

DRAFT

**University of Minnesota Academic Health Center
July-December 1997 Work Plan**

Strategic Themes

- Improve the environment for students and faculty.
- Re-shape educational programs to adapt to new professional roles.
- Direct resources to focused programs of excellence in research and education.
- Strengthen ties to the community to create responsive, relevant relationships.
- Expand the diversity of our student and faculty populations.
- Improve the quality and efficiency of the infrastructure support of the AHC mission.
- Expand the reach of our communications program; develop an identity for the University of Minnesota's Academic Health Center and each college/school.
- Enhance the skills of our leaders in guiding change in the Academic Health Center.
- Enhance the quality and scope of AHC clinical programs.

Objectives

During the next six months, the Academic Health Center deans and the senior vice president for health sciences will collaborate to

- 1. Implement the strategic plans for the AHC colleges and schools.**
- 2. Enhance the relevance and excellence of education and research programs.**
 - work with the faculty to enhance the effectiveness of faculty involvement in AHC program development
 - develop and allocate funds for interdisciplinary/intercollegiate initiatives in health education that will result in the creation of national models for interdisciplinary health education
 - develop an AHC Education Support Organization to support faculty in technology applications and faculty development
 - increase the number of communities served by programs of the Rural Health School
 - study and determine the best approach for allied health professional education
 - lay the groundwork for an expanded "public utility model" for financing health care education
 - allocate AHC strategic research investment funds
 - implement an AHC Research Services Organization to enhance access to and interaction with the private bio-medical sector
 - establish an enhanced technology transfer organization with state funds

- 3. Enhance the competitive market position of the clinical enterprise.**
 - complete the integration of all medical school faculty practices into University of Minnesota Physicians
 - complete the transfer of personnel to University of Minnesota Physicians in a positive and supportive manner (Human Resources)
 - continue to develop linkages and working processes with Fairview
 - enhance utilization of the University's dental clinics and the veterinary teaching hospital
 - address the issues of non-physician practice plans and multiple site practice by university health care providers
 - support the development of new interprofessional health care delivery models and integrate them with health education
 - develop workforce projections of the market needs for faculty clinical services

- 4. Improve internal and external communications.**
 - complete and implement a strategic communications plan
 - create a cogent and understandable identity for the Academic Health Center
 - build a sense of community and connection within the AHC and its schools and colleges
 - develop external advisory groups and partnerships in support of the AHC mission

- 5. Improve the learning and support environment for students.**
 - remodel and improve classrooms
 - expand student common space
 - improve access to learning technologies

- 6. Redesign and implement an effective service support infrastructure.**
 - provide a rationale basis for the allocation of resources
 - seek to improve services and reduce costs
 - shift resources supporting overhead to mission related activities
 - establish planning systems within each college and for the AHC to project and monitor fiscal performance (Finance)
 - develop programs to assure competency of AHC staff who perform financial services (Finance)
 - complete initial planning for a legislative bonding proposal to replace the JOML complex
 - create an AHC facilities planning and utilization infrastructure (Facilities)
 - initiate a comprehensive inventory and needs assessment (Facilities)
 - improve the effectiveness of the faculty and staff recruitment and hiring processes (Human Resources)
 - implement a program for leadership development (Human Resources)
 - implement a common information sharing and server format (Information Systems)
 - establish a team of technical contacts from each AHC college/school (Information Systems)
 - establish plans to network the AHC and Fairview (Information Systems)
 - create an AHC technical support service and site licensing for common software (Information Systems)

7. Support the institutional mission and goals of the University.

- enhance diversity by setting up recruitment/retention incentives for students and faculty, establishing an AHC task force to identify and address issues, and developing a better understanding of the University's position on diversity
- promote the reorganization of the biologic sciences by facilitating the restructuring of the basic sciences, completing the initial planning for the JOML replacement facility, and completing the tasks to ensure the Howard Hughes Scholar is in residence this fall
- identify and address issues related to graduate education by establishing a faculty task force to identify and address issues, developing funding options, and providing a quality review process
- collaborate and integrate with central services in promoting infrastructure integration with a customer service orientation
- support the Digital Summit, University Clean-up and Inaugural week activities

1. Classroom upgrades - committee?
2. RSSO - keep watch, Frank will re-write.
3. Education
4. PIDP
5. Legislative Initiatives
6. ICR
7. IMG
8. Kathy Johnston - Dan Feeney
9. Facilities
10. Public Relations - ^{Chris Roberts} Communications - Judy
11. Jeannette Loudan -
12. Retirement Initiatives