

UNIVERSITY OF THE  
**PACIFIC**  
Arthur A. Dugoni  
School of Dentistry

## **Implementation Plan**

### **Action Agenda June 1, 2008 – May 31, 2009**

The agenda below is divided into four sections: (1) items for **Immediate Action**; (2) items that have high priority requiring **Significant Resources**; (3) items that have high priority requiring **Moderate Resources**; (4) items that have high priority with **Low Resource** requirements. The **strategic direction and goal** from the strategic plan that corresponds to each item is referenced in parenthesis. Items presented in each section below do not reflect any particular order. A brief description of the management process follows the items. In addition, three documents are attached:

1. Updated summary tables of goal rankings and action step rankings colored coded to reflect the 12 month action agenda (from the May 4, 2008 report on the survey of the Deans' Cabinet and the Implementation Task Force);
2. Implementation Plan showing all goals, action steps, and actions steps color-coded to reflect the 12 month agenda, and linkages to strategic directions;
3. Example of a template for Progress Reports.

#### **Immediate Action**

1. Invite the Director of the Pacific Center for Teaching and Learning (CTL) to provide an active learning workshop at Faculty Development Day in June 2008 and on a monthly basis to provide assistance as identified in the Faculty Needs Survey. (1.2)
2. Develop formal evaluation system for Chairs, Associate and Assistant Deans. (5.4)
3. Establish formalized, comprehensive peer evaluation system. (5.4)
4. Improve the current evaluation system for Faculty and Staff. (5.4)
5. Retain the "scholarship of learning" in the portfolio of the Associate Dean for Academic Affairs to ensure representation at the Dean's cabinet level. (1.1)
6. Hire an innovative Academic Dean to review/revamp the curriculum. (3.4)
7. Combine the Basic Science Department into a Department of Biomedical Sciences. (1.5)

8. Conduct bi-Annual Staff/Administration/Faculty Meetings. (5.1)
9. Post all positions internally within the school; including Faculty and Administrative Appointments - Consider: development of new process, posting sites/length, application forms, and search committees. (5.7)
10. Review and develop new action items corresponding to Mission Statement Item 6 (Develop and promote policies addressing the needs of society) and Strategic Direction 2 (Develop professionals committed to improving the health of all people).
11. Acknowledge, encourage and reward students and residents for volunteerism and service-learning projects. (2.1)

### **Action Items Requiring Significant Resources**

1. Acquire and implement a comprehensive electronic patient record system. (1.4)
2. Complete a facility master plan to include: teaching (all learning spaces), research, faculty practice, labs, continuing education, and technology needs. The plan should recognize the priority of the clinics and maximize space utilization throughout the School. (6.1)

### **Action Items Requiring Moderate Resources**

1. More clearly define "scholarship of teaching and learning" (SoTL) to maximize the benefit of this activity for faculty promotion and tenure. (1.1)
2. Align IT, Instructional Development and Classroom Services support functions and staff to assist faculty with adopting current developments in technology; make greater use of existing educational technology and learning materials; create a training program for faculty and staff in optimal use of educational technology. (1.4)
3. Conduct a competitive salary review and develop an implementation plan. (5.6)
4. Create integrated biomedical science courses (Internal Medicine for Dentist and Infectious Diseases) that dovetail with the Integrated Clinical Sciences course; develop a curriculum integration plan that is customized to Pacific's three-year program with vertical integration (3.4); expand the use of case-based learning and format across the curriculum for evidence-based decisions (2.3)

### **Action Items with Low Resource Requirements**

1. Conduct a comprehensive review of current curriculum management with recommendations for comprehensive curriculum management. (1.3)

2. Evaluate extramural rotation blocks for opportunities to improve the educational experience via an Advising Council of students, staff and rotation faculty, chairs and community health professionals. (2.4)
3. Establish relationship with the Center for Teaching and Learning (Stockton Campus) to promote research on teaching and learning. (3.5)
4. Develop standing committee for all diversity issues. (Gender, Race, Ethnicity, Age, Religion, Sexual Orientation, Cultural, etc.) (5.2)
5. Raise the faculty's awareness of the Commission on Change and Innovation (CCI), as well as of innovations being adopted by other schools. (1.3)

### **Management of the Action Agenda**

1. The Dean will assign oversight to each action item to a member of the Dean's Cabinet.
2. The Dean's Cabinet will review the action agenda each quarter to determine process, identify items completed, and add additional items to the agenda as warranted.
3. Annually, the Dean's Cabinet will conduct an extensive review of the Implementation Plan and through a collaborative process involving faculty, staff, and student input, establish an action agenda for subsequent 12 month periods.