



THE UNIVERSITY OF ILLINOIS COLLEGE OF MEDICINE

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Stakeholder Engagement

University of Illinois College of Medicine Strategic Planning



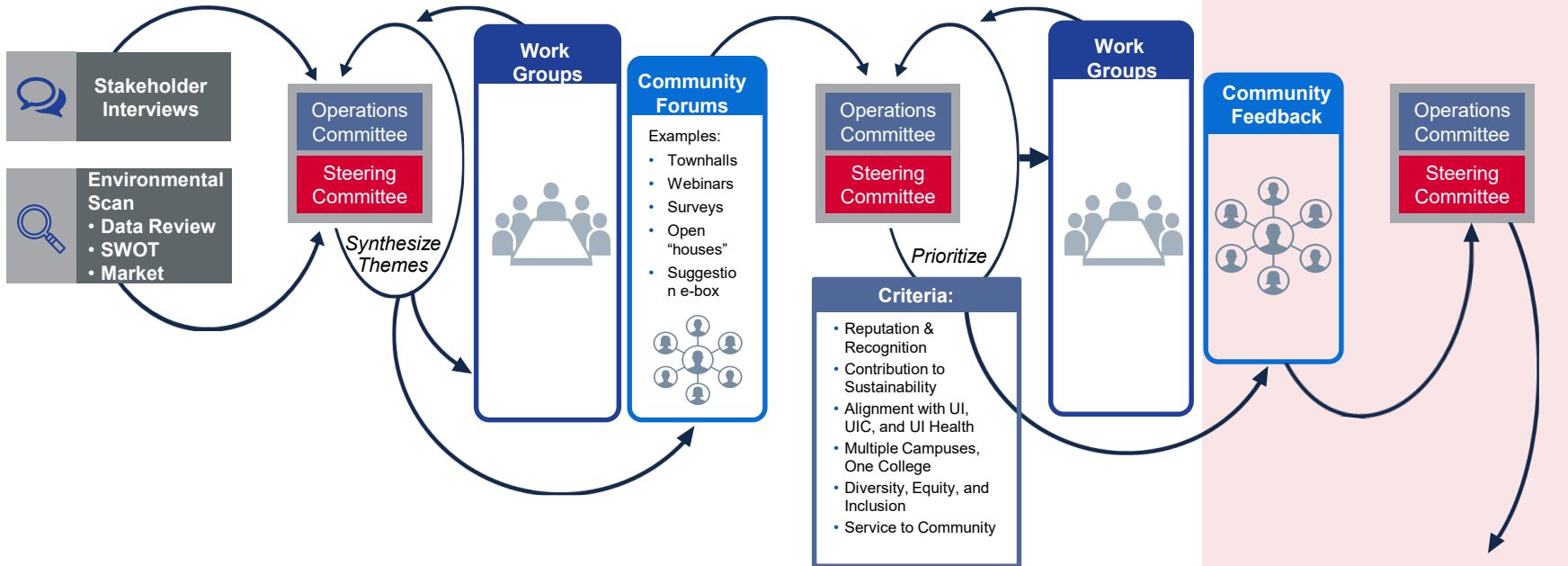
Information Gathering

Idea Generation

Prioritization

Refine and Finalize

Execute



Current-State Perspectives

Future Opportunities

Outputs

Areas of Inquiry
Draft Mission, Vision, Values

Goals & Strategies

Mission, Vision, Values
Prioritized Goals & Strategies

Refined Goals & Strategies
Enablers
Success Measures

Strategic Plan and Implementation Approach

Strategic Plan Components



UI COM Mission, Vision, Values

Mission

(reason for existence, core business)



To advance health for everyone through outstanding education, research, clinical care and social responsibility.

UI COM Mission, Vision, Values *(continued)*

Vision



(compelling picture of the future)

Better health and wellness through transformative innovation.

