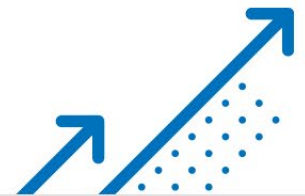
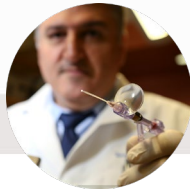




CREATING TRANSFORMATIONAL HEALTH CARE LEADERS

# Strategic Initiative Funding

Fiscal Year 23





## MISSION

NEOMED harnesses diversity, innovation and collaboration to create transformative leaders and improve health through education, discovery and service.

## VISION

To be the model of excellence in innovative education and impactful research to create transformational health care leaders of tomorrow.

## CORE VALUES

NEOMED incorporates the following values in all that we do:

Leadership | Excellence | Advocacy | Diversity | Equity | Respect

## PILLARS

People | Education | Discovery | Service and Community Engagement | Growth  
Administrative and Academic Support Operations

## FOCUS AREAS

Delivering an *Exceptional Experience* | Celebrating *Diversity, Equity and Inclusion*  
Advancing *Leadership* in Health Care | Developing *People*

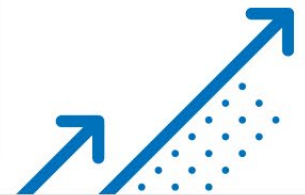


# Strategic Focus Areas



CREATING TRANSFORMATIONAL HEALTH CARE LEADERS

<b>Exceptional Experience</b>	<p>By creating a welcoming, supportive and well-resourced environment, NEOMED sets the stage for meaningful interactions among its students, faculty, staff, alumni, partners and community members. The University empowers every individual to participate fully in the campus experience and the community that NEOMED serves.</p>
<b>Diversity, Equity, and Inclusion</b>	<p>NEOMED recognizes, appreciates and celebrates all of the ways — from backgrounds to viewpoints — that people are different. The University's culture is grounded in respect and thrives on the uniqueness of each individual. NEOMED encourages everyone's participation by fostering policies and practices that ensure fair and just access, treatment and opportunities for all.</p>
<b>Leadership</b>	<p>NEOMED creates positive change by educating and training Ohio's next generation of health professionals, educators and researchers through experiential learning, high-impact research, strategic partnerships and innovation. By designing an environment where ideas and connections can flourish, NEOMED is transforming health care.</p>
<b>People</b>	<p>Talent is NEOMED's most valuable asset. The University invests in developing its faculty and staff to realize their fullest potential. As it works to attract and retain a diverse workforce and student body, NEOMED embraces opportunity and growth across all levels of the institution.</p>



