



FSU COLLEGE OF MEDICINE STRATEGIC PLAN

Executive Summary

Mission

The Florida State University College of Medicine will educate and develop exemplary physicians who practice patient-centered health care, discover and advance knowledge, and are responsive to community needs, especially through service to elder, rural, minority, and underserved populations.

Vision

The FSU College of Medicine will lead the nation in preparing compassionate physicians to deliver the highest quality 21st Century patient-centered medicine to communities of greatest need, advancing the science of this care, and developing innovative educational programs in these communities.

Values

The FSU College of Medicine is committed to a culture of:

- Collaboration with our colleagues and communities
- Respect and open communication
- Emphasis on our students and patients
- A constant commitment to innovation and continuous improvement
- Teamwork and motivation to work with others to achieve results
- Excellence in all we do

Strategies

- Education excellence
- Research excellence
- Clinical Care and Service excellence
- Community Partnership excellence

Strategic Planning Process

In May of 2003 the College of Medicine developed its first strategic plan. In 2008-2009, the College initiated a strategic planning process that provided the College the opportunity to initiate the process of self-study for the 2011 Liaison Committee on Medical Education accreditation visit. Four major planning areas under strategies above were identified. Cross disciplinary teams refined the Objectives, Activities and Outcomes and developed appropriate Measures. The plan was approved by the faculty at the General Faculty Meeting on February 18, 2010. The measures were reviewed periodically by the Executive Committee. In the Fall of 2017, teams of faculty and administrators were formed to review and update the College's strategic plan. Each goal of the strategic plan has metrics that will be monitored by the CQI office and the Executive Committee. The plan is a living document and will be updated as appropriate for FSUCOM as we approach our 25th Anniversary in 2025.



Education Excellence – updated Nov 2024

Goal 1: Ensure adaptive infrastructure exists and maintain a learner-centered environment.

Objectives:

- Maintain high student satisfaction through learner input.
- Emphasize active learning.
- Ensure adequacy of educational resources.

Goal 2: Emphasize the College of Medicine mission.

Objective:

- Educate graduates prepared to (1) practice patient centered care; (2) discover and advance biomedical and clinical knowledge; and (3) be responsive to community needs.

Goal 3: Develop and retain highly motivated and excellent faculty.

Objectives:

- Provide faculty development in education that is continually updated and responsive to faculty needs.
- Retain engaged faculty.

Goal 4: Ensure that all MD graduates attain a residency position and are fully prepared to succeed as interns in their chosen specialty area.

- All students pass Step 1 and 2 on their first attempt.
- All graduates have a residency position by graduation.
- All graduates are judged to meet or exceed expectations as interns.



Research Excellence – updated May 2025

Goal 1: Increase research productivity.

Objectives:

- Increase sponsored research support.
- Increase number of publications and national/international presentations.
- Implement new policies on faculty research expectations, space assignments, productivity incentives, and other research-promoting practice.
- Develop multi-investigator proposal/initiatives in college and departmental focus areas.

Goal 2: Increase research faculty.

Objectives:

- Recruit new research-active faculty in basic sciences.
- Recruit new research-active faculty in clinical and translational sciences.

Goal 3: Implement workforce development programs in research.

Objectives:

- Increase research opportunities for medical students in all academic years.
- Expand graduate student programs.
- Expand post-doctoral programs.



Clinical Care and Service Excellence – Update May 2025

Goal 1: In concert with the COM mission and in support of FSU Health, establish and strengthen relationships and clinical practice opportunities between the Tallahassee and Panama City Beach communities and the College of Medicine (COM).

Objectives:

- Enhance the quality of COM faculty and clinician service contributions to the Tallahassee and Panama City Beach Communities practice settings in the community.
- Monitor and enhance mutually beneficial clinician faculty contracts with other community practices.

Goal 2: Develop and maintain graduate medical education programs in partnership with clinical institutions and practices that ensure the quality and stability of those programs, and that build upon the mission established with undergraduate medical education at the COM.

Objectives:

- Assess the quality of FSU COM-sponsored residency and fellowship programs.
- Advance Florida-based clinical practice following GME graduation to further the College's mission.

Goal 3: Develop a sustainable clinical enterprise administered through Florida Medical Practice Plan, Inc. in order to strengthen the base of support for fulfilling the COM's mission.

Objectives:

- Create and sustain the organizational structure that can support practice plan operations.
- Ensure financial stability, transparency, and strategic allocation of resources for FMMP, Inc.

Goal 4: Deliver compassionate, excellent clinical care reflected in measures of value, quality, and outcomes; and patient experience, in concert with the COM mission.

Objective:

- Optimize the performance of the COM's clinical practices with a Quadruple Aim approach.
 - Pillar 1: Better Outcomes
 - Pillar 2: Improved Patient Experience
 - Pillar 3: Lower Costs
 - Pillar 4: Improved Clinician Experience



Community Partnership Excellence

Goal 1: Develop and nurture community partnerships that sustain our distributed model.

Objectives:

- Become the medical school of choice in our communities.
- Develop loyalty on the part of faculty and facilities.
- Implement effective communications programs.
- Consistent with the COM mission, expand outreach to involve community stakeholders who represent our commitment of service to elder, rural, minority, and underserved populations.

Goal 2: Develop alumni as faculty.

Objectives:

- Admit student applicants most likely to fulfill our mission.
- Provide exposure to mission-based populations throughout the educational program.
- Provide mentors for our mission-based themes throughout the educational program.

Goal 3: Assure philanthropic support for COM in accomplishing our mission.

Objectives:

- Create scholarship opportunities for students.
- Provide discretionary resources to support the main campus and six regional campuses.
- Create opportunities to strengthen the College's programs including faculty research, faculty endowments, and research centers.

Goal 4: Establish Florida State University College of Medicine as a leader in the provision of continuing medical education opportunities in those areas directly related to or supportive of our core mission.

Objectives:

- Provide expanded continuing education opportunities for COM community faculty.
- Provide continuing education opportunities for health care professionals who practice primary care and family medicine.
- Provide continuing education opportunities for health care professionals who treat elders and who practice in rural areas.

Goal 5: Establish formal partnerships with academic health centers and private community organizations that advance the mission of the COM and that are mutually beneficial.

Objectives:

- Form partnership vetting committee as subcommittee of the COM Executive Committee to assess alignment of new ventures before formal acceptance.
- Develop criteria and checklist for establishment of formal partnerships with academic health centers and private community organizations.
- Develop partnerships with community-based organizations (CBOs) that provide experiential and service-learning opportunities for our students while advancing the COM mission.
- Student community service hours and % of students providing community service to community partners.