

**DEPARTMENT OF ANESTHESIA & PERIOPERATIVE MEDICINE  
TOP STRATEGIC OBJECTIVES**

Goal Area	Strategic Objective	Performance Metrics
Faculty Development	Effective mentoring program (Research, Education, Administration) <ul style="list-style-type: none"> <li>▪ Vice Chair of Professional Development</li> <li>▪ Revamped promotion criteria</li> <li>▪ University collaboration (research joint projects)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Promotion (timely, more faculty)</li> <li>▪ Increase funded research</li> <li>▪ Increase hospital committees and leadership</li> </ul>
Research	Top 25 in NIH funding by 2011 <ul style="list-style-type: none"> <li>▪ Basic science effort</li> <li>▪ Clinical science effort</li> </ul>	<ul style="list-style-type: none"> <li>▪ Total number of projects</li> <li>▪ Number of NIH projects</li> </ul>
Education	Engage faculty in effective <b>Resident</b> teaching <ul style="list-style-type: none"> <li>▪ Provide quality lectures</li> <li>▪ Provide quality mock orals</li> <li>▪ Provide quality OR teaching</li> <li>▪ Faculty national education development – SEA</li> <li>▪ Faculty role model - professionalism</li> </ul>	<ul style="list-style-type: none"> <li>▪ Higher in-service exam scores</li> <li>▪ Improved resident faculty evaluations</li> <li>▪ National teachers at meetings</li> </ul>
Education	University role model for <b>Medical</b> student education <ul style="list-style-type: none"> <li>▪ Faculty on university core curriculum committee</li> <li>▪ Anesthesiology interest group</li> </ul> Preclinical years <ul style="list-style-type: none"> <li>▪ Gross anatomy: regional lectures</li> <li>▪ Pharmacology</li> <li>▪ Physiology</li> </ul> Clinical years <ul style="list-style-type: none"> <li>▪ Simulation for acute care medicine</li> <li>▪ Airway management for all students</li> <li>▪ Anesthesiology rotation</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of College of Medicine and other university lectures</li> <li>▪ Golden Apple nominations and awards</li> <li>▪ Golden Apple nominations and awards</li> <li>▪ All medical students under going airway simulation course</li> </ul>
Education	Improve <b>Faculty</b> professional development <ul style="list-style-type: none"> <li>▪ Become known for “life time” learning</li> <li>▪ Be inclusive with faculty, residents, CRNAs, SRNAs, medical students</li> </ul>	<ul style="list-style-type: none"> <li>▪ Faculty wanting to work at MUSC</li> <li>▪ National committee chairs</li> <li>▪ Professional degrees</li> </ul>
Business of Medicine	Maintain department competitive salary structure <ul style="list-style-type: none"> <li>▪ Continue to modify and improve incentive plan</li> <li>▪ Less reliance on hospital</li> <li>▪ Endowed chairs</li> <li>▪ Faculty retention/recruitment</li> </ul>	<ul style="list-style-type: none"> <li>▪ Practice and Incentive plans aligned with departmental goals</li> <li>▪ FTE clearly defined</li> <li>▪ Number of endowed chairs</li> </ul>

<p>Clinical</p>	<p>Recognized as national leader of clinical excellence</p> <ul style="list-style-type: none"> <li>▪ Promote our strengths <ul style="list-style-type: none"> <li>○ Cardiac</li> <li>○ Regional</li> <li>○ Pediatric</li> <li>○ Transplantation</li> <li>○ Pain Medicine</li> <li>○ Simulation</li> <li>○ Others</li> </ul> </li> <li>▪ Community Outreach</li> </ul>	<ul style="list-style-type: none"> <li>▪ Local media presentations (print, TV)</li> <li>▪ Increase in national speaking engagements</li> <li>▪ Increase in national meeting committees</li> <li>▪ Increase in surgical market share</li> </ul>
<p>Clinical</p>	<p>Operational Excellence</p> <ul style="list-style-type: none"> <li>▪ Best care practices</li> <li>▪ Improved safety/quality ratings</li> <li>▪ Improved cluster efficiency</li> <li>▪ Optimal staffing (faculty, residents, CRNAs)</li> <li>▪ Optimize patient satisfaction scores</li> </ul>	<ul style="list-style-type: none"> <li>▪ Improved hospital surgical morbidity</li> <li>▪ Clusters functioning independently</li> <li>▪ Improved patient satisfaction scores</li> </ul>