# FY22 Strategic Initiative Funding: By the Numbers



**\$1M**

Dollars Allocated

**\$2.5M**

Dollars Requested

**94%**

Funds Awarded

**10**

Award Rounds

**36**

Proposals Submitted

**23**

Proposals Funded



\$943,717 awarded in FY22

# FY23 Strategic Initiative Funding: By the Numbers



**\$500,000**

Dollars Allocated

**\$758,588**

Dollars Requested

**66%**

Funds Awarded

**5**

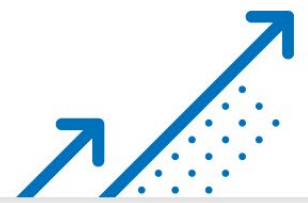
Award Rounds

**35**

Proposals Submitted

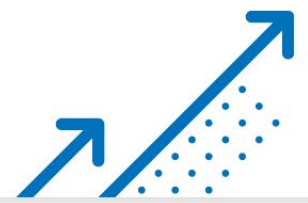
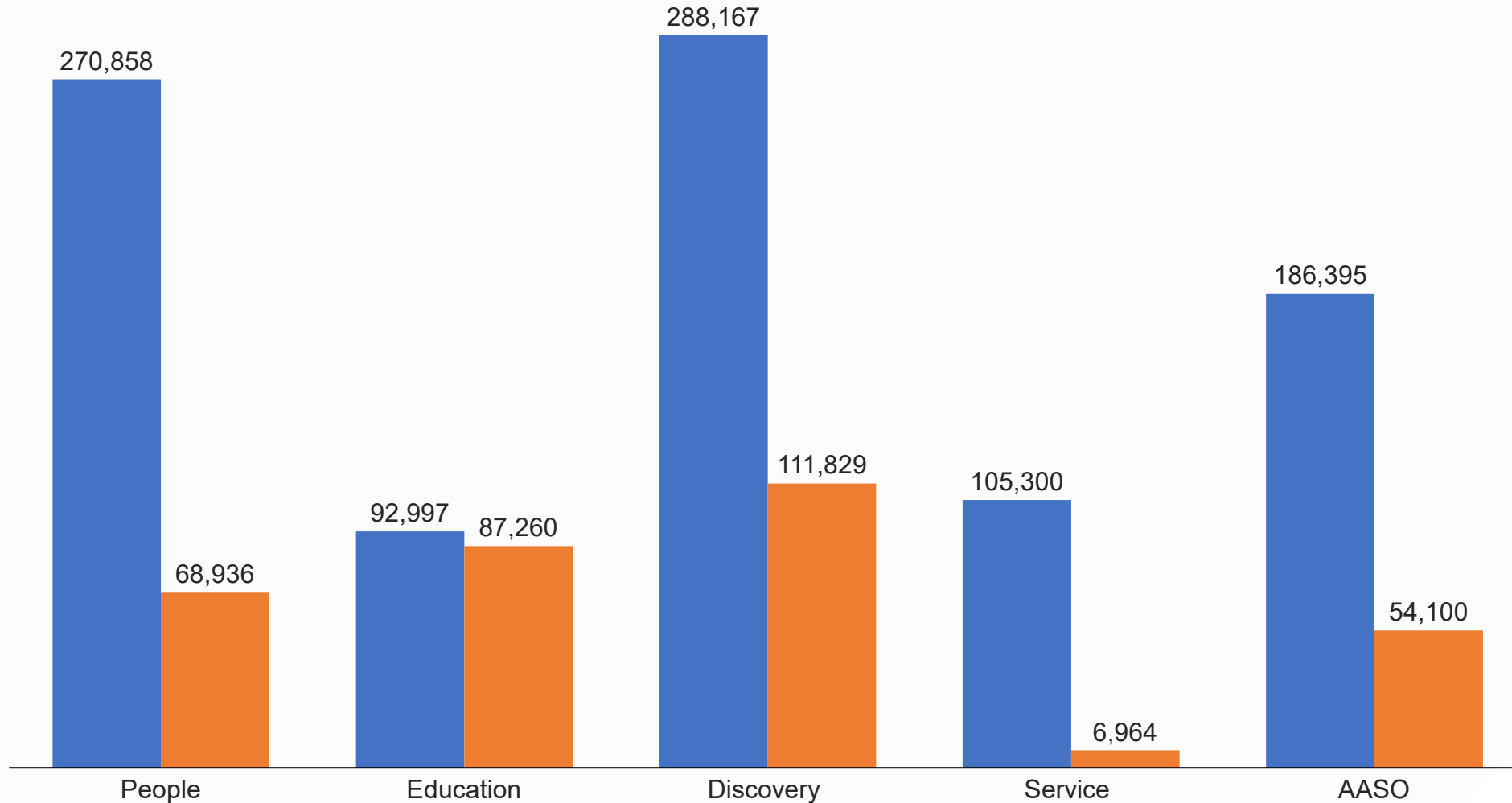
**18**

Proposals Funded



\$329,089 awarded in FY23

# Strategic Initiative Funding



FY22  
FY23

Funding total of \$1,272,806 as of June 26, 2023  
74% of total awarded funds have been spent as of June 26, 2023  
Action plan progress is tracked via quarterly updates in Envisio

# Lactation Space



CREATING TRANSFORMATIONAL LEADERS

**Total Awarded:** \$3,086 (100% spent)

**Award Round:** 1

**Pillars Impacted:** People; Education

**Focus Areas Impacted:** Exceptional Experience; DEI

**Project Lead(s):** Jacky Boyle and Molly O'Malley

**Action Plan Status:** Complete

Action Plan Impact:

- Room construction is complete
- Equipment has been installed in the room including a monitor in the space ensuring students can participate in class



Dollars spent as of June 26, 2023  
Progress is tracked through quarterly updates in Envisio

