Strategic Plan

2022-2024
Approved on August 17, 2021

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
- 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, all academic emergency medicine department chairs actively engage in the Society, as do emergency medicine faculty, fellows, residents, and students. Members continue to meaningfully engage in SAEM throughout their careers -- often finding much-needed mentors, sponsors, and advisors in the nurturing environment of the Society. Members' well-being is enhanced by the support from a diverse set of colleagues and from engagement with the wider SAEM community.

Participation in SAEM's annual and regional meetings and year-round virtual offerings are considered essential to career growth and to knowledge acquisition around 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 advocate for expanding federal, foundation, and other sources of funding in support of emergency and acute care research. As an outcome of this advocacy alongside others, the specialty of emergency medicine has succeeded in securing dedicated National Institutes of Health funding to facilitate discovery.

The Society is a critical driving force in the evolution of the specialty -- expanding the scope and practice of emergency medicine beyond its traditional locales into virtual and alternate care environments. 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 current academic emergency medicine needs and for shaping future emergency and acute care education, research, innovation, and practice.

The emergency medicine community values the work of SAEM in preparing academic leaders, facilitating discovery and knowledge translation, and supporting 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

<u>**Medical Education**</u>
Goal: Medical educators and learners recognize SAEM as the premier organization for academic emergency medicine educational resources.

Objectives:
1. Increase engagement of all emergency medicine educators. (I)
2. Increase training in medical education. (I)
3. Improve opportunities for academic advancement of medical educators. (M)
4. Increase implementation of medical education science. (L)
5. Increase the use of resources and training available to members for life-long learning. (M)

<u>**Research**</u>
Goal: SAEM increases the impact, productivity, implementation, and visibility across the spectrum of emergency care research.

Objectives:
1. Increase the Altmetric scores of the SAEM publications and impact factor of the journals (AEM and E&T). (I)
2. Increase the number of departments and researchers with federal funding from the National Institute of Health. (L)
3. Maintain SAEMF grant funding. (I)
4. Increase resources (funding and products) to support successful emergency care research with emphasis on data science, AI, and implementation science. (I/M)

Workforce Development

Goal: SAEM defines the evolving landscape and workforce of academic emergency and acute care medicine.

Objectives:
1. Identify opportunities to expand the scope of practice. (M)
2. Evaluate the evidence-based value proposition of EM physicians and EM residency training. (L)
3. Ensure the EM pipeline remains robust. (I)
4. Increase understanding of future workforce needs. (I)

Professional Development and Support

Goal: SAEM defines the evolving landscape and workforce for academic emergency and acute care medicine.

Objectives:
1. Increase engagement in and utilization of existing programs and opportunities. (I)
2. Increase the transparency of the process for developing future SAEM leaders. (I)
3. Increase resources to create an equitable and inclusive workplace. (M)
4. Develop organizational standards for the prevention of moral injury. (M/L)
5. Develop, disseminate principles for the enhancement of personal and professional fulfillment. (M/L)