

## SCHOOL OF OPTOMETRY POLICY

**Date Revised:** 08/19/2025

**Effective Date:** 09/01/2025

**Responsible Party:** Office of the Dean

**Contact(s):** Kelly K. Nichols, OD, MPH, PhD, Dean

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## Goals and Objectives Assessment and Review Policy

### 1. Purpose

This policy ensures UABSO's goals and objectives are reviewed at minimum annually.

### 2. Scope

This policy applies to School of Optometry leadership and the responsible oversight and review committees.

### 3. Review of Goals and Approval Process

The assessment of the School of Optometry Goals and Objectives is separate, but connected, to the assessment of progress with the Smart Criteria of the Strategic Plan. Many of the goals and objectives have measurable outcomes that are part of the Strategic Plan, and the Goals also represent overarching elements related to the School function. The School of Optometry Goals are reviewed annually by the Dean's Group following review by the appropriate parties listed in **Table 1**.

### 4. Policy Review

This policy will be reviewed annually by the Dean's Group.

**Table 1.** Objectives, Outcomes, and Responsible Review parties for School of Optometry Goals, reviewed annually.

<b>Goal 1:</b> To identify, train and cultivate highly competent and ethical Doctors of Optometry who possess the foundational knowledge, clinical skills, and commitment to patient care necessary to excel in the evolving field of optometry.			
	<b>Objective 1.1:</b> Ensure all optometry students are qualified to achieve Core Competencies for entry level optometric care through the program's didactic and clinical curriculum.	<b>Defined Outcome(s):</b> Strategic Plan, Education Pillar, Smart Criteria: Through 2028, UABSO will continue to foster the integrity and diversity of our professional and graduate programs by sustaining a minimum average GPA of 3.5 and OAT score of 300 for OD program entering classes, and by maintaining NBEO passage rates on all parts at or above national average.	<b>Responsible Parties:</b> Dean's Strategic Advisory Committee, Education Pillar Co-Chairs and Committee, Dean's Group

		<b>Defined Outcome:</b> Monitor and maintain a >80% 6-year licensure or passing NBEO/Canadian exams, three-year rolling average.	
	<b>Objective 1.2:</b> Develop students' clinical skills through comprehensive didactic and practical experiences.	<b>Defined Outcome:</b> Strategic Plan, Patient Care Pillar, Smart Criteria: By 2028, increase maximum capacity of kept appointments relative to the number of student interns.	<b>Responsible Parties:</b> Dean's Strategic Advisory Committee, Patient Care Pillar Co-Chairs and Committee, Dean's Group
	<b>Objective 1.3:</b> Foster a strong commitment to ethical and compassionate patient care.	<b>Defined Outcome:</b> Meditrek student assessment at every clinical encounter: <i>"Apply knowledge of interprofessional collaborative care, ethics, and medico-legal aspects for the delivery of optometric care."</i> Advancing through the curriculum requires passage of this holistic outcome.	<b>Responsible Parties:</b> Dean's Strategic Advisory Committee, Patient Care Pillar Co-Chairs and Committee, Dean's Group
<b>Goal 2:</b> Involve faculty and students in evidence-based and interdisciplinary scholarship and research that contributes to innovation, discovery and communication of new knowledge in eye care and vision science.			
	<b>Objective 2.1:</b> Encourage and facilitate faculty and student participation in the creation and communication of new knowledge.	<b>Defined Outcome:</b> Strategic Plan, Research Pillar, Smart Criteria: By 2028, increase faculty engagement in scholarship and research to 75% in 5 years based on publications (published abstract, papers, grant submission; baseline 58.6% in 2022-2023).	<b>Responsible Parties:</b> Dean's Strategic Advisory Committee, Research Pillar Co-Chairs and Committee, Dean's Group
	<b>Objective 2.2:</b> Provide facilities and resources for faculty and student research endeavors.	<b>Defined Outcome:</b> Strategic Plan, Research Pillar, Smart Criteria: By 2028, increase total research funding by 20% and increase funding for clinical and translational research by 20%.	<b>Responsible Parties:</b> Dean's Strategic Advisory Committee, Research Pillar Co-Chairs and

