

**Robert Wood Johnson Medical School  
Education Strategic Goals**

**University Strategic Goal:** Continuously improve the quality of the educational programs through June 30, 2005

**School Strategic Goals:**

1. Achieve excellence in undergraduate medical education programs through compliance with LCME standards, modification of educational infrastructure, development of faculty, rewarding excellence in teaching, increasing scholarly activity, emphasizing evidence based medicine, fostering physician scientists, and emphasizing humanitarianism.
2. Achieve excellence in graduate medical education programs through full accreditation of all programs, recruitment of excellent applicants, and graduates passing certifying examinations.
3. Achieve excellence in continuing medical education by offering high quality programs.

Objective	Measures	Action Plans	Responsibility
<p><b>Strategic Goal #1</b>  <b>Achieve excellence in undergraduate medical education programs.</b></p>			
<p><b>1. Continue to implement goals of ASK curriculum across all four years of the curriculum.</b></p> <p><i>Foster Physician Scientists</i></p> <p><i>Produce humanitarian physicians with high moral and ethical standards.</i></p>	<p>Demonstrate integrated institutional responsibility for the design and management of a coherent and coordinated curriculum.</p> <p>Courses and required clerkships fully embody ASK point of view</p> <p>Increase number of students participating in research projects from current baseline.</p> <p>Course/clerkship goals include some aspect of humanism.</p> <p>Increase number of individuals recognized for</p>	<p>Assist Dean's Office in implementing strategic budgeting for all four missions.</p> <p>Grant the Office of Education budgetary authority to review departmental support for the educational enterprise.</p> <p>If necessary, change the medical school bylaws to empower the Curriculum Committee as the institutional oversight body.</p> <p>Research opportunities for students to be increased, widely publicized, and encouraged.</p> <p>Faculty and Curriculum Committee will evaluate and consider the recommendation that all students be required to be involved with scholarly activities prior to graduation.</p> <p>Currently have four programs in place and will want to increase the emphasis in all components of the curriculum.</p>	<p>Dean and Senior Associate Dean for Education</p> <p>Dean and Faculty</p> <p>Research Committee, Departmental Research Committees, Faculty, Curriculum Committee</p> <p>Faculty, Curriculum Committee, and Office of Education</p>

Objective	Measures	Action Plans	Responsibility
<p><b>2. Ensure departments have mechanism in place to assess and guarantee quality of required curriculum components for which they are responsible.</b></p> <p><i>Departments meet standards set by curriculum committee.</i></p> <p><i>All courses and clerkships will have and use computer and web-based technology.</i></p>	<p>their humanism.</p> <p>Demonstrated competence in teaching and utilization of educational technology.</p> <p>Required courses and clerkships report that support is significant to achieve goals</p> <p>Develop plan to institute laptop requirement.</p>	<p>Assess adequacy of educational resources (number of faculty, faculty time, space on all campuses, technology and patients).</p> <p>Address areas of inadequate support.</p> <p>Further enhance technology to support education.</p> <p>Provide technical and infrastructure support and faculty development program.</p>	<p>Chairs, Curriculum Committee, Course and Clerkship Directors, Office of Education</p>

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<p><b>3. Comply with LCME curriculum and student achievement standards.</b></p>	<p>School and Departments meet all the standards as curriculum evolves in direction of Deans' AAMC Report.</p>	<p>Curriculum Committee and Task Forces use CurrMIT to assess curriculum redundancies and omissions.</p> <p>Implement systematic methods of evaluating student achievement for each year of the curriculum.</p>	<p>Curriculum Committee, Course and Clerkship Directors, Office of Education</p>
<p><b>4. Develop an excellent teaching faculty.</b></p>	<p>Increased number of teaching faculty so that all small group sessions have 10 or fewer learners</p> <p>Demonstrated competence in small group teaching and utilization of educational technology.</p> <p>Effective mentoring program for all junior faculty as evidenced by faculty report that mentoring program has helped them achieve goals.</p> <p>Increase the participation of Master Educators' Guild</p>	<p>All small group faculty and faculty involved in courses and clerkships will attend relevant Faculty Development Programs for small group teaching and technology.</p> <p>Curriculum Committee to develop methodology for assessing these competencies and include it in reviews. Colleague and student evaluations are utilized to ensure high quality teaching.</p> <p>Curriculum Committee standards will be incorporated in chair evaluation process.</p> <p>Master Educators and Director of Faculty Development will create faculty development programs.</p>	<p>Dean and Office of Education, Department Chairs, Curriculum Committee, Faculty Affairs, Master Educators, and Director of Faculty Development.</p>

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	<p>members in faculty development.</p> <p>Harvey Chair recruited to play key role in school and departmental education.</p> <p>Increase scholarly activity in the field of education.</p>	<p>Publicize the Harvey Chair opportunity to department chairs; develop guidelines for school-wide educational involvement of the Harvey Chair.</p> <p>Create an education section to the Dean's Desk to highlight scholarly activity of the faculty.</p>	
<p><b>Strategic Goal #2</b>  <b>Achieve excellence in graduate medical education programs.</b></p>			
<p><b>Maintain full accreditation of institution and programs by ACGME</b></p> <p><b>Programs recruit excellent applicants</b></p>	<p>All programs have full accreditation</p> <p>Increase percentage of filled positions via NRMP from 84% in 2004</p> <p>Increase percent of US graduates matched via NRMP from 2004 baseline of</p>	<p>Assist programs and departments to identify and correct concerns</p> <p>Assist programs in recruitment</p>	<p>Graduate Medical Education Committee, Office of Education, and departments</p> <p>Program Directors, Department Chairs, Graduate Medical Education Committee, and Office of Education</p>

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<p><b>All program graduates pass certifying examinations</b></p> <p><b>Residents must be good teachers of their colleagues and students</b></p>	<p>87.3%</p> <p>Increase percentage of graduates of US/Canadian schools in all programs from 2004-5 baseline of 71%</p> <p>The three year rolling pass rate will either remain the same or increase</p>	<p>Departments and programs continue to improve preparation of candidates</p>	<p>Program Directors and departmental faculty</p>
<p><b>Strategic Goal #3</b> <b>Achieve excellence in CME programs</b></p>			
<p>Offer high quality, innovative CME programs that address health needs of high-risk patient populations or recognized gaps in care and lead to improved patient outcomes</p>	<p>Increase number and type of CME offerings</p> <p>Encourage new strategies to deliver CME and measure its effectiveness in improving patient outcomes</p>	<p>Continue CME Grants Initiative</p> <p>Identify new audiences through enhanced relationships with affiliate organizations</p> <p>Encourage faculty to address topics identified by PRONJ, NCQA, and other agencies that evaluate quality of care</p>	<p>RWJMS Continuing Medical Education Advisory Committee; Associate Dean for Postgraduate Education</p>