Morehouse School of Medicine
Assessment Report
Fiscal Year beginning July 1, 2009 and ending June 30, 2014

Strategic Focus: **Academic Excellence**	Responsible Person: **Sandra Harris-Hooker, Ph.D, Interim Dean**
Program Code: **1AE1**	Goal: **Expanding educational programs and sustaining the highest standards of teaching excellence and professional competence.**

1.1. Strengthen academic support services, placing emphasis on enhancing library services and increasing the number of qualified applicants to all degree programs, in particular Georgia residents and under-represented groups.

Initiatives/Strategies	Define Goals and Results				Means of Evaluation/Assessment	Current Results	Location/list Source Documents	Improvements/date(s)
	Performance Measures	Baseline	Target	Freq				
1. Restructure the educational infrastructure to provide optimal support for all degree programs placing emphasis on strengthening graduate program management; increasing the number of master's level staff; and augmenting counseling and financial services resources.	Total qualified applicants	3623	4000	A		3987	Department of Medical Education	
	Total GA Applicants	442	500	A		444	Department of Medical Education	
	Total percent underrepresented minority	50%	50%	A		39%	Department of Medical Education	

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1.2. Strengthen academic support services, placing emphasis on enhancing library services and increasing the number of qualified applicants to all degree programs, in particular Georgia residents and under-represented groups.

Initiatives/Strategies	Define Goals and Results				Means of Evaluation/Assessment	Current Results	Location/list Source Documents	Improvements/date(s)
	Performance Measures	Baseline	Target	Freq				
2. Expand and enhance the coordination of pipeline programs with Atlanta University Center institutions and other Georgia colleges and universities.								

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Initiatives/Strategies	Define Goals and Results				Means of Evaluation/Assessment	Current Results	Location/list Source Documents	Improvements/date(s)
	Performance Measures	Baseline	Target	Freq				
2. Renovate instructional facilities to accommodate enlarged academic programs and expand the number of small group meeting spaces.						Partial renovation of graduate lab (3/31/10 Semi-annual Report)	Department of Medical Education	

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Initiatives/Strategies	Define Goals and Results				Means of Evaluation/Assessment	Current Results	Location/list Source Documents	Improvements/date(s)
	Performance Measures	Baseline	Target	Freq				
3. Implement a library modernization plan that transforms it into the central focus for experiential learning, data exchange and analysis, and collaborative scholarly activity.	Library utilization rate (visits and digital library use)	217380	300000	A		174997 (3/31/10 Semi-annual Report)	MSM Library	
	Library user satisfaction rating	80%	≥95%	A				
	Number of subscribed databases	15	20	A		20	MSM Library	
	Number full text books	550	1000	A		600 Electronic full text books	MSM Library	
	Number full text journals	7500	10,000	A		6000 full text journals	MSM Library	

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Strategic Focus Area: **Academic Excellence** | Responsible Person: **Martha Elks, Ph.D.**

Program Code: **1AE2** | Goal: **Expanding educational programs and sustaining the highest standards of teaching excellence and professional competence.**

1.2. Increase incrementally the entering class size of the MD program to 70 by 2013, while maintaining mission focus, enhancing the quality of the educational experience and consistently achieving first time-taker pass rates and mean scores on USMLE Steps I and II that exceed the national average.

Initiatives/Strategies	Define Goals and Results				Means of Evaluation/Assessment	Current Results	Location/list Source Documents	Improvements/date(s)
	Performance Measures	Baseline	Target	Freq				
1. Increase the number of teaching faculty and the diversity of teaching expertise, especially in medical and surgical subspecialties and imaging.	Total qualified applicants	3623	4000	A		3987	Department of Medical Education (DME)	
	GA Applicants	442	500	A		444	DME	
	Percent underrepresented minority	50%	50%	A		39%	DME	
	Entering class average MCAT	9.13	9.5	A		8.98	DME	
	Entering class average SciGPA	3.36	3.4	A		3.23	DME	
	Number of students in entering class	57	70	A		56	DME	
	Total students in program	216	280	A		217	DME	
	USMLE Step 1 exam mean score as a percent of national average	95%	100%	A		96	DME	
	USMLE Step 1 first time taker pass rate	100%	≥95%	A		86	DME	
	USMLE Step 2 exam mean score as a percent of national average	*96%*	100%	A		96	DME	
	USMLE Step 2 first time taker pass rate	94%	≥95%	A		94	DME	

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Strategic Focus Area: **Academic Excellence**	Responsible Person: **Martha Elks, Ph.D.**
Program Code: **1AE2**	Goal: **Expanding educational programs and sustaining the highest standards of teaching excellence and professional competence.**

1.2. Increase incrementally the entering class size of the MD program to 70 by 2013, while maintaining mission focus, enhancing the quality of the educational experience and consistently achieving first time-taker pass rates and mean scores on USMLE Steps I and II that exceed the national average.