			Committee, Dean's Group
	<b>Objective 2.3:</b> Foster interdisciplinary and collaborative research activities and support through the Vision Science Research Center.	<b>Defined Outcome:</b> Strategic Plan, Research Pillar, Smart Criteria: By 2028, increase membership in the VSRC by 20% over 5 years (baseline 75 in 2023).	<b>Responsible Parties:</b> Dean's Strategic Advisory Committee, Research Pillar Co-Chairs and Committee, Dean's Group
<b>Goal 3:</b> Engage the community through activities that involve students, faculty, and staff in teaching, service, and public education to increase awareness of ocular conditions, and how eye health reflects systemic health			
	<b>Objective 3.1:</b> Increase access to comprehensive eye health through community outreach.	<b>Defined Outcome:</b> Strategic Plan, Community Engagement Pillar, Smart Criteria: By 2028, increase or maintain the number of patient encounters in external clinics and screenings	<b>Responsible Parties:</b> Dean's Strategic Advisory Committee, Community Engagement Pillar Co-Chairs and Committee, Dean's Group
	<b>Objective 3.2:</b> Increase awareness and knowledge of the value of eye care, and the role of optometry as a profession in the health care system.	<b>Defined Outcome:</b> Strategic Plan, Community Engagement Pillar: By 2028, increase eye care education via submissions and publications of materials through the UAB Office of Communication by 20%.	<b>Responsible Parties:</b> Dean's Strategic Advisory Committee, Community Engagement Pillar Co-Chairs and Committee, Dean's Group
	<b>Objective 3.3:</b> Develop and enrich new and existing partnerships within the UAB community that strategically support attainment of our community engagement goal.	<b>Defined Outcome:</b> Strategic Plan, Community Engagement Pillar, Smart Criteria: By 2028, increase or maintain the number of patient encounters in external clinics and screenings.	<b>Responsible Parties:</b> Dean's Strategic Advisory Committee, Community Engagement Pillar Co-Chairs

			and Committee, Dean's Group
	<p><b>Objective 3.4:</b> Deliver high quality and relevant continuing education programs.</p>	<p><b>Defined Outcome:</b> Strategic Plan, Education Pillar, Smart Criteria: Through 2028, UABSO will provide post-graduate opportunities for our students and regional colleagues by Increasing the number of UABSO reviewed and supported CE courses at external sites by five courses each year while aiming to have at least 75% of CE hours COPE-approved.</p>	<p><b>Responsible Parties:</b> Dean's Strategic Advisory Committee, Education Pillar Co-Chairs and Committee, Dean's Group</p>
<p><b>Goal 4:</b> Support faculty and staff to reach their full potential, leading to greater job satisfaction and an environment that emphasizes shared values.</p>			
	<p><b>Objective 4.1:</b> Foster an effective and welcoming work environment that supports a balanced work effort.</p>	<p><b>Defined Outcome:</b> Strategic Plan, Education Pillar, Smart Criteria: Through 2028, UABSO will support their faculty by retaining 90% of retirement-ineligible faculty for at least 5 years.</p> <p><b>Defined Outcome:</b> The UAB School of Optometry will demonstrate high quality work environment satisfaction by scoring at or above the overall percent positive score for UAB on the Campus Engagement survey which is given every 2 years.</p>	<p><b>Responsible Parties:</b> Dean's Strategic Advisory Committee, Education Pillar Co-Chairs and Committee; Dean's Group, UAB HR and ModernThink (Campus Engagement Survey)</p>
	<p><b>Objective 4.2:</b> Promote the use of UAB and outside teaching and leadership resources and programs to create an optimal teaching, training, and patient care environment.</p>	<p><b>Defined Outcome:</b> Strategic Plan, Education Pillar, Smart Criteria: Through 2028, UABSO will support their faculty inviting the UAB Center for Teaching and Learning to provide a workshop to all faculty during the annual retreat and by encouraging further development through eLearning and similar coursework.</p>	<p><b>Responsible Parties:</b> Dean's Strategic Advisory Committee, Education Pillar Co-Chairs and Committee</p>
	<p><b>Objective 4.3:</b> Ensure faculty and staff salaries remain competitive.</p>	<p><b>Defined Outcome:</b> Every other year a salary compensation plan will be</p>	<p><b>Responsible Parties:</b> Dean's Group, Provost's</p>

