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Student Representatives

*ICOM had no students at the time of this strategic planning. Students will be involved as contributors in future strategic planning.
Planning for this strategic plan began in the late summer of 2017. Multiple stakeholders, including senior leadership were involved in the development of a strategic planning retreat. A survey-based needs assessment was sent to all ICOM employees in advance of the strategic planning session that served to stimulate the thought processes of attendees as well as to inform the planners of the retreat. A strategic planning session was conducted on November 20, 2017 and included most ICOM employees and each of the external stakeholders as listed above. The session was facilitated Ysabel Bilbao and included various elements that are frequently found in strategic planning sessions (e.g. SWOT analysis, appreciative inquiry exercises, etc.) and used large group as well as think-pair-share activities. The conclusions of the retreat were then captured into a draft strategic plan and then forwarded to the Board of Trustees where this document was finalized and approved on December 11, 2017.
The mission of the Idaho College of Osteopathic Medicine is to train osteopathic physicians prepared for caring for persons in Idaho, Montana, North Dakota, South Dakota, Wyoming and beyond.

What the mission means to the ICOM Team & Stakeholders

In a state that ranks 50th in terms of physician per capita, the team feels that advancing the mission is the most important work that we have done and will positively improve the healthcare in the region for generations to come.
Vision

The vision of the Idaho College of Osteopathic Medicine is to be the nation's leader in training caring and expert osteopathic physicians in support of our mission.

Interpretation of Vision by ICOM Team & Stakeholders

The ICOM team and stakeholders embrace the vision to be the nation’s leader in training caring and expert osteopathic physicians in support of our mission.
Values & Standards of Behavior

As members of the ICOM team, we each have an amazing opportunity to make a significant impact on the lives of those we interact with every day and understand the difference it will make to the lives of so many more. It is through our words, actions, and attitudes that our mission comes to life. The following Standards of Behavior document was developed by the ICOM Team in 2017 and updated during the Fall 2017 Strategic Planning Session; it represents our commitment to our future students, co-workers, and the general public. The behaviors are categorized under the Values of ICOM, which are modeled after the AOA Core Competencies. It is through our behavior that people experience the mission of ICOM. It is the expectation of the ICOM Team that every employee exhibit the following behaviors as “always’ behaviors.
Standards of Behavior

Osteopathic
We embrace the connection of mind, body, and spirit by being student centered and embodying servant leadership.
We take an evidence-based approach to all that we do.

Communication
We actively listen and voice any concerns that we may have to those involved.
We ask for help when needed.
We value all forms of communications and respond to all (internal & external) the same day or by the end of the next business day at work.
We follow the 10/5 rule (visually acknowledge people within 10 feet and verbally acknowledge people within 5 feet) and acknowledge and value the presence of others.
We practice closed-loop communication skills.

Professionalism
We are prepared and on time to where we are supposed to be.
We fulfill our responsibilities.
We dress professionally.

We treat others collegially and work as a team.
We take accountability and “own” our actions and responsibilities.
We work and are on-campus or at an assigned location during the established work hours.
We act with integrity in all that we do.
We readily embrace and provide feedback.
We protect confidentiality.

Resourcefulness
We treat ICOM resources with respect and expend resources judiciously and effectively.
We minimize expenditures to help keep tuition low for students.
We find creative solutions to problems.
We work digitally.
We work as a team.
We avoid the status-quo bias by finding better ways to achieve outstanding outcomes.

Learning
We teach others and learn from others.
We focus on continuously learning and improving.
We apply what we learn.

Caring
We care about each other, our students, and our community.
We model healthy behavior.
We celebrate others and their successes.
We respect others.
We stay home when we are infectious to others.
We take vacations and enable our coworkers to do the same.
We utilize our support networks and promote their use for others.

Excellence
We strive to be experts in what we do.
We focus on continuous self improvement.
We challenge the status quo.
We perform each task with outstanding quality.
The goal of the Idaho College of Osteopathic Medicine is to train osteopathic physicians through the following objectives:

1. Educate osteopathic medical students in the art and science of osteopathic medicine using the most current research in clinical and biomedical sciences.

2. Recruit and graduate osteopathic medical students who are committed to serving in areas throughout Idaho, the region and beyond.

3. Provide osteopathic clinical service.

4. Develop postgraduate training programs in collaboration with other institutions.

5. Contribute to the fund of osteopathic medical knowledge through educational, scientific and clinical research and other scholarly activity.

6. Prepare osteopathic medical students for achievement in successful graduation, COMLEX-USA licensure exams, and graduate medical education placement.
Action Item #1: Build collaborative research relationships with local and regional physicians, learning institutions, and healthcare organizations, contribute to scholarly activities local and regional healthcare community, and encourage student-driven research inquiry.*

Action Item #2: Implement an admissions process that will advance ICOM’s mission by recruiting and graduating osteopathic medical students who are committed to serving in Idaho and the region.

Action Item #3: Establish an osteopathic manipulative medicine clinic with an adequate staffing, marketing, business plan to help advance the mission of ICOM.

Action Item #4: Further develop policies, structure, and procedures to support the ACGME-accredited GME, including osteopathic-recognized programs.

Action Item #5: Build collaborative research relationships with local and regional physicians, learning institutions, and healthcare organizations, contribute to scholarly activities local and regional healthcare community, and encourage student-driven research inquiry.*

Action Item #6: Develop effective student support systems (e.g. advisors, learning specialists), implement of timely assessment system of student progress, and implementation of a timely career guidance system.

*Action Items #1 & #5 are intentionally the same to support the respective Goals & Objectives