



RAMS Strategic Plan 2020-2023

November 2019

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 considered 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:

1. Increase and retain resident and medical student members.
2. Increase RAMS contributions to the academic, professional, and personal development of all trainees in emergency medicine.
3. Pioneer programs and content to advance personal and professional development of all trainees in emergency medicine.
4. Cultivate the next generation of RAMS and SAEM leaders through increased participation in RAMS, and mentorship between RAMS and senior SAEM faculty.
5. Create, promote, exemplify a culture of wellness and resilience to all trainees in emergency medicine.
6. Increase RAMS members' preparedness to access and obtain first academic job after residency.

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, and other innovative mediums (i.e. sim, VR).
2. Expand web based educational resources for all trainees in emergency medicine.
3. Expand funding for original medical student and resident research, to include research and articles surrounding medical education.
4. Increase number of resident and medical student didactics and presentations at regional and national meetings.
5. Increasing resources and education on contracts, finances, and career options.

Member Advocacy

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

Objectives:

1. Optimize the learning and clinical environment of all trainees in emergency medicine.
2. Advance best practices in resident and medical student wellness.
3. Reduce the financial barrier to career development for all trainees in emergency medicine.
4. Collaborate with other organizations to best serve residents and medical students.