

Our Guiding Principles

Mission

why we exist

To educate and inspire lifelong learners to be exceptional **Clinicians, Leaders, Educators, Advocates, and Researchers** of tomorrow



WESTERN MICHIGAN UNIVERSITY
Homer Stryker M.D.
SCHOOL OF MEDICINE

Values

how we define our culture

We achieve **excellence** by:

- Promoting **innovation** and **lifelong learning**
- Acting with **integrity** and **professionalism**
- Demonstrating **leadership, teamwork, and collaboration**
- Showing **compassion** for all
- Valuing **inclusiveness** and **diversity**

Values in Action

behaviors we can expect from each other

Together we . . .

- Seek to understand
- Respect one another
- Serve with empathy
- Speak up to inform
- Strive for excellence
- Act with integrity
- Celebrate effort and achievement

Strategies *the actions we take to achieve our goals*

Medical Education

Provide outstanding learner-centered education

Clinical Care

Deliver excellent patient- and family-focused care

Research

Advance knowledge through innovation and discovery

Community Service

Improve the health and prosperity of the communities we serve

Economic Stewardship

Ensure fiscal and operational effectiveness

Culture

Create an inspiring environment to learn, teach, and work that embodies our values

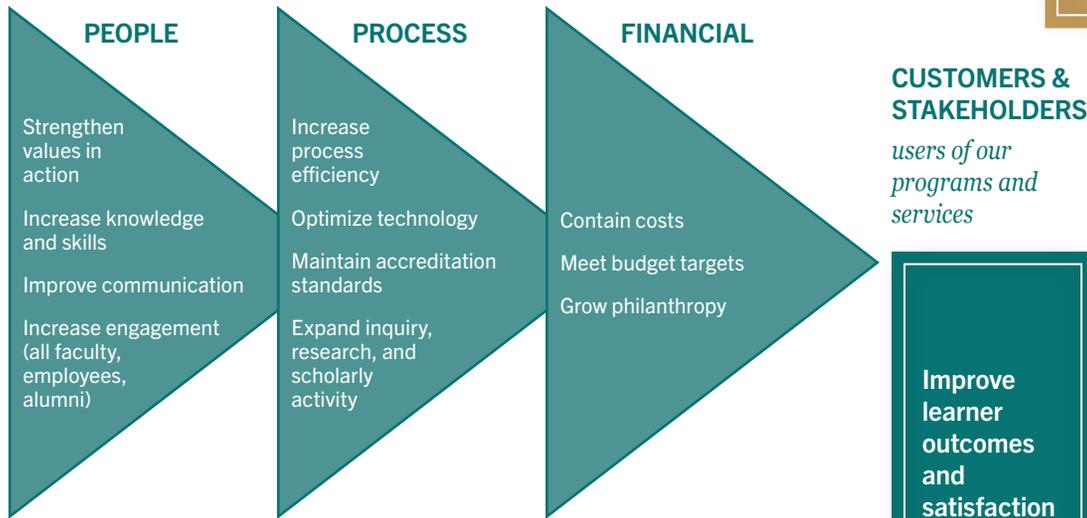
Vision

what we aspire to be

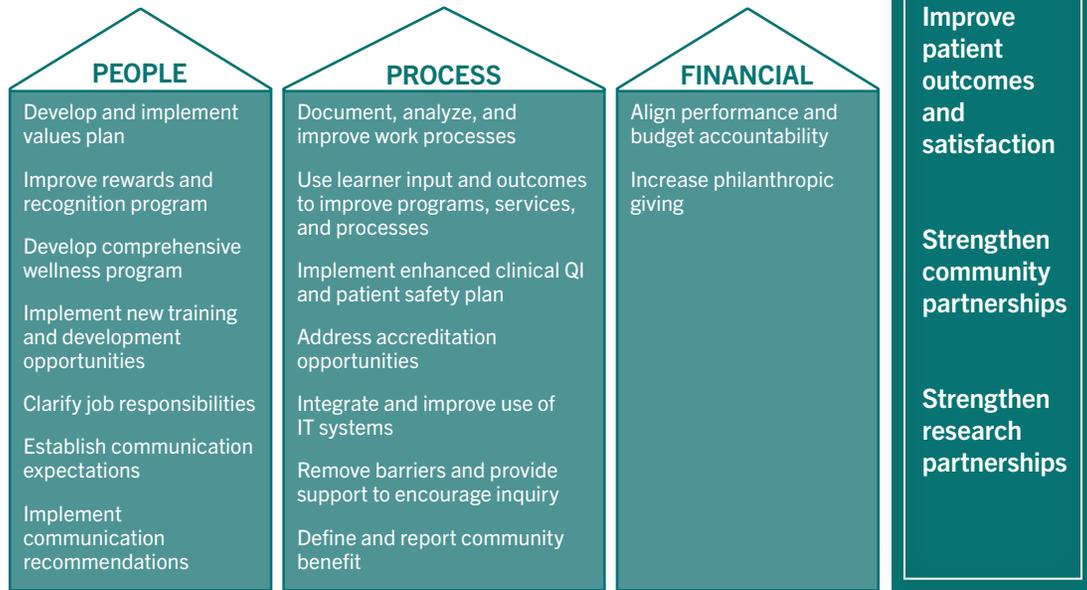
To be distinguished as a leader among medical schools through community collaboration in medical education, patient care, research, and service

Strategic Plan 2018-22: Operational Excellence

Strategic Objectives *continuous improvement activities that make our strategies actionable*



Priority Initiatives *annual actions that are linked to strategic objectives*



Individual Goals *SMART-defined activities, tasks, or projects that bring the strategic objectives and priority initiatives to life in the work that we do*

Goals *support the vision and define what we will achieve*

Outcomes *objective measures of success*

Medical Education

Deliver high-quality educational programs to prepare learners for the 21st century

- MCAT
- USMLE
- Match rate
- Graduation rate
- Board pass rate
- Program evaluations

Clinical Care

Deliver high-quality, safe, timely, effective, efficient, equitable, and patient- and family-focused care

- Patient satisfaction
- Quality measures
- Access to care
- Patient visits
- Productivity

Research

Expand our culture of inquiry and the impact of our research and discovery

- Peer-reviewed publications
- Grants
- Extramural spending
- Clinical trial revenue

Community Service

Improve the health and prosperity of our communities through strong collaborative relationships

- Community service hours
- Pipeline programs
- Community benefit

Economic Stewardship

Strengthen institutional resources to support the medical school mission

- Financial performance
- Revenue streams
- Endowment and scholarship funds
- Donor engagement

Culture

Foster a vibrant and diverse academic community where all are inspired and valued

- Employee engagement
- Faculty engagement
- Climate survey
- Underrepresented in medicine
- Development opportunities