UI COM Mission, Vision, Values *(continued)*

Values

(how we act and behave, aspirational)



» **Excellence**

» **Integrity**

» **Collaboration**

» **Accountability**

» **Diversity,
Equity and
Inclusion**

Goal Areas

**Valuing Our
People**



**Programmatic
Success**



Sustainability



**Operational
Effectiveness**



Goal Areas *(continued)*

Valuing Our
People



Programmatic
Success



Sustainability



Operational
Effectiveness



Strive to exceed expectations for our students at every encounter and inspire our people by enhancing recognition of diverse contributions and improving equity in opportunity, development, and advancement for our trainees, faculty, and staff.

Goal Areas *(continued)*

Valuing Our
People



Programmatic
Success



Sustainability



Operational
Effectiveness



Differentiate UI COM by elevating our research, clinical and educational programs in targeted areas consistent with UI COM's vision and values.

Goal Areas *(continued)*

Valuing Our
People



Programmatic
Success



Sustainability



Operational
Effectiveness



Manage our resources to sustain our mission and position UI COM for growth and long-term success.

Goal Areas *(continued)*

Valuing Our
People



Programmatic
Success



Sustainability



Operational
Effectiveness



Reduce bureaucracy and streamline processes to enable learners, faculty, and staff to effectively pursue their work.

UI COM Strategies



Transformational

1. Offer high-quality education to all medical students and trainees.
2. Provide an outstanding student and trainee experience.
3. Advance scientific discovery through transformational research.
4. Deliver comprehensive clinical services that improve the health status of communities we serve.
5. Promote a distinct identity and brand for UI COM.
6. Create a diverse, equitable, and inclusive UI COM-munity.
7. Enhance partnerships that strengthen UI COM.

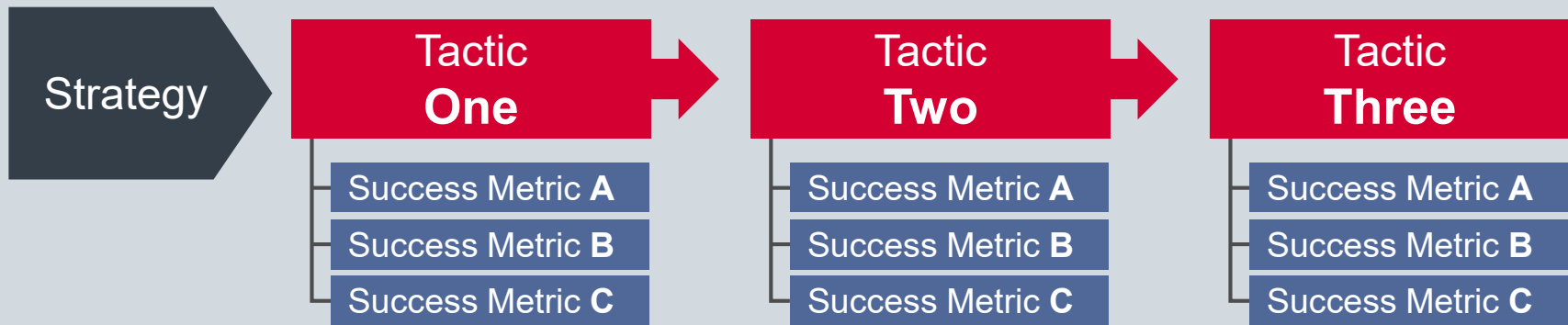
UI COM Strategies *(continued)*



Enabling

8. Support the development of faculty and staff members.
9. Diversify and grow revenue portfolio.
10. Improve infrastructure to bolster success.

