

## Strategic Plan Goal 1

The **Healthcare Workforce Group** will collect data on outcomes related to academic programs within SMHS including practice location, specialty, and retention. Practice location information includes state of practice and whether practitioners are in urban, rural, or underserved areas. Practice specialty (where applicable) includes self-identified subtype of practice based on a specialized type of medicine or a specific demographic population. Retention includes the percent of graduated or trained physicians practicing in the state, or if comprehensive graduate data is not available, percent of practicing physicians in the state trained by SMHS.

This process will be completed on a biennial basis and will have two additional cycles before the 2018-2023 strategic plan is complete.

In addition, the Healthcare Workforce Group will work with academic units and programs as needed to assist in their reporting efforts on an ongoing basis.