



RAMS Strategic Plan 2020-2024

Timeless 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: **Core Purpose** – the organization's reason for being – and **Core Organizational Values** – essential and enduring principles that guide the behavior of an organization.

RAMS Core Purpose: To Advance the Future of Emergency Medicine Through the Development of Resident and Medical Students Into Academic Leaders

RAMS Core Organizational Values:

- Knowledge Creation, Translation, and Dissemination
- Professional Development
- Advocacy for Education and Research
- Collaboration, Diversity, Community, and Service

Longer-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 of a desired future** which is a vibrant and engaging description of what it will be like to achieve the vision. Vision: To be the premier organization for developing academic leaders in education and research and for creating and disseminating content with the greatest impact on emergency care. Vivid Description of a Desired Future:

RAMS Envisioned Future:

RAMS is the premier organization for early-career residents and medical students interested in academic emergency medicine, and participation and engagement in RAMS and the SAEM annual meeting is considered essential for career support and guidance. RAMS members author cutting edge research, and through its website, podcasts, and publications, RAMS provides essential content for medical education, mentorship, and career development. RAMS hosts the preeminent network for academic collaboration at the regional, national, and global levels, with its members recognized leaders in emergency medicine education, administration, and research. RAMS provides superior mentorship, scholarship, and advocacy for members' personal and professional well-being, and is the recognized leader in preparing the present and future leaders in academic emergency medicine, able to advance the highest stands of patient care.



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 organization wants to have happen; a descriptive statement of what constitutes success in measurable terms.

Member and Leader Development

Goal: RAMS is recognized as an essential contributor to the personal and professional development of residents and medical students pursuing careers in academic emergency medicine. Participation in RAMS is considered essential for early academic career development.

Objectives:

- Identify the needs of Residents and Medical Students with the goal of increasing, engaging, and retaining resident and medical student members.
- Increase Medical Student understanding of and preparedness for residency.
- Increase preparedness of Resident Members to access and obtain their first academic job after residency.
- Create, organize, market, and deliver programs and content that contribute to the academic, professional, and personal development of all trainees in emergency medicine.
- Promote and foster mentorship opportunities for RAMS members with SAEM leaders and faculty.
- Identify and cultivate the next generation of diverse RAMS and SAEM leaders.
- Promote members to be engaged in committees and interest groups to increase academic career development and mentorship opportunities.

Education and Innovation

Goal: Residents and medical students recognize RAMS as the premier educational resource for development of an academic career in emergency medicine. RAMS is a preeminent voice for Residents and Students in their education, and platform for innovation for the future of Academic EM, and the home of educational resources.

Objectives:

1. Increase RAMS contributions to emergency research, education, FOAMed content, operations, QI, Simulation and other innovative mediums.
2. Create, organize, market/advertise and deliver virtual educational resources for all trainees in emergency medicine.
3. Focus funding and awards for original and innovative RAMS scholarly work to include research (basic-science, clinical, educational, translational, etc.); education; operations, QI, advocacy, etc.



4. Support increasing the submission of high-quality resident and medical student didactics and presentations at regional and national meetings.
5. Increase resources and educational content on contracts, finances (loan repayment, home buying, retirement, insurance) and career options.
6. Increase resources and educational content on emerging medical technologies in the emergency department (telehealth, AI, remote patient monitoring etc.).

Member Advocacy

Goal: RAMS is a critical forum for the advocacy of resident and student's working environments and conditions to optimize learning, research, professional and personal development.

Objectives:

1. Advocate for the most optimal learning and clinical environments for all trainees in emergency medicine.
2. Advance best practices in the "business" of medicine, including employment and contracts.
3. Advocate for best practices for both on- and off-shift trainee-centric well-being based on the dynamic interests of our members.
4. Create, promote, and exemplify a culture of well-being for all trainees in emergency medicine, both on- and off-shift.
5. Collaborate with other organizations to best serve residents and medical students.
6. Integrate evidenced-based practices to facilitate the advancement and retainment of URiM groups.