

# CoMH Strategy Roadmap to 2023

**Mission** To enhance the health and wellbeing of our community through excellence in clinical education, research and innovation

**Vision** To be the leading university for health sciences in Ireland with global reach and international impact

Strategic Goals	Key Initiatives	Strategic Outcomes
Build a sustainable <b>RESEARCH</b> ecosystem that impacts people's lives in Ireland and beyond	Invest in areas of research strength to achieve four sustainable large research centres	Increase CoMH research funding to €20m per annum
	Develop interaction, engagement and career opportunities for Researchers and research students	Increase publication affiliation from clinical partners by 50%
	Deepen collaboration with healthcare partners for clinical research	Expand regulated HRB CRF-C supported clinical trial activity to partner hospitals – at least 5 regulated trials by 2022
	Expand and embed the HRB CRF-C in partnership with the Health Service	Enhance supports to streamline research processes
Connected curriculum to provide effective and experiential <b>LEARNING</b> for 21 <sup>st</sup> Century Health.	Embed inter-professional learning in the curriculum	A specific IPL strategy is required for CoMH Each student to experience at least 3 -4 IPL sessions through their degree
	Inform student learning by digital health care developments	Identify areas of best practice nationally and internationally and develop a sustainable digital environment
	Research based teaching	Designation of research centre affiliation for each new academic appointee
	Target strategic international partnerships that work for us	Increase international visiting or adjunct faculty by 3 per school per year
Be an <b>INTERNATIONAL</b> hub for health sciences education	Focused sabbaticals to develop global research partnerships	Increase the number of international students by 10%
		Increase the number of courses with international content by 20%
Develop the framework for <b>ACADEMIC HEALTH SYSTEM</b> to enhance meaningful collaboration with healthcare partners	Invest in our academic health and research system by progressing key capital development plans	Deliver a new Dental School & Hospital, and Clinical Medical School
	Expand engagement with community and primary care partners through Sláintecare initiatives	Progress the development of an Innovation District by securing stakeholder investment and delivering the HIHI building
	Deepen productive collaboration with MedTech, Pharma and other industries in the regions	Develop plans for a clinical learning and research network hub at CUH
		Refresh the MoUs with partner healthcare organisations
		Sub committee of RICO Board to oversee Regional Academic Health System to include Waterford and South Tipperary hospitals
		Increase number of industry related projects
Invest in <b>PEOPLE</b> and be a great place to work	Ensure that everyone is well led and well managed	Grow core income by 8% pa and grow philanthropic income to fund ambition
	Develop and adhere to a long term strategic vision for resourcing and staff development	All heads/managers to have completed 360 feedback and a leadership development program by 2022
	All staff will understand and commit to their personal contribution to the delivery of this strategy	Enhance 2 way communication through 1:1 with line managers every 6 weeks and bi-annual school town halls
	Embed our new values into everyday working life	Each school to complete an integrated planning exercise annually which focuses on staffing and finance
		PDRS to be completed by all staff and everyone to have a personalised development plan linked to the strategy
	6 schools to have Athena Swan accreditation by 2022	

<b>Stakeholders and Enablers</b>	Students	Staff	Clinicians	Alumni	Industry Partners	Healthcare Partners
	The Community		ASSERT	CRF-C	HIHI	Financial Plan
<b>Values</b>	We VALUE each other	We actively COLLABORATE	We strive for EXCELLENCE	We are INNOVATIVE	We are ACCOUNTABLE	