Welcome, attendees!

- If you are attending virtually:
  - We are using the SMPH Video Library
  - Use the chat feature to send your questions for the Q&A
  - This meeting is being recorded, and your Q&A submissions will also be saved for follow-up as needed

Land Acknowledgment

We acknowledge that the land our university and school stands on is ancestral Ho-Chunk land.

Spring Faculty & Staff Meeting

April 24, 2023

School of Medicine
and Public Health
UNIVERSITY OF WISCONSIN–MADISON

Agenda

- Welcome Remarks
- Faculty Vote to Award Degrees to Graduates & Research Honors Program
- Match Outcomes & Clinical Education
- Financial Update
- SMPH Graduate Student Education
- Update on SMPH Strategic Framework
- Town Hall: Questions, Comments, & Discussion

School of Medicine and Public Health
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Faculty Vote to Award Degrees to Graduates & Research Honors Program

Elizabeth M. Petty, MD
Senior Associate Dean for Academic Affairs

School of Medicine and Public Health
UNIVERSITY OF WISCONSIN–MADISON

Faculty Vote to Award Degrees to SMPH Graduates

Motion:

"The Faculty recommends to the Regents for their respective degrees those students certified whose names are submitted by the Dean as having completed the requirements for their respective degrees."

Match Outcomes & Clinical Education

Elizabeth M. Petty, MD
Senior Associate Dean for Academic Affairs
Dave Bernhard, MS
Director of MD Student Services

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UWH PGY1 Program Match

Year	# Core Residency Programs	# PGY1 slots	% PGY1 Slots Filled by Match/SOAP**	% UWSMPH graduates in PGY1 slots
2023	**24**	**148* (149 post SOAP)**	**100%**	**30.0%**
2022	24	143* (146 post SOAP)	98.6%	19.6%
2021	24	140	99.3%	20.7%
2020	24	135	99.3%	13.7%
2019	24	135	99.4%	14.8%
2018	23	133	99.2%	17.3%

*** Total PGY1s is 1 resident higher than the Match data as 1 individual was accepted post-Match/SOAP due to a late complement increase approval**

**** 6 PGY1 UW Health prelim positions in General Surgery open in SOAP**

UWH PGY1 Race, Ethnicity, and Gender Diversity

31/149 (21.1%) AI/NA, Black, Hispanic/LatinX, 2 or more Ethnic Groups (per ERAS)

45/149 (37.4%) above racial/ethnic groups *and* Asian (per ERAS)

70/149 (47%) Women; 1/149 Gender Nonconforming (<1%)

SMPH Family Medicine Match

PGY1

21/21 (100%) Filled in SMPH Sponsored Programs

Madison (16), Baraboo (2), Monroe (3)

51 Positions Filled in SMPH “Academic Partner” Programs

Appleton (7), Eau Claire (5), Green Bay (6), Lakeland (4), Lacrosse (6), Milwaukee (12), Waukesha (6), Wausau (5)

Fellowships (2023-24)

1/2 Filled in Addiction Medicine (ACGME Accredited)

2/2 Filled in LGBTQ+ Health (AMA Foundation Funded)

2 Academic Fellows

5 Integrative Health Fellows

6/6 Primary Care Research Fellows (HRSA Funded)

2023 National Match – US MD Seniors

U.S. MD Seniors

U.S. MD Seniors Submitting Program Choices	**19,748**	↓ 154	0.8%
U.S. MD Seniors Matched to PGY-1 Positions**	**18,498**	↑ 12	0.1%
Percent of U.S. MD Seniors Matched to PGY-1 Positions***	**93.7**	↑ 0.8%	
Percent of PGY-1 Positions Filled by U.S. MD Seniors***	**49.4**	↓ 1.6%	

**Highest on record

***Increases or declines reflect absolute percent changes since 2022

https://www.nrmp.org/wp-content/uploads/2023/03/2023-Match-by-the-Numbers-FINAL.pdf

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2023 UW SMPH MD Match/SOAP

156 Students Participated in 2023 Match	Match Monday 8:30 am	SOAP Thursday 8:00 pm
Students fully matched	144	147
Matched to PGY-1 position, no advanced position	2	6
Matched to advanced position, no PGY-1	1	0
No 2023 Match	9	3*
Match Rate (Full + PGY1 only)	**93.6%**	**98%****

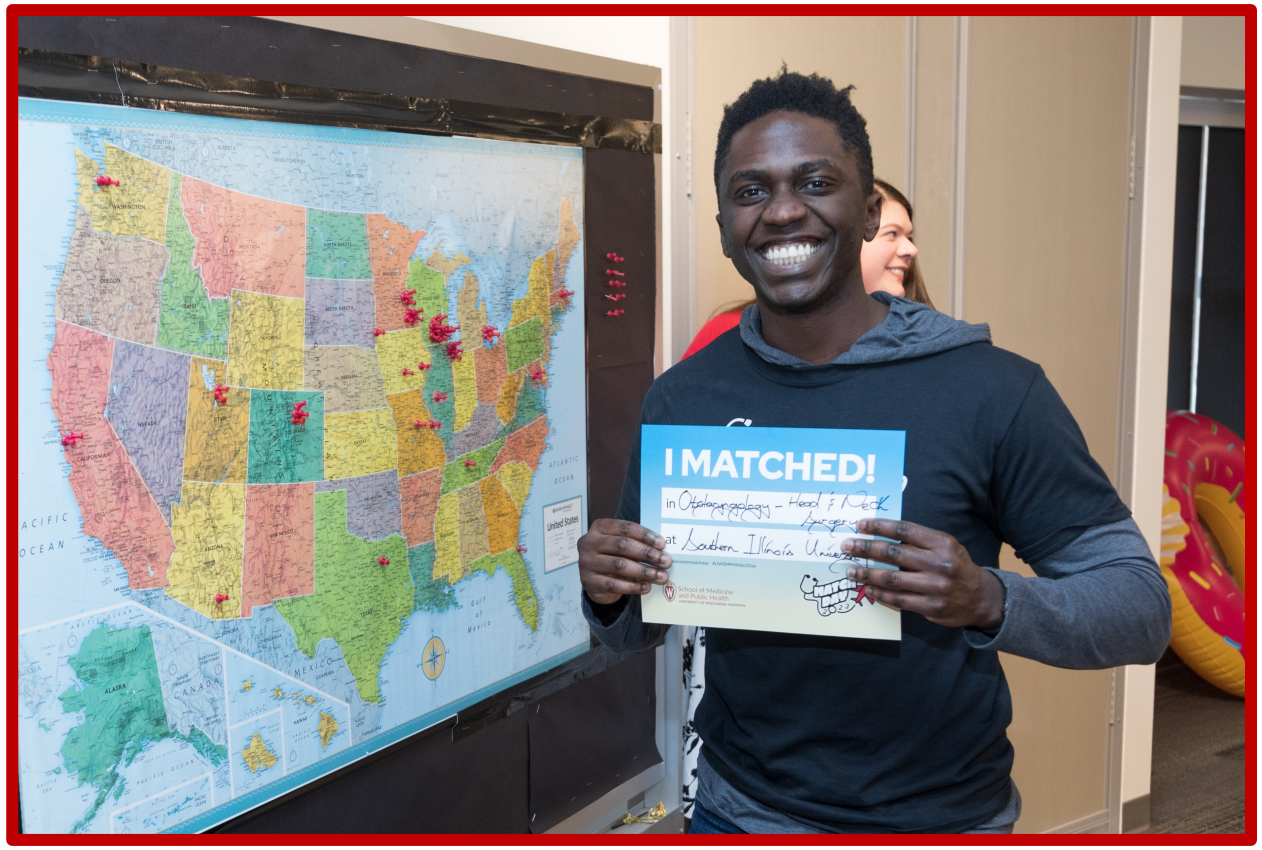
*** will continue medical school education, re-apply to Match in fall**

**** 100% of students graduating in May 2023 have secured PGY1 positions**

UW SMPH Top Specialties 2023

Most Popular Specialties

- Internal Medicine (15.7%)
- General Surgery (10.5%)
- Family Medicine (9.8%)
- Anesthesiology (9.2%)
- Emergency Medicine (8.5%)
- Pediatrics (7.8%)
- Psychiatry (7.2%)



2023 Primary Care: 33.3%

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Thank You!

