

PCOM 2025

FY21 TACTICS EXECUTIVE SUMMARY

Using the goals of the PCOM 2025 Strategic Plan as a guide, below is a summary of tactics that were completed during fiscal year 2021 to advance the College toward achievement of those goals.

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

- Analyzed various metrics to understand and predict student academic success by program, using first year GPA as marker of success.
 - Findings:
 - Admissions Department is doing well identifying students who will succeed at PCOM.
 - Few quantitative variables used as part of admissions process to be able to derive accurate predictive model; other measures of student success need to be identified by each program to operationalize.
 - Recommendations:
 - Meet with academic program leaders to consider additional predictors to help explain performance differences in each program.
 - Survey students about non-cognitive variables in curriculum that may be related to performance.
 - Identify individual measures of student success for each program, where relevant.
 - Identify areas in each program where failure or lack of success is most likely to occur.
 - Develop standardized, structured interviews to improve reliability and validity of metric.
- Began formation of Mental Health Task Force to focus on designing student wellness programming and activities that can be implemented at all PCOM locations. Expected completion date is September 2021.
 - Mental health resource brochure completed; mental health statement included in all syllabi.
 - Inventory of mental health, wellness, and academic support services offered to students.
- In-depth review of interprofessional education (IPE) at all campus locations completed and recommendations made to advance IPE institution-wide.

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

- New core clinical campus for DO program established in Indiana, Pennsylvania; another being explored in Butler, Pennsylvania.
- Consultant engaged to identify and evaluate new leads for opportunities with academic graduate medical education (GME) partners.

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

- COVID accelerated fuller adoption by faculty of online and blended learning, student engagement through technology, and ownership of learning about new technologies.
- Expanded training, access, and support for various videoconferencing platforms; adopted and integrated new educational technologies for online and blended learning, including remote standardized patient encounters; increased digital resources in library.

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

Fiscal year 2020 – 2021 was focused on helping faculty and staff through the uncertainty and challenges wrought by COVID.

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

- Proposal for Applied Behavioral Analysis (ABA) community-based clinical services submitted to enhance revenue generation through Center for Brief Therapy (PCOM-ABA Clinic).
- PCOM was registered as site for NIH-sponsored “All of Us Precision Medicine Research Program,” that allows researchers access to secure database with goal of enrolling 1,000,000+ individuals of diverse backgrounds who share information about their health, habits and lifestyle.
- Six research studies involving medicinal cannabis received approval from IRB and Joint Development Committee (JDC). Three studies initiated; remaining studies begin July 1, 2021.
- Formalized process for development and approval of new academic programs to increase tuition-based revenue.

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.

- New formal affiliation agreements executed with HBCUs and HSI-serving institutions.
- Additional funds allocated for underrepresented faculty to attend conferences and administer pathway programs to recruit students.
- Holistic admissions review process implemented for all programs.
- Increase in scholarship dollars for high-performing underrepresented minorities in medicine approved by PCOM Board of Trustees, beginning in fiscal year 2022.
- Expanded or implemented: community partners for health equity and community outreach; cultural competency training programs for students; funding for DEI-focused student organizations.