Initiatives/Strategies	Define Goals and Results				Means of Evaluation/Assessment	Current Results	Location/list Source Documents	Improvements/date(s)
	Performance Measures	Baseline	Target	Freq				
2. Augment clerkship and residency experiences through new affiliation agreements with the VA Health System, at least one private hospital in the Atlanta metropolitan area, and a rural hospital within the state.								

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Initiatives/Strategies	Define Goals and Results				Means of Evaluation/Assessment	Current Results	Location/list Source Documents	Improvements/date(s)
	Performance Measures	Baseline	Target	Freq				
3. By July 2010, establish a Georgia Rural Health Office to recruit students from rural underserved areas, increase rural experiences for students, and increase rural outreach.								

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Initiatives/Strategies	Define Goals and Results				Means of Evaluation/Assessment	Current Results	Location/list Source Documents	Improvements/date(s)
	Performance Measures	Baseline	Target	Freq				
4. Continue to expand and enhance simulation resources and service-based learning experiences.	Percentage of graduates practicing in underserved communities	64%	65%			(Match)	DME	
	Percentage of most recent graduates selecting primary care and core specialties	70%	70%			70	DME	

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Strategic Focus: **Academic Excellence**	Responsible Person: **Douglas Paulsen, Ph.D.**
Program Code: **1AE3**	Goal: **Expanding educational programs and sustaining the highest standards of teaching excellence and professional competence.**

1.3. Strengthen and expand biomedical science programs resulting in a doubling of the class size of PhD, Master of Science in Clinical Research (MSCR), and other Masters degree programs respectively by 2013, while sustaining the highest quality of instruction.

Initiatives/Strategies	Define Goals and Results				Means of Evaluation/Assessment	Current Results	Location/list Source Documents	Improvements/date(s)
	Performance Measures	Baseline	Target	Freq				
1. Develop areas of biomedical research concentration that provide training beyond the core curriculum and align with MSM multidisciplinary focal research programs.	Total qualified applicants/	19	50	A		25	Department of Medical Education (DME)	
	Total GA applicants	8	30	A		14	DME	
	Total number of underrepresented minority	17	30	A		20	DME	
	Entering class average GPA	3.16/ Q642	3.5/ Q650	A		3.3/ Q617	DME	
	Entering class average GRE	V424/ AW3.9	B550/ AW4.5	A		V417/ AW3.7	DME	
	Number of students in entering class	6	10	A		6	DME	
	Total students in program	31	50	A		26	DME	

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Strategic Focus: **Academic Excellence**	Responsible Person: Douglas Paulsen, Ph.D.
Program Code: **1AE3**	Goal: **Expanding educational programs and sustaining the highest standards of teaching excellence and professional competence.**

1.3 Strengthen and expand biomedical science programs resulting in a doubling of the class size of PhD, Master of Science in Clinical Research (MSCR), and other Masters degree programs respectively by 2013, while sustaining the highest quality of instruction.

Initiatives/Strategies	Define Goals and Results				Means of Evaluation/Assessment	Current Results	Location/list Source Documents	Improvements/date(s)
	Performance Measures	Baseline	Target	Freq				
2. Implement Masters of Science degree and certificate programs in biomedical sciences that complement recruitment efforts for the MD and PhD programs.								

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Strategic Focus: **Academic Excellence**	Responsible Person: **Douglas Paulsen, Ph.D.**
Program Code: **1AE3**	Goal: **Expanding educational programs and sustaining the highest standards of teaching excellence and professional competence.**

1.3 Strengthen and expand biomedical science programs resulting in a doubling of the class size of PhD, Master of Science in Clinical Research (MSCR), and other Masters degree programs respectively by 2013, while sustaining the highest quality of instruction.

Initiatives/Strategies	Define Goals and Results				Means of Evaluation/Assessment	Current Results	Location/list Source Documents	Improvements/date(s)
	Performance Measures	Baseline	Target	Freq				
3. Assess the feasibility of dual degree programs in clinical and translational research (MD/MSCTR, MSCTR/PhD, and MPH/MSCTR) in accordance with the aims of the recently awarded NIH Clinical and Translational Science Award.	Total students in program	8	30	A				

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Strategic Focus: **Academic Excellence**	Responsible Person: **Patricia Rodney, Ph.D.**
Program Code: **1AE4**	Goal: **Expanding educational programs and sustaining the highest standards of teaching excellence and professional competence.**

1.4 Enhance the interdisciplinary focus and contemporary relevance of the MPH program resulting in an increase in the total student body to 75 by 2013.