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UNIVERSITY OF WISCONSIN–MADISON

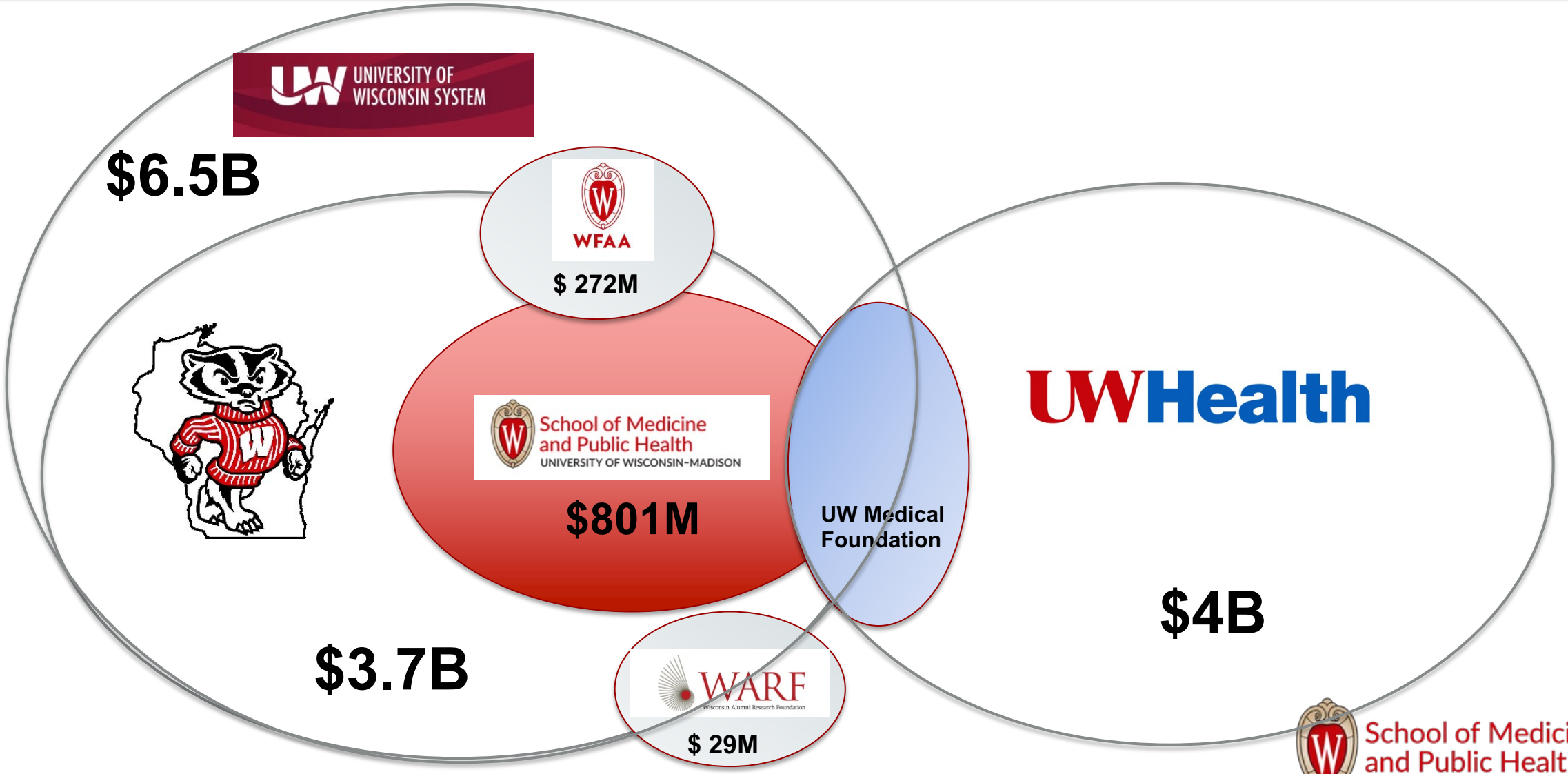
We greatly appreciate the teaching, mentoring, coaching, career advising, and counseling that you provide to our students!

Financial Update

Heidi G. Conrad, MBA
Chief Financial Officer

School of Medicine
and Public Health
UNIVERSITY OF WISCONSIN–MADISON

Big Picture – We are in this Together



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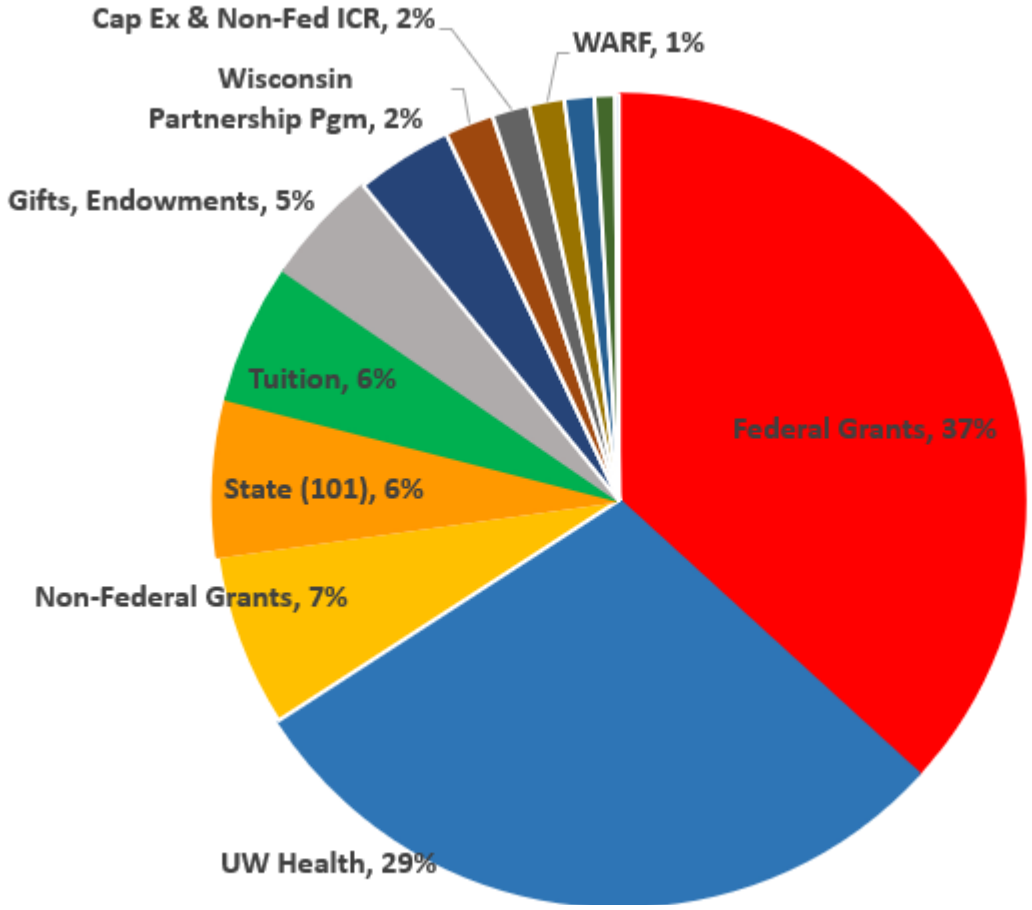
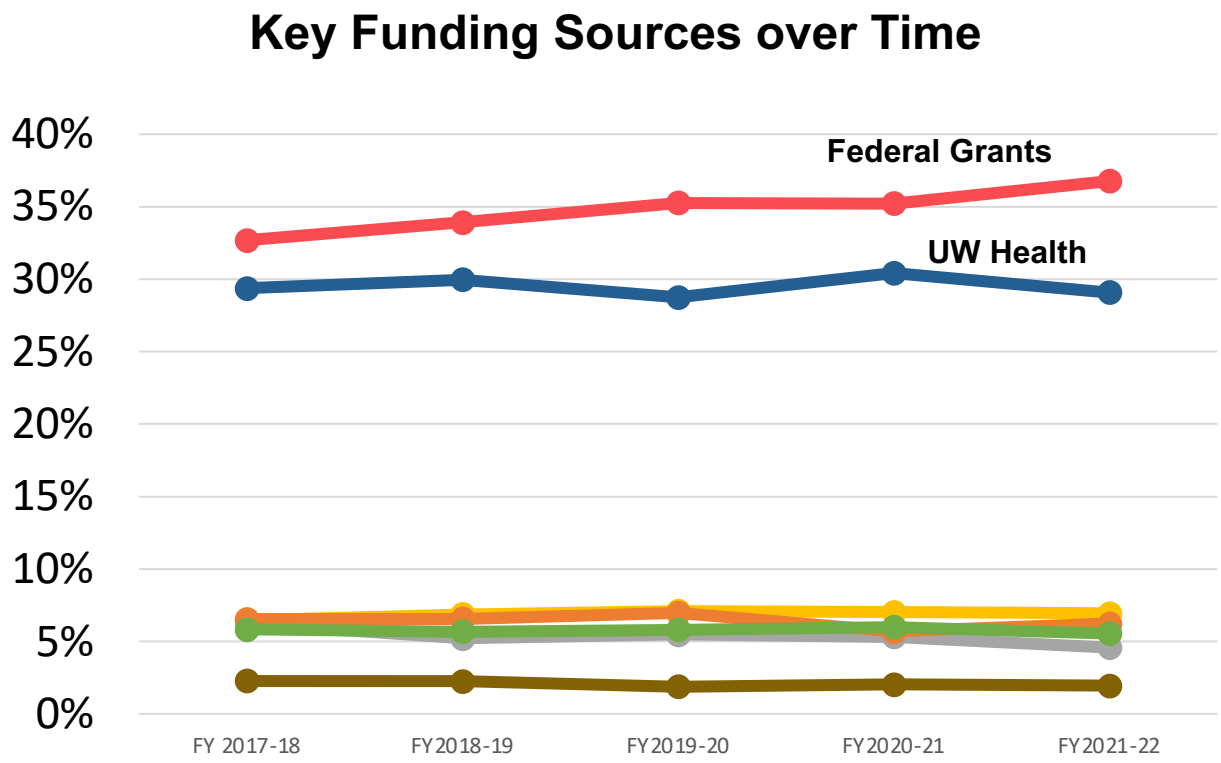
SMPH Funding Sources for Expenditures