		presented to the Provost for consideration.	Office, UAB Fiscal Affairs
<b>Goal 5:</b> Maintain a successful Vision Science graduate program, optometric residency programs, and combined degree programs (OD/MS, OD/MBA, and OD/MPH) that provide development and learning opportunities.			
	<b>Objective 5.1:</b> Support high quality accredited - optometric residency programs that enhance and extend optometric skills beyond entry-level optometry.	<b>Defined Outcome:</b> Strategic Plan, Education Pillar, Smart Criteria: Through 2028, UABSO will provide post-graduate opportunities for our students and regional colleagues by maintaining a rate of residency placements at or above the national average.	<b>Responsible Parties:</b> Dean's Strategic Advisory Committee, Education Pillar Co-Chairs and Committee
	<b>Objective 5.2:</b> Maintain a thriving Vision Science Graduate program for PhD and MS students within the School of Optometry.	<b>Defined Outcome:</b> Strategic Plan, Education Pillar, Smart Criteria: Through 2028, UABSO will provide post-graduate opportunities for our students and regional colleagues by continuing to maintain competitive enrollment and selectively choose the top four PhD students from an increasing number of applicants per year.  <b>Defined Outcome:</b> Strategic Plan, Education Pillar, Smart Criteria: Through 2028, UABSO will continue to foster the integrity and diversity of our professional and graduate programs by recruiting at least 2 students per year to the international optometry program (AIOPD).	<b>Responsible Parties:</b> Dean's Strategic Advisory Committee, Education Pillar Co-Chairs and Committee
	<b>Objective 5.3:</b> Maintain UAB combined degree programs (OD/MS, OD/MBA, and OD/MPH) and support optometry students within these programs.	<b>Defined Outcome:</b> Maintain or increase the annual percentage of students enrolled in a combined degree program.	<b>Responsible Parties:</b> Dean's Strategic Advisory Committee, Education Pillar Co-Chairs and Committee, Research Pillar

<p><b>Goal 6:</b> Sustain a balanced budget and provide sufficient resources, including technology in the clinic, classroom, and research settings to cultivate an environment that supports excellence in learning, patient care, research, and service.</p>			
	<b>Objective 6.1:</b> Work with UAB leadership to ensure adequate support of facilities.	<b>Defined Outcome:</b> Annually complete the UAB Space Survey and present needs at the Annual UAB Facilities meeting.	<b>Responsible Parties:</b> UABSO Administration and Fiscal Affairs, UAB Facilities, Dean's Group
	<b>Objective 6.2:</b> Maintain operational efficiencies in the management of the budget and make recommendations for improvements in the budget review process.	<b>Defined Outcome:</b> Annually submit the UAB School of Optometry Budget to the Provost and present and discuss the budget with UAB Financial Affairs leadership.	<b>Responsible Parties:</b> UABSO Administration and Fiscal Affairs, UAB Facilities, Dean's Group
	<b>Objective 6.3:</b> Review costs of tuition, fees, and equipment needs annually.	<b>Defined Outcome:</b> Annually review tuition and fees and present to the University of Alabama System Board of Trustees for approval.	<b>Responsible Parties:</b> UABSO Administration and Fiscal Affairs, UAB Facilities, Dean's Group, Provost's Office