Education & Service Updates
5:00 – 5:05  Overview of Strategic Plan - Jennifer Wu, MD, MPH
5:05 – 5:10  Education Priorities - Jennifer Wu, MD, MPH
5:10 – 5:15  Service Priorities - Cam Enarson, MD
5:15 – 5:35  Q&A session
  • Service – Cam Enarson, MD
  • Graduate Student Education – Jean Cook, PhD
  • Allied Health Education – Stephen Hooper, PhD
  • Medical Student Education – Beat Steiner, MD
5:35 – 5:55  Additional Q&A
Education Panel

Jennifer Wu, MD, MPH
Interim Vice Dean for Academic Affairs, Professor, Department of Obstetrics & Gynecology

Jean Cook, PhD
Associate Dean for Graduate Education, Professor, Department of Biochemistry and Biophysics

Stephen Hooper, PhD
Associate Dean and Chair, Department of Allied Health Sciences Professor, Department of Psychiatry

Beat Steiner, MD, MPH
Senior Associate Dean for Medical Student Education Professor, Department of Family Medicine
Service Panel

Cam Enarson, MD, MBA
Vice Dean for Strategic Initiatives
Professor, Department of Anesthesiology

Meredith Bazemore, MPA
Director, UNC Rural, UNC-Chapel Hill
Director, Office of Rural Initiatives
UNC School of Medicine

Martha Carolough, MD, MPH
Director, Office of Global Health Education
What is *Forward Together*?
Forward Together

- *Forward Together* is our UNC School of Medicine’s Strategic Plan

- 2018: faculty, staff and learners worked with Dean’s office to create this strategic plan through surveys, interviews & working groups

- Intended to guide us for 5 years (2019 - 2024)

- Ultimate goal to be the nation’s leading public school of medicine
The Strategic Plan is comprised of six imperatives:
Forward Together faculty sessions:

- Research - May 7
- Faculty - May 26
- Diversity - June 8
- Education & Service - June 23
- Clinical (UNC Health strategic plan) - June 29, 5-6p

https://www.med.unc.edu/intranet/forward-together-faculty/
Learn More

www.med.unc.edu/strategicplan
Forward Together: Education
Educational Imperatives

1. Ensure the SOM is training professionals for health care of the future, in collaboration with the health care system

2. Optimize MD curriculum and its delivery to ensure engaged and prepared learners

3. Invest to maintain excellence in education mission, building infrastructure necessary to deliver cutting-edge curriculum
Forward Together: Service to State and World
1. Engage across the state to produce the workforce needed in North Carolina and beyond

2. Focus service to rural North Carolina

3. Translate research into professional, commercial and societal uses for the citizens of North Carolina

4. Strengthen our global citizenship by thoughtfully expanding our clinical, research, and educational outreach
Question & Answer
Office of Rural Initiatives (ORI)

- Who, What, Why?
- What programs support the mission of ORI and SOM?
- Is it working?
- How can faculty get engaged?
The Office of Rural Initiatives (ORI) exists to address the health care disparities in rural North Carolina through the recruitment and retaining of a diverse primary care provider workforce to meet the unique needs of our rural and underserved communities. (https://www.med.unc.edu/inclusion/ori/)

**WHO WE ARE and WHAT WE DO:**

- Rural Health Summer Academy
- Rural Medicine Pathway Program
- High School / Community College / Undergraduate Outreach Programs
- Access and Support/Community Engagement
- Medical School Programming
- Post-Residency Programs
- Rural Fellows Program
- Placement Support-Office of Rural Health
- Kenan Rural Scholars
- Promise Scholarship
- Kenan Urban Scholars
- F1rst Generation Program

**Is it working?**

- **RMPP:** 38 Total Scholars
  - 19 graduates as of 2021
  - 4 admitted to SOM (1 ECU, 3 UNC); 4 applying to UNC SOM 2022; 1 MPH UNC (applying MD after); 1 Speech/Path @ UNC; 1 Dental @ ECU

- **Kenan Rural Primary Care Scholars**
  - 73 Total Scholars (2013-2021)
  - 43 Graduates as of 2021 - 35 of 43 matched into Primary Care (81%)
  - 22 of 35 matched into NC residencies (57%)
  - 20 FM, 5 OB/GYN, 4 Psych, 2 Gen Surg, 1 Peds, 2 IM, 1 Med-Peds*

- **Practice - Kenan Scholars who have completed residency**
  - 5 NC and 1 out of state - NC all rural and Primary Care (FM, OB, Psych)
  - Fellowships - 1 surgical OB (Illinois) 1 Int’l Medicine (Kansas)
  - 4 have signed for 2021- 3 NC (2 rural, 1 Guilford Co.) 1 rural VA

- **Promise Scholars (non- Kenan)** – 40/75 Promise Scholars have not been Kenan; 15 have completed residency; **11 have signed contracts in NC.** 4 still waiting to confirm via contact on placement/fellowship.

