

PCOM 2025

FY22 TACTICS EXECUTIVE SUMMARY

Below is a summary of tactics that were completed during fiscal year 2022, demonstrating progress toward achievement of the 2025 Strategic Plan goals.

Student Success: PCOM graduates are successfully positioned for a competitive marketplace and are leaders in interprofessional team environments.

- An interdepartmental group was formed to address students' mental health needs. Guided by the results of student surveys conducted over the past 2 years, the Mental Health Task Force began its efforts by developing a resource brochure for faculty and staff and including a statement in the syllabi of each course to encourage students to seek help and aid them in identifying help. Further, the task force is engaged in ongoing training for faculty and staff to identify students in crisis.
- To address students in acute distress, the PCOM Behavioral Intervention Team (BIT) was formed during fiscal year 2022. PCOM BIT is a cross-functional, multi-disciplinary assessment group that will respond to students who exhibit either troubling behavior or are in apparent/potential distress. The team provides proactive and reactive assistance to students who are exhibiting concerning behaviors and will coordinate institutional resources and recommend collaborative and purposeful interventions aimed at helping students achieve success.

Securing Clinical Experiences: PCOM has a sustainable network of valuable clinical experiences for students in all programs.

- This year, 22 core clinical campuses were available to students in the DO program with various partners in Philadelphia, Delaware, New Jersey, and Georgia. This year saw the following new sites added:
 - Beebe Healthcare, Delaware
 - Butler Health System, Western Pennsylvania
 - Crozer Health, Eastern Pennsylvania
 - Indiana (Pennsylvania) Regional Medical Center, Western Pennsylvania
- In addition to the core clinical campuses, there are 50 other rotation sites in various geographic locations where our students can receive their clinical training.
- Students from the School of Pharmacy began rotating at the PCOM Healthcare Centers located in Philadelphia. Supervised by a licensed pharmacist, these students provided patient care while learning in an interprofessional environment.
- In August 2022, PCOM signed agreements to be the primary academic affiliate at Chestnut Hill Hospital, as well as a co-owner, with extensive DO and physician assistant student clinical education rotations.

Innovation and Technology: PCOM fosters a culture of technological innovation both in pedagogy and in practice.

- With nearly 300 administrative, academic, simulation and library software resources, ongoing utilization review of academic technology is incredibly important. During this past academic year, two major initiatives were initiated to move PCOM closer to a formal utilization review of educational technologies.
 - Educational Request Approval Process (ERAP): new process to ensure that PCOM uses educational resources to their fullest potential for student and faculty success.
 - PCOM Service Catalog Creation: centralized catalog of existing educational resources (software, hardware and subscriptions) for campus constituents to explore which resources are currently available at PCOM and identify relevant contacts (product owner, sponsor, etc.).

Organization and Infrastructure: PCOM optimizes processes and organizational structure so its people thrive in a changing environment.

- PCOM engaged Altman + Barrett Architects to propose interior design concepts to create welcoming and more inclusive environments for students, faculty, staff, and visitors to each of the three PCOM locations. Through a series of focus group discussions, meetings with leadership, and campus tours, the firm presented a detailed proposal that addressed each location's specific needs.

Revenue Stream Diversification: PCOM creates and sustains diverse sources of revenue through a multi-pronged approach.

- Through the Office of Research, faculty submitted and were awarded \$436,567 in sponsored and contract research agreements this year.
- Using the new program development process, PCOM launched a new program in Medical Laboratory Science and continued to examine other potential new degree offerings.

Diversity, Equity and Inclusion: PCOM embeds diversity, equity and inclusion in its curriculum, policies, processes and practices to advance student, faculty and staff performance and excellence in service to communities.

- In collaboration with the Admissions department, the Office of Diversity and Community Relations hosted over 20 pathway programs last year. These programs are designed to introduce middle- and high-school students to STEM+M education.
- URM Faculty Recruitment and Retention Work Group of the President's Commission on Racial Justice: Transforming Campus Culture: This work group completed a report focused on the recruitment and retention of Black faculty with an emphasis on best practices such as:
 - Specific programs for faculty development;
 - Mentoring, including cultivating and mentoring URM medical students, residents and fellows, with the goal of transitioning them to junior faculty members; and
 - Sourcing plans for individual faculty searches.