Initiatives/Strategies	Define Goals and Results				Means of Evaluation/Assessment	Current Results	Location/list Source Documents	Improvements/date(s)
	Performance Measures	Baseline	Target	Freq				
1. Establish post-baccalaureate and pre-matriculation programs for MPH students and re-establish joint degree programs with Atlanta University Center undergraduate liberal arts schools and Interdenominational Theological Center.								

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Strategic Focus: **Academic Excellence**	Responsible Person: **Patricia Rodney, Ph.D.**
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1.4 Enhance the interdisciplinary focus and contemporary relevance of the MPH program resulting in an increase in the total student body to 75 by 2013.

Initiatives/Strategies	Define Goals and Results				Means of Evaluation/Assessment	Current Results	Location/list Source Documents	Improvements/date(s)
	Performance Measures	Baseline	Target	Freq				
2. Continue to expand areas of curricular emphasis, especially in quantitative and analytic areas, and pursue other innovative curricular formats.	Total students in program	45	75	A		61	MPH Program Director's Office	

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Strategic Focus: **Academic Excellence**	Responsible Person: **Patricia Rodney, Ph.D.**
Program Code: **1AE4**	Goal: **Expanding educational programs and sustaining the highest standards of teaching excellence and professional competence.**

1.4 **Enhance the interdisciplinary focus and contemporary relevance of the MPH program resulting in an increase in the total student body to 75 by 2013.**

Initiatives/Strategies	Define Goals and Results				Means of Evaluation/Assessment	Current Results	Location/list Source Documents	Improvements/date(s)
	Performance Measures	Baseline	Target	Freq				
3. Initiate a MSCR/MPH joint degree program by 2010 and explore the feasibility of offering an executive MPH program.								

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Strategic Focus: **Academic Excellence**	Responsible Person: **Martha Elks, M.D.**
Program Code: **1AE5**	Goal: **Expanding educational programs and sustaining the highest standards of teaching excellence and professional competence.**

1.5 Optimize the management of graduate medical education programs, augment the diversity of clinical experiences, and expand resident involvement in scholarly activity.

Initiatives/Strategies	Define Goals and Results				Means of Evaluation/Assessment	Current Results	Location/list Source Documents	Improvements/date(s)
	Performance Measures	Baseline	Target	Freq				
1. Increase the number of private hospital setting experiences for Medicine, Surgery, and OB/GYN residents by 20% and expand residency training affiliation with the VA health system and rural hospitals.	Percentage of students from LCME accredited schools entering MSM residency programs	65%	≥80%	A		(Match)	Department of Medical Education (DME)	
	FAM First time taker pass rate on board examinations	80%	≤90%	A		80	DME	
	Preventive Medicine First time taker pass rate on board examinations	50%	≤90%	A		50	DME	
	Medicine first time taker pass rate on board examinations	89%	≤90%	A		90	DME	
	OB/GYN first time taker pass rate on board examinations	100%	≤90%	A		100	DME	
	Surgery first time taker pass rate on board examinations	67%	≤90%	A		67	DME	
	Psychiatry first time taker pass rate on board examinations	48%	≤90%	A		62.5	DME	
	Pediatrics first time taker pass rate on board examinations	50%	≤90%	A		56	DME	

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Program Code: **1AE5**	Goal: **Expanding educational programs and sustaining the highest standards of teaching excellence and professional competence.**

1.5 Optimize the management of graduate medical education programs, augment the diversity of clinical experiences, and expand resident involvement in scholarly activity.

Initiatives/Strategies	Define Goals and Results				Means of Evaluation/Assessment	Current Results	Location/list Source Documents	Improvements/date(s)
	Performance Measures	Baseline	Target	Freq				
2. Increase the depth of subspecialty faculty expertise to optimally support each residency program and expand the number of clinical faculty engaged in research activities.								

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Initiatives/Strategies	Define Goals and Results				Means of Evaluation/Assessment	Current Results	Location/list Source Documents	Improvements/date(s)
	Performance Measures	Baseline	Target	Freq				
3. Collaborate with Emory University School of Medicine (EUSM) to assure that MSM residents at Grady treat ≥ 25% of the cases by type seen by all residents training at Grady Hospital, and expand collaborative training in residency required sub-specialties by December 2009.								

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Initiatives/Strategies	Define Goals and Results				Means of Evaluation/Assessment	Current Results	Location/list Source Documents	Improvements/date(s)
	Performance Measures	Baseline	Target	Freq				
4. Pursue the initiation of a select number of fellowship programs that align with priority research programs.								