



One Geisel: Leading Forward!

225th Founding Day & Strategic Plan Launch

November 4, 2022 | HANOVER, NH



Dartmouth
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Agenda

Time	Topic	Presenter(s)
3:00-3:10pm	Welcome and Opening Remarks	Duane Compton, PhD
3:10-3:15pm	Geisel's Achievements in 2022	Duane Compton, PhD
3:15-3:20pm	Vision and Values	Duane Compton, PhD
3:20-3:30pm	Implementation Structure	Nick Ryan
3:30-3:50pm	Goals and Initiatives	Goal Champions
3:50-4:00pm	Implementation Timeline	Kimberly Valcin
4:00-5:00pm	Community Social Event	



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Watch Video at

<https://youtu.be/9Tf5sSJrHRk>



Opening Remarks



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Duane Compton, PhD
Dean



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Strategic Plan Development Timeline

**September –
October 2021**

Stakeholder
interviews

October 2021
Kickoff Retreat

Work Group Meetings
Steering Committee Meetings

March 2022
Education Mini-Retreat

April 2022
Community
Forums

May 2022
Final Report
Out

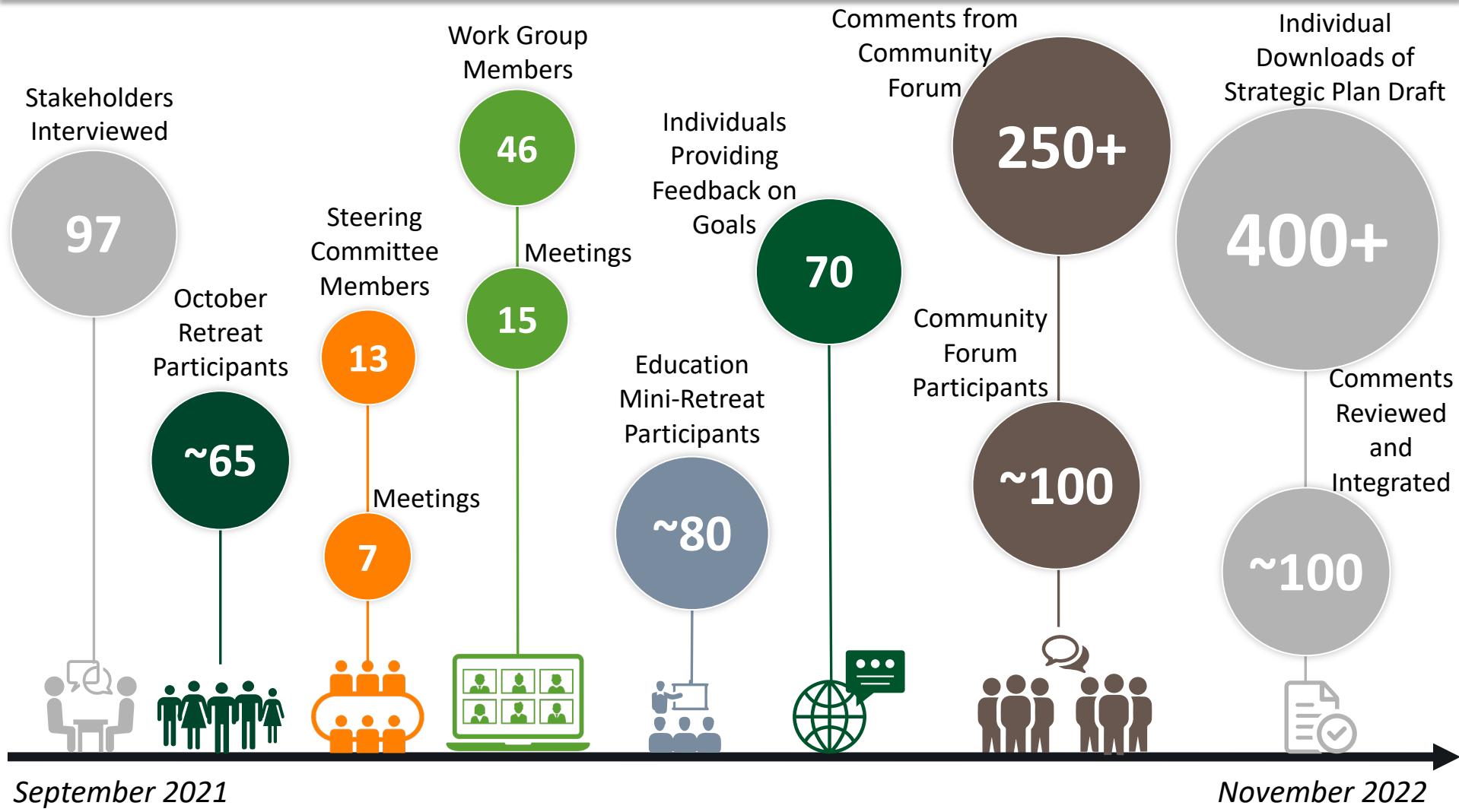
June – October 2022

Strategic Plan
Refinement and
Finalization

November 2022
Strategic Plan
Launch



Strategic Plan Engagement



2022 Achievements

This year we have focused on providing better resources and support for our programs.