# Soccer Goals



CREATING TRANSFORMATIONAL LEADERS

**Total Awarded:** \$4,000 (100% spent)

**Award Round:** 1

**Pillars Impacted:** People

**Focus Areas Impacted:** Exceptional Experience

**Project Lead(s):** Sandra MacPherson

**Action Plan Status:** Complete

Action Plan Impact:

- Soccer goals purchased in fall 2022 and placed for use in spring 2023



Dollars spent as of June 26, 2023  
Progress is tracked through quarterly updates in Envisio



# Transformational Health Professions Programs Enrollment Marketing Plan



**Total Awarded:** \$54,000 (55% spent)

**Award Round:** 1

**Pillars Impacted:** Education; People

**Focus Areas Impacted:** Exceptional Experience; DEI; Leadership

**Project Lead(s):** Greg Koman, Phil Jenkinson, Jim Barrett

**Action Plan Status:** On Track

Action Plan Impact:

- Action plan is a deliverable of the University Enrollment Council phase 1
- Joint team made up of representatives from College of Graduate Studies, Admissions, and MarCom
- Production for four streaming commercials is complete
  - Basic and Translational Biomedicine – Innovation Program
  - Foundations of Medicine
  - Leadership
  - Global Health
- Next steps: review efficacy of marketing strategy and determine how best to proceed



Dollars spent as of June 26, 2023  
Progress is tracked through quarterly updates in Envisio

# Cloud-based Contract Management System



CREATING TRANSFORMATIONAL LEADERS

**Total Awarded:** \$7,176 (76% spent)

**Award Round:** 1

**Pillars Impacted:** AASO

**Focus Areas Impacted:** People

**Project Lead(s):** Lisa Noland and Amy Furey-Ligan

**Action Plan Status:** Complete

Action Plan Impact:

- As of January 2023, ContractSafe is fully implemented on NEOMED's campus
- System allows for smooth document flow from the initial request to final signature
- The Office of General Counsel and the Purchasing Department are successfully using ContractSafe for all purchasing contracts
- The system is used for affiliation agreements with hospitals and clinic sites where students rotate



Dollars spent as of June 26, 2023  
Progress is tracked through quarterly updates in Envisio

# Title IV Federal Student Aid Policies and Procedures Development



**Total Awarded:** \$32,000 (53% spent)

**Award Round:** 1

**Pillars Impacted:** AASO; People; Education

**Focus Areas Impacted:** Exceptional Experience

**Project Lead(s):** Michael Kempe

**Action Plan Status:** On Track

Action Plan Impact:

- Project is on track and transitioning from phase 2 to phase 3 (final phase)
- Blue Icon has evaluated our institutional policies related to Title IV Financial Aid compliance and suggested edits to four policies to improve compliance measures
- Phase 2 began the evaluation of the NASFAA procedures template to determine NEOMED's deficiencies and determine what narratives need to be written in phase 3
- Next steps: project is expected to wrap up by end of August 2023



Dollars spent as of June 26, 2023  
Progress is tracked through quarterly updates in Envisio

# Student Government Affairs Advisory Council



CREATING TRANSFORMATIONAL LEADERS

**Total Awarded:** \$3,564 (93% spent)

**Award Round(s):** 1

**Pillars Impacted:** Service; People; Education; Growth

**Focus Areas Impacted:** Exceptional Experience

**Project Lead(s):** Janet Coon

**Action Plan Status:** On Track

Action Plan Impact:

- Funding allowed students to participate in three events:
  - Meet the Candidates Night
  - Advocacy Day
  - Healthcare Transformation Summit
- Students take the “tools” they develop and apply them to move other initiatives forward
- Moving forward, students involved with the council are hoping to increase membership numbers and look forward to future opportunities to engage with legislators and faculty
- Next steps: the group is on summer hiatus but will reconvene in the fall



Dollars spent as of June 26, 2023

Progress is tracked through quarterly updates in Envisio

# NEOMED URM Student Mental Health Resource Initiative



CREATING TRANSFORMATIONAL LEADERS

**Total Awarded:** \$35,000 (0% spent)

**Award Round(s):** 1

**Pillars Impacted:** People

**Focus Areas Impacted:** Exceptional Experience

**Project Lead(s):** Andre Burton

**Action Plan Status:** On Track

Action Plan Impact:

