

## DEPARTMENT OF INTERNAL MEDICINE

### Mission

The Department of Internal Medicine at Oklahoma State University is dedicated to providing the highest quality medical education to the students, interns, and residents under our charge, while also providing the highest standard of care to the patients we serve.

### Vision

The Department of Internal Medicine will continue to serve as the clinical academic leaders at the Oklahoma State College of Osteopathic Medicine by:

- Serving as outstanding role models for students and residents under our guidance;
- Providing excellent bedside and classroom teaching;
- Demonstrating compassionate, humanitarian, evidence-based patient care;
- Setting the standard for medical and postgraduate training in the osteopathic profession; and
- Attaining national recognition in osteopathic medical research.

### Core Values

**Excellence** – We seek excellence in all our endeavors, and we are committed to continuous improvement.

**Integrity** – We are committed to the principles of truth and honesty, and we will be equitable, ethical, and professional.

**Service** – We believe that serving others is a noble and worthy endeavor.

**Intellectual Freedom** – We believe in ethical and scholarly questioning in an environment that respects the rights of all to freely pursue knowledge.

**Diversity** – We respect others and value diversity of opinion, freedom of expression, and other ethnic and cultural backgrounds.

**Stewardship of Resources** – We are dedicated to the efficient and effective use of resources. We accept the responsibility of the public's trust and are accountable for our actions.

In addition:

- Academic excellence
- Compassionate evidence-based patient care
- Service to the University and the profession

## **Strategic Goals, Critical Success Factors, Objectives and Strategies**

**Goal 1. Expand the scope of clinical education for medical students, interns and residents.**

### **Critical Success Factors:**

- Adding both full-time and part-time subspecialty faculty to the department of medicine
- 2 Pulmonary/Critical Care
- 1 Cardiology
- 1 Gastroenterology
- 1 Infectious Disease
- 1 Nephrology
- Adding additional sites for resident/student training
- Re-establish an inpatient service at Hillcrest Medical Center or
- Establish an inpatient service at St. Francis

### ***Objectives:***

**Objective 1.1.** Expand student education, residency, and fellowship training in cardiology, gastroenterology, infectious disease, pulmonary/critical care and nephrology.

**Objective 1.2.** Establish in-patient teaching services, including subspecialties, at Hillcrest and/or St. Francis Hospital.

### **Strategies:**

- Develop a detailed plan with timeline for recruitment of subspecialty faculty and subsequent fellowship training programs.
- Present this plan to the Associate Dean and the President to acquire the funding necessary to implement the strategy.

**Goal 2. Elevate the level of education of the pre-clinical (MS I and MS II) students to better prepare them for pre-doctoral clinical training.**

**Critical Success Factors:**

- Internal Medicine faculty becomes an integral part of the teaching faculty for pre-clinical training in Clinical Problem Solving and Osteopathic Clinical Sciences, particularly OMT and physical diagnosis.
- Continue to coordinate Cardiovascular, Endocrine and Pulmonary CPS
- Participate in all other CPS courses
- Lead CPS small groups
- Participate in Curriculum committee to assess and evaluate the current curriculum
- Teach physical diagnosis during IM Club meetings

***Objectives:***

**Objective 2.1:** Improve the quality of physical diagnostic skills of the MS-I and MS-II students.

**Objective 2.2:** Improve the academic clinical knowledge base of the student.

Strategies:

- Internal Medicine department members become active in teaching the physical diagnostic and OMT courses.
- Internal Medicine department members serve as module coordinators for CPS.

**Goal 3. Support and promote areas of excellence within the Department.**

Critical Success Factors:

- Add a fulltime Program coordinator to the department that would oversee and organize all departmental activities. This position would be under the supervision of the department chair and would supervise the department secretary.
- Continued growth and development of the Tulsa Wound Clinic by obtaining research grants and funding for 1 additional full-time faculty.
- Establish the Wound clinic as a educational rotation for residents and students
- Continued growth and development of hyperbaric medicine in conjunction with the above CSF's for the wound clinic.
- Continued growth and development of the HIV/AIDS program by seeking additional Ryan White Title II funding to add medical case management, additional lab and medication capacity.
- Establish a diabetic clinic.
- Establish a Hepatits C clinic

*Objectives:*

**Objective 3.1:** Provide the college, profession and community with excellence in these areas of specialized care not otherwise available.

**Objective 3.2:** Develop research opportunities in the areas

Strategies:

- Obtain grant funding in support of each of the programs.
- Obtain additional faculty to staff each program.
- Publicize each area of expertise in the community.

**Goal 4. Develop clinical research within the department.**

**Critical Success Factors:**

- Conduct original, clinical, scientific research.
- Produce an academic product from that research in the form of publication and/or abstract/poster.
- Development of appropriate infrastructure to support research within the department.

***Objective:***

**Objective 4.1:** Each faculty member in the tenure tract program will have the appropriate support and environment to conduct clinical research as desired.

Strategies:

- Obtain funding to secure a research assistant, statistician, Ph.D. or PharmD. and grant writer.
- Identify appropriate faculty development tools to facilitate productive clinical studies.

**Goal 5. Expand the successful Mini Medical School.**

**Critical Success Factor:**

- Continue Mini Medical School in Tulsa and expand to Stillwater and/or Oklahoma City.

***Objective:***

Objective 5.1: To acquaint the Stillwater population with the strong OSU-COM faculty expertise in medicine.

**Strategies:**

- Have OSU-COM administration contact OSU Stillwater administration to arrange the lecture series.
- Secure grant funding to ensure continuation of the program.

**Goal 6. Have financial stability within the department.**

**Critical Success Factors:**

- Establish a standardized practice plan.
- The Chair or his designee become active members in the financial affairs of the Department.

**Objectives:**

**Objective 6.1:** Establish a highly competitive pay scale.

**Objective 6.2:** Ability to recruit and retain new faculty.

**Objective 6.3:** Department members knowledgeable in the financial affairs of the Department will be more productive and hence allow the Department to grow to attain all goals and objectives.

**Objective 6.4:** Establish economic independence for the Department.

**Strategy:**

- The Chair and at least one other designated full-time faculty member will meet with the key individuals from the business, financial, and accounting office to review billing and collection practices as well as monitor practice plan monies.