Resources

- Expanded funding, staffing, and resources for our medical education program, the DICE office, Geisel Faculty Affairs, Geisel HR, and our advancement office.
- Expanded mental health resources (e.g., expansion of Geisel Counseling, Headspace, Uwill, JED Foundation) for faculty, staff, and students.
- Supported our Geisel community by opening two new study and wellness lounges (McGill and Zimmerman) available to all our learners.

Personnel

- Appointed and empowered Associate Dean for Diversity and Inclusion.
- Added and filled multiple student-facing leadership positions including:
 - Associate Dean for Assessment, Quality and Accreditation
 - Associate Dean for Student Success
 - Assistant Dean for Medical Student Research
 - Assistant Dean for Career Advising
 - Director of Geisel Learning Environment
- Launched a search for a new Associate Dean for Foundational Research.



Geisel Vision and Values

Vision

A values-driven leader in education, research, and professional practice.



Values



Community

Cultivate community through compassion, teamwork, and support.

Excellence

Pursue excellence in teaching, scholarship, and practice in the service of our community.

Inclusion

Celebrate diversity through inclusion, respect, and a commitment to equity.

Innovation

Ignite innovation through collaboration, creativity, and curiosity.

Integrity

Demonstrate integrity and build trust through transparency, accountability, and communication.



Implementation Structure



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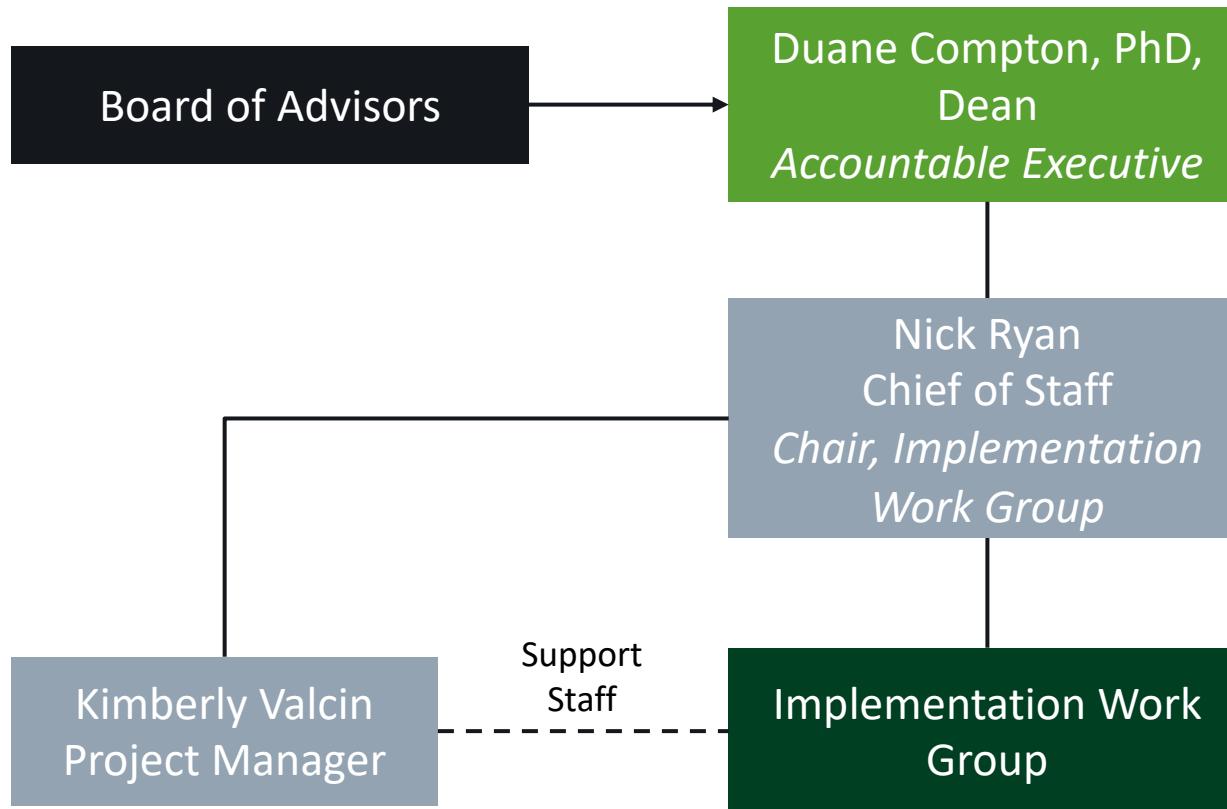
Nick Ryan, MPA
Chief of Staff



