

School of Podiatric Medicine

Five Year Strategic Plan

2023-2028



UTRGVTM



INTRODUCTION:

In June 2023, the University of Texas Rio Grande Valley (UTRGV) School of Podiatric Medicine undertook a strategic planning process to assess its progress since its establishment in 2020. The primary objective of the 2023 strategic plan was to refine the school's vision, mission, goals, and objectives for the next five years while considering the broader context of podiatric medical education.

The strategic planning session in 2023 involved various stakeholders, including SOPM administrators, faculty, staff, students, community faculty, physicians, and other individuals with an interest in the community. Building upon the ideas generated during the initial strategic planning workshop held on February 8, 2020, which involved podiatrists from three different states, community partners, and SOM leaders, the session aimed to analyze the strengths, needs, opportunities, and threats associated with establishing the School of Podiatric Medicine.

With the University's mission, vision, and goals in mind, the group collaborated to develop and reassess the vision, mission, values, goals, and performance metrics for the SOPM. This resulted in a modified five-year plan spanning from the academic year 2023 to 2028. The plan focuses on five key themes: education, research, service, clinical enterprise, and leadership. Detailed roadmaps for each theme will guide the implementation of this plan and aid in achieving its goals. By engaging in this strategic planning process, UTRGV's School of Podiatric Medicine aims to enhance its direction and meet the evolving needs of podiatric medical education in the years ahead.

VISION:

We aspire to be the global Leader in podiatric medicine integrating education, research, and service; inspiring and advancing the practice while transcending inter-professional and geographic boundaries.

MISSION:

The UTRGV SOPM will foster student success by inspiring, educating, and developing a diverse compassionate student body fully prepared for podiatric residency training, becoming dedicated Podiatric Physicians, Research Scientist, Public Health Professionals, and Educators.

CORE VALUES:

- **Compassion:** compassion is to show empathy, sympathy, and understanding for people who are suffering.
- **Humility:** humility is the ability to be modest of one's importance or rank.
- **Integrity:** integrity is doing what's right at all times, the purity of intention.
- **Accountability:** accountability is holding ourselves and those around us to the highest standard while enduring responsibility to serve.
- **Engagement:** engagement is the energy, passion, and time one devotes to participate and commit to accomplishing a common goal.
- **Collaboration:** collaboration is contributing and sharing skills and talent in a group that shares a common goal embodying the trust and respect of others.
- **Inclusive:** inclusiveness is the ability to be comprehensive of others, including age, ethnic group, gender, race, and other beliefs.
- **Tolerance:** tolerance is the ability and willingness to tolerate something, in particular, the existence of opinions or behavior that one does not agree with.
- **Cultural Awareness/ Cultural Sensitivity:** cultural awareness is the commitment to improving health outcomes and reducing health disparities of at-risk populations through community and population-based interventions.
- **Openness:** openness is the ability to be transparent and keep trust, respect, and confidence among all to avoid conflicts.

GOAL 1: EDUCATION - CURRICULUM - Please see full Strategic Planning document for detailed strategies and outcomes*

UTRGV SOPM will develop and maintain a CPME-accredited forward-thinking podiatric medical education program that graduates physicians well-prepared for podiatric residency training and dedicated to practicing evidence-based, patient-centered podiatric medicine and surgery in any setting.

Objective 1.1: SOPM aims for an innovative, competency-driven curriculum aligned with CPME. Strategies include establishing the SPMCC, designing courses with outcomes in mind, formulating goals and objectives, creating a curriculum map, implementing assessments, and designing effective learning experiences. Implementation begins August 2022, with desired outcomes of high pass rates, graduation rates, residency placement, curriculum alignment, and low attrition.

Objective 1.2: SOPM's curriculum will prepare students for residency with a 100% placement rate. Strategies involve identifying necessary knowledge and skills, designing evidence-based experiences, addressing basic and clinical science, and ensuring adequate facilities. Implementation starts August 2022, aiming for high pass rates, graduation rates, and students ready for residency.

Objective 1.3: SOPM will establish a comprehensive assessment plan by August 2023. Strategies include the SOPM Assessment Team, curricular evaluations, multidimensional assessments, data collection, and admissions processes. Implementation starts August 2022, with outcomes of submitting a plan, evidence of assessments, and compliance with CPME standards.

