

URSMD MD Program Strategic Plan

Mission: We improve the health of individuals and populations through an innovative medical education program that emphasizes inclusion, humility, and personal growth.

Vision: We inspire diverse learners to become compassionate leaders in medicine and science by emphasizing collaboration, discovery, and excellence.

Values: The URSMD MD program embraces the IICARE values of Integrity, Inclusion, Compassion, Accountability, Respect, and Excellence.

The University of Rochester School of Medicine and Dentistry's MD program has a remarkable history of integrating the scientific foundations (basic science) of medicine with the art of clinical care framed in the Biopsychosocial model. Integrating Health Humanities and Health Systems science, our Double Helix Curriculum—Translations and Transitions utilizes ample elective time for career exploration. Through the pursuit of education, research, and community service, our graduates are poised to shape the future of healthcare. We prepare graduates with advanced scientific knowledge and clinical reasoning to provide excellent individualized care. Our continued success demands we are committed to innovation, equity, collaboration, and discovery. As an institution and a community, we will develop new ideas and initiatives. With the input of our learners, faculty, and staff, we have developed a strategic plan to guide us in achieving our goals as we respond adeptly to the unexpected and creatively develop new ideas and initiatives. The towers of our MD program strategic plan, built on the foundation of our long successful history, will support us in achieving our mission.

Strategic Towers

Education and Assessment Innovation: Cultivate a program that engages in innovative education offering personalized training options.

People: Recruit, develop, and retain outstanding and diverse students, faculty, and staff who work collaboratively for educational excellence.

Discovery: Foster altruism and intellectual curiosity, advancing scholarship and improving the human condition.

Student Support: Optimize the learning environment and the professional development and health of our people.

Technology and Infrastructure: Establish flexible learning spaces and tools to promote education excellence.

Strategic Towers

Education and Assessment Innovation

The Double Helix Curriculum—Translations and Transitions is the core of our MD program. We will build on our excellence in medical education and leverage opportunities for innovation. Continuously refining our curriculum content, we will further diversify our instruction methods emphasizing active learning methods. Innovative changes will allow students to pursue other interests and qualifications. Our

robust assessments will draw on a cadre of expert faculty to ensure students obtain constructive feedback and achieve the phase and curriculum objectives.

Strategies:

1. We will refine our curriculum content in areas such as racism, equity and inclusion; Health Systems Science, and Health Humanities, emphasizing the presence of the Biopsychosocial model.
2. We will collaborate with new partners to expand interprofessional education experiences.
3. We will reduce lecture time, incorporating broader instruction methods, expanding active learning instruction and clinical elective opportunities within the MD program.
4. We will investigate curriculum modifications allowing students to competently achieve the program objectives in an accelerated timeline to pursue additional training and credentials.
5. We will create an academy of expert assessors to provide equitable feedback and assessment of medical students across the four year continuum.
6. We will expand experiences targeted toward the optimal transition from medical student to intern/resident.

People

As the home of the Biopsychosocial model embracing a complete understanding of each patient, the people in our medical school are critical. Efforts to recruit and retain a high caliber, dedicated, and diverse student body, faculty, and administrative staff team are essential for success. With our holistic admissions processes, we will bring together 105 students to form a medical school class that is collaborative and dedicated to learning, discovery, and service. To foster the innovative and inquisitive environment that makes the educational experience outstanding, we will catalyze the creativity of our faculty and administrative staff through enhanced support and professional development programs. We strive to create an equitable and inclusive environment where everyone is inspired to reach their potential in a supportive environment.

Strategies:

1. We will expand pipeline, recruitment, and retention action plans to attract excellent and diverse students, faculty and administrative staff to our school, in line with the medical center's Equity & Anti-Racism Action Plan.
2. We will modify our current mechanisms and structures to ensure faculty are supported for their dedicated teaching and committee contributions.
3. We will invest in our people through innovative professional development opportunities in and outside of our medical school.
4. We will grow participation of junior faculty in teaching, creating succession planning.
5. We will position our people for national leadership positions in medical education organizations.

Discovery

Enhancement of the education and professional development of medical students is achieved through their participation in a wide selection of programs. Leveraging the outstanding research of our medical center, committed community partnerships, and our position as a global partner, offerings in research, community service, and international experiences will be expanded. Our Pathway programs have drawn national interest and a deliberate expansion of opportunities will maintain our position as leaders. Drawing the resources of our university, facilitated year out advanced degree, and certificate programs will enhance the educational experience in Rochester. Education scholarship by faculty shared at regional and national levels will further solidify our role as a leader in medical education.

Strategies:

1. We will use partnerships within the University to expand and facilitate student participation in master degree and certificate programs.
2. We will expand student scholarly research achievements through project and mentorship support.
3. We will solidify community partnerships with volunteer experiences to address health disparities.
4. We will cultivate international partnerships for student exchanges, providing broader knowledge of cultural differences and global health issues.
5. We will enhance elective pathway program options to augment the student experience.
6. We will support faculty research in medical education and promote its dissemination in regional and national platforms.

Student Support

Achieving professional success requires mentorship, guidance, and resources to optimize career development and resilience skills. As medical students navigate a rigorous curriculum enhanced by personalized enrichment experiences, they undergo significant challenge, transformation and growth. Multi-faceted resources to reduce financial and external stressors will support students as they work to achieve personal wellness. As our people are diverse, so are their needs which are driven by life experiences, circumstances, and values.

Strategies:

1. We will further expand school and department based programs and faculty mentorship for student career counseling.
2. We will work with University partners including the Office of Equity and Inclusion to develop resilience skills and to enhance wellness offerings.
3. We will strive to achieve goals focused on student support as outlined in the medical center's Equity & Anti-Racism Action Plan.
4. We will prioritize philanthropic efforts to expand scholarships with attention to supporting the recruitment of diverse students.
5. We will work with leadership including department chairs to achieve an exemplary learning environment throughout the medical center and affiliated practices and institutions.

Technology and Infrastructure

Instruction and assessment excellence dictate that the medical school utilize state of the art technology in flexible spaces. As a program that integrated iPads into the medical school curriculum and responded quickly and effectively to the needs for remote learning, we must continue to incorporate state of the art resources for content delivery and evaluation. Educational spaces that support small group learning and provide flexibility will enable faculty to deliver active learning. Study spaces that meet the needs of individual and group study along with appropriate relaxation spaces will enhance the medical student experience.

Strategies:

1. We will develop a long-term plan for the renovation and technology enabling of educational spaces.
2. We will strengthen expert resources to assist faculty in incorporating educational technology to delivery curriculum and assess achievement.
3. We will investigate opportunities for simulation, virtual and augmented reality to deliver and reinforce curricular content.
4. We will repurpose spaces to increase accessible medical student study and collaborative learning spaces.