

STRATEGIC PLAN

2023-2028



CHARLES E. SCHMIDT COLLEGE OF MEDICINE



Our Vision

The FAU Schmidt College of Medicine is a **premier academic health system** that strives to dynamically advance state of the art health care by **integrating education, innovation, and research** to serve the needs of our community as a **model for the region and nation.**



Our Values

The FAU Schmidt College of Medicine achieves excellence in advancing patient care, research, and training health care leaders of the future with:

Courage and Passion
Integrity, Respect and Inclusivity
Collaboration and Partnership
Leadership, Dynamism, and Accountability

Our Mission

The FAU Schmidt College of Medicine is committed to transforming healthcare in South Florida and beyond through:

Training **exceptional clinicians and cutting edge scientists.**

Driving **scientific break-throughs in discovery, basic and translational research.**

Inspiring **our diverse community to get and stay healthy.**

Revolutionizing **health outcomes through innovative care pathways.**

Attracting **and retaining the best healthcare workforce.**

Partnering **with stakeholders to improve access to care.**



Signature Areas

CULTURE

To establish a community in which all members of the community feel engaged, valued and supported in a transparent fair environment where we hold ourselves and one another accountable.

CLINICAL CARE

To create preeminent clinical programs that encompass or serve the needs of the community.

EDUCATION

To educate, train, develop and inspire a community of life-long learners.

RESEARCH

To lead transformational research that generates the new knowledge required for advancing patient-centered care, accelerating educational change, and creating a culture of innovation and entrepreneurship within our diverse communities.

COMMUNITY ENGAGEMENT

To position the College of Medicine as an active community leader which seeks to continually enhance engagement opportunities with and for organizations and individuals.

FINANCIAL AND RESOURCE DEVELOPMENT

To operate from a well-defined and comprehensive strategy focused on financial sustainability.



Culture

To achieve a culture in which all members of the community feel engaged, valued and supported in a transparent fair environment where we hold ourselves and one another accountable by:

- ▶ Creating an environment that promotes **inclusion and belonging**
- ▶ Implementing **fair and consistent** processes and procedures that supports role clarity and expectations
- ▶ Developing **accountability standards** that support professionalism for all
- ▶ Creating **new initiatives** for all faculty and staff that boldly embrace the transition to an **academic health system**
- ▶ Developing bi-directional **consistent and transparent** communication surrounding career goals
- ▶ Focusing on **achieving excellence**



Clinical Care

To create preeminent clinical programs that encompass or serve the needs of the community by:

- ▶ Identifying the **needs of all patients** in our communities
- ▶ Providing **high quality and accessible care** to our community
- ▶ Creating learning health system where **technology can be brought into care**
- ▶ Establishing **integrated care** models
- ▶ Implementing **best interfaces** with hospital, business and physician partners
- ▶ Developing **Centers of Excellence**
- ▶ Assessing role of **FAU Health Network** in Athletics



Education

To educate, train, develop and inspire a community of life-long learners by:

- ▶ Expanding **UME class size** with students reflective of our community
- ▶ Ensuring **GME consortium** is best positioned for decision making and **excellence**
- ▶ Training **ethical, evidence based, compassionate, and competent** physicians
- ▶ **Recruiting and retaining** trainees and faculty in South Florida that are reflective of our community
- ▶ Providing professional and educational **development opportunities** to serve needs of faculty and staff
- ▶ Implementing pathways and resources for **faculty development** and best practices
- ▶ Establishing a **pre-eminent learning institution** for COM graduate students and scientists
- ▶ Establishing a COM **PhD program**
- ▶ Recruiting the best and the brightest **post-doctoral fellows** by providing premier opportunities and resources
- ▶ Exploring and implementing **degree/dual degree programs**
- ▶ Optimizing **post-bacc program** to facilitate health care pathways programs
- ▶ Exploring expansion of **SIM Center** programming



Research

To lead transformational research that generates the new knowledge required for advancing patient-centered care, accelerating educational change, and creating a culture of innovation and entrepreneurship within our diverse communities by:

- ▶ Transforming the research enterprise and COM strengths into opportunities to **solve complex health issues** for long term success
- ▶ Growing clinical **research opportunities**
- ▶ Advancing opportunities surrounding **discovery research**
- ▶ Expanding opportunities for enhancing the research culture through establishing **collaborative partnerships** between student learners, faculty, and clinicians.
- ▶ Building a community culture of **innovation and entrepreneurship**
- ▶ Cultivating a cross cutting research portfolio spanning the **bench to bedside continuum**
- ▶ Expanding outreach to capitalize on COM portfolio in emerging **technology opportunities**
- ▶ Establishing a sustainable COM process to transition current opportunities to **commercial success**

Community Engagement

To position the College of Medicine as an active community leader which seeks to continually enhance engagement opportunities with and for organizations and individuals by:

- ▶ Cultivating and engaging a robust **alumni network**
- ▶ Launching **information forums** and disseminating educational materials within our community
- ▶ Developing **healthcare pathway** programs with FAU Health Network
- ▶ Launching an FAU **COM ambassador** program to amplify our work
- ▶ Establishing an **arts and healing** in medicine initiative



Financial & Resource Development

To operate from a well-defined and comprehensive strategy focused on financial sustainability.

- ▶ Maximizing **philanthropic donations** to achieve our institutional incentives
- ▶ Creating infrastructure and space for **practice growth** and **revenue generation**
- ▶ Optimizing budgeting systems for **strategic growth**
- ▶ Aligning incentives and financial budgets with **strategic priorities**
- ▶ Generating **novel revenue** generation strategies
- ▶ Contributing to the **financial growth** of the region and the state
- ▶ Obtaining **legislative funding** where possible aligning with strategic priorities



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