



STRATEGIC FRAMEWORK FY 2022 - 2026

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.

MISSION

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.

STRATEGIC 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.

We will also work to strengthen the college's leadership and personnel, governance, physical, financial, IT, communications, legal/compliance, and other support systems to further enable achievement of these strategic objectives.



VALUES

With these five values, ICOM is committed to the success and well-being of our students, employees, healthcare partners and the community toward improving healthcare delivery and outcomes in our region and beyond.

STUDENT DEDICATION

ICOM is committed to student success by nurturing a respectful, challenging, collaborative, and diverse environment that promotes critical thinking and instills a passion for active, life-long learning toward skillful and competent medical practice.

COLLABORATION

ICOM fosters a community of collaboration through efficient and transparent communication, compassion, mutual respect, integrity, and trust in a safe and encouraging environment that embraces individuality, inclusion, and diversity.

OSTEOPATHIC IDENTITY

The tenets of osteopathy are embodied in the ICOM culture with a unified connection of mind, body, and spirit in our considerations of self-care, work-life balance, educational pursuits, and community engagement.

PROFESSIONALISM

As ICOM ambassadors, our interactions demonstrate professionalism through our words and actions which encompass empathy, compassion, cultural competence, respect, diversity, integrity, and accountability.

EXCELLENCE

ICOM pursues excellence through its commitment to its Mission and Values as mindful stewards of our constituents, curriculum, finances, culture, and community partners.



OBJECTIVES AND KEY ACTIONS

1. Educate osteopathic medical students in the art and science of osteopathic medicine using the most current research in clinical and biomedical sciences.
 - 1.1. Develop new modalities to enhance the teaching (and learning) of osteopathic principles and practices.
 - 1.2. Prepare medical students for the practice of medicine that includes new technologies and telehealth.
 - 1.3. Develop curricular content to support student understanding of diversity and inclusion and the best approach to the specific healthcare needs of individuals from diverse backgrounds and the public health issues that face those communities.
 - 1.4. Adapt teaching and learning methods to incorporate virtual learning and appropriate use of educational resources to enhance a curriculum that is competency-based, integrated, evidence-based, and demonstrates collaboration between biomedical and clinical content.

2. Recruit and graduate osteopathic medical students who are committed to serving in areas throughout Idaho, the region and beyond.
 - 2.1. Build a robust and high quality applicant pool from which to comprise our student body.
 - 2.2. Focus recruiting efforts and develop programs and incentives to matriculate more students from Idaho and mission-states.
 - 2.3. Develop service learning through educational opportunities.
 - 2.4. Establish plans and policies to support the recruitment of a diverse and inclusive student body.

3. Provide osteopathic clinical service.
 - 3.1. Expand opportunities for clinical clerkship for ICOM students in the region and ensure quality of existing clerkships.
 - 3.2. Encourage and facilitate opportunities for clinical faculty to provide osteopathic clinical service to the community through volunteer efforts and outside contracts.
 - 3.3. Explore development of an ICOM affiliated or operated clinic to provide a site for clinical practice for faculty, and opportunity to expand educational opportunities for students and residents.

4. Develop postgraduate training programs in collaboration with other institutions.
 - 4.1. Establish a new Office of Graduate Medical Education.
 - 4.2. Develop new GME programs.
 - 4.3. Establish sustainable internal and external funding sources to be used for GME development and support.



5. Contribute to the fund of osteopathic medical knowledge through educational, scientific, and clinical research and other scholarly activity.
 - 5.1. Broadly incorporate evidence-based medicine (EBM), critical thinking, and scientific literacy into the curriculum.
 - 5.2. Ensure ICOM faculty have adequate protected time to pursue research and scholarly activity, up to their allocated appointment.
 - 5.3. Clearly define institutional priority and expectations for research and scholarly activity.
 - 5.4. Increase training and funding opportunities in research and scholarly activity for faculty and students.
 - 5.5. Develop clinical research and scholarly activity opportunities for faculty and students.
 - 5.6. Develop plan to manage and grow capacity of research space and resources.
6. Prepare osteopathic medical students for achievement in successful graduation, COMLEX-USA licensure exams, and graduate medical education placement.
 - 6.1. Demonstrate successful completion of graduation requirements.
 - 6.2. Enhance success on COMLEX-USA licensure exams; Level 1, Level 2 CE.
 - 6.3. Support graduating students in obtaining appropriate GME placement.
7. Strengthen the college's leadership and personnel, governance, physical, financial, IT, communications, legal/compliance, and other support systems to further enable achievement of these strategic objectives.
 - 7.1. Achieve all accreditations and certifications needed for the long-term growth and viability of the college.
 - 7.2. Develop the people and culture needed to drive ICOM's success.
 - 7.3. Ensure sound financial performance.
 - 7.4. Develop other plans, policies and systems needed to safeguard and ensure the organization's success.