Objective 1.4: SOPM will deliver clinical education by April 2024. Strategies include aligning clerkships, formulating outcomes, identifying clinical sites, incorporating assessments, recruiting faculty, and implementing a development program. Implementation begins January 2023, aiming for syllabi, a manual, rotations, agreements, passing rates, and faculty development.

Objective 1.5: SOPM will improve outcomes through innovative education. Strategies include technology utilization, Altus One 45, data analytics, interactive sessions, innovative labs, a clinical skills module, and active learning. Implementation starts August 2022, targeting high pass rates, graduation rates, innovation evidence, and student satisfaction.

Objective 1.6: SOPM seeks CPME accreditation by April 2024. Strategies involve Continuous Quality Improvement, planning, responsible individuals, and collaboration. Implementation begins August 2022, with desired outcomes of achieving accreditation in the specified timeline.

GOAL 2: EDUCATION - STUDENTS - Please see full Strategic Planning document for detailed strategies and outcomes*

UTRGV SOPM will develop and nurture a culture of learning through the acquisition of highly qualified students and faculty in an environment conducive for self-exploration and growth to ensure learner, faculty, and staff success.

Objective 2.1: SOPM aims to recruit and matriculate well-qualified students. Strategies include establishing a workgroup, implementing an admissions process aligned with the institutional mission, and utilizing holistic review. Outcomes include a pool of applicants and functional clinical sites.

Objective 2.2: SOPM strives to graduate successful students. Strategies involve recruitment initiatives, collaboration with university marketing teams, and utilization of application services. The outcome is attaining well-qualified students through recruitment and retention.

Objective 2.3: SOPM aims to provide academic advising support. Strategies include establishing an advising center, designing resources for advisors, and conducting performance analysis. The outcomes include a functioning advising center and evidence of support tools.

Objective 2.4: SOPM focuses on networking with local and state physicians. Strategies involve identifying willing participants, hosting program physicians, and establishing relationships. The outcomes include participation of physicians and students in the networking program.

Objective 2.5: SOPM aims to provide on-site counseling support. Strategies involve determining appropriate salary, coordinating with the university, and creating a safe space. The outcome is having an on-site counselor for the academic year.

Objective 2.6: SOPM aims to enrich students' learning experience and develop campus culture. Strategies include building facilities such as a student lounge, recreational center, and multi-purpose room, as well as acquiring resources like food service and a library. The outcomes include evidence of these facilities and resources.

Objective 2.7: SOPM strives to build a support system for student retention. Strategies involve promoting awareness of support services, implementing academic advising, assigning faculty mentors, and conducting student panels. The outcomes include increased awareness, utilization of support services, faculty-student interaction, and student panel attendance.

GOAL 3: EDUCATION - FACULTY - Please see full Strategic Planning document for detailed strategies and outcomes*

UTRGV SOPM will foster and promote academic and clinical teaching excellence in serving the SOPM educational mission.

Objective 3.1: Acquire highly qualified faculty and staff through rigorous recruitment and retention practices. Strategies include marketing plans, relocation video, incentives, and timeline. Outcomes include evidence of marketing plan, relocation video, and increased faculty count.

Objective 3.2: Attract and maintain a diverse and highly qualified faculty and staff. Strategies include recruitment packages, faculty development training, and diversity practices. Outcomes include desired faculty recruit-to-hire ratio, faculty participation in training, and diversity practices implementation.

Objective 3.3: Achieve teaching excellence through clinical faculty development. Strategies include faculty resources, orientation, development programs, and fellowships. Outcomes include faculty participation in development activities, orientation, and fellowships.

Objective 3.4: Provide specialized educational opportunities for faculty. Strategies include development of specific programs, associate dean lecture series, CME courses, and faculty development calendar. Outcomes include participation in educational programs, lecture series, CME courses, and compliance with development hours.

GOAL B: RESEARCH - Please see full Strategic Planning document for detailed strategies and outcomes*

UTRGV SOPM will engage in medical and clinical research to advance knowledge for the good of society, to improve the health of people of the RGV, the state of Texas, and beyond, while providing a strong foundation that furthers the art and science of podiatric medicine and surgery.

Objective 1.1: SOPM will provide research opportunities for students. Strategies include incorporating research principles in the curriculum, creating research programs, and showcasing student presentations. Outcomes include high pass rates in Health Systems Science, student participation in research, and growth in research engagement.