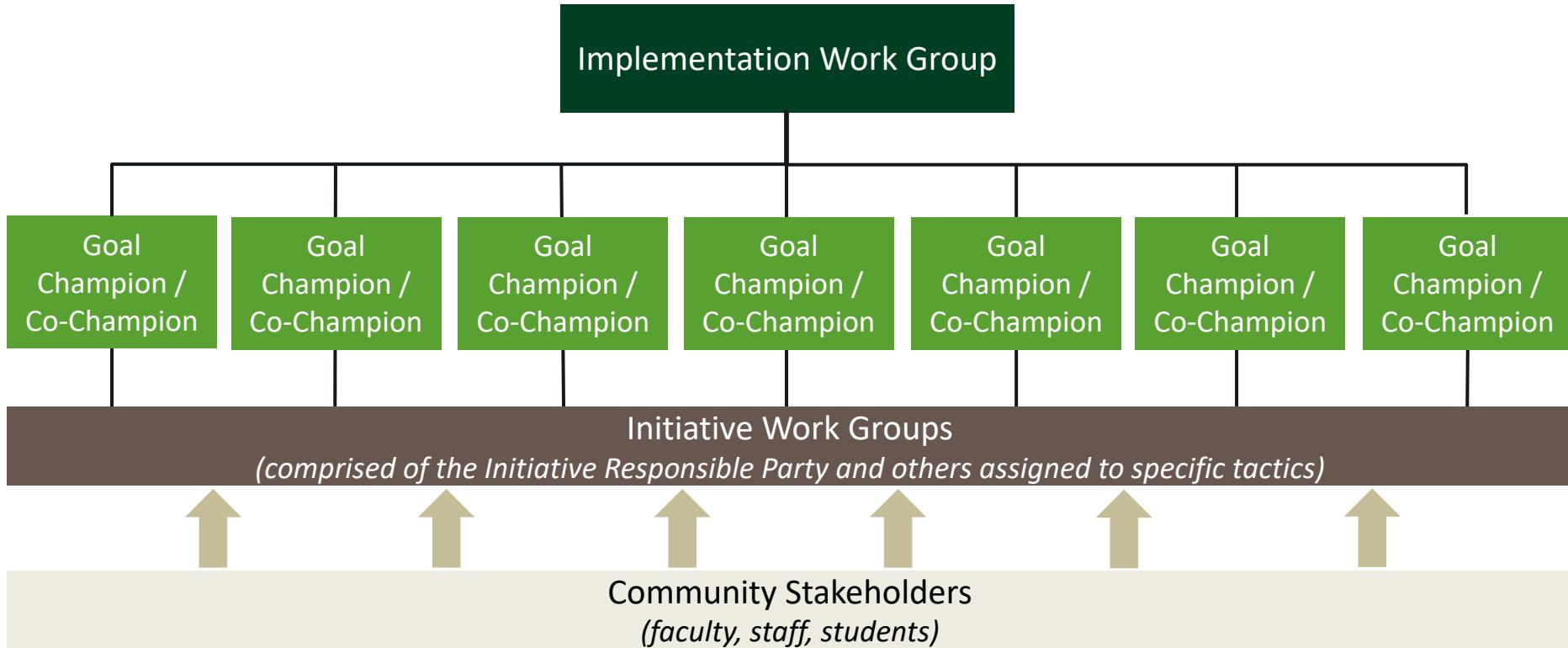
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Implementation Oversight Framework



Community Engagement is Key



Goal Champions and Initiative Work Groups will draw on community expertise to execute specific tactics throughout the duration of the strategic plan implementation.

Role of the Champion

Implementation Work Group Members

Goal Champions

- **Duane Compton**, Dean
 - **Amber Barnato**, Director, The Dartmouth Institute
 - **Erika Brown**, Dean of Faculty Affairs
 - **Sonia Chimienti**, Senior Associate Dean for Medical Education
 - **Lisa McBride**, Senior Associate Dean for Diversity, Equity, and Inclusion
 - **Steve Bernstein**, Associate Dean for Clinical Research
-
- **Wes Benbow**, Executive Dean of Administration and Finance
 - **Derik Hertel**, Director of Communications and Marketing
 - **Andy Rose**, Senior Director of Administration and Finance
 - **Rich Rothstein**, Senior Associate Dean for Clinical Affairs
 - **Nick Ryan**, Chief of Staff
 - **Craig Westling**, Executive Director of Education, TDI