FY22 $801,540,758 Includes Capital & Operating



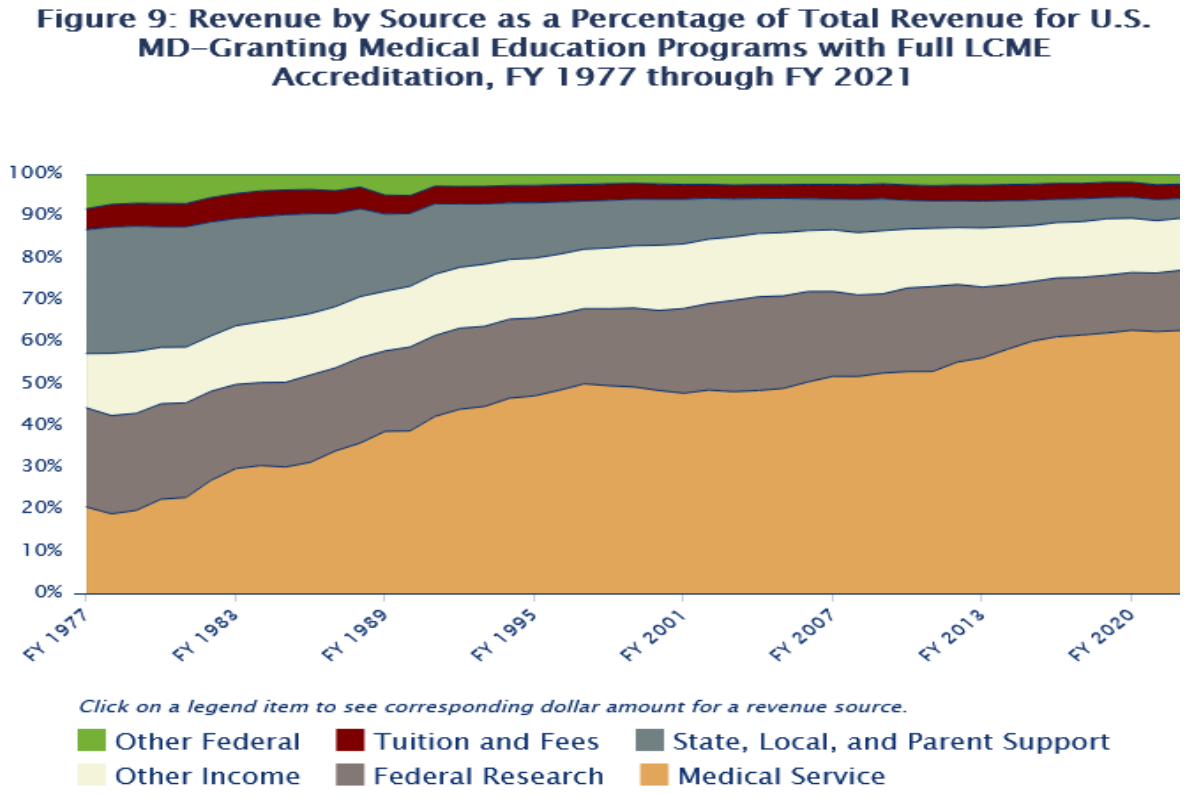


- Federal Grants
- UW Health
- Non-Federal Grants
- State (101)
- Tuition
- Gifts, Endowments
- Chargeback Accounts
- Wisconsin Partnership Pgm
- Cap Ex & Non-Fed ICR
- WARF
- Outside Hospital Agreements
- Other State
- Other