- Action plan is fully implemented via partnership with Minority Behavioral Health Group
- Students are referred to Minority Behavioral Health Group via the NEOMED Student Counseling and Wellness Office
  - The referral process allows for students to maintain confidentiality as well as tracking for usage and billing purposes
- Next steps: continue to monitor usage and quality of service through data collection



Dollars spent as of June 26, 2023

Progress is tracked through quarterly updates in Envisio

# HOBO Data Logging System



CREATING TRANSFORMATIONAL LEADERS

**Total Awarded:** \$14,924 (100% spent)

**Award Round(s):** 2

**Pillars Impacted:** AASO; Education; Discovery

**Focus Areas Impacted:** Leadership

**Project Lead(s):** Stan Dannemiller

**Action Plan Status:** On Track

Action Plan Impact:

- Installation completed in May 2023 and units are active and configured
- Web training in June 2023
- Next steps: create implementation plan and finalize project



Dollars spent as of June 26, 2023

Progress is tracked through quarterly updates in Envisio

This action plan received funding during round 2 and as part of an out of cycle request

# Peer Recognition Program



CREATING TRANSFORMATIONAL LEADERS

**Total Awarded:** \$9,100 (50% spent)

**Award Round(s):** 2

**Pillars Impacted:** People

**Focus Areas Impacted:** Exceptional Experience

**Project Lead(s):** Natalie Bonfine

**Action Plan Status:** On Track

Action Plan Impact:

- Team supporting this action plan has formed three sub-groups:
  - A warm welcome for new faculty and staff
  - Spotlighting and celebrating the people of NEOMED
  - Building social connections
- Plans underway for the following activities:
  - In-person orientations beginning in July 2023
  - Peer spotlight programming using monitors around campus
  - In-person networking event for faculty and staff in Fall 2023
- Next steps: move into the implementation phase of the project



Dollars spent as of June 26, 2023

Progress is tracked through quarterly updates in Envisio

# GATAN Camera



CREATING TRANSFORMATIONAL LEADERS

**Total Awarded:** \$67,760 (100% spent)

**Award Round(s):** Out of Cycle Request

**Pillars Impacted:** Discovery; Education; People

**Focus Areas Impacted:** Leadership

**Project Lead(s):** Jeff Mellott

**Action Plan Status:** Complete

Action Plan Impact:

- Camera purchased



Dollars spent as of June 26, 2023

Progress is tracked through quarterly updates in Envisio



# AAMC-AAHC Lead, Serve, Learn Meetings



CREATING TRANSFORMATIONAL LEADERS

**Total Awarded:** \$26,400 (0% spent)

**Award Round(s):** 3

**Pillars Impacted:** Discovery; Education; People

**Focus Areas Impacted:** Leadership; Exceptional Experience; People

**Project Lead(s):** Rebecca German

**Action Plan Status:** On Track

Action Plan Impact:

- Conference scheduled for November 2023
- Next steps: await further details on the conference and begin marketing the opportunity to potential attendees



Dollars spent as of June 26, 2023  
Progress is tracked through quarterly updates in Envisio

# Diversity Mini-Grant Program



CREATING TRANSFORMATIONAL LEADERS

**Total Awarded:** \$25,000 (0% spent)

**Award Round(s):** 3

**Pillars Impacted:** Education

**Focus Areas Impacted:** DEI

**Project Lead(s):** Molly O'Malley

**Action Plan Status:** On Track

Action Plan Impact:

- Action plan merged with the Student Research Opportunity action plan
- Identifying global health initiatives mentors
- Next steps: student applications due July 15 and projects are expected to be complete on September 30



Dollars spent as of June 26, 2023  
Progress is tracked through quarterly updates in Envisio

# Employee Referral Program



CREATING TRANSFORMATIONAL LEADERS

**Total Awarded:** \$6,000 (0% spent)

**Award Round(s):** 3

**Pillars Impacted:** People

**Focus Areas Impacted:** Exceptional Experience; DEI

**Project Lead(s):** Charity Davis

**Action Plan Status:** On Track

Action Plan Impact:

- Program has been implemented and promoted across campus
- 9% of current applicants referred by NEOMED employees
- Next steps: continue with the program



Dollars spent as of June 26, 2023  
Progress is tracked through quarterly updates in Envisio

