



2025-2027 Strategic Plan

Core Ideology (Timeless)

Core Ideology describes an organization's consistent identity that transcends all changes related to its relevant environment. Core ideology consists of two elements: the **Core Purpose** – the organization's reason for being – and **Core Values** – essential and enduring principles that guide an organization's behavior.

Core Purpose (Mission)

To lead the advancement of academic emergency medicine through education, research, and professional development.

Core Organizational Values

- Knowledge and Discovery
- Equity
- Health and Wellbeing
- Community and Collaboration

Long-term Envisioned Future (10+ Years)

The **envisioned future** conveys a concrete yet unrealized future for the organization. It consists of a **vision** – a clear and compelling catalyst that serves as a focal point for effort and a **vivid description**, a vibrant and engaging description of what it will be like to achieve the vision.

Vision

To be the premier organization for developing and supporting academic leaders and shaping the future science, education, and practice of emergency and acute care.

Vivid Description of the Desired Future

The Society for Academic Emergency Medicine (SAEM) aspires to be the premier organization for developing and supporting academic leaders and shaping the future science, education, and practice of emergency and acute care.

The Society's programs and services are relevant, accessible, and contribute to the professional success of its members and to the development of future leaders in emergency medicine. Given the value proposition of SAEM, members continue to meaningfully engage in SAEM throughout their entire careers -- often finding and becoming much-needed mentors, sponsors, collaborators, and advisors in the nurturing environment of the Society. Members' well-being is enhanced by support from a diverse set of colleagues and engagement with the wider SAEM community.

The Society is a critical driving force in the evolution of the specialty -- expanding the scope and practice of emergency medicine beyond its traditional venues. Given the shifting healthcare landscape, SAEM is leading the way in supporting and shaping the optimal, future workforce within academic emergency



medicine. Through this work, the Society is viewed as the preeminent organization for meeting the current needs of academic emergency medicine and shaping future emergency and acute care education, research, innovation, technology integration, and practice.

Participation in SAEM's annual and regional meetings and year-round offerings is considered essential to career growth and knowledge acquisition of contemporary and state-of-the-art research and educational innovations. The Society's journals are recognized for their high, global impact within emergency and acute care research. The Society is a leading collaborator and advocate in expanding and securing federal, foundation, and other sources of funding in support of emergency and acute care research.

The emergency medicine community values the work of SAEM in preparing academic leaders, facilitating discovery and knowledge translation, supporting equity, and promoting professional wellbeing -- all with an eye toward improving patient care and outcomes.

Goals and Objectives (3-5 years)

Goals represent **outcome-oriented statements** intended to guide and measure the organization's future success. The achievement of each goal will move the organization towards the realization of its "Envisioned Future." Supporting **objectives further clarify direction** and describe what the enterprise wants to have happen; in other words, a descriptive statement of what constitutes success.

Priority Key:

(I) = Immediate - Must begin objective in this fiscal year

(M) = Mid-term - May begin objective, if resources permit, in this fiscal year

(L) = Later - Begin objective in subsequent fiscal year

Medical Education

Goal: SAEM increases the impact, productivity, implementation, and visibility of emergency and acute care medical education and education resources striving to be at the forefront of medical education innovation, collaboration, and inclusivity.

Objectives:

1. Increase engagement of all emergency medicine educators and learners. (I)
2. Increase training and engagement of all EM educators in medical education and medical education research. (I)
3. Support a range of opportunities for academic advancement of medical educators. (M)
4. Support the implementation of medical education science, education research, and best practices. (M/L)
5. Optimize the use of resources and training available to members for life-long learning. (M)

Research



Goal: SAEM increases the impact of emergency care research and researchers.

Objectives:

1. Increase the number of departments and researchers with federal funding from the National Institute of Health. (L)
2. Increase the outreach to and recruitment of researchers into the specialty. (M/L)
3. Increase SAEMF grant funding. (I)
4. Increase resources to support successful emergency care research by SAEM members. (I/M)
5. Increase the impact factor of the journals (AEM and AEM E&T) and altmetric score of SAEM publications. (I/M)

Professional Development and Support

Goal: SAEM provides highly impactful content to optimize the personal and professional development and wellbeing of the academic emergency medicine community.

Objectives:

1. Increase engagement in and utilization of existing programs and opportunities. (I)
2. Develop innovative new programs and offerings to address unmet personal and professional development needs of SAEM members. (I/M)
3. Cultivate leadership and advancement opportunities within SAEM for developing future academic emergency medicine leaders. (I/M)
4. Increase the transparency of the process and pathway for developing future SAEM leaders. (I)
5. Increase the sense of belonging and community within SAEM as an organization. (M)