Tactics



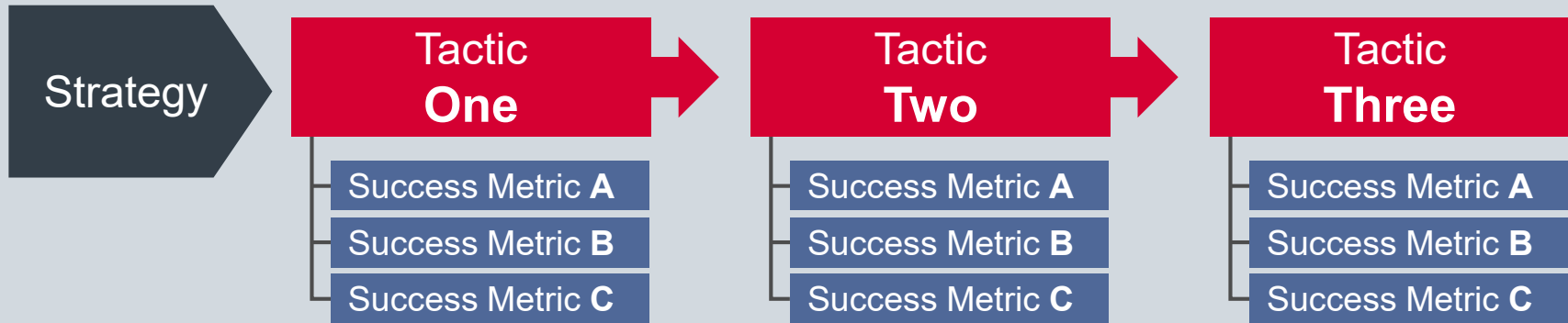
Tactics

The specific actions or steps taken to accomplish a strategy.

Sample Tactics

- » Recruit, matriculate, support, and graduate a diverse body of students and trainees who embrace UI COM's vision and values.
- » Engage all campuses and major stakeholder groups to develop a consistent identity and brand for the COM.

Metrics



Success Metrics

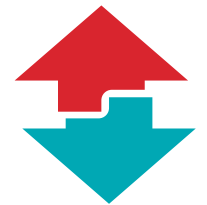
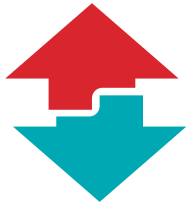
Quantifiable measures used to track and assess progress against the plan.



Sample Success Metrics

- » Student education satisfaction/engagement survey scores
- » Number of high-impact studies/publications
- » Number of student applications and yield rate among diverse candidates
- » Number of faculty/staff recruitments and yield rates among diverse candidates
- » Percentage of revenue from sources other than tuition and state funds
- » Growth in scholarships and endowment

Alignment with UI Hospital & Clinics

UI COM	Goal Areas	Valuing our People 	Programmatic Success 	Sustainability 	Operational Effectiveness 
	Vision: Better health and wellness through transformative innovation.				



UI Hospital and Clinics	Vision: To shape the future of healthcare through innovative and advanced clinical care.				
	Goal Areas	Exceptional Outcomes 	Engaging Culture 	Ideal Experience 	Strategic Growth 

Strategic Plan Implementation

Sample Oversight Structure

Oversees implementation of strategic initiatives.



Executive Lead



Project Management Team

Drives project management of strategies implementation plan.



Council

Drives the work process, supports the committees with guidance and tracking of timelines, and serves as first point of contact for issues and gaps.

Committees

Committee

1



Committee

2



Committee

3





Working groups to advance key strategies, tactics and measure progress of activities against success metrics.


SAMPLE STRUCTURE


Strategic Plan Implementation Dashboard

Strategic Plan Implementation Summary Dashboard

 Strategy Implementation Status Update		
#	Strategy #1: Offer high-quality education to all medical students and trainees.	Status
1a	Expand community-informed and community-engaged medical student and trainee educational and research opportunities; incorporate campus-specific areas of focus (e.g., urban, rural).	
1b	Develop comprehensive multi-year workforce plan(s) to address faculty and staff recruitment and developmental needs (i.e., training) to support the education mission.	
1c	Conduct a comprehensive review of medical students' and trainees' educational experiences at each clinical affiliate and campus to identify and implement changes that will benefit all learners.	

 Key Activities		
Activity	Status	Activity Owner

 Success Metrics		
Metric	Target / Value	Owner

 Key Risks/Issues	
Risk/Issue	Risk/Issue Owner

Strategy Poster Session

75 minutes



Provide feedback about strategies and tactics



Ask clarifying questions

Use notecards and post-it notes to provide feedback

Additional Opportunities for Input



UI COM strategic planning website:

<https://medicine.uic.edu/strategic-planning-overview/upcoming-events-and-feedback/>



Directly speak to or email work group chairs, operations committee members, and/or ECG Consultants



for your
participation and
contribution
to building UI
COM's future.