



TEXAS A&M UNIVERSITY
School of Medicine

Texas A&M School of Medicine Strategic Plan



2021-
2026

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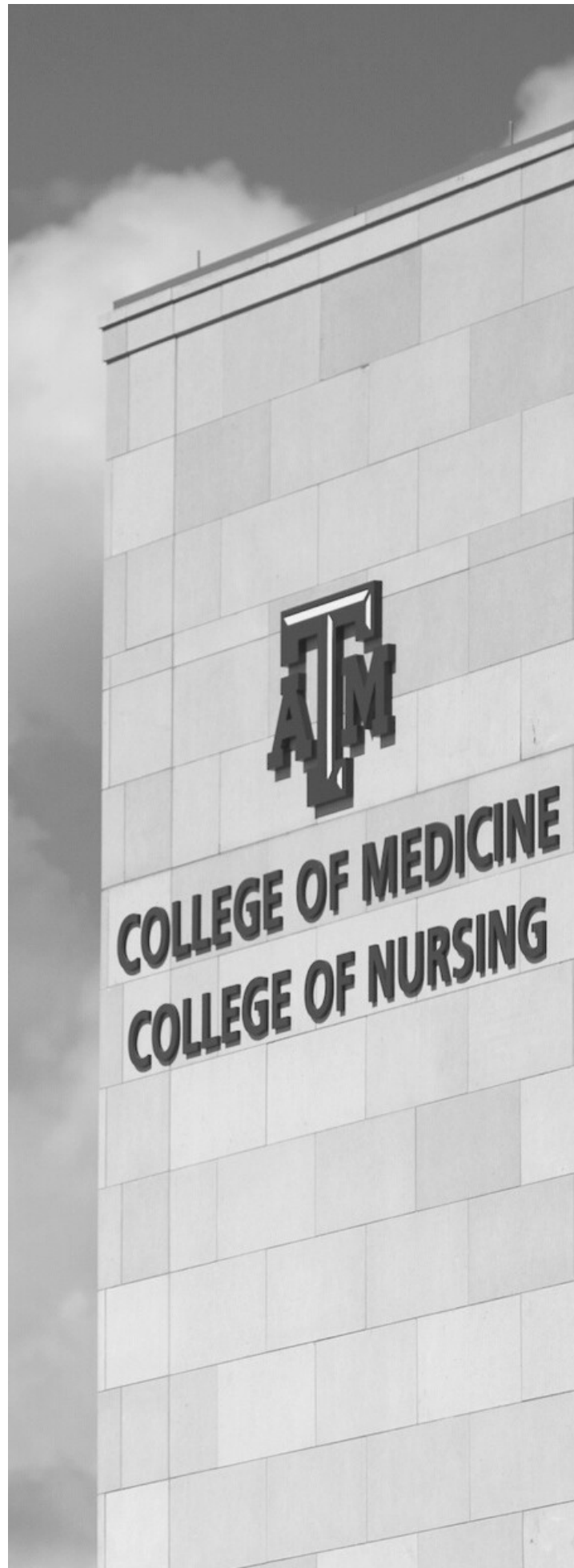
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INTRODUCTION

About Texas A&M School of Medicine

Founded by the Teague-Cranston Act, Texas A&M School of Medicine was created to serve the underserved populations of Texas with the core values of Texas A&M University. Today, we are leading the way for 21st century medicine through research, clinical care, medical education, community impact and innovation.

To create a workforce equipped to answer these demands—and the demands of a changing health care landscape—the School of Medicine has consistently worked to innovate its curriculum and collaborations. Now home to campuses in Bryan-College Station, Temple, Round Rock, Dallas and Houston, the School of Medicine currently enrolls more than 700 medical students and more than 100 graduate students.

MESSAGE FROM THE DEAN

As the dean of the Texas A&M University School of Medicine, it is a privilege to work alongside some of the country's best clinicians, educators, and researchers. Together we seek to fulfill the school's mission of improving the health and well-being of the people of Texas through excellence in clinical care, community involvement, and medical and biomedical education and research.

We have an expanding health care delivery component that seeks to serve the underserved of Texas and beyond, especially in mental health and primary care. Our faculty, staff and students strive to be leaders within our communities and to build a vibrant community within the school. Our faculty are dedicated to teaching our medical and graduate students and training our residents. The research taking place at our school is impacting our knowledge of disease and our ability to combat it wherever it is found, from our big cities to the farthest reaches of rural Texas, around the globe and even into outer space.

Texas A&M School of Medicine's aspirations for excellence are highlighted throughout our 2021-2026 Strategic Plan with the embedment of four cross cutting themes focused on innovation, sustainability, collaboration, and leadership. Further, our commitment to grand initiatives around rural and population health, military medicine and technology-supported innovation for health and health care delivery make the college unique within the state of Texas.

