



RUTGERS HEALTH

School of Health Professions

Accelerating Our Future

Rutgers School of Health Professions

Strategic Plan: 2025-2030

Draft as of 06/26/2024

Strategic Priorities, Goals, and Objectives



RUTGERS HEALTH

School of Health Professions

VISION

Improved Health and Healthcare for All

MISSION

Advancing health and the healthcare workforce through exceptional education, rigorous research and scholarship, and services that promote the well-being of individuals and communities

CORE VALUES

Collaboration, Compassion, Excellence, Inclusion, Innovation, Integrity, Respect

ACCELERATORS OF SUCCESS

Spirit of Innovation, Strategic Adaptation, Building Community and Partnerships

Priority	Goals	Objectives
PRIORITY 1: Advance Academic Excellence	<ul style="list-style-type: none"> Provide innovative, cutting edge, health professions education 	<ul style="list-style-type: none"> Leverage AI, simulation, and other emerging technologies Scaffold opportunities in IPE/IPP for all SHP students
PRIORITY 2: Foster Growth of Research and Scholarship	<ul style="list-style-type: none"> Increase scholarly productivity 	<ul style="list-style-type: none"> Foster team scholarship to support NTT advancement Leverage integrated clinics for scholarship Assess and, if appropriate, launch the DHSc
	<ul style="list-style-type: none"> Increase R01 equivalent awards, sustainable grants, and service contracts 	<ul style="list-style-type: none"> Hire additional TT faculty in partnership with Rutgers Health Centers and Institute Foster inter-departmental collaborations
	<ul style="list-style-type: none"> Enhance and structure MSST and Research Office to better support all faculty 	<ul style="list-style-type: none"> Align the organizational structure of MSST and Research Office Extend the capacity of offices to provide optimal services within fiscal constraints
PRIORITY 3: Enhance clinical training through innovation and partnerships	<ul style="list-style-type: none"> Increase quantity, quality, and diversity of clinical affiliations and experiences 	<ul style="list-style-type: none"> Strengthen clinical partnerships with health system partners Increase clinical affiliations outside of New Jersey Expand and integrate SHP community to support the patient experience as well as educational and research/scholarship activities Optimize SHP community clinics for student training, IPP Increase opportunities for clinical training through simulation

Priority	Goals	Objectives
PRIORITY 4: Build Healthy, Vibrant, and Inclusive Communities	<ul style="list-style-type: none"> Workplace Community: Evolve SHP's work environments to bring core values and DEI principles to life 	<ul style="list-style-type: none"> Develop and implement workplace wellness plan aligned with HHS framework (https://www.hhs.gov/surgeongeneral/priorities/workplace-well-being/index.html) Identify and address changes in work environments to better reflect core values and DEI principles (i.e., meeting structures, other communications and events) Enhance professional development, advancement, and recognition in the workplace for faculty and staff Build capacity of leaders at all levels to promote inclusive climates and a positive work culture
	<ul style="list-style-type: none"> Student Community: Enhance the student access and experience from admissions through graduation 	<ul style="list-style-type: none"> Create more seamless transition from RU undergrad into SHP programs Explore opportunities for tailored programs (i.e., part-time programs, short certificates) and pathways (i.e., entry ways) to attract and retain target student populations (i.e., Veterans, Second Career, First Gen) Review and enhance the admissions process to ensure it is holistic, inclusive, effective, and efficient (i.e., explore utilization of AI) Support programming and services that optimize student health, wellness, and resilience Continue to improve spaces and equipment that support student learning and community building.
	<ul style="list-style-type: none"> External Community: Build mutually beneficial partnerships within the communities we live and serve 	<ul style="list-style-type: none"> Design substantive and sustainable community engagement strategy aligned with SHP's core mission Increase quantity and variety of community activities that advance student experience in underserved communities

Priority	Goals	Objectives
Priority 5: Strategic Stewardship and Sustainability	<ul style="list-style-type: none"> Optimize academic offerings, size, and structure of SHP 	<ul style="list-style-type: none"> Assess depth and breadth of academic portfolio Review SHP organizational structure and adjust to support the strategic plan Build and share financial models of sustainability accounting for environmental trends to support SHP decision-making and resource allocation.
	<ul style="list-style-type: none"> Advance regional and national reputation 	<ul style="list-style-type: none"> Build awareness of SHP quality, accomplishments, and offerings with key stakeholders Advance understanding and recognition of SHP professions within RBHS and affiliated Health system Continued retention and recruitment of outstanding faculty
	<ul style="list-style-type: none"> Revitalize and deploy a philanthropic strategy 	<ul style="list-style-type: none"> Create and implement an alumni engagement strategy Increase philanthropic funds and corporate sponsorship to support clinical integration and grow dedicated funds for student scholarships