



UNIVERSITY OF NEBRASKA MEDICAL CENTER:

Strategic Goals

2027 - 2030

UNMC's strategic goals span three years and will be reviewed annually. Goals were derived through the UNMC leadership team including a goal setting retreat with representatives from across disciplines.

EXTRAORDINARY

Teaching and Learning

| Strategy | Roles |
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| 1. UNMC will support faculty in developing the skills needed to guide students in the effective and responsible use of AI and other emerging educational and simulation technologies and software. | <p>Accountable: Jane Meza</p> <p>Collaborators: All Colleges and Institutes, iEXCEL, Education Council, IAE, Academic Affairs</p> |
| 2. Every student enrolled in a UNMC program of study will have the opportunity to: | |
| <ul style="list-style-type: none"> Be an active member of a learning community. | <p>Accountable: Jane Meza, Phil Covington, Deans and Directors</p> <p>Collaborators: All Colleges and Institutes, iEXCEL, Education Council, IAE, Academic Affairs</p> |
| <ul style="list-style-type: none"> Be provided a mentor upon request at any time during their course of study. | <p>Accountable: Jane Meza, Deans and Directors</p> <p>Collaborators: All Colleges and Institutes, iEXCEL, Education Council, IAE, Academic Affairs</p> |
| <ul style="list-style-type: none"> Earn an additional leadership credential in a specialized area that equips them to serve as exemplary leaders in their professions and communities. | <p>Accountable: Karen Gould, Kendra Schmid</p> <p>Collaborators: All Colleges and Institutes, Education Council, Faculty Development, E-Learning, IAE, iEXCEL, Academic Affairs, Student Success</p> |

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| <ul style="list-style-type: none"> • Earn credentials or microcredentials (badges) in public health, service-learning, community engagement and leadership, interprofessional competence, AI or innovation and entrepreneurship. | <p>Accountable: Kendra Schmid, Karen Gould, Peggy Moore, Heidi Keeler</p> <p>Collaborators: All Colleges and Institutes, Education Council, Faculty Development, E-Learning, IAE, iEXCEL, Academic Affairs, Student Success</p> |
| <p>3. UNMC will:</p> | |
| <ul style="list-style-type: none"> • Create a network that links pathway programs in order to ensure all participants are supported from the time they express interest in health science throughout the duration of their career. | <p>Accountable: Kyle Meyer</p> <p>Collaborators: Office of Health Workforce Initiatives, All Colleges and Institutes, iEXCEL, Education Council, IAE, Academic Affairs, Campus Engagement, High School Alliance, Student Success, Community Engagement</p> |
| <ul style="list-style-type: none"> • Pilot a competency-based curriculum with flexible education pathways that recognizes prior training and experiences in a college where it is permitted by national accrediting body | <p>Accountable: Lepaine Sharp-McHenry</p> <p>Collaborators: All Colleges and Institutes, Education Council</p> |
| <p>4. UNMC will lead the nation in:</p> | |
| <ul style="list-style-type: none"> • The development and assessment of curriculum delivery using experiential and immersive learning environments that adopt simulation, telehealth, and virtual and augmented reality to improve methods of knowledge transfer, and advance safety of learners and patients by developing competence in procedural skills, and reduce reliance on clinical education as the sole means to acquire clinical competencies. | <p>Accountable: Pam Boyers</p> <p>Collaborators: All Colleges and Institutes, Education Council, Faculty Development, E-Learning, IAE, iEXCEL, Academic Affairs, Student Success, IPE</p> |
| <ul style="list-style-type: none"> • Piloting an integrated, longitudinal, experiential, interprofessional curriculum. | <p>Accountable: Devin Nickol, Jane Meza</p> <p>Collaborators: All Colleges and Institutes, Education Council, iEXCEL, IAE, E-Learning, Student Success, Academic Affairs</p> |

