



# Strategic Plan

*Updated: January 2018*

## **Timeless Core Ideology (Timeless)**

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**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.

**Core Purpose:** To improve patient care by leading the advancement of academic emergency medicine.

**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)**

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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:**

Through SAEM's leadership, emergency medicine faculty and trainees are recognized leaders in research, education, and clinical care. SAEM's programs and services are relevant, accessible, and clearly contribute to the professional success of its members and the development of the future leaders of emergency medicine. All chairs of emergency medicine actively engage in SAEM, as do faculty, fellows, residents, and medical students. Mentorship, supporting diversity of ideas and people, engaging with colleagues, and contributing to the Society are integral to SAEM's values and mission.

The Society's journals are recognized for their high global impact within the field of emergency care and academic emergency medicine. Participation in the Society's annual and regional meetings are considered essential to career growth and keeping up-to-date on the latest research, educational innovations, and state-of-the-art technologies. SAEM is an influential leader in advocating for research funding through federal, foundation, and other sources. SAEM is the preeminent organization for emergency medicine education, training, and innovation.

The emergency medicine community values the work of SAEM in preparing academic leaders, facilitating knowledge translation, and disseminating the latest research to improve emergency patient care and outcomes.

## **Goals and Objectives (3-5 years)**

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**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:** SAEM is recognized as an essential contributor to the personal and professional development of the academic emergency medicine community.

#### **Objectives:**

1. Increase mentorship, networking, and leadership development opportunities.
2. Cultivate the next generation of leaders of SAEM members through increased participation in SAEM.
3. Cultivate the next generation of leaders of emergency medicine through increased participation in SAEM.
4. Enhanced gender and cultural competency and diversity among SAEM members and leaders.
5. Increase the body of knowledge and implementation of evidence-based practices for wellness/resilience.

### **Medical Education**

**Goal:** Medical educators and learners recognize SAEM as the premier organization for academic EM educational resources.

#### **Objectives:**

1. Increase engagement of all emergency medicine educators.
2. Increase training in medical education methodologies.
3. Expand the body of knowledge of educational science.
4. Increase the number of medical education publication and dissemination opportunities within SAEM.
5. Increase educational resources addressing new and alternative models of care in emergency medicine.

### **Research Impact**

**Goal:** SAEM increases the impact, productivity, and visibility of emergency care research.

#### **Objectives:**

1. Increase the Altmetric scores of the SAEM publications and impact factor of the journals.
2. Increase the Foundation's portfolio of education and research grants.
3. Increase our resources (funding and products) to support successful emergency care research.

### **Virtual Relevance**

**Goal:** SAEM's virtual resources and platforms add value to and are valued by the academic emergency medicine community.

#### **Objectives:**

1. Increase utilization across all SAEM platforms and resources.

2. Improve engagement among SAEM members on SAEM platforms.
3. Improve personalization of SAEM's virtual resources and communications.
4. Increase adaptability and responsiveness of SAEM's digital resources and platforms.