Trends in Funding Sources

Association of American Medical Colleges

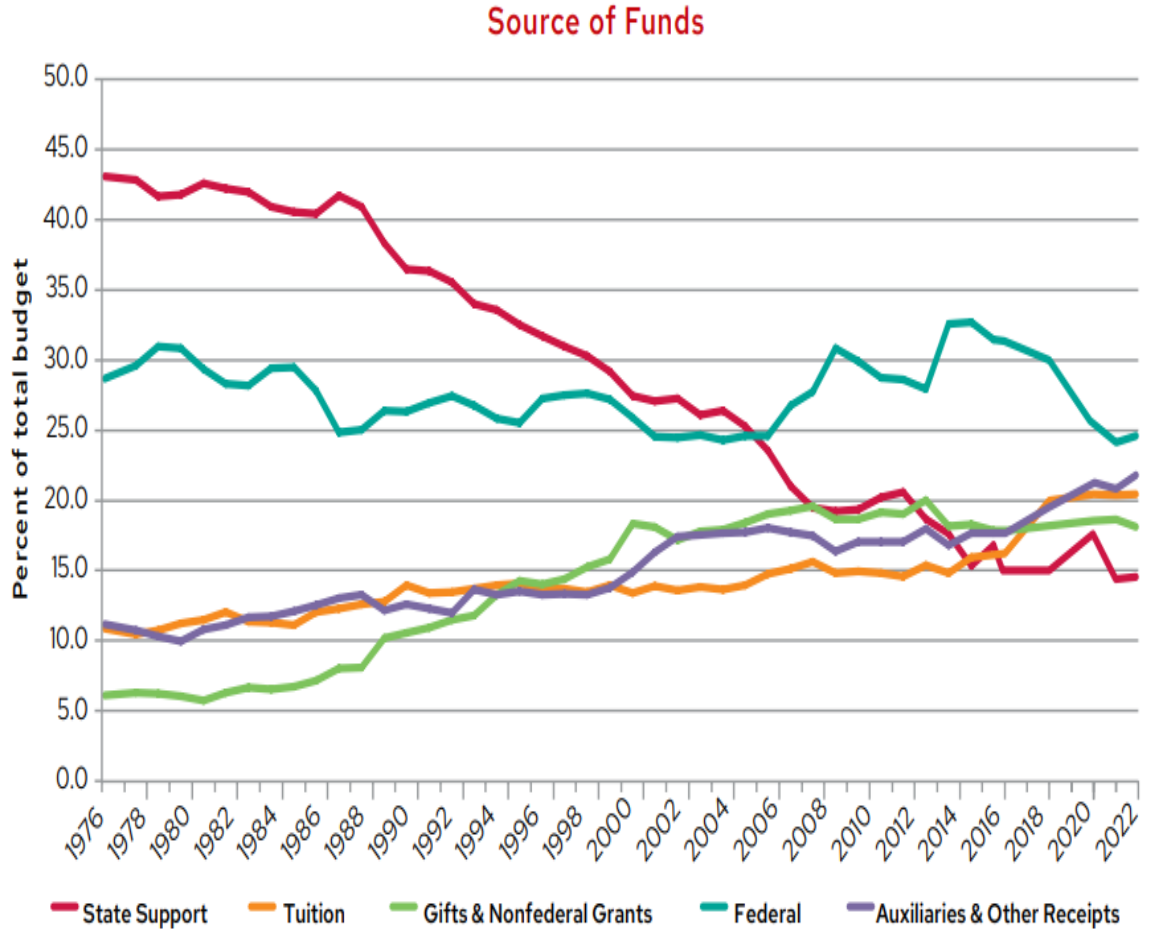
National Trends in Funding Sources



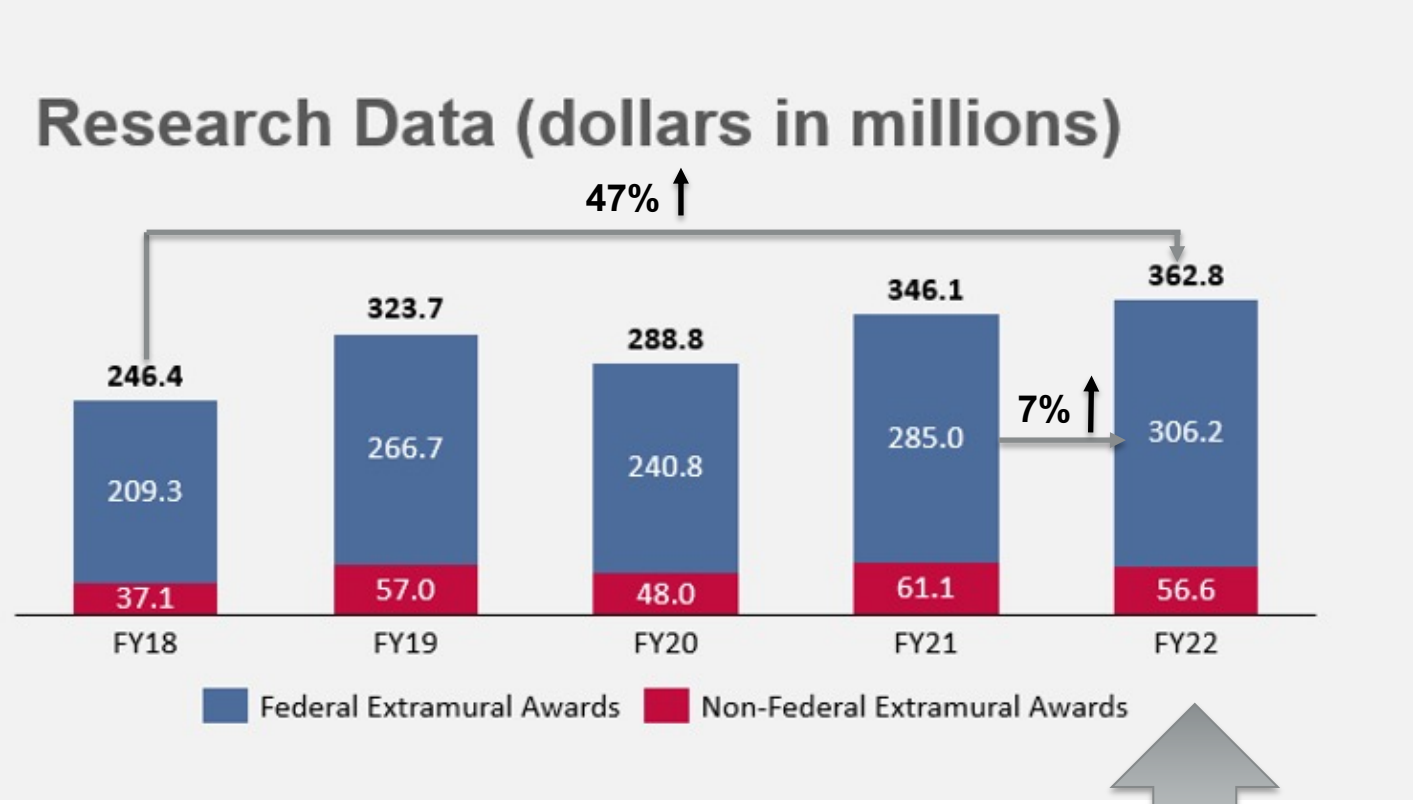
Source: LCME Part I-A Annual Financial Questionnaire