EXTRAORDINARY

Research and Creative Activity

| Strategy | Roles |
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| <p>1. UNMC will develop robust IT infrastructure, shared governance, and access to state-of-the-art technologies enabling research competitiveness and growth.</p> | <p>Accountable: Bret Blackman, Ken Bayles</p> <p>Collaborators: All Colleges and Institutes, IT, Procurement, iEXCEL, Contract review, VCR Office, SPA</p> |
| <p>2. UNMC will diversify and grow its research above the national academic medical center (AMC) average over the next 10 years</p> | <p>Accountable: Ken Bayles</p> <p>Collaborators: All Colleges and Institutes, IT, Procurement, iEXCEL, Contract review, VCR Office, SPA</p> |
| <p>3. UNMC will develop interdisciplinary research programs across our colleges and other NU campuses.</p> | <p>Accountable: Ken Bayles</p> <p>Collaborators: All Colleges and Institutes, Global Center for Health Security, NSRI, Procurement, Contract review, VCR Office, SPA</p> |
| <p>4. UNMC will position NSRI as the leading biomedical University-Affiliated Research Center (UARC).</p> | <p>Accountable: Ken Bayles</p> <p>Collaborators: All Colleges and Institutes, IT, NSRI, Procurement, Contract review, VCR Office, SPA</p> |
| <p>5. The Fred and Pamela Buffett Cancer Center will pursue comprehensive cancer center status.</p> | <p>Accountable: Joann Sweasy</p> <p>Collaborators: All Colleges and Institutes, IT, Procurement, Contract review, VCR Office, SPA</p> |
| <p>6. UNMC will develop the infrastructure and resourcing needed to recruit, identify, promote, and support faculty towards national/international prominence.</p> | <p>Accountable: Ken Bayles, Jane Meza</p> <p>Collaborators: All Colleges and Institutes, Global Center for Health Security, NSRI, Procurement, Contract review, VCR Office, SPA, Academic Affairs, iEXCEL</p> |

EXTRAORDINARY

Partnerships and Engagement

| Strategy | Roles |
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| <p>1. UNMC will become a leader in research, educational, clinical, industry, and governmental partnerships that improve and transform lives.</p> | <p>Accountable: Kyle Meyer, Kendra Schmid, Ken Bayles</p> <p>Collaborators: Institutional Research, All Colleges and Institutes, NSRI, Procurement, Contract Review, SPA, Lean and Business Process Improvement, iEXCEL</p> |
| <p>2. UNMC will implement and nationally disseminate a unique model for clinical preceptorship network development and training of preceptors.</p> | <p>Accountable: Kyle Meyer</p> <p>Collaborators: All Colleges and Institutes, Academic Affairs, Office of Preceptor Excellence, Community Engagement</p> |
| <p>3. Project Health will serve as a national exemplar of integrating a new hospital design model with novel interprofessional education and research opportunities at its core.</p> | <p>Accountable: Chad Vokoun, Amy Duhachek-Stapelman, Jen Bartholomew</p> <p>Collaborators: All Colleges and Institutes, Nebraska Medicine, Academic Affairs, VCR Office, SPA, NSRI, Global Center for Health Security, Office of Preceptor Excellence, iEXCEL</p> |
| <p>4. The EDGE District will:</p> | |
| <ul style="list-style-type: none"> • Become a national model for public-private partnerships. | <p>Accountable: Anne Barnes, Ken Bayles, Jen Bartholomew, Amy Thompson</p> <p>Collaborators: All Colleges and Institutes, UNeMed, UNeTech, UNeHealth, Business and Finance</p> |
| <ul style="list-style-type: none"> • Have intentional engagement with the neighborhoods adjacent to EDGE District. | <p>Accountable: Anne Barnes, Ken Bayles, Jen Bartholomew, Amy Thompson, Chris Kratochvil, Rod Markin</p> <p>Collaborators: All Colleges and Institutes, UNeMed, UNeTech, UNeHealth, Business and Finance, External Relations</p> |

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| <p>5. UNMC will model and integrate best practice community engagement principles within its partnerships.</p> | <p>Accountable: Heidi Keeler</p> <p>Collaborators: All Colleges and Institutes, Academic Affairs, Community Engagement, Student Success, Community Collaboration Council</p> |
| <p>6. UNMC will be the leading institution for the development and success of rural health education, workforce, outreach and strategic advancement.</p> | <p>Accountable: Kyle Meyer</p> <p>Collaborators: All Colleges and Institutes, Education Council, Academic Affairs, Student Success, Office of Preceptor Excellence, iEXCEL</p> |
| <p>7. UNMC will develop a framework for collaboration across the University of Nebraska (UNL & UNMC), including sharing courses, faculty, programs and research.</p> | <p>Accountable: Jane Meza, Ken Bayles</p> <p>Collaborators: All Colleges, Education Council, Academic Affairs, Student Success, iEXCEL</p> |