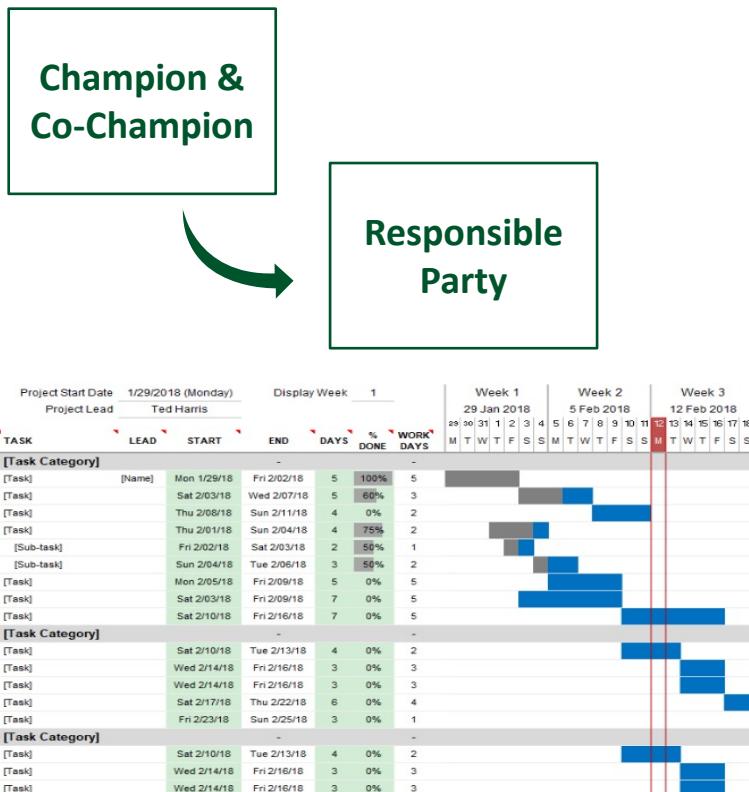
Role of the Champion

- Receives regular updates from responsible parties and listen to key discussions related to the assigned strategy area/goal.
- The purpose of the champion is multifold:
 - Serves as a sounding board and consistent point of contact for the responsible party of the assigned strategy/goal.
 - Provides context and communicate progress to fellow champions through formal and informal channels.
 - Identifies connections, synergies, or conflicts with other Geisel initiatives that are under way.
 - Helps identify/address barriers or challenges to progress on the goal.



Other Team Member Roles

Goal Champions will identify a Responsible Party to lead each initiative. The Champion and Responsible Party will then work together to develop the work plan for the assigned initiative.



Role of Other Team Members

- The Responsible Party will lead the assigned initiative with support from other identified team members.
- Other team members may include those who served on the steering committee or a work group to provide continuity from planning into implementation.
- As the work plan is developed, team members may be assigned to specific tactics within the assigned initiative.
- Those assigned to tactics should be a subject matter expert in the specific content area.
- Team members share responsibility with the Champion for the progress and achievement of the assigned initiative.
- Teams meet regularly with the Champion to provide updates on initiative progress.



Delineation between Goals, Initiatives, and Tactics

Champion & Co-Champion

Strategic Goals

Strategic goals define what Geisel expects to accomplish to achieve its vision over a specific period of time.



Time Frame:

Long-term (five or more years)

“Promote Geisel’s values to enhance our sense of community.”

“Catalyze strategic growth with a new state-of-the-art facility.”

Responsible Party

Strategic Initiatives

Strategic initiatives are the projects, programs, and endeavors Geisel will undertake to achieve its identified vision and goals.



Time Frame:

Long-term (three to five years)

“Invest in premier career development and advising opportunities.”

“Launch a comprehensive, diversity-focused recruitment and retention framework.”

Community Stakeholders

Operational Tactics

Tactics are specific activities to support day-to-day management of the initiative and provide a workable execution plan.



Time Frame:

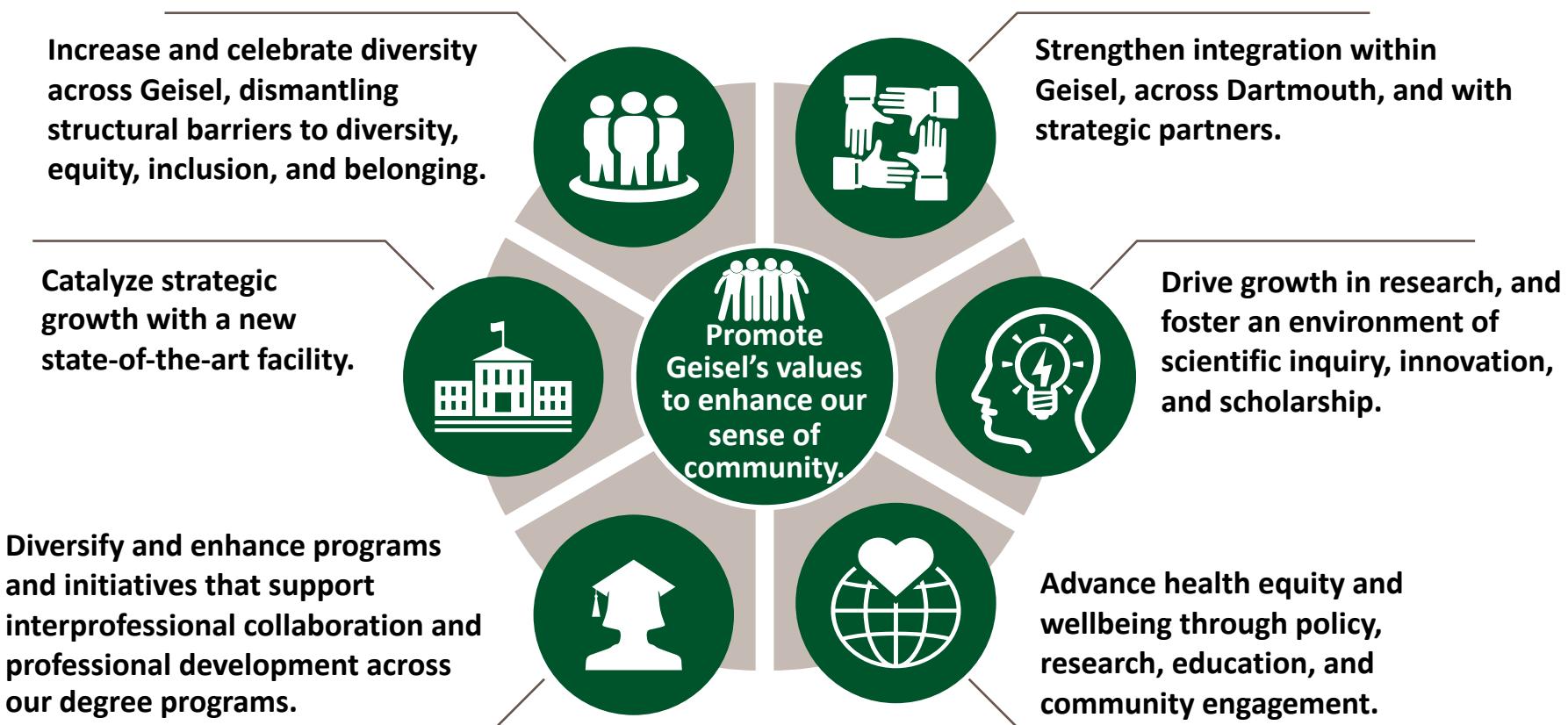
Short-term (quarterly, yearly)

“Conduct research needs assessment for core facilities.”

“Ingrain principles of equity and inclusion in curricula.”



Strategic Goals



Goals and Initiatives



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Duane Compton, PhD Dean

Amber Barnato, MD, MPH Director,
The Dartmouth Institute

Erika Brown, PhD Dean of Faculty
Affairs

Sonia Chimienti, MD Senior Associate
Dean for Medical Education

Lisa McBride, PhD Senior Associate
Dean for Diversity, Equity, and
Inclusion

Steve Bernstein, MD Associate Dean
for Clinical Research



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Promote Geisel's values to enhance our sense of community.



Goal Champion: Duane Compton
Co-Champion: TBD

1 Strategic Initiative Responsible Party: TBD

Intentionally **cultivate a values-driven Geisel culture** that permeates daily activities and communications.

Increase and celebrate diversity across Geisel, dismantling structural barriers to Diversity, Equity, Inclusion and Belonging (DEIB).



Goal Champion: Lisa McBride
Co-Champion: TBD

1 Strategic Initiative
Responsible Party: TBD

Study and interrogate
Geisel's systems,
structures, culture,
and practices **to**
deconstruct barriers
to DEIB.

2 Strategic Initiative
Responsible Party: TBD

Launch a comprehensive,
diversity-focused
recruitment and
retention framework
for all roles and career stages.



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Increase and celebrate diversity across Geisel, dismantling structural barriers to Diversity, Equity, Inclusion and Belonging (DEIB).



Action Plan
for
Inclusive Excellence

Promote
Advancement
and
Community/
Government
Relations
Efforts

Work
Continuously
Toward
Realizing a
Campus Culture
of Inclusive
Excellence

Improve Data-
Based Decision
Making and
Planning

Recruit, Hire
and Retain a
Diverse
Workforce

Facilitate Student
Access and Success

Strengthen integration within Geisel, across Dartmouth, and with strategic partners.

Goal Champion: Erika Brown
Co-Champion: TBD

1 Strategic Initiative

Focus on how we can **communicate and celebrate our community more effectively..** By celebrating our community and recognizing achievements and contributions, we seek to **increase the engagement of our community** in our research and education programs.

2 Strategic Initiative

Identify barriers to collaboration across the broader Geisel and Dartmouth communities and **invest in programs and infrastructure to support improved opportunities for collaboration** across our research and education communities



Drive growth in research, and foster an environment of scientific inquiry, innovation, and scholarship.



Goal Champion: Steve Bernstein
Co-Champion: Senior Associate
Dean for Foundational Research

1 Strategic Initiative
Responsible Party: TBD

Articulate and adopt a disciplined approach to **evaluating and prioritizing investment into research areas.**

2 Strategic Initiative
Responsible Party: TBD

Enable the work of the Geisel and Dartmouth Health communities by **creating a unified research administration structure** to serve all faculty and programs.

