

UAB School of Health Professions Strategic Plan 2017-2019: Signature Programs for Workforce Needs

Strategic Plan Implementation Tracking Grid

Goal A: Increase capacity to grow the Physician Assistant program with a focus on primary care.

AS#	Action Step	Original Timeline	Revised Timeline	Person(s) Responsible	Cost (Dept.)	Cost (School)	Notes	Status (Not Started, In Progress, In Progress - Behind, Complete)
Objective 1: 50% of admitted students declare primary care as their intent to practice.								
A1a	Add a question to the supplementary application asking for student intent to practice.	6/30/2017		Gilford; Glasscock; Swatzell; Drace.				Complete
A1b	Revise interview process to evaluate intent to practice in primary care.	9/30/2017		Gilford; Glasscock; Swatzell; Drace.				Complete
A1c	Assess number of students who chose primary care on entry into and exit from the program	12/31/2019		Gilford; Glasscock; Swatzell; Drace.			Continue to review data to see how many students chose primary care; assess in December 2018.	In progress

Objective 2: Ensure clinical sites are secured to meet enrollment projections for 2017 - 2019.

A2a	Develop and implement a clinical site recruitment plan.	12/31/2019		Gilford; Swatzell.				Complete
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Goal B: Expand the Biotechnology and Regulatory Affairs programs through greater visibility.

Objective B1: Develop three 4+1 options as a pipeline into the Biotechnology program.

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B1a	Develop communication strategy.	12/31/2018	9/30/2018	Unlap				Complete
B1b	Develop and implement Biomedical Engineering option, including communication strategies.	12/31/2019		Unlap			Early acceptance is in place. Conversations stalled. Will pick up again in 6-9 months	In Progress
B1c	Develop and implement Science and Technology Honors option, including communication strategies.	12/31/2019		Unlap			Conversations stalled. Will pick up again in 6-9 months	In Progress
Objective B2: Develop three formal partnerships with colleges as a pipeline for Biotechnology program.								
B2a	Develop and implement pipeline program with Birmingham-Southern College.	12/31/2018	3/31/2018	Logan; King.	\$2,000 for travel expenses		Initiative is stalled with BSC.	In Progress
B2b	Develop and implement pipeline program with Florida College of Tampa.	12/31/2018	3/31/2018	Logan	\$2,000 for travel		They are on board, but need a few more months.	In Progress
B2c	Develop and implement pipeline programs with University of Montevallo, Miles College, Stillman, Alabama State, Alabama A&M.	12/31/2018	3/31/2018	Logan	\$2,000 for travel expenses		On track for December 2018 with Tuskegee, Xavier, Florida A&M, Stillman and Talledega. University of Montevallo is off.	In Progress
Objective B3: Implement an on-line Regulatory Affairs offering.								
B3a	Launch pilot on-line regulatory affairs program.	6/30/2017		Garner; Nugent; Unlap.	\$1,500		Launched September 2017	Complete
B3b	Launch official on-line regulatory affairs program.	9/30/2017	9/30/2018	Garner; Nugent; Unlap.			All courses written, will be complete in Fall	Complete
B3c	Hire Regulatory Affairs faculty	12/31/2017		Garner; Nugent; Unlap.				Complete

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B3d	Develop and implement a national marketing and recruitment strategy for Regulatory Affairs.	6/30/2017	12/31/2018	Avery			Plan is complete. Implementation to begin in December. Aggressively targeting UAB faculty and staff (internal marketing strategy). Waiting on external marketing plan.	In Progress - Behind
Goal C: Grow enrollment in graduate level programs in Nuclear Medicine and Health Physics.								
Objective C1: Develop three formal partnerships with colleges and universities as a pipeline to Nuclear Medicine and Health Physics programs.								
C1a	Develop MOU and implement partnership with Alabama A&M.	9/30/2018		George; Bolus.	\$500		Post MOU as sample to website.	Complete
C1b	Develop MOU and implement partnership with Miles College.	9/30/2018	12/31/2018	George; Bolus.	\$500		Agreement pending at Miles. Norm will follow-up and report in December.	In Progress - Behind
C1c	Develop MOU and implement partnership with other HBCUs in Alabama.	9/30/2018	12/30/2018	George; Bolus.	\$500		Agreement with Alabama State complete; working with JSU but they are delayed due to storm damage. Norm will follow-up and report in December.	In Progress - Behind
C1d	Develop Best Practice model for engagement of pipeline students.	9/30/2018	12/31/2018	George; Bolus.			Met with Students and Amanda Plane, Science Advisor at Miles College to brainstorm and identified ideas for student engagement. Will be getting back together in advance of 12/31 meeting. Waiting on written plan from Norman.	In Progress - Behind
Objective C2: Increase the applicant pool of Nuclear Medicine and Health Physics by 50 and 25 per year, respectively.								
C2a	Develop and implement recruitment strategy.	9/30/2017	12/31/2017	Glasgow; Bolus; Maqbool.	\$2,000			Complete

