Strategic Plan

2025-2027

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)
AACEM supports academic Chairs of emergency medicine to lead innovative research, medical education, clinical care, and faculty development in their institutions.

Core Organizational Values
- Professional Integrity
- Collaboration and Community
- Diversity, Equity, and Inclusion

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
Academic departments of emergency medicine are led by Chairs who are creating the future of emergency medicine through innovations in research, medical education, and clinical care, and fostering the development of future leaders.

Vivid Description of the Desired Future -
AACEM is a vital resource for Chairs in academic emergency medicine and is instrumental in helping them achieve their mission as leaders. AACEM, through its programs, members, and resources, facilitates Chairs' success in effectively executing their innovation in educational, research, clinical, and community service missions. AACEM also serves as a valued resource in gathering, analyzing, and disseminating key metrics that define the fundamental aspects of academic departments' performance, quality, and financial stability. These metrics provide the benchmarks that establish best practices in academic emergency medicine. By virtue of promoting success, AACEM helps to develop members that lead academic emergency medicine locally, nationally, and internationally. AACEM is an established and trusted resource for education, research, and the delivery of emergency care at academic medical centers and is sought by both medical and nonmedical organizations for its expertise and guidance.

AACEM provides indispensable ongoing professional development throughout the members' tenure as Chair. It ensures that new and established Chairs have access to the mentorship and tools needed to maximize and optimize their effectiveness as leaders. AACEM promotes networking between its members by providing virtual and in-person forums for the sharing of information and experience. AACEM helps to bridge connections to our constituents in academic medicine, broader healthcare, and in the communities served. We collaborate closely with our colleagues in the Academy of

Administrators in Academic Emergency Medicine (AAAEM) to advance our academic departments and the specialty. Access to knowledge is made available through meetings, retreats, mentorship programs, and web-based seminars and libraries.

Goals and Objectives

Goals are statements of outcomes the enterprise is committed to achieving in a 3 to 5 year timeframe. Progress toward the goals is reviewed annually.

Objectives describe the desired direction the enterprise needs to move in to accomplish its goals in the upcoming 3 to 5 years.

Leadership Development

Goal: AACEM will provide essential tools to Chairs to assist them in effectively leading their departments and developing their faculty and themselves.

Objectives:
1. Improve resources to help Chairs navigate through current leadership challenges. (Examples: Expand Chair Development Program (CDP), expand eLEAD, implement monthly virtual check-ins on hot topics - connect to the innovation goal)
2. Increase programs to support emeritus/post-chair professional development.
3. Create resource hub of best practices in leadership development
4. Develop diversity-focused leadership tools, programs, and opportunities.

Academics
Research

Goal: AACEM will provide support to increase the number of departments engaged in the academic missions of research, scholarship, and advancement.

Objectives:
1. Increase the number of departments engaged in research
2. Increase the funding for research
3. Double number of faculty with extramural funding by 2028
4. Enhance the networking and collaboration network to support the academic missions
5. Expand research benchmarking to include non-federal funding

Education

Goal: AACEM will innovate to support emergency medicine education and their learners and future leaders.

Objectives:
1. Equip Chairs to manage the evolution of education
2. Increase opportunities to experience and share innovation in education.

Innovation

Goal: AACEM will be the source for insights and support on critical issues facing their departments.

Objectives:
1. Increase understanding of the implications of critical issues facing departments. (Examples: Technology – the utilization of artificial intelligence (AI); evolving clinical care models - Virtual care/Home care/Advanced Practice Providers; Competency-based education; GME, Workforce changes)
2. Provide opportunities for knowledge exchange on critical issues.

Outreach

Goal: AACEM will be engaged as a critical collaborator to relevant organizations to support our mission of innovation, research, medical education, clinical care, and faculty development.

Objectives:
1. Increase AACEM engagement with high-impact organizations.
   (Examples: Prioritize and evaluate engagement, Identify relevant partners we do not have a relationship with and start to develop one, Identify ones where AACEM can uniquely lead, AHRQ)
2. Explore International outreach
   (Examples: Collaboration with GEMA)