



# Strategic Initiative Funding





## *What are the strategic initiative funds (SIF)?*

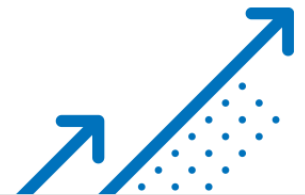
- ✓ In support of the advancement of NEOMED's mission, vision and values, leadership committed \$1,000,000 to enable action plans that directly contribute to the 42 strategic initiatives outlined in the NEOMED Strategic Plan.
- ✓ The action plans proposed should contribute to one or more of the strategic focus areas by providing an Exceptional Experience, celebrating Diversity, Equity and Inclusion, promoting Leadership, or developing our People.
- ✓ The request should demonstrate the impact on the University and outcomes of the plan.

## *Who can apply for SIF?*

- ✓ SIF is open to divisions, departments, faculty, staff, and students who have developed SMART<sup>1</sup> goals and actionable plans designed to implement and execute the NEOMED strategic plan initiatives.

## *What do I need to do before applying?*

- ✓ Work collaboratively with one or more of the strategic [pillar leads](#) to ensure your request demonstrates alignment with the NEOMED Strategic Plan.
- ✓ Inform your divisional lead to ensure your request aligns with divisional goals.
- ✓ Develop your SMART goals, metrics, and a general budget to answer the [SIF application questions](#).



<sup>1</sup> SMART goals are specific, measurable, actionable, relevant, and timebound  
[https://www.neomed.edu/wp-content/uploads/NEOMED\\_strategic-plan-2020\\_revMM.pdf](https://www.neomed.edu/wp-content/uploads/NEOMED_strategic-plan-2020_revMM.pdf)

# Strategic Initiative Funding (SIF): FAQs



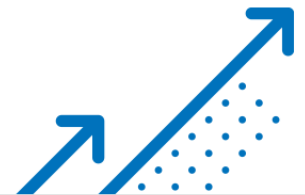
CREATING TRANSFORMATIONAL HEALTH CARE LEADERS

*How do I apply?*

- ✓ Complete and submit your request using the [Strategic Initiative Funding Form](#).

*What happens after I apply?*

- ✓ Review of the SIF requests follows a monthly [review cycle](#).
- ✓ All applicants will be notified of the status of their request.
- ✓ Upon award, the Strategy Office will help to work through a detailed budget and transfer funds.
- ✓ To track progress, quarterly strategic review sessions will be scheduled with a Strategy Office representative.





## MISSION

NEOMED harnesses diversity, innovation and collaboration to create transformative leaders and improve health through education, discovery and service.

## VISION

To be the model of excellence in innovative education and impactful research to create transformational health care leaders of tomorrow.

## CORE VALUES

NEOMED incorporates the following values in all that we do:

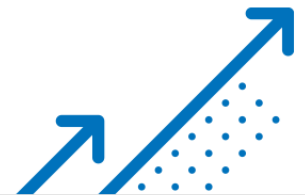
Leadership | Excellence | Advocacy | Diversity | Equity | Respect

## PILLARS

People | Education | Discovery | Service and Community Engagement | Growth  
Administrative and Academic Support Operations

## FOCUS AREAS

Delivering an *Exceptional Experience* | Celebrating *Diversity, Equity and Inclusion*  
Advancing *Leadership* in Health Care | Developing *People*



# Strategic Focus Areas



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<b>Exceptional Experience</b>	By creating a welcoming, supportive and well-resourced environment, NEOMED sets the stage for meaningful interactions among its students, faculty, staff, alumni, partners and community members. The University empowers every individual to participate fully in the campus experience and the community that NEOMED serves.
<b>Diversity, Equity, and Inclusion</b>	NEOMED recognizes, appreciates and celebrates all of the ways — from backgrounds to viewpoints — that people are different. The University's culture is grounded in respect and thrives on the uniqueness of each individual. NEOMED encourages everyone's participation by fostering policies and practices that ensure fair and just access, treatment and opportunities for all.
<b>Leadership</b>	NEOMED creates positive change by educating and training Ohio's next generation of health professionals, educators and researchers through experiential learning, high-impact research, strategic partnerships and innovation. By designing an environment where ideas and connections can flourish, NEOMED is transforming health care.
<b>People</b>	Talent is NEOMED's most valuable asset. The University invests in developing its faculty and staff to realize their fullest potential. As it works to attract and retain a diverse workforce and student body, NEOMED embraces opportunity and growth across all levels of the institution.

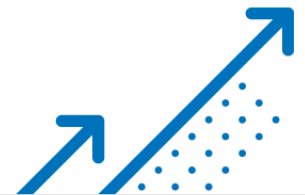


# SIF: Process Steps



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1. Requestor(s), in conjunction with pillar leads<sup>1</sup>, submit the [Strategic Initiative Funding Form](#)
2. Strategy office will compile requests for SPLT review
3. Strategic Plan Lead Team evaluates requests and awards funding
4. Strategy office notifies requestor(s) of award
5. Strategy office and working groups finalize budget details
6. Strategy office transfers funds



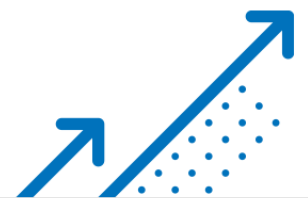
<sup>1</sup> See Slide 10 for list of pillar leads

<sup>2</sup> Divisional operational leads will receive a copy of requests to ensure alignment with upcoming ZBB preparation and to rule out alternative funding sources



The [Strategic Initiative Funding Form](#) consists of the following questions:

1. Provide a specific description of your proposed action plan. Include what goal you want to accomplish, the impact of the solution, and the action steps required to achieve it.
2. How is your action plan important to the University mission? Define the impact and demonstrate alignment with the strategic plan.
3. How will you measure progress? How will you define success? Include related benchmarks and/or metrics.
4. When will you achieve your goal? Provide any milestones for implementation and completion.
5. What resources will be required to achieve the goal? Provide estimated costs.
6. Upload any supplemental documentation.