EXTRAORDINARY
Culture and Environment

| Strategy | Roles |
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| 1. UNMC will advance the highest standard of physical and psychological safety for all students, faculty, staff, patients and partners across each campus. | Accountable: Charlotte Evans, Diane Mack Collaborators: All Colleges and Institutes, Office of Public Safety, Academic Affairs, Nebraska Medicine, Student Success, VCR Office, Business and Finance |
| 2. UNMC will continuously improve employee engagement and workplace satisfaction. | Accountable: Sherita Strong, Jane Meza, Linda Cunningham, Phil Covington, Charlotte Evans Collaborators: All Colleges and Institutes, Office of Public Safety, Academic Affairs, Nebraska Medicine, Student Success, VCR Office, Business and Finance, HR |
| 3. UNMC will: | |
| <ul style="list-style-type: none"> Engage and create opportunities for the workforce and student body that reflect the populations in Nebraska. | Accountable: Kyle Meyer, Heidi Keeler Collaborators: All Colleges and Institutes, Academic Affairs, Office of Community Engagement |
| <ul style="list-style-type: none"> Improve healthcare access and outcomes to reduce healthcare disparities for all Nebraskans. | Accountable: Kyle Meyer, Heidi Keeler Collaborators: All Colleges and Institutes, Academic Affairs, Office of Community Engagement |
| 4. UNMC will support interdisciplinary collaboration and shared decision-making across colleges, units, regions and clinical partners and broadly communicate these decisions. | Accountable: Anne Barnes Collaborators: All Colleges and Institutes, Chancellor’s Office, Business and Finance, iEXCEL |
| 5. UNMC will strengthen recruitment, retention and engagement of faculty and staff to sustain long term growth. | Accountable: Jane Meza, Linda Cunningham, Staff Advisory Council President Collaborators: All Colleges and Institutes, Chancellor’s Office, Business and Finance, HR |

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| <p>6. UNMC will enhance organizational effectiveness and workplace climate by ensuring staff have appropriate resources, support systems, tools, technologies, software, and working environments to efficiently meet operational needs.</p> | <p>Accountable: Anne Barnes</p> <p>Collaborators: All Colleges and Institutes, Chancellor's Office, Business and Finance, iEXCEL</p> |
| <p>7. UNMC will be committed to ensuring physical and technologic accessibility for all faculty, staff and students.</p> | <p>Accountable: Anne Barnes, Jane Meza, Chris Kratochvil, Ken Bayles, Bill O'Neill</p> <p>Collaborators: All Colleges and Institutes, Chancellor's Office, Business and Finance</p> |

EXTRAORDINARY

Stewardship and Effectiveness

| Strategy | Roles |
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| <p>1. UNMC will enhance and standardize policies and procedures including system-level or campus-level harmonization, definitions, ownership, and processes to increase the efficient and effective use of resources.</p> | <p>Accountable: Anne Barnes, Bret Blackman, Jane Meza</p> <p>Collaborators: VCR Office, Chancellor’s Office, Business and Finance, Lean and Business Process Improvement</p> |
| <p>2. In partnership with Nebraska Medicine, UNMC will lead in energy conservation and materials reuse and recovery while sharing best practices and findings internally and with other academic medical centers to drive broader industry impact.</p> | <p>Accountable: Anne Barnes, Jen Bartholomew</p> <p>Collaborators: All Colleges and Institutes, Chancellor’s Office, Business and Finance</p> |
| <p>3. UNMC will use process improvement strategies and metrics to positively impact the education, research, clinical missions.</p> | <p>Accountable: Susan Kraft Mann, Matt Singh, Anne Barnes, Bret Blackman, Ken Bayles, Linda Cunningham, Jane Meza</p> <p>Collaborators: Business and Finance, IT, HR, VCR Office, Academic Affairs, Lean and Business Process Improvement</p> |

EXTRAORDINARY

Clinical Care

| Strategy | Roles |
|---|---|
| <p>1. UNMC in partnership with Nebraska Medicine will build the healthiest Nebraska by revolutionizing access to care and safety and quality of clinical education, and care.</p> | <p>Accountable: Michael Hasselberg, Chad Vokoun, Amy Duhachek-Stapelman</p> <p>Collaborators: All Colleges and Institutes, Nebraska Medicine, Academic Affairs, VCR Office, Business and Finance.</p> |