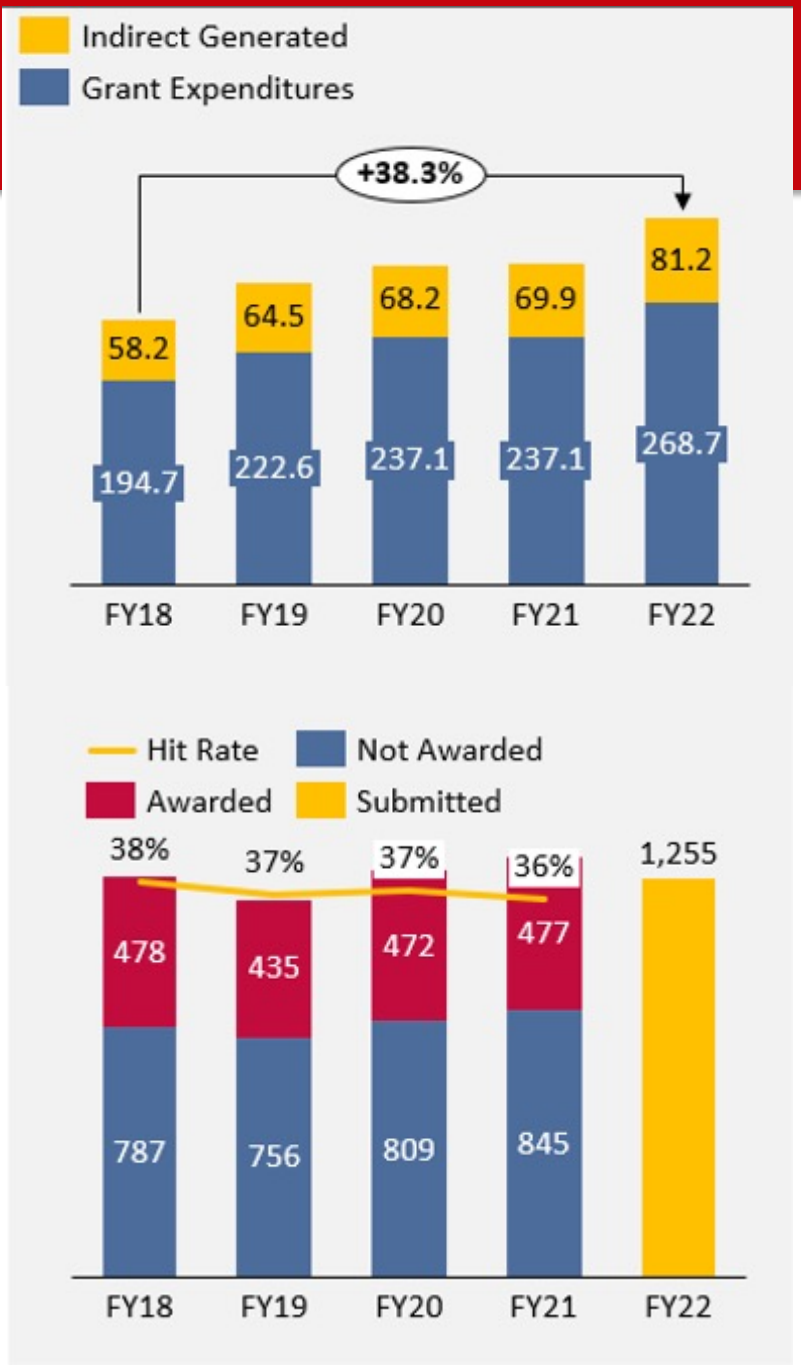
UW–Madison

Trends in Funding Sources



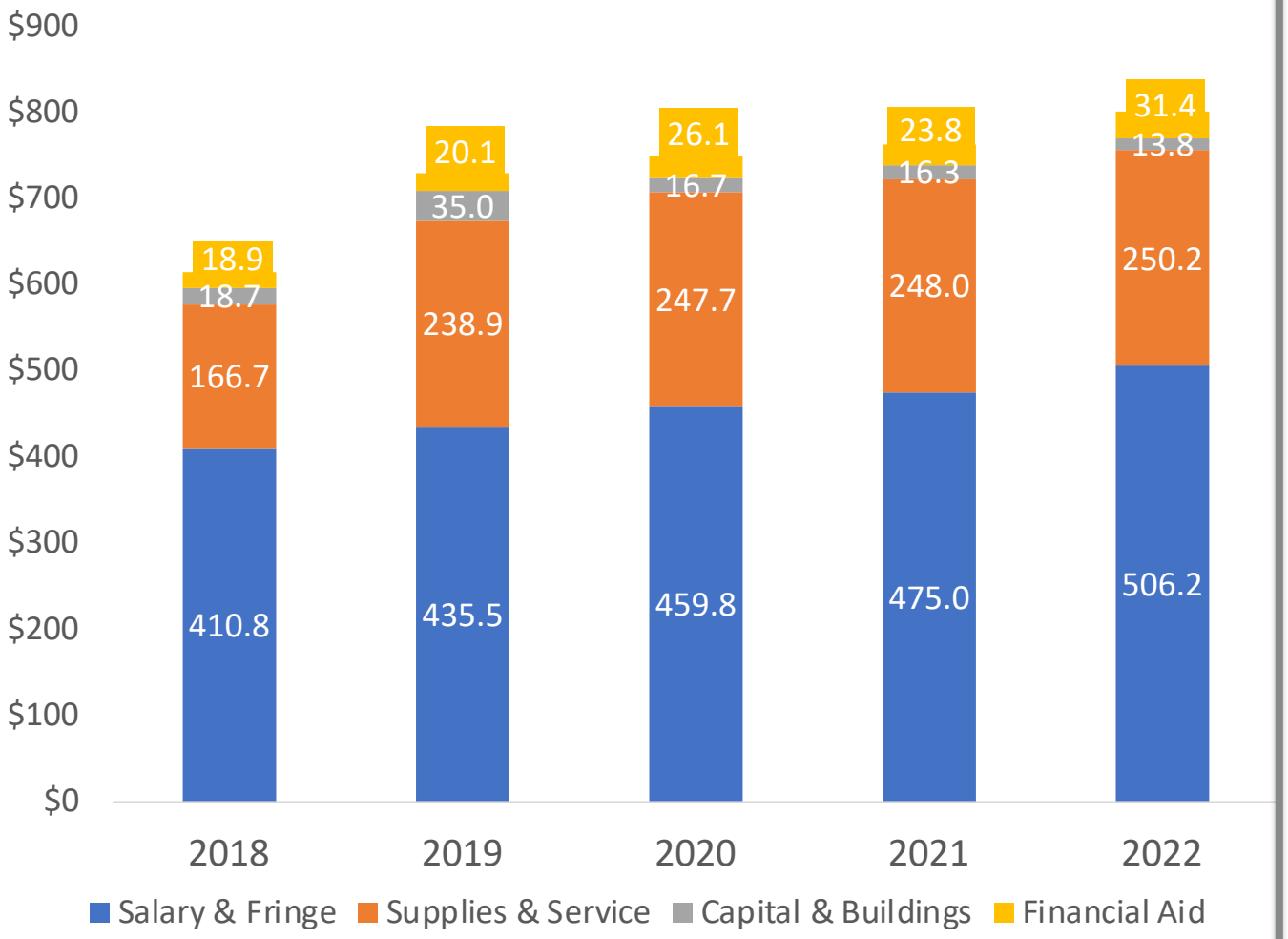
Our Work is Critical to the University

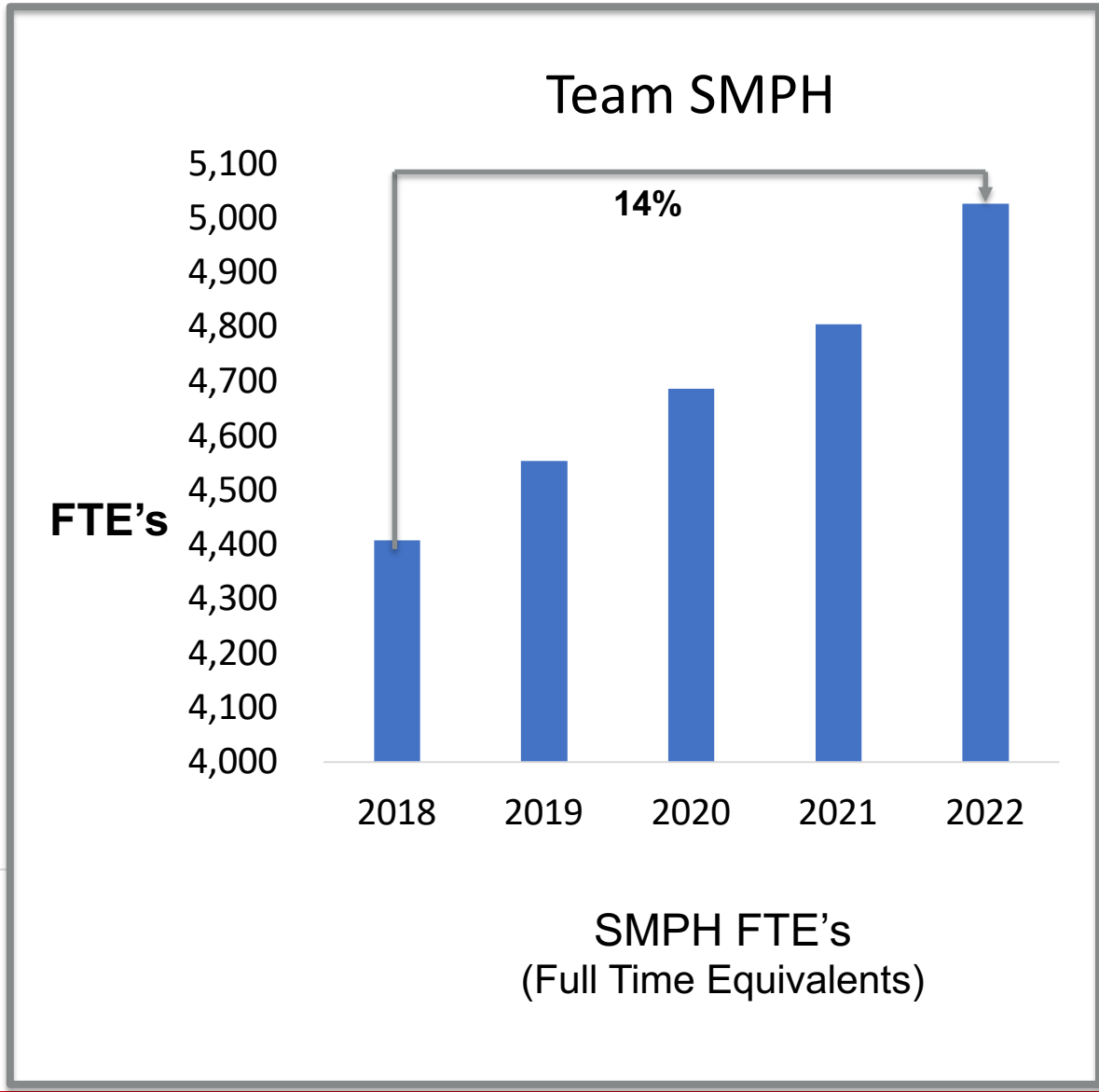




- SMPH almost 40% of UW–Madison federal awards

How do we Spend our Funds?





Challenges and Changes

Hospital Financial Performance Still Lags Behind 2020

Hospital financial performance may be hitting a new normal as operating margins improve but remain negative, Kaufman Hall reports.

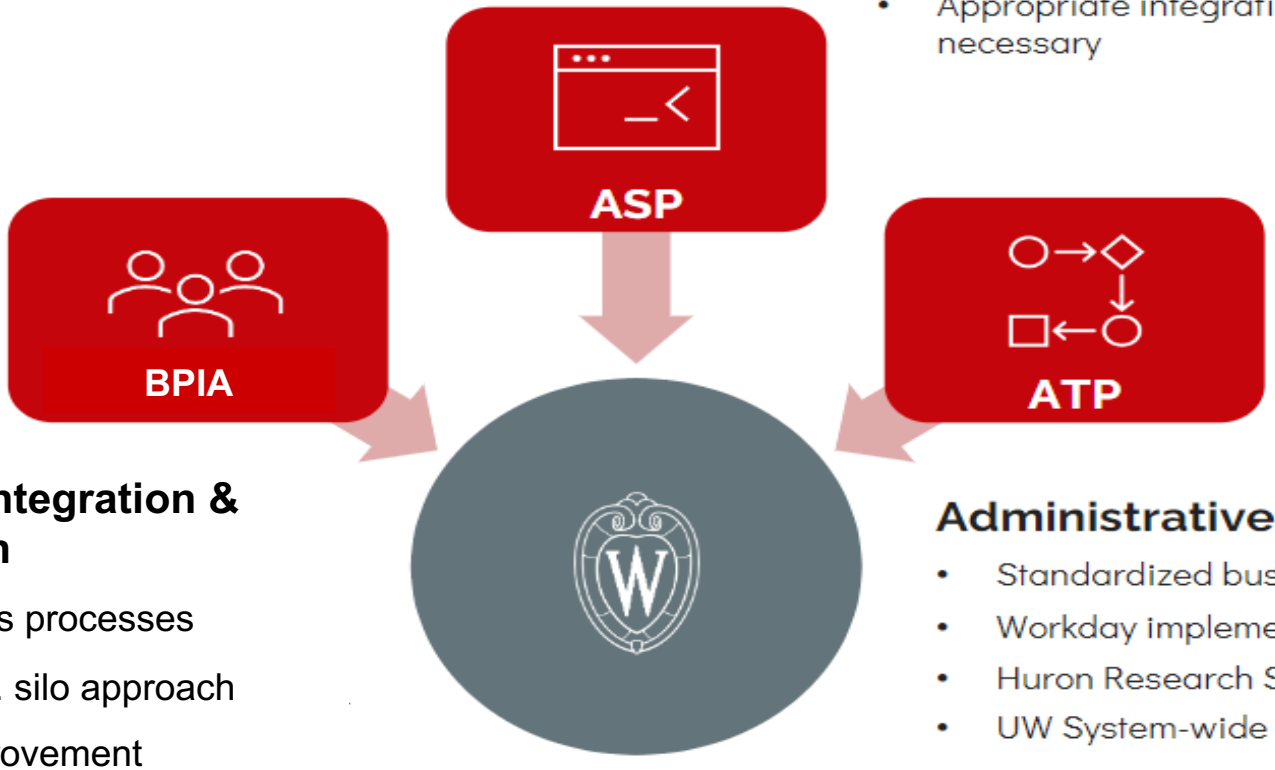
Gov. Evers proposes $305M boost for UW System in state budget proposal

FY 2024 SMPH Budget Requests to Campus

- **Space – new & refurbished**
- **IT Infrastructure – IT, Informatics & Omics**
- **Resources to support a successful administrative system transition**

Challenges and Changes

Transformation Overview



ERP Ancillary Systems Program (ASP)

- Transition 950+ ancillary systems (those consuming data from HRS or SFS) to Workday functionality where possible
- Appropriate integrations to Workday ecosystem where necessary

Business Process Integration & Adoption

- End to end business processes
- Integrated/bundled vs. silo approach
- Continuous improvement

Administrative Transformation Program (ATP)

- Standardized business processes
- Workday implementation
- Huron Research Suite (RAMP) implementation
- UW System-wide

Thank You

谢谢
Gracias
Merci
धन्यवाद
הדות
Asante
Thank you
Grazie
Obrigado
Danke
Спасибо
شكرا
ありがとう

SMPH Graduate Student Education

Jon Audhya, PhD
Senior Associate Dean for Basic Research, Biotechnology, & Graduate Studies
Laura Knoll, PhD
Associate Dean for Basic Research Training