# Strategic Plan Lead Team (SPLT)



CREATING TRANSFORMATIONAL HEALTH CARE LEADERS

Name	SPLT Role
<b>Andre Burton</b>	People Pillar Co-Lead
Rod Ingram	Executive Management Team
Dr. Richard Kasmer	Executive Management Team
<b>Dr. John Langell</b>	Growth Pillar Lead
<b>Dr. Amy Lee</b>	People Pillar Co-Lead
Lindsey Loftus	Executive Management Team
Lacey Madison	Executive Management Team
Dr. Eugene Mowad	Executive Management Team
Michelle Mulhern	Executive Management Team
<b>Maria Schimer</b>	Administrative and Academic Support Operations Pillar Lead
<b>Dr. Steve Schmidt</b>	Discovery Pillar Lead
<b>Dr. Mate Soric</b>	Education Pillar Co-Lead
John Stilliana	Executive Management Team
<b>Mary Taylor</b>	Service and Community Engagement Pillar Lead
<b>Dr. Randon Welton</b>	Education Pillar Co-Lead

**Bold = Pillar Leads**



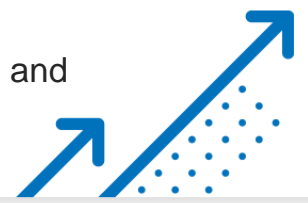


# Pillar Leads and Guiding Principles



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- The **People** pillar, led by Andre Burton and Dr. Amy Lee, operates under the guiding principle that NEOMED's faculty, staff, students, and alumni are its most valued and essential resources. NEOMED is committed to attracting and retaining a diverse workforce and student body, providing superior student services, and developing and retaining leaders.
- Drs. Mate Soric and Randon Welton lead the **Education** pillar mindful that NEOMED places the highest priority on educating its students. Priorities include providing a diverse, inclusive, and nurturing environment, preparing students to be leaders in their field, pursuing continuous curricular improvement, and leveraging real-world and clinical experiences for a dynamic approach to problem-solving.
- Dr. Steven Schmidt guides NEOMED's **Discovery** pillar to create a culture with the overarching objective of improving health and health care through discoveries and productive research programs that will lead to breakthroughs in prevention, diagnosis, treatment, and healing of health conditions, while advancing new models of care. Further, NEOMED fosters an entrepreneurial environment to encourage the commercialization of high-impact research breakthroughs as well as significant and unique learning opportunities.
- NEOMED's **Service and Community Engagement** pillar is led by Mary Taylor with partnerships and collaborations central to our mission. In offering opportunities for our students, development for our employees, growth for our institution, and to further the health of our communities.
- The **Growth** pillar is led by Dr. John Langell exploring new opportunities to grow the University through expansion of its reach and development of new areas of expertise that support its mission. New opportunities will drive NEOMED's mission, enhance the Exceptional Experience, serve our community, and add value to NEOMED's brand.
- Leading the **Administrative and Academic Support Operations** is Maria Schimer who by leveraging strengths of its faculty, staff and students is meeting the challenges of the future by supporting an environment of continuous improvement and operational effectiveness.



<b>SIF Funded Projects – FY2022</b>	<b>Sum of Total Award</b>
<b>Discovery</b>	<b>288,167</b>
Multidisciplinary Intramural Funding Program	90,000
Translational Research Proposal: Presentation Series and Pilot Grant Funding	65,000
Writing Center	85,167
NEOMED Faculty Innovation-Research and Entrepreneurship (FIRE) Program	
Student Fellowship Program	0
RFA Videos	48,000
<b>Education</b>	<b>92,997</b>
COP NAPLEX Preparation	42,022
RDEC Proposal	0
Student-Led Virtual Reality Simulation Development to Address Social Determinants of Health	0
Disability Studies and Health Professions Expansion: A Proposal to Design, Implement, and Evaluate Disability-Focused Simulated Patient	8,675
Creating a Continuum of Leadership Education and Training in Health System Sciences	42,300
Exploring Collaborative Online International Learning (COIL) Partnerships for NEOMED	0
<b>Operations</b>	<b>186,395</b>
Campus map	21,600
Stockdale Refresh	17,738
Strategic performance software	82,500
Strategic plan communications plan	44,757
Streamlining Accounts Receivable and Billing Processes	19,800
<b>People</b>	<b>270,858</b>
Dr. Gershen URM Scholarship campaign	6,000
Exceptional Student Experience Team costs	3,000
Heart and Blood Vessel Diseases Research Focus Area (H&BVD RFA) videos	0
Journal of Medical Sciences at NEOMED	11,050
Pharmacy Practice Faculty	0
Shared Faculty Contracts	0
URiM Documentary	37,419
Zoom Room Lean Integrated Team Workspace (Stockdale)	0
Dr. Gershen URM Scholarship campaign - revised amount	590
FAME- Research Track	73,000
NEOMED Alumni Interprofessional Symposium and Recognition Event	0
Affecting Social Justice in Medicine (ASJM) Global Health Service Initiative	0
Office of Financial Aid	22,000
ESE Focus Groups	0
Faculty Coaching and Advising Program	0
ESE Full Request	19,799
University Enrollment Council (HubSpot)	93,000
Big Idea Campaign	5,000
Badgr Pro	0
<b>Service</b>	<b>105,300</b>
Statewide TV Commercial, Promotion and Branded Content Interview Campaign	100,000
VITALS	5,300
<b>Grand Total</b>	<b>943,717</b>

## SIF Awards, FY22