This document serves to guide our school and all of its constituents in fulfilling our mission and vision through the outlined goals and strategies as we continue to grow our partnerships, expand access to care and develop leaders in medicine and beyond.

Amy L. Waer

Amy L. Waer, MD, FACS

Dean

Jean and Tom McMullin Endowed Deanship



MISSION

Our mission is to improve the health and well-being of the people of Texas and beyond through excellence in education, research, and healthcare delivery

VISION

Our vision is to develop the innovators and leaders in medicine and biomedical research who will transform American medicine in the 21st century

CROSS CUTTING THEMES

To be recognized as a top 50 medical school in research according to US News & World Report

To enhance financial sustainability through expanded revenue sources

To leverage collaborations and partnerships benefitting all

To promote and support leadership development for all

KEY FOCUS AREAS



Rural and Population Health

The School of Medicine brings health care where it's needed most. Through our keen focus on rural populations and innovative care delivery, the college eliminates health disparities through Texas



Military Medicine

The School of Medicine honors Texas A&M University's rich military legacy. The college aims to develop future military medicine leaders to advance healthcare delivery worldwide, leveraging this military experience and knowledge to be a leader in military medicine initiatives



Innovation

The School of Medicine makes the impossible, possible—by creating systems and technologies that address health care's greatest challenges and bringing together the brightest minds in health care, biomedical sciences, and engineering

AREAS OF EXCELLENCE

Clinical



The clinical setting is the most immediate avenue for the School of Medicine to fulfill our purpose of providing transformative care to Texans. Utilizing our own practice sites and a select group of clinical affiliates, we provide excellent educational settings for our faculty, students and residents to learn and practice evidence-based patient care while creating new laboratories for clinical, translational, and health systems science research.

Community



Texas A&M University School of Medicine recognizes, and values, the breadth of stakeholders engaged in educating our medical students. We conceptualize our School of Medicine community as concentric circles of our faculty, staff, and students; Texas A&M University; clinical partners; campus community partners; the state of Texas; the nation; and across the globe.

Education



Medical education is the thread that creates a singular vision for future and current students, researchers, alumni and practicing physicians. By impacting education and training at all levels, the Texas A&M School of Medicine fosters achievement of career goals and the transformation of health care. Our curriculum brings flexibility and individualization to the education process creating lifelong learners and bringing better health care to all.

Research



Research and scholarly activities are essential for critical thinking and problem solving and serve as the foundation for lifelong learning. The School of Medicine works tirelessly to break down barriers to discover new ways to understand biomedical science, disease, and develop treatments through innovative technologies. From bench to bedside, we practice collaborative research and entrepreneurial approaches.



CLINICAL

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CLINICAL

Goal 1: Create a self-sustaining clinical presence that augments the School's research, education, and community impact missions.

Strategy 1: Identify, prioritize, expand, and evaluate clinical opportunities which complement the School's research and educational priorities and address specific community needs.

Strategy 2: Enhance clinical and translational research activity and extramural funding of current and future clinical faculty

Strategy 3: Expand clinical services afforded to TAMU System employees and students. In doing so, maximize internal TAMUS / TAMU / TAMU Health partnership and resources.

Strategy 4: Collaborate with other HSC partners to create clinical practices which make available opportunities for interprofessional clinical, translational, and healthcare delivery research.

Goal 2: Create a patient-centered clinical character for the School of Medicine to improve healthcare access, quality, and value for Texans

Strategy 1: Utilizing health systems science principles, modify practice operations to remove physical and socioeconomic barriers to access

Strategy 2: Develop School of Medicine programs which result in high recruitment rates of graduates into rural and underserved locations

Strategy 3: Increase clinical practice and training program presence in rural and underserved communities to create greater visibility, pipelines, etc.

Strategy 4: Expand virtual health opportunities to rural and underserved populations

Strategy 5: Create a system of transparent clinical quality reporting and monitoring to promote continuous improvement

Goal 3: Create respectful teaching, practice, and learning environments for all clinical faculty

Strategy 1: Create environments where clinical faculty are valued members of an academic community



COMMUNITY

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COMMUNITY

Goal 1: Promote a culture of professionalism and excellence for all stakeholders

Strategy 1: Develop leadership knowledge, skills, and attitudes as they relate to the respective roles, and inherent responsibilities, of faculty, staff, and students.

Strategy 2: Promote the development of a comprehensive professional program for faculty, staff, and students

Strategy 3: Maintain a program of continuous quality improvement around the School of Medicine's program on professionalism

Strategy 4: Promote mechanisms to encourage mentoring relationships for professional identity and career enhancement

Goal 2: Enhance the school's impact on the community via civil, cultural, and clinical engagements through meaningful partnerships.

