Our Guiding Principles

Mission
why we exist
To educate and inspire lifelong learners to be exceptional Clinicians, Leaders, Educators, Advocates, and Researchers of tomorrow

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

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

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
Strategic Plan 2018-22: Operational Excellence

Strategic Objectives: continuous improvement activities that make our strategies actionable

**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 publications
- 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

Priority Initiatives: annual actions that are linked to strategic objectives

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

**Outcomes** objective measures of success