NOORDA COLLEGE of OSTEOPATHIC MEDICINE

Research Strategic Plan

2024 – 2025 Research Strategic Plan

Mission
To empower our students with the essential personal and professional skills needed to be competent, confident, and compassionate osteopathic physicians dedicated to meeting the healthcare challenges of the communities in which they serve.

Vision
To become a leader in osteopathic medical education through innovative, progressive, and effective curricular offerings. We hope to instill values that embrace change, foster cultural awareness, diversity, and ethical leadership, and inspire a servant's heart towards caring for all people including the underserved.

Values
Instilling values that foster cultural awareness, promote ethical leadership, embrace diversity, and inspire a servant's heart towards caring for the poor and needy.

YEAR ONE: 2024 - 2025
Promote development and sustainability of research within Noorda-COM.

Department of Research
Financial Strategy and Operations:
- Develop and implement a stable financial strategy to support Noorda COM's mission and vision.
- Ensure operations are efficient and fiscally responsible.

Regional Collaborations:
- Establish and strengthen regional collaborations with research institutions, healthcare organizations, and industry partners.
- Promote joint grant submissions and collaborative research publications with regional partners.
- Develop mechanisms for shared research resources and data among partners.

Infrastructure Collaborations:
- **Develop shared research facilities and laboratory spaces with regional partners.**
- **Establish joint research centers focused on key health challenges facing the community.**

Clinical Research/Treatment Infrastructure:
- Develop clinical research/treatment infrastructure in collaboration with strategic community and regional partners.

- Create clinical research networks to enhance patient recruitment and data collection.

Office of Sponsored Programs:
- Enhance the Office of Sponsored Programs to promote grantsmanship and faculty training.
- Provide comprehensive support for faculty in identifying and applying for research grants.

Personnel
Faculty Recruitment and Development:
- Continue recruitment of faculty with strong research profiles to enhance the research capabilities of the institution.
- Provide professional development and mentorship for new faculty to integrate them into the research community.
- Create reciprocated affiliate faculty research appointments with regional academic and research institutions.

Support for Faculty Research:
- Support faculty in their efforts to develop and deliver high quality research programs.
- Provide internal grants, resources, and training to aid faculty in identifying and applying for research grants.

Students
Student Recruitment and Support:
- Support Admissions in the recruitment and selection of students with strong research interests.
- Develop research-based scholarships and recruitment strategies.
- Provide training and support for students in research activities, including mentorship opportunities.

Research Training and Development:
- Create a program of research and scholarly experience training and support for students.
- Develop effective student support systems (e.g., advisors, learning specialists) and implement timely assessment systems for student progress in research efforts.

Academic Model
Integration of Research Principles:
- Promote an institutional academic model that integrates research principles and supports the mission of the College.
- Enhance research opportunities for ACGME accredited Graduate Medical Education.
- Facilitate research elements in support of Noorda COM supported residency programs.

AI in Curriculum Development:
- Utilize AI to personalize and enrich the learning experience for students, ensuring that educational content meets their individual needs and learning styles.
- Incorporate AI to develop interactive tools and resources that provide immersive and engaging learning opportunities.

AI in College Workflow:
- Implement AI to streamline administrative processes, increasing efficiency and reducing manual workloads.
- Use AI to analyze data and support evidence-based decision making across the institution.

- Apply AI to assist in research activities, providing tools that support data analysis and other research functions.

Collaboration with IT Department:
- Work in partnership with the IT department to develop and implement AI solutions that align with our educational and operational goals.
- Ensure that faculty, staff, and students receive the necessary training and support to effectively use AI tools.
- Establish mechanisms for ongoing evaluation and improvement of AI solutions to ensure they continue to meet the evolving needs of the college.

Community Research Partnerships:
- Foster value-oriented community research partnerships to advance the education and training of students, faculty, and staff.
- Develop partnerships with PhD and Master's degree granting institutions, colleges, and universities, regional healthcare networks, and foundations.

YEAR TWO: 2025 – 2026

Department of Research
Evaluation and Improvement:
- Evaluate the efficiency and fiscal responsibility of current operations.
- Assess the effectiveness of the research infrastructure and identify areas for improvement.

Regional Collaborative Research Initiatives:
- Continue developing and expanding regional collaborative research initiatives.
- Promote joint research projects and grant submissions with regional partners.
- Facilitate regular meetings and workshops to enhance collaborative efforts.

Shared Research Facilities:
- Advance the development of shared research facilities and laboratory spaces with regional partners.
- Ensure the infrastructure supports a wide range of research activities and promotes interdisciplinary collaboration.

Technology Transfer and Intellectual Property:
- Establish the Office of Technology Transfer to support intellectual property development and management for faculty.
- Facilitate the commercialization of research findings and innovations through technology transfer initiatives.

Personnel
Faculty Development and Support:
- Continue recruiting faculty with strong research profiles to further enhance the institution's research capabilities.
- Provide ongoing professional development and mentorship opportunities for faculty.
- Support faculty in their efforts to develop and deliver high quality research programs.

Affiliate Faculty Appointments:
- Strengthen reciprocated affiliate faculty research appointments with regional academic and research institutions.

- Facilitate faculty exchanges and joint research projects to enhance collaborative efforts.

Students

Student Research Opportunities:
- Continue supporting Admissions in the recruitment and selection of students with strong research interests.
- Expand research-based scholarships and recruitment strategies.
- Enhance training and support for students in research activities, including mentorship opportunities.

Research Training Programs:
- Expand programs of research and scholarly experience training for students.
- Develop additional support systems (e.g., advisors, learning specialists) to help students succeed in their research efforts.
- Implement timely assessment systems to monitor and support student progress in research activities.