Strategy 1: Develop programs and initiatives to connect stakeholder groups.

Strategy 2: Involve and engage stakeholders to participate in partnership opportunities.

Strategy 3: Participate in local events with community and regional clinical, governmental, and social leaders.

Strategy 4: Promote the health and wellness of patient populations in underserved areas.



EDUCATION

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EDUCATION

Goal 1: Develop adaptive thinkers and learners

Strategy 1: To develop and support purposeful, learner-centered integrated instruction

Strategy 2: To blend basic science and clinical instruction throughout the educational programs

Strategy 3: Implement flexible curricula that produces trainees more adaptable to the current biomedical needs in clinical, research, teaching, and policy settings

Goal 2: Foster an environment that is conducive to learning and teaching

Strategy 1: Facilitate opportunities to enhance two-way communication among faculty, administration, staff, and students.

Strategy 2: Employ proven educational strategies

Strategy 3: Create a system to capture and collage baseline data to measure the learning environment

Goal 3: Create a framework that supports interprofessional education

Strategy 1: Build university-wide relationships for learners to experience varied interprofessional encounters beyond the traditional clinical environment

Strategy 2: Identify areas in the curriculum to offer varied interprofessional opportunities

Goal 4: Expand educational offerings that meet the individual needs of our learners

Strategy 1: Become the preferred source for professional development for faculty and staff within the state

Strategy 2: Develop and implement a Military Medicine curriculum

Strategy 3: Explore the potential for individualized educational programs that meet the needs of learner competencies



RESEARCH

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RESEARCH

Goal 1: Develop research programs that align with the School of Medicine, Health Science Center, and Texas A&M University and clinical partner institution priorities

Strategy 1: Focus on existing research priorities established in the School of Medicine:

- Brain, Behavior, Psychiatric and Neurologic Disorders
- Biomedical Engineering and Regenerative Medicine
- Cancer, Cell and Developmental Biology
- Cardiovascular, Lymphatic and Metabolic Disease
- Genetic, Genomic and Network Biology
- Infection, Immunity and Inflammation

Strategy 2: Support opportunities that bridge the broad areas of research priorities highlighted in the HSC 360° Strategic plan and complement the School of Medicine research plans

Strategy 3: Incentivize the creation of faculty working groups to generate Program Project multi- PI grants

Strategy 4: Expand and improve Core facilities

Goal 2: Prepare our trainees to become innovators in biomedical research.

Strategy 1: Increase number and highest quality trainees: MD, MD/PhD, Masters, Pre- and Post- doctoral.

Strategy 2: Train critical thinking skills through coursework and scholarly activities

Strategy 3: Training grant submissions for both Pre-doctoral and Post-doctoral levels

Strategy 4: Promote and strengthen mentoring program

Strategy 5: Expand Summer research training programs

Strategy 6: Promote vertical integration for Basic and Clinical Clerkship medical curriculum.

RESEARCH

Goal 3: Develop research programs that will improve clinical care with alignment of the School of Medicine with clinical partner institution priorities.

Strategy 1: Organize research symposia between clinical affiliates and the School of Medicine, HSC, and TAMU

Strategy 2: Develop Clinical Research Infrastructure

Strategy 3: Increase Clinical Services through strategic partnerships

Strategy 4: Develop prospective patient registry that aligns with clinical partners' needs-priorities and TAMU system expertise. Institutional support to satisfy biobanking needs.

Strategy 5: Leverage existing expertise with the School of Medicine, HSC and TAMUS toward clinical research with clinical partners.

Strategy 6: Invest in multidisciplinary research that has the goal of translation into clinical care

Strategy 7: Develop novel care delivery methods toward underserved communities and populations

Strategy 8: Seek institutional support to satisfy biobanking needs.

ACKNOWLEDGEMENTS

The School of Medicine's strategic plan was developed with engagement from the school's internal and external stakeholders. The process began with four working groups to specifically review and analyze the clinical, community, education, and research areas of excellence. The working groups' recommendations were presented to faculty, staff, and students at the annual strategic planning retreat. Following the retreat, a draft plan was developed and shared with the school for additional review. Formal approval of the strategic plan was voted upon by the School of Medicine's Executive Committee on August 24, 2021

We thank you for your continued support of the Texas A&M School of Medicine's Strategic Plan

CONTACT

For any questions or progress updates on the Texas A&M School of Medicine Strategic Plan, please contact:

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The strategic plan can be found online at:

<https://medicine.tamu.edu/about/leadership/strategic-plan.html>