3 Strategic Initiative
Responsible Party: TBD

Be recognized nationally as a destination where **early-career scientists** acquire the skills, mentorship, and career guidance needed to **accelerate their professional development.**

4 Strategic Initiative
Responsible Party: TBD

Boldly pursue new funding streams, **make traditional and team science easier**, and promote curiosity-driven research.



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Advance health equity and wellbeing through policy, education, and community engagement.



Goal Champion: Amber Barnato
Co-Champion: TBD

1 Strategic Initiative
Responsible Party: TBD

Develop and implement programs and systems that will **enhance the health and well-being of our students, faculty, and staff.**

2 Strategic Initiative
Responsible Party: TBD

Launch **curricular enhancements** to ensure that our learners will be positive change agents in their future professional roles **to promote health, health equity and wellness** in the communities that they serve.

3 Strategic Initiative
Responsible Party: TBD

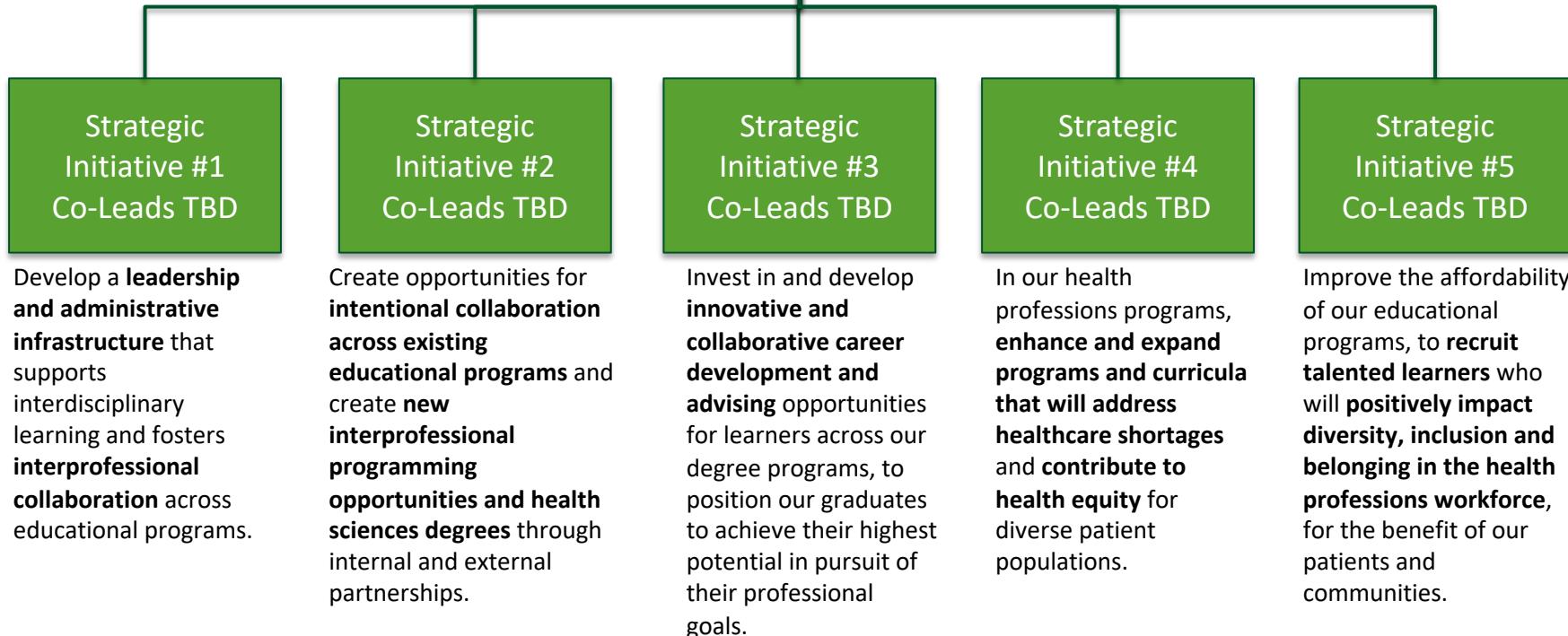
Continue to **support and increase investment in** Geisel faculty research in the domains of **health equity and the social and political drivers of health.**



