BUILDING ON THE MOMENTUM OF OUR FIRST 100 YEARS

KCU-COM STRATEGIC PLAN FOUNDATION

Kansas City University
OF MEDICINE AND BIOSCIENCES
College of Osteopathic Medicine
KCU-COM STRATEGIC PLANNING COMMITTEE

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**KCU INSTITUTIONAL GOAL 1:**

*Strengthen outcomes-based education for students through curricular innovation that incorporates teaching excellence and leading-edge technology.*

**KCU-COM STRATEGY 1:**
**INCREASE STUDENT ENGAGEMENT**

**TASKS**
- Provide training and encouragement for small group instruction.
- Place greater emphasis on including active learning in the curriculum.
- Expand our simulation learning experiences across the spectrum of medical education.
- Develop innovative strategies to assess the specialty/honors tracks in our curriculum to assure they are meeting the educational needs for future healthcare delivery, beyond board preparation.
- Continue investments in interactive distance education.

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**KCU INSTITUTIONAL GOAL 2:**

*Expand the national impact and reputation of KCU through the development of additional health sciences programs, new campuses and strategic partnerships.*

**KCU-COM STRATEGY 1:**
**INCREASE FACULTY RESOURCES AND SUPPORT TO PARTICIPATE ON NATIONAL COMMITTEES, BOARDS AND IN ORGANIZED MEDICINE**

**TASKS**
- Encourage faculty to participate and develop leadership roles in specialty organizations related to their discipline.
- Increase faculty presence and participation at regional and state wide organized medicine events.
- Engage with regional and national professional organizations to educate faculty and students regarding healthcare policy.

**KCU-COM STRATEGY 2:**
**ENHANCE FACULTY EDUCATION THROUGH ADVANCED TRAINING**

**TASKS**
- Identify key faculty for advanced degrees included but not limited to a MBA, MPH, and MEd.
- Enroll key faculty in advanced training such as Costin Institute, Harvard Macy, and IPEC.
- Enhance faculty development and course offerings in the Institute for Learning Advancement.
KCU INSTITUTIONAL GOAL 3:

Expand research that leverages the region’s diverse demographics and resources to improve the health of our community.

KCU-COM STRATEGY 1:

EXPAND RESEARCH INITIATIVES

TASKS
+ Identify and address constraints with research facilities.
+ Align “protected time” for those faculty engaged in research as well as teaching.
+ Encourage research partnerships to enhance and build professional collaboratives.
+ Identify faculty for student research electives and tracks.

KCU-COM STRATEGY 2:

EXPAND STUDENT EXPOSURE TO RESEARCH

TASKS
+ Expand student research opportunities both internally and with community partners.
+ Promote the growth and development of faculty expertise in the areas of research, clinical trials and osteopathic principles/practices.
+ Coordinate research to connect projects and programs interprofessionally throughout the university.
+ Encourage student participation in annual Research Day.
+ Work with Provost and the Dean of the College of Biosciences to provide “visiting professors” to augment the research learning experience.
+ Provide an online research methods curriculum to 100% of matriculating students.

KCU INSTITUTIONAL GOAL 4:

Develop partnerships that align with KCU’s mission and create value for our constituents.

KCU-COM STRATEGY 1:

EXPAND THE VISIBILITY OF GME

TASKS
+ Provide education on the mission of GME for the faculty and staff team to enhance the value of pre-doctoral and post-graduate programs for our students.
+ Promote faculty development and collaboration with faculty and staff in the art of educating varied levels of medical students and residents.
+ Ensure collaboration and integration of the GME division and the Clinical Education Department thus expanding the GME workforce and to enhance resources and opportunities for resident physician and medical student interaction.

KCU-COM STRATEGY 2:

EXPAND GME PARTNERSHIPS

TASKS
+ Engage interested regional clinicians, program directors, and educational leadership to share resources and promote learning and teaching in post-graduate medical education.
+ Build relationships with other medical institutions in the KC and Joplin region.
+ Build partnerships for enhanced education in specialty medicine through the development of specialized tracks.
KCU INSTITUTIONAL GOAL 5:
Build the best university team in the profession.

KCU-COM STRATEGY 1:
EMPHASIZE WELLNESS FOR STUDENTS, FACULTY AND STAFF

TASKS
✦ Initiate a wellness plan/timeline for students and the faculty/staff team.
✦ Provide greater accessibility to the resources currently offered through our Human Resources Department and insurance carrier.
✦ Create an insurance product for our students to ease the financial burden of seeking physical and behavioral health care.

KCU-COM STRATEGY 2:
INVEST IN THE STRATEGIC EXPANSION AND DEVELOPMENT OF FACULTY AND STAFF

TASKS
✦ Systematically conduct a needs analysis to identify strategic priorities for faculty/staff hires.
✦ Enhance our current on-boarding strategies and training for new hires.
✦ Offer new professional development opportunities for existing faculty/staff.
✦ Conduct market value research to ensure competitive salaries and job descriptions.

KCU-COM STRATEGY 3:
ENSURE TRANSPARENCY AND COMMUNICATION CHANNELS WITHIN THE COM AND THROUGHOUT THE UNIVERSITY

TASKS
✦ Be vigilant in communicating the programmatic COM vision for growth and opportunity development with faculty, staff and students.
✦ Enhance the resources and support to encourage and facilitate collaboration between COM departments.
✦ Explore ways to communicate important messages clearly and widely with opportunity for feedback and questions.
✦ Be vigilant in ensuring unified academic and professional development across both COM campuses.
✦ Continue faculty/staff meetings for broad team input into planning and strategic development.
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