

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

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