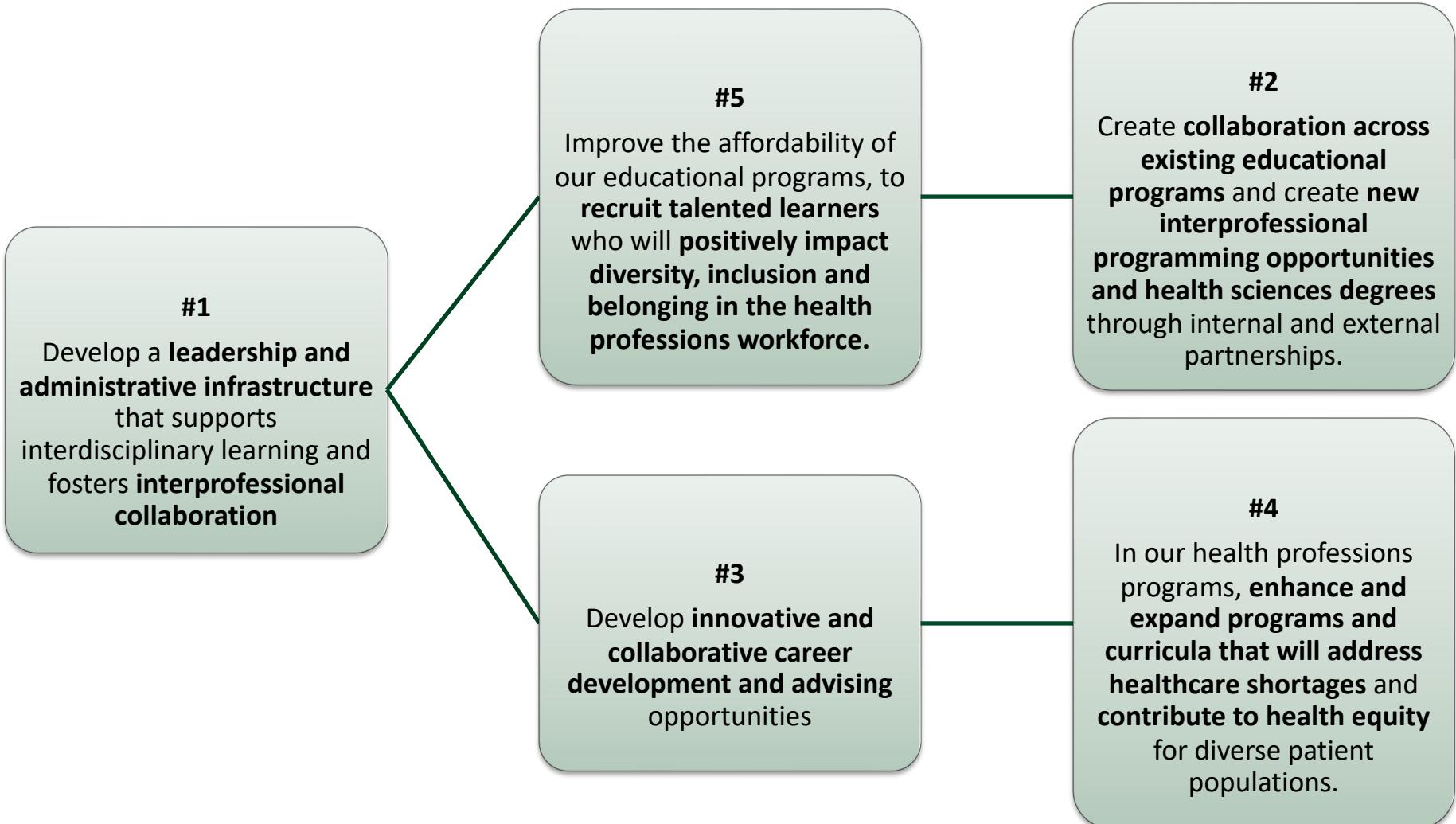
Diversify and enhance programs and initiatives that support interprofessional collaboration and professional development.



Goal Champions: Sonia Chimienti & Craig Westling



Diversify and enhance programs and initiatives in support of our interprofessional educational community.



Catalyze strategic growth with a new state-of-the-art facility.



Goal Champion: Duane Compton
Co-Champion: Wes Benbow

1 Strategic
Initiative
Responsible
Party: TBD

Design and **build a new multipurpose building** on our campus that will **optimize support** for and growth of educational programs, **expand capacity** for our core research missions, and **enable increased collaboration** through shared spaces and modern laboratories.