- **20 total PC providers back to NC across 2020/2021**

*Exciting Initiatives*

- Spanish Curriculum & POCUS longitudinal curriculum
- Statewide fellowship collaborative with MAHEC with plans to extend east
- Extension of learning placements for students interested in rural practice in connection with CBLC
- Work with UNCW/SEAHEC on pipelines specific to SENC as part of Novant partnership

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Meredith Bazemore Director
Caroline Roberts Faculty Champion
Kewana Smith Program Coordinator

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Service: World

• How can we build and expand on what we learned?
• Were able to offer in global health education despite the COVID epidemic?
Service: World

- OGHE funding for COVID related work
  - Faculty/student partnered scholarships to support COVID specific research and service projects
  - Included: COVID research in Nicaragua and Tanzania and US based work with Latinx adolescents and migrant farmworkers

- Remote research opportunities
  - 38K of funding for remote research opportunities, including focus on partnership sites in Zambia, Nicaragua, and Malawi

- Redesign of on-line “Foundations in Global Health” summer course
  - Including tropical medicine training from WVU, career interviews with key UNC faculty involved in global health, and international students from partnership sites learning alongside our UNC med students

- Robust involvement of faculty and mentors with our SCP medical students and resident GH Scholars – longitudinal, deep dive investment
Education: Graduate School

Why did we need to increase the class size and stipend?
Graduate School

- UNC SOM success with research funding (NIH, NSF, private)
- Competitive programs
  - 2016-2018: 1322 applications/year
  - 2019-2021: 1754 applications/year
- Importance of diversity in the biomedical workforce

![Class Size Chart](chart.png)

**Biological and Biomedical Sciences:**
**UNC Chapel Hill ranked**
- 2\(^{nd}\) - PhD completion by African-American scholars
- 19\(^{th}\) - total minority PhD completion

*Diverse Issues in Higher Education, Dec 2020*
Graduate School

- Supporting student success
  - Overall retention 92.5%
  - Average completion time 5.5 years (nat’l 6.9 years)
- Tracking career outcomes

Graduation Year Filter
2000 2019

Career Type

2019 Census Career Type
- Primarily Research
- Science-related
- Primarily Teaching
- Unknown
- Further Training
- Not Related to Science

Job Sector

2019 Census Sector
- Academia
- For-Profit
- Government
- Nonprofit
- Other
- Unknown

https://bbsp.unc.edu/professional-development/career-outcomes/
What disciplines fall under the Department of Allied Health Sciences (DAHS)?
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<td><strong>DAHS</strong></td>
<td><strong>Metrics That Matter</strong></td>
<td><strong>Master Degree Programs</strong></td>
<td><strong>3/1</strong> Bachelor Degree Programs/1 Minor</td>
<td><strong>85</strong> Full-Time Faculty (~25 adjuncts)</td>
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<td><strong>4%</strong></td>
<td><strong>1</strong> Professional Certificate</td>
<td><strong>22%</strong> 80% Female 25% First Gen 22% Minority (16%-26%)</td>
<td><strong>~475</strong> Enrolled Students 82% from NC 76% Work in NC</td>
<td><strong>$16M</strong> Research</td>
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<td><strong>24</strong></td>
<td><strong>24</strong> Staff Members</td>
<td><strong>5</strong> Doctoral Programs</td>
<td><strong>5</strong> Sites ~$2.6M</td>
<td><strong>12</strong> Service Contracts</td>
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<td><strong>State T/A</strong></td>
<td><strong>12</strong> Service Contracts</td>
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**Workforce Development & Student Success**

- **Goal 1: Prepare future leaders in health sciences**
  - **Obj. 1:** Prepare students for future healthcare roles through innovative course and curriculum changes including interprofessional education, telehealth, and distance learning.
  - **Obj. 2:** Prepare students to serve in underserved and rural areas through course work, clinical rotations, and community service.
  - **Obj. 3:** Provide the resources needed to attract talented students and help students address financial management, work-life balance, and mental health issues.

- **Goal 2: Serve the state by sharing faculty and student expertise**
  - **Obj. 1:** Use innovative methods/technology to deliver CE that improves the skills of the workforce.
  - **Obj. 2:** Expand evidence-based clinical services to increase geographic reach and address emerging healthcare needs.
  - **Obj. 3:** Identify unmet needs in the university/state/country and develop new programs or degrees.

- **Goal 3: Promote diversity, inclusion, & equity**
  - **Obj. 1:** Encourage and fund research that addresses issues of DEI among faculty and students.
  - **Obj. 2:** Develop strategies to recruit students from diverse backgrounds to mirror state population.
  - **Obj. 3:** Recruit, hire, and mentor faculty from diverse populations.
  - **Obj. 4:** Optimize curricula and its delivery pertaining to social justice across all disciplines.
Education: Medical Students

What are we doing to train medical students for the health care of the future?
Medical School

- **Enhance** clinical skills with ultrasound
  - focus on core skills
- **Enhance** Foundational Phase education
  - Master adaptive learning model in small groups that foster belonging
- **Enhance** teaching capacity for clinical education
  - Novant campuses, Rex, PN practices, other UNC Health sites
- **Enhance** faculty development
  - Focus on social justice and Diversity Equity and Inclusion
- **Enhance** diversity of our workforce
  - Focus on pathway programs, admissions, faculty recruitment and retention
Continue Q&A session
Faculty Update Sessions

Strategic Imperative(s) | Date and Time
Clinical (UNC Health Strategic Plan) | Tuesday, June 29, 5:00 – 6:00 pm