, Dr. Wimsatt, Dr. Streyffeler, Dr. Spocter, and Dr. Canby. The University Strategic Plan is due for its three-year update in December 2021 at which time the COM Strategic Plan will be further updated.
MISSION
To improve lives in our global community by educating diverse groups of highly competent and compassionate osteopathic physicians, health educators, researchers and scholars.

VISION
Des Moines University will be the leader in innovative health education that promotes lifelong learning.
The current themes and goals used for COM’s current Strategic Plan

1. **CLINICAL ROTATIONS: Broaden and deepen COM’s clinical learning infrastructure.**
   - Maintain rotation slot adequacy while reducing costs to the University and its students by:
     - Ensuring desirable number of affiliate-hosted third year spots.
     - Reducing student and University costs in clinical training.
     - Building relationship with sites and preceptors.
     - Improving site and preceptor perception of support from DMU.

2. **GRADUATE MEDICAL EDUCATION: Develop students to compete for and thrive in a changing residency environment.**
   - Improve student GME preparation and overall GME growth by:
     - Developing online Pulse resources regarding residency.
     - Increasing clinical mentoring information and opportunity.
     - Investigating sponsoring institutions or partnering opportunities for residencies/fellowships.
     - Developing opportunities for unmatched COM students to increase their competitiveness.

3. **WELLNESS: Nurture an environment that promotes the well-being and thriving of students, staff, and faculty.**
   - Encourage an environment that promotes wellness amongst students, staff, and faculty. Nurture an environment that promotes the well-being and thriving of COM students, staff, and faculty by:
     - Conducting yearly assessments of the well-being of each of these groups and tracking progress.
     - Utilizing yearly assessment data to identify problem areas for intervention.
     - Developing and implementing interventions that target problem areas in student, staff, and faculty well-being.
4. **RESEARCH:** Encourage intellectual curiosity by supporting faculty and student scholarship.

- Identify opportunities to improve scholarly activity, quality improvement, and research by reducing obstacles faced by COM faculty/students in scholarship engagement.

- Encourage grant writing and research by developing ongoing and customized communications between COM faculty/students, key DMU personnel and the public.

- Optimize the development of research partnerships that support faculty and student participation in scholarship.

5. **RECRUITMENT:** Recruit and retain the best talent that fits COM’s commitment to diversity, collaboration, and learning.

- Create diversity recruitment strategies that align with and directly support the diversity goals established by the University Office of Student Affairs and Admissions in their 2019 Strategic Enrollment Plan.

- Identify opportunities to recruit faculty and staff that are highly collaborative and respectful of diversity and inclusion.

6. **CURRICULUM:** Identify, evaluate, and implement technologies, workflows, and support systems that optimize learning and assessment.

- Develop plans and processes to improve communication flows between the DO program and University functional units that support and advance its educational mission.

- Identify plans and processes to invest in people to nurture their ability to optimize learning and assessment.

- Create plans and processes to optimize learning and assessment approaches to support active learning.

Detailed strategic plan initiatives, tactics, success measures and current timelines are available from the Dean’s Office.
Alignment with DMU’s Vision 2021 Strategic Plan

EDUCATION VISION STATEMENT: Des Moines University will emerge as a national leader in healthcare education with vision and focus on training the healthcare leaders and workforce of the future.  (COM Strategies # 1, 2, 5, 6)

RESEARCH VISION STATEMENT: Des Moines University will be a cultivator of distinctive faculty and student researchers who discover and disseminate new knowledge.  (COM Strategy # 4)

CLINIC VISION STATEMENT: Des Moines University will provide high quality patient care and educational experiences dedicated to improving health and wellness.  (COM Strategy # 3)

POLICY AND SERVICE VISION STATEMENT: Des Moines University will be a leader in community service and will convene key stakeholders, coalitions and partners on policy issues to support the well-being of our community.  (COM Strategies # 2, 3, 5)