



## DEPARTMENT OF MEDICINE STRATEGIC PLANNING RETREAT SUMMARY 2022-2027

**MISSION:** The mission of the Department of Medicine is to deliver equitable and exceptional health care to the people of Maine by a team of diverse and dynamic leaders dedicated to professional wellness and excellence in education, research, and patient care.

**VISION:** To be the Department where everyone wants to work!

**MOTTO:** Together Better Stronger #TogetherBetterStronger

**VALUES:** Belonging, Integrity, Ownership, Innovation, Respect, Patient-centeredness, Adaptability, Humility, Trust, Excellence

# STRATEGIC PRIORITIES

## Professional Wellness

### a. New infrastructure

- Vice Chair for Education and Professional Development
- DOM Education Council
- DOM Council for Professional Development, Diversity, Equity, and Inclusion

### b. Measurable Tactics

- The VC for Ed/PD and the Councils will assess, analyze, and lead processes with measurable outcomes to promote the sense of belonging, allyship, individualized professional growth, and dynamic leadership for all members of the Department

## Academic Integration

### a. New infrastructure *(in addition to the above)*:

- Vice Chair for Research
- DOM Research Council

### b. Measurable Tactics

- The VC for Research and the Research Council will assess, analyze, and lead processes to integrate pre-existing research programs with ongoing academic efforts, and to promote state of the art translational research for learners, faculty, and staff
- The two Vice Chairs will lead collaborative efforts to expand and enhance our UME, GME, and Continuous interprofessional Development (CiPD) programs across the Department
- Department leadership team will lead efforts with MaineHealth to integrate non-clinical FTEs with academic tracks and a fair and equitable compensation plan
- The Promotions Team and Department Chair will sponsor fair and equitable academic promotions for faculty and staff

## Staffing, Space and facilities

### a. New Infrastructure

- DOM Staff and Space Council

### b. Measurable Tactics

- Council will assess the unmet needs for space and staffing and advocate on behalf of the Department with MaineHealth