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C2b	Evaluate effectiveness of recruitment strategy on an annual basis and adjust as needed.	12/31/2017	6/1/2018	Glasgow; Bolus.				Complete
C2c	Develop BMD to NMT and Health Physics pipeline.	12/31/2017		Glasgow; Bolus.				Complete
Goal D: Increase the competitiveness of students from disadvantaged backgrounds entering Biomedical and Health Sciences as they seek entry into professional healthcare programs.								
Objective D1: Establish three formal partnerships with health professions programs outside UAB.								
D1a	Develop and establish a partnership with one of the two AL DO schools.	6/30/2018	12/31/2018	Young; Bevensee.			Have had multiple discussions with ACOM about the pending agreement. The Assoc. Dean of Student Services and the Dean of Admissions will be visiting UAB to discuss further.	In Progress - Behind
D1b	Develop and establish a partnership with a Dental School.	6/30/2018	3/31/2018	Young; Bevensee.			Midwestern U. not happening; we have identified a good contact for another institution	In Progress - Behind
D1c	Develop and establish a partnership with Samford's School of Pharmacy.	6/30/2018		Bevensee.				Complete
Objective D2: By 2019, 50% of students who matriculate through the Biomedical and Health Sciences program are accepted into their preferred professional healthcare program.								

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D2a	Revise interview process to include a interprofessional team component and evaluate effectiveness.	6/30/2017		Bevensee.			The MSBHS Program has a 2-stage interview process for admissions. In the first stage, the applicant has a pair of 20 minute one-on-one interviews. One interview focuses on the applicant's academic record, the other focuses on interpersonal/communication skills. In the second stage, all the applicants in a group are given time to discuss an ethical scenario, and the group then presents its consensus conclusions. This second stage is particularly helping in evaluating each candidate's ability to formulate ideas, communicate, and demonstrate interpersonal skills.	Complete
D2b	Revise flow of seminar courses.	6/30/2017	6/30/2018	Young				Complete & Ongoing
D2c	Develop partnerships with AL schools.	12/31/2017	12/31/2018	Young; Student Counselor			Informative discussions have taken place by email and phone with the Director of the Health Careers Program who has outlined components of an agreement that they are interested in. Those components are being addressed and they are gathering additional data about student interest in our program.	In Progress - Behind
D2d	Establish annual baseline for matriculation data from program start.	6/30/2017		Young; Student Counselor				Complete

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Goal E: Develop a Clinical Path Assistant program to address current and emerging workforce needs.								
Objective E1: Assure CPA program meets current and emerging workforce needs.								
E1a	Meet with two external groups / partners to review and refine CPA curriculum to ensure it meets current and emerging workforce needs.	6/30/2017	3/31/2018	Josephat; Chiasera; Miller.	\$5,000			Complete
E1b	Establish Advisory Board to review program relevancy annually.	9/30/2018	3/1/2018	Josephat; Chiasera; Miller.				Complete
Objective E2: Market and recruit students for the CPA program.								
E2a	Develop and implement a marketing and recruitment plan for CPA program.	12/31/2017	12/31/2018	Josephat; Chiasera; Miller.	\$2,000		Plan is complete and Marketing flyers are done. Working on digital piece now.	In Progress - Behind