Objective 1.2: SOPM will develop faculty engaged in research. Strategies involve faculty development, protecting research time, and providing resources. Outcomes include faculty research proposals, matching effort and awards, and participation in scholarly activities.

Objective 1.3: SOPM will build research services and training programs. Strategies include collaboration, hiring an assistant dean, and partnering with the Office of Sponsored Programs. Outcomes include active research projects, hiring of an assistant dean, and training attendance.

Objective 1.4: SOPM will maintain an active podiatric research program. Strategies include supporting faculty in biomechanics, diabetic foot, foot and ankle surgery, and anatomy. Outcomes include research publications, collaborations, and projects in respective areas.

Objective 1.5: SOPM will increase endowments and financial support. Strategies involve engaging industry, sharing research activities, and fundraising. Outcomes include donor support, community engagement, and raised funds for student research.

GOAL C: SERVICE - Please see full Strategic Planning document for detailed strategies and outcomes*

UTRGV SOPM will develop podiatric physicians who are prepared to serve the fundamental purposes of medicine, possessing the attributes that are necessary to meet their individual and collective responsibilities to society including relief of pain and suffering, the promotion of health and the prevention of disease.

Objective 1.1: Identify and assess community needs in the RGV. Strategies involve meeting with clinic CEOs, faith-based leaders, and community service clubs. Outcomes include reporting encounters in faculty meetings.

Objective 1.2: Develop and participate in community health education programs. Strategies include providing podiatric services at the Brownsville Community Clinic/Culture of Life Ministries. The outcome is attending the clinic twice a semester.

Objective 1.3: Increase exposure to podiatric medicine. Strategies involve clinical rotations, interprofessional lectures, and participation in community events. Outcomes include student rotations with local podiatrists, interprofessional lectures, and student attendance at community events.

Objective 1.4: Maximize faculty integration with UTRGV and the community. Strategies include faculty representation, club sponsorships, and involvement in committees and organizations. Outcomes include faculty representation in the faculty senate, student participation in various activities, and faculty participation in committees and organizations.

GOAL D: LEADERSHIP - Please see full Strategic Planning document for detailed strategies and outcomes*

UTRGV SOPM will promote and provide leadership in podiatric medicine integrating education, research, and clinical service, inspiring and advancing the practice and profession for the RGV population and beyond.

Objective 1.1: SOPM enhances education through innovative curriculum and technology, aiming for student competency and active learning. Outcomes include achieving competencies, high board pass rates, and residency placements.

Objective 1.2: SOPM focuses on transformative research, expanding infrastructure and collaborations. Outcomes include increased research activities, partnerships, funding, and technology transfer.

Objective 1.3: SOPM promotes holistic health by addressing disparities, implementing interprofessional care, and improving podiatric services. Outcomes include better patient outcomes, increased program relationships, and diverse healthcare professionals.

Objective 1.4: SOPM leads the Podiatric profession through creativity and engagement. Outcomes include competent graduates, faculty involvement, and student leadership in professional organizations.

GOAL E: CLINICAL ENTERPRISE - Please see full Strategic Planning document for detailed strategies and outcomes*

SOPM Clinical Enterprise will develop into a self-sustaining operation centered around student learning by providing clinical experiences where students can utilize their knowledge, practice skills, and behaviors to make clinical decisions while caring for patients.

Objective 1.1: Develop comprehensive lower extremity care by establishing podiatric services in UT Health facilities with advanced equipment. Strategies include integrating services into health system clinics and securing partnerships with community partners. Outcomes include functional clinical sites in McAllen, Harlingen, and Brownsville.

Objective 1.2: Implement a recruitment strategy to hire clinical faculty and support staff. Strategies involve investing in hiring high-revenue producing podiatric physicians, marketing faculty recruitment through various channels, and providing incentives. The outcome is hiring six clinical faculty members.

Objective 1.3: Increase patient population by promoting podiatric services to the community. Strategies include creating a marketing strategy to raise awareness of services. The outcome is 3,000 patient visits with annual growth.

Objective 1.4: Generate revenue from the clinical enterprise. Strategies involve strategic planning, establishing protocols and procedures, training staff, and hiring specialized podiatric specialists. Outcomes include revenue targets, a practice plan in place, trained staff, and desired scope of practice achieved.



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