OHSU School of Medicine/Dean’s Office
Priorities for 2018-19

This document, updated annually, outlines areas of focus overall and by mission to help direct the work of the Dean’s Office. Mission leaders will drive specific work plans/goals/tactics in their areas.

Over-Arching Priorities
Faculty, staff and learner engagement/trust and community building
- Improve/increase opportunities for listening to/dialoguing with faculty, staff and learners.
- Improve faculty, staff and learner access to/representation in leadership initiatives, decisions.
- Enhance recognitions for faculty, staff and learners.
- Seek gathering space and networking opportunities for faculty, staff and learners as a whole and in affinity or specialty groups.

Faculty supports
- Faculty development – with completion of the SoM faculty development website, identify gaps and broaden offerings; partner with the Provost’s Office and restructure Continuing Professional Development as central resource, single point of contact for all faculty development in the SoM.
- Improve faculty effort and compensation approaches.
- Advocate for adequate staffing amid growth.
- Implement Accelerate changes to free up resources for faculty, staff and learners.
- Alignment of Advanced Practice Providers needs and expectations in practices.

Diversity*, Inclusion and Wellness
- Increase number and retention of diverse learners, staff and faculty.
- Foster inclusion and wellness through improved listening, community building and engagement.
- Champion the OHSU unconscious bias training.
- Improve accessibility of resources and faculty development related to wellness and diversity.
- Join OHSU-wide efforts to address culture/climate in support of wellness and inclusion.

Integration with Tuality/Adventist
- Successfully integrate the clinical enterprise while also leveraging and enhancing education and research opportunities to provide more service/value to partners and to OHSU. Define the clinical employment models across the system to include faculty, clinical associates, APPs, etc.

*Diversity to include rural, disadvantaged/faced adversity and underrepresented minority.
Mission Specific Priorities

Clinical:
People: attract and retain the best diverse talent through an engaging and supportive culture
- Improve the clinician experience and reduce unnecessary activities
- Engage OHSU faculty leaders in clinical enterprise decision making
- Re-examine and revise funds flow and faculty compensation strategies

Access: lead with yes to provide our patients the right care, right place, right time, by the right staff
- Improve access: patient referring provider satisfaction and availability of OP PCP (same day) and spec (14 days)
- Determine physician availability for clinics. Includes exam rooms, space and slots.
- Establish Office of Community Engagement and Support (OCES) to assist with community partner recruitments.

Value: (quality + service/cost) create a network that excels in quality, safety and service that is nationally recognized and affordable to our patients
- Accelerate OHSU – identify real, sustained efficiencies
- Establish an infrastructure and data management system for VBC and shared savings
- Partner with health system to improve payer strategies and operations
- Establish an Office of Primary Care and Population Health to build the functional components of a population health infrastructure.

Education: More detailed grid accessible through Dr. Mejicano
Create and support stronger communities
LCME self-study
IDEAS and clinical psychology PhD program launches
GME expansion
Faculty development and MOC infrastructure

Research
Leadership continuity and onboarding.
Continue momentum on physician-scientist recruitment, mentoring, and training.
Partnerships, including PNNL, OSU, UO, and PSU.
Refine and act on plan for acquiring T32 grants.
Redefine relationship between SoM Sr. Assoc. Dean/Research and OHSU Sr. Vice President for Research.
Explore opportunities for consolidation and efficiencies during research lab moves (e.g. KCRB).

Finance/Administration: Supporting all missions
- Improve Department Administrator Communication/Collaboration.
- Improve financial and statistical reporting for departments including support for operations and enhanced HR reporting.
- Create departmental recruitment plans for faculty.
- Further operationalize the resource management model within the basic sciences.
- Evaluate and modify flow of funds to clinical departments for FY 21 that enhances value and supports growth.
- Improve Mission-based reporting.
- Staffing Model: develop a model to enable internal benchmarking and allow for planning of new facilities and for potential growth or contraction (Includes Action IO for external benchmarking).