

Institutional Strategic Plan – FY24 Update

Domain	Goal	Metric	FY24 Target/Budget	FY24 Actual YTD	Status
Academics	1. Support academic and clinical excellence while promoting innovation, discovery, and student learning	Annual GME match rate of match eligible students	≥ 92% (through match Friday)	98.11%	●
		Annual GME placement rates	≥ 96%	98.11%	●
		Annual attrition rates for the COM and PA programs	≤ 8% for COM ≤ 10% for PA	PA: 2.8% (c/o '25) RVUCOM: 1.9% (c/o '27) PA: 2.8% (c/o '24) RVUCOM: 1.6% (c/o '26) PA: 5.6% (c/o '23) RVUCOM: 4.3% (c/o '25) RVUCOM: 4.6% (c/o '24) MCOM: 1.3% (c/o '27)	●
		Annual MSBS/MMS graduates accepted into professional schools	≥ 80%	MSBS: 98% MMS: 100%	●
		Annual first time pass rates on COMLEX I & COMLEX II	≥ national first time pass rates Level I: 90.6% Level II: 94.5%	Level I: 95.3% (c/o 2024) Level II: 98.6% (c/o 2023)	●
		Annual discipline domain means on COMLEX I	≥ national domain means	≥ all national discipline domain means	●
		First time pass rates on PANCE	≥ national first time pass rates (92%)	97% C/O 2023	●
		Preceptors report OMSIII students are prepared for their OMSIV year	≥ 90% reported ready	96.2%	●
		PA student benchmarks indicating preparedness to enter clinicals	≥ 90% reported ready	100%	●
		Annual retention rates (fall to fall) for the COM and PA programs	≥ 92%	RVUCOM: 98.8% MCOM: 98.8% PA: 98.0%	●
		Annual retention rate (fall to spring) for the MSBS/MMS programs	≥ 85%	MSBS: 90.9% MMS: 87.5%	●
	2. Expand research and scholarly activity that advances medical education innovation, science, medical knowledge, and improves health	External grant and contract submissions	≥ 20 annual submissions 5 Year Goal	2 contracts and 3 grants submitted	●
		Faculty, staff, and students participation in research	Increase by 10% = ≥ 465 participants	491	●
		Funding for internal grant awards	\$105k	\$105k	●
Faculty, staff, and student publications		5% increase = ≥ 110 publications	186	●	
Regional, national, or international oral and poster presentations		10% increase = ≥ 33 presentations	113	●	

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● On Track ● Requires Attention ● Off Track

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Leadership	3. Foster a culture of diversity, equity, inclusion, integrity, empowerment, and continual growth for students, administration, faculty, and staff	Matriculation of Underrepresented in Medicine students to coincide with the state demographics the program is located	Colorado URiM Pop. = 29.1% Utah URiM Pop. = 19.4% Montana URiM Pop. = 11.7% *Data from US Census Bureau (2022) 5 Year Goal <i>FY25 Incoming Class</i>	RVUCOM (CO): 18% MSBS (CO): 39% PA (CO): TBD RVUCOM (UT): 17% MSBS (UT): 35% MCOM (MT): 11% MMS (MT): 33%	●
		Annual retention of diverse students	≥ 90%	99.0%	●
		Increase underrepresented faculty and staff	Increase 1% Faculty: ≥ 15% Staff: ≥ 21%	Faculty: 16.9% Staff: 18.4%	●
		Annual turnover rates for faculty and staff	≤ CUPA national averages Faculty: 16.8% Staff: 20.4%	Faculty: 9.2% Staff: 16.5%	●
		Employee engagement % from post-pandemic workforce	Develop baseline	75%	●
	4. Broaden awareness of RVU by engaging and collaborating with local, state, national, and global communities to advance our reputation of achieving new heights in medical education	Website traffic of "new users"	Increase 4% ≥ 95,056 new users	220,000 new users	●
		Number of student applications	Increase applications for each program by 4% RVUCOM: ≥ 4123 MCOM: ≥ 1470 (10% increase) MSBS: ≥ 216 PA: ≥ 915	RVUCOM: 5572 MCOM: 2295 MSBS: 186 PA: 133	●
		Faculty, staff, and student participation in local, state, and national organizations	Increase 10% (170 participants) 5 Year Goal	TBD	
		Collaboration and/or partnerships advancing DEI	≥ 5 collaboration/partnerships w/ external institutions 5 year goal	Medical Phys Prep Academy Youth In Medicine (Aurora Hinkley HS) HASO Annual DEI Symposium (CU) IHS of Denver DEI Leadership Conference (Billings)	●

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Growth	5. Expand strategic partnerships to provide solutions for the current and anticipated shortages of healthcare providers in the Mountain West region	Number of pathway programs with institutions in the Mountain West region	1 additional program	University of Montana Montana Tech. University	●
		RVU's clinical rotation network for student placements	≥ 120%	≥ 120% for all rotations other than EM < 50% for EM (new COCA guidelines)	●
		COM clinical rotation opportunities with residents	≥ 4 rotations per student per year 5 year goal	UT: 1.8 rotations/student CO: 2.7 rotations/student	●
		Number of clinical core sites	2 additional clinical core site	2 core sites developed	●
		New graduate degree programs	1 new program application submitted	Application for DVM submitted to HLC 8/16	●
		Development of GME partnerships in the Mountain West region	≥ 2 new GME partnerships 5 year goal	TBD	●
	6. Ensure sustainability and relevance of current and future programs through enhanced technology, process improvement, student and faculty engagement, and fiscal discipline	Proficiency in budget planning	0% negative variance	0% negative variance	●
		Average time to close IT support tickets	≤ 24 hours	CO - 17 hours UT – 16 hours MT – 27 hours Tier 1 Help Desk – 19 hours	●
		Implement campus wide data collection/reporting tool	Implemented by July '26	TBD	
		HLC approval for Distance Learning	Complete	Complete	●
		PA program accreditation	Complete	Complete	●
		HLC Institutional Accreditation	Receive reaffirmation (Spring 2024)	Complete	●
		COCA accreditation	Achieve COCA Accreditation (Spring 2026)	TBD	