Academic Model

Integration and Innovation:
- Promote best practices in integrating research principles into both didactic and clinical education environments.
- Encourage the use of innovative IT services to enhance teaching, research, and outreach.
- Facilitate research elements that support Noorda COM supported residency programs.

Community and Regional Partnerships:
- Foster value-oriented community and regional partnerships to advance the education and training of students, faculty, and staff.
- Develop long-term research relationships that will benefit the College and its students.
- Partner with other higher education institutions to provide foundational research education and opportunities.

AI in Curriculum Development:
- Utilize AI to personalize and enrich the learning experience for students, ensuring that educational content meets their individual needs and learning styles.
- Incorporate AI to develop interactive tools and resources that provide immersive and engaging learning opportunities.

AI in College Workflow:
- Implement AI to streamline administrative processes, increasing efficiency and reducing manual workloads.
- Use AI to analyze data and support evidence-based decision-making across the institution.
- Apply AI to assist in research activities, providing tools that support data analysis and other research functions.

Collaboration with IT Department:
- Work in partnership with the IT department to develop and implement AI solutions that align with our educational and operational goals.
- Ensure that faculty, staff, and students receive the necessary training and support to effectively use AI tools.
- Establish mechanisms for ongoing evaluation and improvement of AI solutions to ensure they continue to meet the evolving needs of the college.

Clinical Research/Treatment Infrastructure

Development and Expansion:
- Continue developing clinical research infrastructure in collaboration with strategic community and regional partners.
- Expand clinical networks to enhance patient recruitment and patient outcomes.
- Promote the use of clinical research findings to improve patient care and health outcomes.

YEAR THREE: 2026 - 2027

Office of Research

Research Benchmarks and Goals:
- Attain research benchmarks that meet or exceed accreditation standards.
- Continue evaluating and refining the efficiency and fiscal responsibility of operations.
- Begin process of evaluating strategic plan outcomes and goals for next strategic goals.

Regional Research Collaborations:
- Strengthen existing regional research collaborations and establish new partnerships.
- Facilitate joint grant submissions and collaborative research publications with regional partners.
- Organize regular collaborative meetings and workshops.

Shared Research Facilities:
- Further develop and enhance shared research facilities and laboratory spaces.
- Ensure these facilities support interdisciplinary and high impact research.

Office of Sponsored Programs:
- Expand the Office of Sponsored Programs to provide advanced grantsmanship and faculty training.
- Increase support for faculty in securing largescale research grants.

Technology Transfer and Intellectual Property:
- Enhance the Office of Technology Transfer to support the development and commercialization of intellectual property.
- Strengthen partnerships with community organizations to facilitate technology transfer initiatives.

Personnel

Faculty Recruitment and Development:
- Continue recruiting faculty with robust research profiles.
- Provide continuous professional development, mentorship, and support for faculty.
- Foster a collaborative research environment among faculty.

Affiliate Faculty Research Appointments:
- Maintain and enhance reciprocated affiliate faculty research appointments with regional partners.
- Promote faculty exchanges and collaborative research projects.

Student Research Engagement:

- Continue supporting Admissions in recruiting students with strong research interests.
- Expand research-based scholarships and support systems for students.
- Provide comprehensive training and mentorship opportunities for students.

Research Training and Development:

- Enhance research and scholarly experience training programs.
- Strengthen support systems (e.g., advisors, learning specialists) to aid student success.
- Implement robust assessment systems to monitor and support student progress in research.

Academic Model

Research Integration and Innovation:

- Promote innovative research practices within both didactic and clinical education.
- Encourage the adoption of cutting-edge IT services to support teaching, research, and outreach.
- Enhance research elements within Noorda COM supported residency programs.

Community and Regional Partnerships:

- Build and strengthen community and regional partnerships to support student, faculty, and staff education and training.
- Develop strategic, long-term research relationships.
- Partner with other institutions to provide foundational research education.

AI in Curriculum Development:

- Build upon AI-driven personalized learning systems to further tailor educational content to meet individual student needs and learning styles.
- Expand the use of AI-powered interactive tools and resources, providing more immersive and engaging learning opportunities that align with advanced educational standards.

AI in College Workflow:

- Enhance the implementation of AI solutions to streamline administrative processes, further increasing efficiency and reducing manual workloads.
- Utilize advanced AI analytics to process and analyze comprehensive data related to student performance, faculty activities, and operational metrics, supporting more informed and strategic decision-making across the institution.
- Broaden the application of AI tools to support diverse aspects of research to enable researchers to focus on high-value tasks and accelerate their projects.

Collaboration with IT Department:

- Strengthen the partnership with the IT department to develop and implement advanced AI solutions that align with our evolving educational and operational goals.
- Expand training programs for faculty, staff, and students to enhance their proficiency in using AI tools and systems.
- Implement an advanced feedback loop to gather comprehensive user input and assess the effectiveness of AI solutions.

Clinical Research Infrastructure

Expansion and Enhancement:

- Continue developing and expanding clinical research infrastructure with strategic partners.

- Strengthen student involvement in clinical treatment environment to expand educational experiences, clinical and research opportunities.
- Utilize clinical research findings to enhance patient care and health outcomes.

Research Infrastructure

Strategic Partner Collaboration:
- Seek and collaborate with strategic partners to expand campus research infrastructure.
- Develop joint funding proposals and initiatives to enhance research capabilities.

Facility and Resource Development:
- Invest in infrastructure to support intentional and collaborative research efforts.
- Create environments that promote high impact, immersive research experiences beyond the classroom.

YEAR FOUR: 2027 – 2028

Wrap up current strategic plan. Structure new strategic plan while advancing operations to support the growth of research.