

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

PLANNING PROCESS

SHP's 2025-2030 Strategic Plan





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

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Committee Structure (as few as possible)

Steering Team Coordinating Team Benchmarking Team Survey Team



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- 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

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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	Мау	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