# Disability Studies and Health Professions Expansion Program Additional Funding



**Total Awarded:** \$16,935 (52% spent)

**Award Round(s):** Out of Cycle Request

**Pillars Impacted:** Education, Discovery

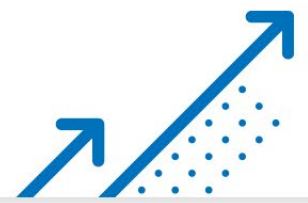
**Focus Areas Impacted:** Exceptional Experience, DEI, Leadership

**Project Lead(s):** Rachel Bracken, Rebecca Fischbein

**Action Plan Status:** On Track

## Action Plan Impact:

- Partnered with local disability community to develop curriculum for first year medical students
- Developed learning materials for the simulated patients, instructors and students
- Collect and analyze cross-sectional and longitudinal data
- Initial results indicate
  - Students were highly satisfied with the simulations and would like more
  - Simulated patients were satisfied with the experience and majority indicated they would like to continue to participate in this and similar activities
- Next steps: seek additional means to reduce costs, refine materials based on feedback, examine integration into pharmacy curriculum



Dollars spent as of June 26, 2023

Progress is tracked through quarterly updates in Envisio

Original action plan funded in FY22

Total awarded includes FY22 and FY23 awards

# NEOMED Regional Scholarship Day



CREATING TRANSFORMATIONAL LEADERS

**Total Awarded:** \$8,750 (100% spent)

**Award Round(s):** 4

**Pillars Impacted:** People; Discovery; Education; Service; Growth

**Focus Areas Impacted:** Exceptional Experience; DEI; Leadership

**Project Lead(s):** Paul Hartung

**Action Plan Status:** On Track

Action Plan Impact:

- 34<sup>th</sup> annual Regional Scholarship Day held on May 17, 2023
- The annual event provides opportunity for sharing scholarly work and experiences, connecting with colleagues, and developing new ideas that will shape future scholarship and ultimately improve patient care
- 250 participants and 30 judges
- 30 oral and 104 poster presentations in both primary care and specialty care tracks
- Clinical faculty presented scholarly work during afternoon roundtable discussions
- Next steps: action plan will complete in next update cycle



Dollars spent as of June 26, 2023  
Progress is tracked through quarterly updates in Envisio

# Cultural Educational Displays



CREATING TRANSFORMATIONAL LEADERS

**Total Awarded:** \$3,400 (0% spent)

**Award Round(s):** 4

**Pillars Impacted:** Service; Education; People

**Focus Areas Impacted:** DEI

**Project Lead(s):** Janet Coon and Tori Carpenter

**Action Plan Status:** On Track

Action Plan Impact:

- Action plan implementation has been delayed due to changes in University space
- Action plan team is discussing next steps for this project



Dollars spent as of June 26, 2023  
Progress is tracked through quarterly updates in Envisio

# CMU Surgical Lights



CREATING TRANSFORMATIONAL LEADERS

**Total Awarded:** \$17,669 (0% spent)

**Award Round(s):** 5

**Pillars Impacted:** Discovery; People; Education; AASO

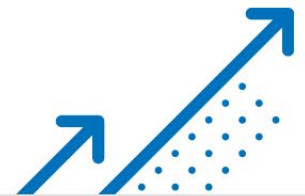
**Focus Areas Impacted:** Leadership

**Project Lead(s):** Stan Dannemiller and Linda McCort

**Action Plan Status:** On Track

Action Plan Impact:

- Action plan awarded funds on June 12, 2023. Progress is expected to begin tracking in Envisio in August 2023.



Dollars spent as of June 26, 2023

Progress is tracked through quarterly updates in Envisio

# OBGIG Women's Day



CREATING TRANSFORMATIONAL LEADERS

**Total Awarded:** \$3,000 (0% spent)

**Award Round(s):** 5

**Pillars Impacted:** People

**Focus Areas Impacted:** Exceptional Experience

**Project Lead(s):** Zachary Stahl and Tori Carpenter

**Action Plan Status:** On Track

Action Plan Impact:

- Action plan awarded funds on June 12, 2023. Progress is expected to begin tracking in Envisio in August 2023.