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Basic Sciences Strategic Plan - Priority #1

- “Build a more vibrant and successful community of graduate and postdoctoral trainees”

- Objective #2 of the strategic plan:

  “Plan, create and implement centralized graduate admissions, recruitment, and initial experience for graduate training programs in the School of Medicine and Public Health”

- The goals of this objective came from:
  - 2019 UW Working Group on Biological Science Graduate Programs
  - 2020 SMPH Taskforce to Examine Workforce Composition

Findings from the 2019 UW Working Group

- UW–Madison ranks last among 35 peer institutions in institutional funding of early-stage bioscience PhD trainees
- Decentralized RCR, Rigor and Reproducibility, professional development, career planning, etc. have led to unnecessary duplications
- Administrative support varies widely and is insufficient for many programs
- Siloed recruitment of students leads to mixed messaging and unnecessary competition for top talent

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Why Integrate Graduate Efforts?

- Cohort models are more successful than isolated programs in recruitment and retention of underrepresented students
  - Our 3-program consortium has increased their diversity since unifying their activities
  - SciMedGRS has a **96%** retention rate vs **69%** in all universities

- Unification removes competition among programs in recruitment
  - Simplifies the recruitment experience for prospective students
  - Highlights the collaborative nature that is one of our strengths

Why Integrate Graduate Efforts?