Implementation Timeline



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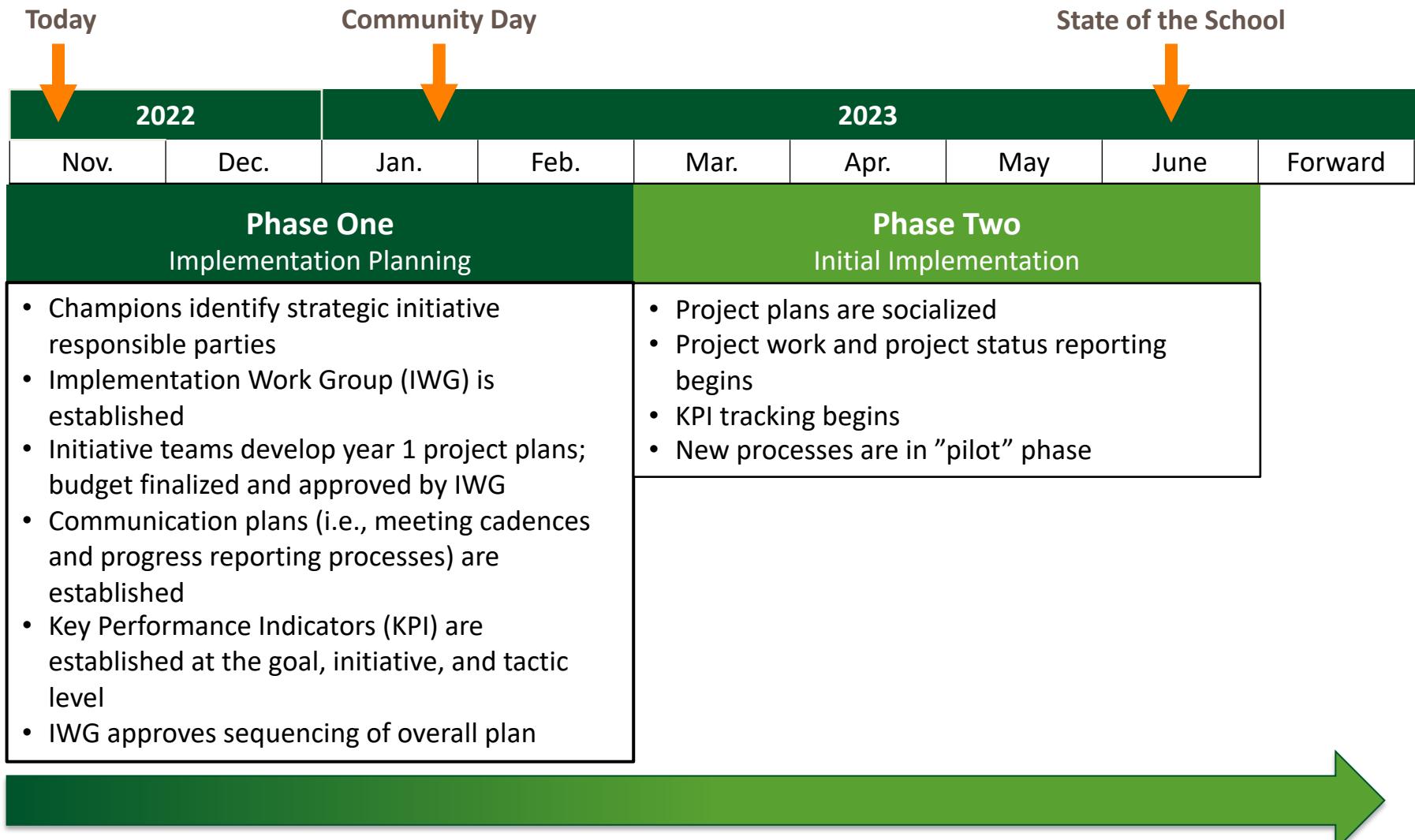
Kimberly Valcin, MPH
Project Manager



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Implementation Timeline



Call for Co-Champion Nominations

			
Promote Geisel's values to enhance our sense of community.	Increase and celebrate diversity across Geisel, dismantling structural barriers to Diversity, Equity, Inclusion and Belonging.	Strengthen integration within Geisel, across Dartmouth, and with strategic partners.	Advance health equity and wellbeing through policy, research, education, and community engagement.

Who should be nominated as a Goal Co-Champion?



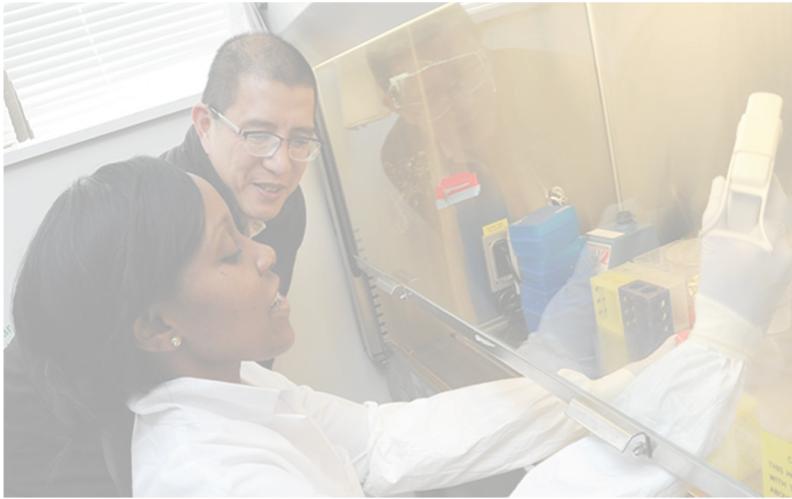
*Submit nominations by **November 11th** via the link that will be emailed out following today's meeting.*

Community Social Event!



Thank You

for your participation and contribution to ensuring our future is a bright one.



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