Dollars spent as of June 26, 2023  
Progress is tracked through quarterly updates in Envisio





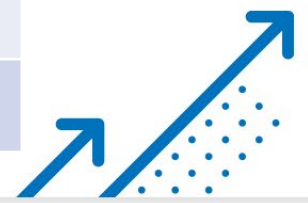
# Appendix



# FY23 Strategic Initiative Funding Awards



Action Plan		Total Amount Awarded	% Spent
Lactation Space		\$3,086	100%
Soccer Goals		\$4,000	100%
Transformational Health Professions Enrollment Marketing Plan		\$54,000	55%
Cloud-based Contract Management System		\$7,176	76%
Title IV Federal Student Aid Policies and Procedures Development		\$32,000	53%
Student Government Affairs Advisory Council		\$3,564	93%
NEOMED URM Student Mental Health Initiative		\$35,000	0%
HOBO Data Logging System		\$14,924	100%
Peer Recognition Program		\$9,100	50%

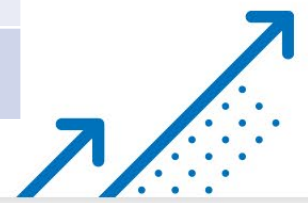


Dollars spent as of June 26, 2023

# FY23 Strategic Initiative Funding Awards



Action Plan	Total Amount Awarded	% Spent
GATAN Camera	\$67,760	100%
AAMC-AAHC Lead, Serve, Learn Meetings	\$26,400	0%
Diversity Mini-Grant Program	\$25,000	0%
Employee Referral Program	\$6,000	0%
Disability Studies and Health Professions Expansion Program*	\$16,935 (\$8,260 in FY23)	52%
NEOMED Regional Scholarship Day	\$8,750	100%
Cultural Educational Displays	\$3,400	0%
CMU Surgical Lights	\$17,669	0%
OBGIG Women's Day	\$3,000	0%



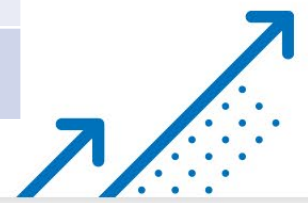
Dollars spent as of June 26, 2023

\*Total amount awarded represents SIF dollars from FY22 and FY23

# FY22 Strategic Initiative Funding Awards



Action Plan	Total Amount Awarded	% Spent
Strategic Plan Communication Plan	\$44,757	93%
Campus Map	\$21,600	100%
University Enrollment Council	\$93,000	100%
Stockdale Refresh	\$17,738	100%
Dr. Gershen URM Scholarship Campaign	\$6,590	100%
Exceptional Student Experience*	\$22,799	98%
URM Documentary	\$37,419	9%
Writing Center	\$85,167	58%
NEOMED Journal of Medical Sciences	\$11,050	14%



Dollars spent as of June 26, 2023

\*Two proposals funded for this action plan in FY22

# FY22 Strategic Initiative Funding Awards



Action Plan	Total Amount Awarded	% Spent
COP NAPLEX Preparation	\$42,022	100%
Translational Research Presentation Series and Pilot Grant Funding	\$65,000	97%
Multidisciplinary Intramural Funding Program	\$90,000	100%
Envisio	\$82,500	72%
Disability Studies and Health Professions Expansion Program*	\$16,935 (\$8,675 in FY22)	52%
FAME – Research Track	\$73,000	58%
Statewide TV Commercial, Promotion and Branded Content Interview Campaign	\$100,000	100%
Office of Financial Aid Banner Optimization	\$22,000	100%



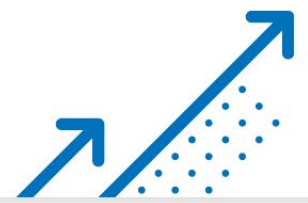
Dollars spent as of June 26, 2023

\*Total amount awarded represents SIF dollars from FY22 and FY23

# FY22 Strategic Initiative Funding Awards



Action Plan	Total Amount Awarded	% Spent
Big Idea Campaign	\$5,000	40%
VITALS	\$5,300	74%
RFA Videos	\$48,000	92%
Creating a Continuum of Leadership Education and Training in Health Systems Sciences	\$42,300	87%
Streamlining Accounts Receivable and Billing Processes	\$19,800	71%



Dollars spent as of June 26, 2023

\*Total amount awarded represents SIF dollars from FY22 and FY23