UNIVERSITY OF NEW ENGLAND
COLLEGE OF
OSTEOPATHIC MEDICINE

Strategic Plan Update 2023-2028

Approved by the COMFA 2/15/2024

I. Patient-Centered, Learner-Focused Medical Education

UNE COM will leverage and enhance accessibility to our integrated, innovative, and impactful academic medical curriculum and science milieu to the citizens of Maine and beyond.

Current analysis: UNE COM has a strong reputation with many applicants. Alumni and others often refer applicants here. COM graduates are sought out by HC systems and providers. COM has a reputation for graduates who have strengths in primary care, rural practice, anatomy, OPP/OMM, holistic- patient centered approach, geriatrics, hospice care, and neuroanatomy. The clinical faculty training our students are generally impressed by them.

Action 1: Create longitudinal clinical training experiences for OMSI & II, including service-based experiences.

Action 2: Identify at-risk student subcultures and build programs that support their well-being, retention, and success.

Action 3: Increase dual degree program offerings, leverage collaborations with UNE Centers for Excellence and Institutes.

II. Value-Oriented Partnerships

UNE COM will build synergistic relationships with clinical enterprises and community partners for opportunities that advance the education and training of students, residents, professional staff, and faculty.

Current analysis: Overall UNE COM has strengthened our existing partnerships and built new ones. We have expanded relationships with all healthcare systems in Maine, assisted with the development of new GME, and spearheaded collaborations for funding for clerkship development and rural training support. We continue to create new partnerships with undergraduate programs to maintain a strong pathway for applicants to our program.

Action 1: Continue to partner with clinical, higher ed, governmental, non-governmental, and other institutions to create state and region-wide collaboratives to support UME and GME.

Action 2: Identify and codify partnerships that allow pre-clerkships students early exposure to health-based care-based organizations – i.e. Partners for World Health, Portland Needle Exchange, etc.

Action 3: Strategically identify diverse entities possessing complementary missions to expand pathways, partnerships, articulation agreements, and MOUs to maintain strong applicant pools and matriculating classes.

III. Awareness and Reputation as a Premier Osteopathic Medical School

UNE COM will increase awareness of the osteopathic, innovative educational community.

Current analysis: UNE COM has a strong reputation among select group of peers: pain practitioners, neuroscience, OMM, geriatrics, anatomy, Maine healthcare system leaders. UNE has a strong reputation for neurosciences and focused research topics among a select group of peers. These two peer groups do not always overlap.

Action 1: Develop a mechanism to significantly increase, highlight, and disseminate the branding of our medical school, our student outcomes, professional staff and faculty achievements, and the research occurring at UNE and UNE COM.

- Establish robust and continuous presence on social media.
- Expand social media beyond students to highlight and engage faculty, professional staff, and alumni.

Action 2: Establish a long-term communication action plan that identifies the best time, means, and manner to share College happenings.

IV. Research/Scholarship

UNE COM will enhance and grow biomedical science, educational, and clinical research and scholarly opportunities for all faculty and students through current strengths and enhanced partnerships.

Current analysis: UNE COM opportunities for student research have increased 3-fold. UNE has attained status as an R-2 research institute. UNE and COM faculty have strong external funding and much publishing success.

Action 1: Strengthen and expand partnerships with local and regional research institutions, as well as partnerships with affiliated clinical sites to expand basic science, clinical, and translational research opportunities for faculty and students.

Action 2: Increase research opportunities and collaborations within UNE COM to support OMM research.

Action 3: Focus research hiring strategically around defined areas of research strength.

Action 4: Identify ways to increase funds for student publications and student travel to conferences.

V. Faculty and Professional Staff Success

UNE COM will increase support for growth and advancement, to professional staff, and on- and off-site clinical and biomedical faculty.

Current analysis: Overall, there are very positive feelings about working at UNE COM. Described as collegial, strong sense of COM community, people care for each other, collaborative, supportive relationships, mostly inclusive. Frustration with inefficient processes and perception of limited opportunity for advancement.

Action 1: Create a robust infrastructure in each COM unit that supports leadership development, unit level strategic planning, procedural continuity, and a 360-evaluation process to ensure the success of each COM department.

Action 2: Develop and support career trajectory plans for UNE COM employees to assist with employee retention and promotion.

Action 3: Pool resources and streamline operational processes across units.

VI. Infrastructure

UNE COM will create a unified, sustainable resource base that enables continued pursuit of strategic objectives.

Current analysis: The move to the new building on the PC, and the renovation of existing space on the BC will bring many opportunities and challenges to our COMmunity, our academic models, and our research endeavors.

Action 1: Develop a 5-year plan for the COM's infrastructure including but not limited to IT, resource allocation, space, communications, and business operations.

Action 2: Identify tools that will improve our ability to manage and integrate data through the continuum the COMmunity lifecycle.