Getting Started on a Plan – A Review of Stakeholder Views of the School Today

Strategic Planning Committee for the VCU School of Dentistry
November 14, 2012
Agenda

- Welcome and Introductions
- The Committee’s charge
- The purpose of planning and the planning process
- Mechanics
  - Establishing a regular meeting day and time
  - Communication
- The issues as raised by stakeholder groups
- December meeting
  - Trends in dental education, research/scholarship, practice
- Adjournment
The Committee’s Charge

• Dr. Rao, VCU President, has charged each school and department with developing a strategic plan that reflects the priorities of the Quest for Distinction and moves the school/department forward
  - The Executive Summary of the Quest for Distinction is in your notebook

• The School of Dentistry has asked Dr. Jim Schroeder and his Leadership by Design group to develop and facilitate a process to accomplish this charge, working through and with this Strategic Planning Committee
Theme 1 of the QfD

Become a leader in national research universities in providing all students with high quality learning/living experiences focused on inquiry, discovery, and innovation in a global environment

- Talented and diverse students who will graduate at a higher rate and will contribute to a highly skilled workforce
- Rigorous and innovative academic programs that support and prepare students for civic engagement and careers in a 21st century global environment
- High impact academic and extra-curricular experiences that expand learning, promote civil discourse, and engage students in self reflection and creative expression
- Faculty, staff, and senior leadership with the skills and talents to increase quality teaching and learning, high impact research, and diversity at all levels
Theme 2 of the QfD

Attain preeminence as an urban, public research university by making contributions in research, scholarship, creative experiences, and clinical practice to advance knowledge and enhance quality of life.

- Increase and diversify the university’s sponsored research
- Increase university-wide productivity in high impact research, scholarship, and creative expression
- Grow the next generation of researchers and scholars
- Increase the commercialization of intellectual property and university-based technologies
Theme 3 of the QfD

Achieve national recognition as a fully integrated research university with commitment to human health

- **Prepare students** for careers that advance health care, improve health status, and contribute to STEM related fields
- **Increase** interdisciplinary/inter-professional scholarship and practice
- **Significant** advances in clinical and translational research focused on important issues across the health care spectrum
Theme 4 of the QfD

Become a national model for community engagement and regional impact

• Expand community-engaged scholarship and service learning

• University-community partnerships

• Address sustainability challenges through curricular and service innovations and green facilities and operations
Planning

• Purpose of planning
  o Change is inevitable
  o Proactive vs. reactive
  o We can do anything but not everything
    • Deciding what is most important to address for the school’s future
  o A strategic not operating plan
    • Not everything we do; the things that are essential to vision achievement

• Process to be used
  o Begin with the end in mind – creating a vision for 2018
  o Current state assessment – where are we now on those themes
  o Gap analysis - Identify gaps between where we are now and the vision
  o Goals, objectives, strategies to close gaps by 2018
  o Metrics for measuring plan success
  o See the Overview in your notebook for more detail
Mechanics

• We need to establish a regular meeting schedule between now and May 2013
  o Monthly at least
  o Two hours minimum
  o What days of the week, week of the month, and times work best
    • E.g. We will meet on the second Thursday of every month from 5:30 – 7:30 p.m.
    • The Committee agreed to two meetings a month on the second and fourth Tuesdays from 5:30 – 7:30 p.m., except for December which will have only one meeting on December 11.

• We also need ways for you to communicate with each other and with us
  o List of committee membership with email addresses in your notebook
  o Web site http://vision.dentistry.vcu.edu
  o Our cards in your notebook
Break

• Let’s take five minutes!
Your Two Sets of Lenses

- Representing your stakeholder group
- Representing the best for the future of the school as a whole
Stakeholder Issues

• We have held meetings with several key groups, including:
  o Faculty
  o Administration
  o Students
  o Patients
  o Dental Practitioners/Virginia Dental Association
  o Board of Advisors

• And will continue
  • The Dental industry, including insurers
  • Research community
  • Other schools of the university
  • Staff

• Responses from all stakeholder group meetings have been aggregated for your information, study and contemplation
Speaking for Stakeholders

• We have divided the stakeholder issues into categories and created 4 sets of these categories

• We have divided you into 4 groups

• Each group will review a set of stakeholder comments and report to the Committee as a whole on what most resonated with you
  o What are the biggest issues for these stakeholders?
  o What surprised you?
Comment Pairings

- **Group 1**
  - Student issues
  - Facility/technology issues

- **Group 2**
  - Faculty/staff issues
  - Administrative issues

- **Group 3**
  - Clinical Issues
  - Research issues

- **Group 4**
  - Patient issues
  - Curriculum issues
Small Group Work

- Please take 20 minutes to review the stakeholder comments assigned to your group and discuss which seem most significant.

- Be sure every member of the group talks!

- Be sure every member of the group listens!

- Choose someone to report for your group.
Reporting Out

• What are the biggest issues for these stakeholders?

• What surprised you?
Next Meeting

• We decided on Tuesday December 11 5:30 – 7:30 p. m.
  
  o We will be reviewing major trends that will lay the groundwork for our discussion of vision in January
  
  o Please plan to attend!!

• We will be posting suggested readings on the web site so please check for them!
  
  o [http://vision.dentistry.vcu.edu](http://vision.dentistry.vcu.edu)
Comments? Questions?
Thank You

• To Beth Marcus in the Dean’s office for arranging our space and our meal

• And to you for agreeing to do this important work!