
Institutional Values: More Than Words

AAMC GIP Strategic Planning & Management Subcommittee

1/8/25

Erin Shirey, MPA
Director of Planning, Strategy, and Partnerships
erinshirey@Oakland.edu



OAKLAND UNIVERSITY WILLIAM BEAUMONT

Agenda

- Defining institutional values
- Values and the strategic planning process
- OUWB Values Campaign
- Subcommittee member discussion

What are institutional values?

Values...

- Are core beliefs and reflect the attributes that are collectively most important.
- Define the behavior of all faculty, staff, and students.
- Provide a compass for how decisions are made.
- Are guiding principles on how the work should be carried out.
- Endure, are lasting, and are the basis for institutional culture.
- Are an important part of the strategic planning process.

Values and Strategic Plan Alignment

OUWB 2022-25: Foundations for Success

Mission

To develop compassionate physicians who are dedicated to improving the health of their communities, collaboration, and lifelong learning.

Pillars

Education

Diversity,
Equity, and
Inclusion

Community
Engagement

Research

Stewardship

Vision

To be a leader in medical education strengthened by an innovative curriculum, commitment to diversity and inclusion, dedication to community engagement, and advancing research.

Values

Collaboration Compassion Diversity, Equity, & Inclusion Excellence Professionalism

Values at OUWB

Collaboration:

We are dedicated to collaboration and mutual respect that fosters the unique talents of our students, staff, and faculty.

Compassion:

We are a school that cares about our communities by having a safe and secure environment that treats everyone with respect, sensitivity, dignity, and decency in all our endeavors.

Diversity, Equity, and Inclusion:

We are committed to cultivating and nurturing an inclusive environment that values and respects a diverse and equitable community of students, staff, and faculty.

Excellence:

We strive for excellence through an empathetic, humanistic, and altruistic approach to medical education and patient care.

Professionalism:

We value integrity and ethical conduct when engaging with our students, patients, faculty, staff and the community we serve.

Values Campaign



Values Campaign





MISSION

To develop compassionate physicians who are dedicated to improving the health of their communities, collaboration, and lifelong learning.

VISION

To be a leader in medical education strengthened by an innovative curriculum, commitment to diversity and inclusion, dedication to community engagement, and advancing research.

VALUES

Collaboration • Compassion • Diversity, Equity, and Inclusion • Excellence • Professionalism



OAKLAND UNIVERSITY WILLIAM BEAUMONT®





Questions / Subcommittee Discussion