



School of Health Professions

Strategic Planning

2025-2030

We Will Discuss

- Historical perspective: What SHP accomplished and what we learned
- Outline of the process
- Current timeline
- Observations

SHP Last Strategic Plan: 2016-2021

- Strategic expansion of academic degree programs
- Establish a robust research program
- Strengthen faculty development efforts
- Build a more robust administrative infrastructure to support education, research, scholarship, and operations
- Implement programmatic objectives to address interprofessional Education Collaborative (IPEC) core competencies
- Foster develop a culture/climate of openness, communication, collaboration, transparency, and diversity

Strategic Planning

Process has **value**

Process provides **structured reflection and planning**

Process establishes **measurement and accountability**

Strategic Planning

- Worth the time invested
- SHP is effective

Provisos:

- The plan is focused and time bound
- All stakeholders have the opportunity to be involved
- The plan is dynamic - ongoing review, assessment, and updating

SHP's 2025-2030 Strategic Plan

PLANNING PROCESS

Guiding Principles

- Inclusiveness*
- Authenticity
- Transparent
- Balance
- Adaptable
- Commitment
- Communication

*SHP employees, students, and partners

Communication, Participation, and Feedback Loops

- Surveys
- Discussions and in-person workshops led by OL
- Monthly updates via email
- Website (active through 2025)
- Open door



Committee Structure (as few as possible)

Steering Team
Coordinating Team
Benchmarking Team
Survey Team



- **Ralph A. Gigliotti, PhD**
 - Assistant Vice President for Organizational Leadership, Office of the Executive Vice President for Academic Affairs



- **Christine Goldthwaite, PhD**
 - Associate Director

Phases

Silent Phase

- 0: Planning & organizing

Public Phases

- 1: Mission/Vision/Values (MVV) review/development
- 2: Goal and objectives development
- 3: Goal and objectives refinement
- 4: Implementation plan development

Phase 1: Mission, Vision, Values

- Survey 1 launching soon
 - Will engage SHP employees & students
 - Review MVVs, suggest changes
- Other data brought in
 - Benchmarking, competitor, regional, external partners
- Ensures alignment to University and RH
- Review/refresh key statements that will be foundation of strategic plan
- Survey may have multiple rounds, if needed

Phase 2: Goals and objectives

- Second survey series starting March
- From data:
 - Refine MVV
 - Develop thematic areas which will lead to goals and objectives

Phase 3: Goal and Objectives Refinement

- Third survey series starting in March
 - Refine themes
 - Develop goals and objectives
- Stakeholder engagement
- Discussions and workshops

Phase 4: Implementation

Process and Participation: *Current* timeline

February	March	April	May	June
Review/Refresh Mission, Vision, Values	Refine Mission, Vision, Values	Refine thematic areas	Refine Goals	Refine strategic plan
	Develop thematic areas	Develop goals	Draft Strategic plan	Begin implementation
Survey 1	Survey 2 Facilitated Zoom Discussions	Survey 3	In-person Workshops	Townhalls Celebration

Key Strategic Themes: My Perspective

Democratizing education

- Access & pathways
- Student centeredness

Leaders in the health professions

- Innovation in academic programming
- Innovation in pedagogy: didactic and experiential (e.g., clinical)
- Outstanding research and scholarship
- Sustainability: fiscal, programmatic, partnerships

Citizens of the region

- Developing and strengthening authentic community partnerships
- Serving regional workforce needs
- Community service as part of the educational process



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