- Lays the foundation for team science and multidisciplinary thinking
  - Common experiences introduce students to new opportunities early in their development as scientists

- Centralized *RCR and Rigor and Reproducibility* for first-years
  - This has been quite successful in RCR training within the SMPH consortium

Why Integrate Graduate Efforts?

- Unification creates support and sharing of best practices for graduate program managers and DE&I committees
  - Ph.D. training is currently siloed, which minimizes the impact of our individual efforts

- Allows for more student services such as career development, grant writing, research mentor training, etc.
  - Centralized grant support and writing workshops for NIH, NSF, etc. applications
  - Research mentoring training will be required for all trainers and trainees on NIH grants

Progress Toward Unified Graduate Programming in SMPH

- Studied models for graduate program integration from peer institutions
  - University of North Carolina Biological & Biomedical Sciences
  - University of Michigan Program in Biomedical Sciences
  - University of California Berkeley Molecular and Cell Biology
  - University of Pennsylvania Biomedical Graduate Studies
  - University of California San Diego Biological Sciences
  - Northwestern University: 3 unified programs: IBiS, DGP, and HSIP

- A broad framework has been developed

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UNIVERSITY OF WISCONSIN-MADISON

Framework Changes Include:

- Common admissions portal for students interested in more than one program
- Joint/combined recruiting
- New administrative core positions that will cover career development, research mentor training, DE&I
- Advising structure with multiple touch points-faculty and peer mentoring
- “Community building” activities that bring students together within the program

Progress Toward Unified Graduate Programming in SMPH

- Written proposal submitted to campus
- Individual and combined program directors meetings
- Graduate program manager meetings for team building and to develop common best practices

School of Medicine and Public Health
UNIVERSITY OF WISCONSIN-MADISON

Thank You Task Force #2

Tracy Cabot
Kristin Cooper
Corinne Engelman
Zsuzsa Fabry
Lauren Giurini
Chelsea Hanewall
Margo Heston
Jim Keck (co-chair)
Tricia Kiley
Laura Knoll (co-chair)
Paul Lambert
Shelley Maxted
Mallory Musolf
Michael Newton
Manish Patankar
Brian Pogue
Parmesh Ramanathan
Ari Rosenberg
Alessandro Senes
David Wassarman
Andrea Poehling
Staff: Maddie Sychta

Update on SMPH Strategic Framework

Jon Audhya, PhD
Senior Associate Dean for Basic Research, Biotechnology, & Graduate Studies
Elizabeth M. Petty, MD
Senior Associate Dean for Academic Affairs

School of Medicine
and Public Health
UNIVERSITY OF WISCONSIN–MADISON

SMPH Strategic Framework Steering Committee

Members

- Shiva Bidar-Sielaff
- Mahua Dey
- Beth Drolet
- Sheri Johnson
- Tricia Kiley
- Mark Mandel
- Michelle Ostmoe
- Erik Ranheim
- Raunak Sinha

Co-chairs

- Anjon Audhya
- Elizabeth Petty

Facilitators

- Kelvin Alfaro
- Steve Bialek

Consultant

- Robyn Perrin

Staff

- Andrea Poehling

SMPH Strategic Planning Timeline

March 22
Kick-off Meeting
Current State Review and Assessment

2-3 Total Meeting Hours

April 22
Affirm Mission, Vision, and Values

2-3 Total Meeting Hours

May - June 22
Ideation of Strategic Directions
Refine Strategic Directions/Develop Strategic Framework

2-3 Total Meeting Hours

July - Sept 22
Finanilize Strategic Directions/Develop Strategic Framework

2-3 Total Meeting Hours

Oct - Dec. 22
Approve Strategic Framework / Define Oversight
Develop Implementation Model, Roadmap, and Status Reporting

2-3 Total Meeting Hours

Jan. 23
Launch Implementation Groups (i.e., Departments, Centers, Etc.)

2-3 Total Meeting Hours

New SMPH Strategic Framework Disseminated and Ready to Implement – **July 2023**

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Timeline & Community Engagement

- March 2022: Dean Golden charges steering committee.
- March – August 2022: Committee develops draft framework.
- September – November 2022: APC, CASI, department chairs, dean's leadership team, and other faculty, staff and learners provide input on draft framework. Committee revises accordingly.
- January 2023: Draft framework sent to all SMPH learners, staff and faculty for comment. 438 responses received.
- February 2023: Six listening sessions open to all SMPH community. Committee finalizes framework.
- March – April 2023: Framework presented to APC, CASI, center and department leadership, dean's leadership team, and at faculty/staff meeting.
- May – July 2023: Map department/center/program/unit strategic plans/goals to SMPH strategic framework. Identify gaps. Develop monitoring process.

UW–Madison - **SMPH** - UW Health

Strategic Planning Provides a Framework for Aspiration, Action, Accomplishment, & Accountability

UW-MADISON

STRATEGIC FRAMEWORK

2020–2025

Excellence in Teaching & Educational Achievement

Provide access to a world-class, affordable educational experience.

- Strengthen educational outcomes, career development, and the college experience for all students.
- Expand access to a UW–Madison education, leveraging new modes of delivery to engage with students throughout their lives.
- Expand educational programming in areas of high student demand, while maintaining the broad-based strength of our educational enterprise.
- Continue to grow faculty and staff teaching excellence.

Excellence in Research & Scholarship

Provide leadership for discovery, through support of the fearless sifting and winnowing of our world-class research enterprise and the dissemination of knowledge in its many forms.

- Grow UW-Madison's research enterprise and expand its global impact, supporting the scholarship of faculty, staff, and students.
- Continue to grow faculty and staff research excellence.
- Provide a modern research support structure that fosters innovation, promotes interdisciplinary collaboration, and drives discovery on future research challenges.
- Ensure the continued vitality, competitiveness, and strength of our graduate and professional programs.

Living the Wisconsin Idea

Partner with the community and the state to extend and apply our research, education, and practice-based knowledge to foster learning and support innovation and prosperity throughout Wisconsin.

- Engage with the community to provide positive social, cultural, and economic impact in Wisconsin and beyond.
- Promote entrepreneurship, innovation, and economic development in Wisconsin and beyond.
- Share the benefits of a world-class teaching and research university throughout Wisconsin and beyond our borders.

A Vibrant Campus Community

Build an organizational culture and climate that fosters engagement, inclusion, diversity, and equity.

- Provide an inclusive, safe, healthy, and enriching environment for learning and working that promotes wellness among students and employees.
- Enhance the holistic development of students by combining learning in and out of the classroom that is steeped in the values of the university.
- Enhance diversity among our students, faculty, and staff and build upon our strong commitment to diversity to create a welcoming, empowered, and inclusive community.

A High-Performing Organization

Practice continuous improvement in all we do, for those we serve.

- Strengthen our financial performance, growing revenues, controlling costs, and delivering new and innovative ways to invest in our strategic priorities, while maintaining a commitment to the highest ethical standards.
- Build upon and further support our high-quality and committed workforce that advances our mission and reflects our values.
- Expand and deepen relationships with key partners and stakeholders critical to our success and maintain our commitment to shared governance.
- Practice sustainability principles in the stewardship of campus resources, recognizing our environmental responsibility to people and the planet.

