The strategic plan of the College of Medicine (COM) is to be viewed in concert with the strategic plans of the University of Nebraska Medical Center (UNMC), University Medical Associates (UMA), Omaha Veterans Administration Medical Center (OVAMC), the Graduate College, and School of Allied Health Professions (SAHP).

A. Enhance and expand the educational environment.
   A.1. Establish processes that adequately recognize outstanding teachers.
   A.2. Develop new curricular and evaluation processes for medical students and residents in interpersonal and communication skills, professionalism, practice-based learning, patient safety, systems-based practice, as well as in acquisition of knowledge.
   A.3. Increase the use of simulations in medical education.
   A.4. Expand residency and fellowship training programs on the basis of quality as well as in areas of workforce needs.
   A.5. Expand selected fellowships to increase the number of graduates trained in clinical research.
   A.6. Maintain and improve the USMLE scores in both the knowledge and clinical skills' domains.

B. Expand and improve the quality of research at the COM/UNMC.
   B.1. Plan and design expansion of the COM and OVAMC research programs in cancer, cardiovascular medicine, cellular injury and repair mechanisms, biosecurity, genetics, neurosciences, and transplantation biology.
   B.2. Increase total research funding/publications of the COM.
   B.3. Design a coordinated, comprehensive, interdisciplinary clinical research program.
   B.4. Develop and improve translational research programs.

C. Develop selected new technologies to advance health education, science, and clinical programs promoting the health and welfare of the citizens of Nebraska.
   C.1. Develop advanced biomedical technology, including software development, robotics, and devices.
   C.2. Identify and advance the commercialization and licensing of UNMC/COM technologies and knowledge.

D. Expand and improve clinical services at the College of Medicine and affiliated hospitals.
   D.1. Facilitate collaboration between the COM and The Nebraska Medical Center, OVAMC and Children's Hospital.
   D.2. Enhance the partnership between the COM and The Nebraska Medical Center to recruit high quality faculty, in order to develop new, and improve existing, programs.
D.3. Work collaboratively with The Nebraska Medical Center and University Medical Associates to establish mutually beneficial strategic plans.

D.4. Increase commitment from The Nebraska Medical Center for the support of existing and new residency and fellowship programs.

E. Work to advance community/campus partnerships to improve health outcomes for citizens of the State.
   E.1. Strategically address health disparities and access for the underserved and minority citizens of the State.
   E.2. Define and implement UNMC’s health care role as it relates to economic and community development in rural Nebraska.
   E.3. Establish strategic partnerships to advance a community-based geriatrics program and facility.
   E.5. Establish partnerships with major employers and community-based providers.
   E.6. Establish methods to improve the general health care of the State with particular emphasis on public health and environmental health.

F. Create a culturally competent organization.
   F.1. Improve the recruitment, retention, and satisfaction of underrepresented minority students, faculty and staff.
   F.2. Emphasize cultural competence in education.
   F.3. Improve the cultural relationship between UNMC/COM and its surrounding communities.

G. Create a culture that builds employee loyalty and satisfaction.
   G.1. Improve selection processes to match employee/applicant talents to position requirements.
   G.2. Improve managerial, supervisory and employee skills.
   G.3. Enhance the reward and recognition program to complement existing programs.

NOTE: This document will be reviewed and evaluated quarterly by the Dean's Staff and annually by the Faculty Council and the General Faculty. Review and evaluation will indicate progress attained and problems identified.

Approved by the Faculty Council, January 20, 2005
Approved by the General Faculty, May 4, 2005