1,000 Miles Next Door: Lessons Learned and Next Steps

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Opportunities:
• Strong partner institutions
• Aligned cultures
• Shared vision
• Committed, pioneering leadership

Challenges:
• Technology
• Development of “third” culture
• Faculty recruitment needs
• Evolving staff functions
• Non-parallel organizational charts
• Driving the train/laying the track

Lessons Learned:
• Leadership means everything
• Formal and informal structures essential
• Relationship-building is essential (and continuous)
• Trust takes time and effort
• Communication is key
• Language matters
• Culture trumps strategy
• Technology is critical

Many of our aspirations and opportunities – as well as challenges – are unique to the SELECT program and to the USF/LVHN partnership. Others could be applicable in other similar contexts.

Next Steps:
Admissions:
• Continually refine admissions process
• Analyze the outcomes of unique interview process

Student Affairs:
• Develop 4th year electives scheduling process
• Develop combined USF/LVHN electives catalog
• Extend student organizations to the USF-Lehigh Valley campus

Educational Affairs:
• Complete comparable but unique SELECT 4th year curriculum
• Enhance career development support
• Support the match process across two campuses

Faculty Affairs:
• Develop non-tenure-tracked appointment process managed by USF-Lehigh Valley and modeled after process at USF-Tampa
• Create process to appoint Advanced Practice Clinicians
• Recruit faculty to SELECT Coaching and Doctoring roles