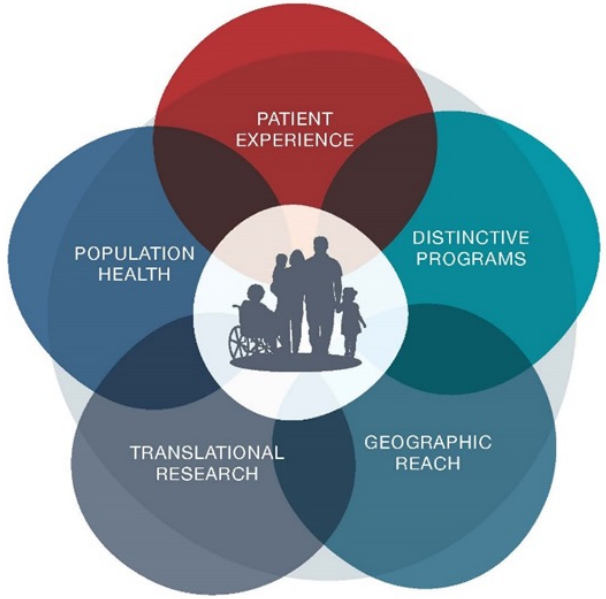
WISCONSIN
UNIVERSITY OF WISCONSIN–MADISON

UW Health

FIVE DOMAINS

Our strategic plan is focused on five areas, which we refer to as "domains". Each domain is paired with a goal that describes where we want to be in the next five years. High priority strategies have also been identified to help us focus our work in support of each goal. It will take a number of years to realize our lofty goals so we will plan annual initiatives to define the work expected each year. The domains, goals, strategies and FY18 initiatives are defined below.

UW Health | REMARKABLE HEALTHCARE



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School of Medicine and Public Health
UNIVERSITY OF WISCONSIN–MADISON

2020 Mission, Vision, & Values

Mission: Together, we are advancing health and health equity through remarkable service to patients and communities, outstanding education, and innovative research.

Vision: Healthy people. Healthy communities.

Values:

Integrity and Accountability – Every person, every action, every time.

Compassion – Treat all with kindness, understanding, and empathy.

Diversity, Equity, Inclusivity – Advance health and health equity by respecting the rights, dignity, and differences of all.

Excellence – Strive for the very best in all we do.

SMPH Strategic Framework Preamble

The UW School of Medicine and Public Health Strategic Framework was finalized in April 2023 by an 11-member Steering Committee with input from seven committees and more than 450 faculty, staff and learners. It was endorsed by the school's Academic Planning Council. This framework is intended to be actionable and inspiring, adding value to the development of targeted strategic plans from more than 90 major units in the school such as departments, centers, institutes, and programs.

Unit strategic plans will be aligned with the framework, formulating goals and objectives that correspond to the strategic pillars. Progress towards goal achievement will be monitored. Thus, the strategic framework will set the foundation for progress, coordinating activities across the many different disciplines within the school. Scaffolding goals and objectives to strategic pillars is a tangible way to practice the continuous improvement that is needed to advance the school's highest priorities and pursue our shared vision of healthy people and healthy communities.

School of Medicine and Public Health
UNIVERSITY OF WISCONSIN-MADISON

Our Strategic Pillars

Promoting Health and Health Equity

We will:

- Identify the health impacts of structural inequities and injustices, and develop solutions that improve individual and population health.
- Evaluate and implement ways to create meaningful and sustainable health and health equity.
- Promote equitable access to quality health care through our teaching, research, practice, and advocacy.

Our Strategic Pillars

Pursuing Excellence in Teaching and Learning

We will:

- Excel at innovative teaching methodologies that engage our school's community.
- Emphasize an inclusive, scholarly team approach to integrate the teaching of basic, clinical, and translational sciences and public health.
- Inspire a community of engaged lifelong learners.

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Our Strategic Pillars

Advancing Innovative and Impactful Research & Discovery

We will:

- Investigate transformational questions in the basic, clinical, translational, and population sciences to produce new knowledge, improve clinical care, and enhance human health.
- Foster strong, interactive relationships throughout our broad and diverse researcher and research participant communities.
- Encourage multidisciplinary approaches, leveraging team science and new technologies to tackle tough challenges that advance health and health equity.
- Strive to be exemplary research mentors and coaches.

Our Strategic Pillars

Becoming an Anti-racist, Diverse, Equitable and Inclusive School Community

We will:

- Commit to dismantling racism in ourselves, our school, and our community.
- Strive for equity in our policies and practices.
- Build an inclusive community in which people from marginalized identities and backgrounds thrive.
- Promote a culture of respect and belonging among our faculty, staff, learners, partners, and the communities we serve.

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Our Strategic Pillars

Creating the Future Together

We will:

- Cultivate and promote interprofessional and interdisciplinary work culture.
- Encourage and empower individuals to practice effective leadership.
- Strengthen collaborations and partnerships to catalyze learning, discovery, and implementation.
- Listen and work as allies with our patients and communities.

Our Strategic Pillars

Committing to the Success and Wellbeing of Each Other

We will:

- Create and support a compassionate culture in which we care for and value each other, and all can thrive.
- Embrace recruitment and retention strategies as essential investments in our future.
- Prioritize the professional and personal development of our people with a focus on equity.
- Provide the resources and tools for people to be successful.

Mapping & Monitoring

April 2023

- Request strategic plans or goals from departments, centers/institutes, programs, and operational units

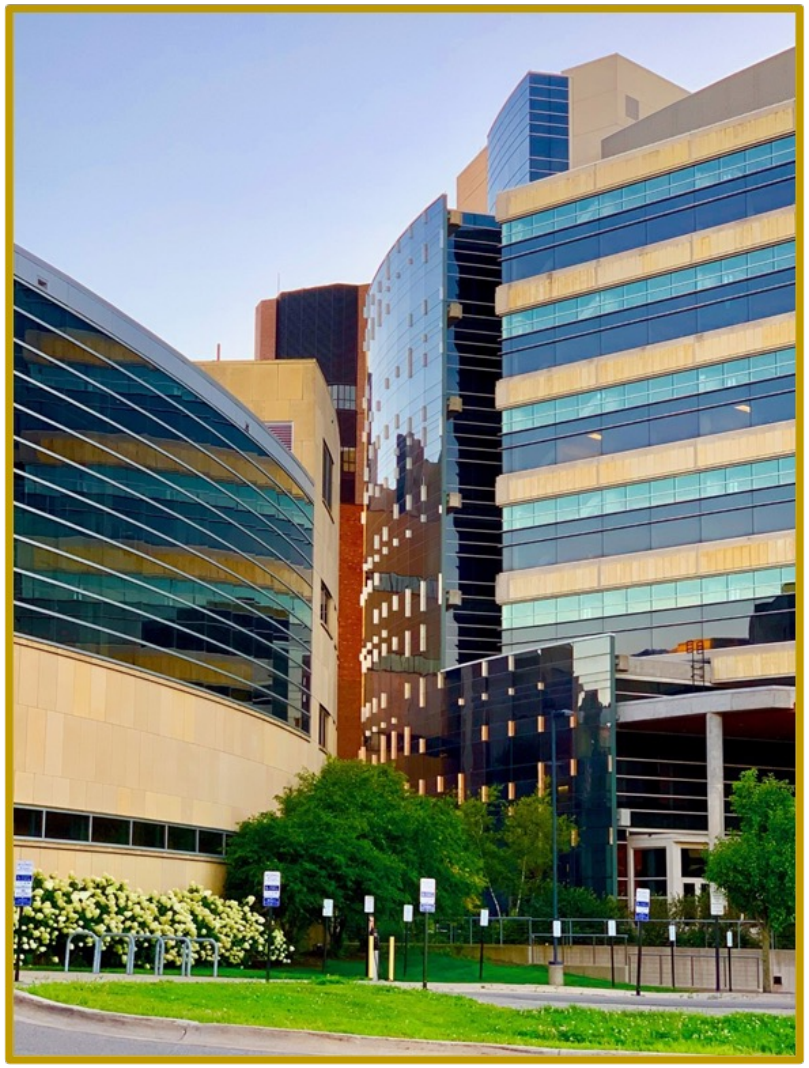
May – July 2023

- Map existing strategic plans/goals to framework
- Identify gaps
- Develop a process to ensure units are making progress on their plans and goals

Next Phase

- Implement monitoring process

Strategic Framework



Thank You

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Town Hall

Open for Questions

- *In person*: Raise hand to receive microphone
- *Online*: Use the chat feature to submit

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