

IAMSE Board of Directors Strategic Plan (2018 - 2021)

Introduction:

The IAMSE Strategic Plan was constructed during the combined meeting of the Board of Directors and Committee Chairs held at the annual meeting in Henderson, NV in June of 2018 (members listed below). Following the rosters are the Vision and Mission Statements of IAMSE, and our self-description that we post on the IAMSE website.

The strategic plan is focused on five Themes with goals listed for each.

Board members:

Rick Vari	<i>President & 2018 Program Committee Chair</i>
Greg Smith	<i>Vice President & Site Selection Committee Chair</i>
Nicole Deming	<i>Secretary & CAMSE Co-Chair</i>
Neil Osheroff	<i>Treasurer & Finance Committee Chair</i>
Jennifer Baccon	<i>Membership Committee Chair</i>
Bonny Dickinson	<i>CAMSE Co-Chair & 2020 Program Committee Chair</i>
Mark Hernandez	<i>2021 Program Committee Chair</i>
Wilhelmina Hols-Elders	
Cynthia Booth Lord	
Carol Nichols	<i>Professional Development Committee Chair</i>
Ann Poznanski	
Paula Smith	
Jonathan Wisco	
Veronica Michaelson	<i>Ex officio; votes only in ties) Past President</i>
Julie Hewett	<i>(Ex officio, non-voting) Association Manager</i>

Committee Chairs (not on the Board) and Guests

Larry Hurtubise	<i>WAS Committee</i>
Peter de Jong	<i>MSE Editor-in-Chief & Organizational Development Committee</i>
Melissa James	<i>Springer</i>
Adi Haramati	<i>CFAS</i>
Joe Grande	<i>Organizational Development Committee</i>
Dani McBeth	<i>Publications Committee</i>
Gary Rosenfeld	<i>Public Affairs</i>
Joseph Stein	<i>Educational Scholarship</i>
Norma Saks	<i>Educational Scholarship</i>
Kevin Phelan	<i>Nominating Committee</i>
James Pickering	<i>Incoming board member, 2019 Program Committee Chair</i>
Chris Burns	<i>Student Professional Development Committee</i>
Sandy Cook	<i>Incoming board member</i>

Who we say we are:

IAMSE is a nonprofit professional development association organized and directed by health professions educators whose goals include promoting excellence and innovation in teaching, student assessment, program evaluation, instructional technology, human simulation, learner-centered education and health science education scholarship.

IAMSE VISION

We, in IAMSE, believe that science forms the basis for the practice of modern healthcare. To successfully provide comprehensive care, health professionals must be able to combine compassion, understanding, and communication skills with a readily accessible knowledge base. We believe that all health science educators have an obligation to their students, their profession, and to themselves to model the highest standards of professionalism. And, we believe in equality, embracing the diversity of all colleagues regardless of cultural, geographic, or political boundaries.

IAMSE MISSION

To advance health professions education globally through the development of and advocacy for educators across multiple health science professions to ensure that the teaching and learning of health science continues to be firmly grounded in foundational sciences and the best practices of teaching, learning, and assessment.

STRATEGIC PLAN THEMES:

- **Theme #1: provide multidisciplinary, inter-professional and cross-cultural forums for discussion of issues affecting health science education and educators.**
 - **Goals:**
 1. Hold IAMSE meeting in Mexico/Central/South America by establishing and strengthening IAMSE's collaborative relationship with other professional organizations in these areas.
 2. Explore partnering with a Central or South American organization to organize a conference. This would not replace our own international conference obligation, but would provide additional international sites as options.
 3. Present IAMSE symposia and/or workshops at meetings in Mexico/Central/South America and the Pacific Rim.
 4. Hold 1-day IAMSE meeting in Asia in 2020 in tandem with the Ottawa Conference. Strengthen IAMSE relationships with collaborators and organizations in Asia.
 5. Continue with 3 Web Seminar Series each year and consider varying timing and/or approach to be more convenient for non-USA locations (Webcast Audio Seminar Committee).
 6. Reinstitute the Web Seminar Series summaries for *Medical Science Educator* (Webcast Audio Seminar Committee).
 7. Continue IAMSE Public Affairs announcements and recruit international participants to contribute to public affairs announcements (Public Affairs/Publications Committee).

8. Revitalize the IAMSE Manuals program beginning with the appointment of an Editor and selection of an editorial board (Publications Committee).
 9. Continue the IAMSE Reviews (Publications Committee).
- **Theme #2: design, evaluate, and share current and innovative means to teach the sciences fundamental to health professions.**
 - **Goals:**
 1. Expand Research Grants Program (number, amount of money, students, RFAs). Develop a strategy for evaluation of the effectiveness of the different grant programs. Encourage and prioritize proposals that incorporate international collaboration. Reorganize the submission and review process relative to faculty and student submissions (Educational Scholarship and Student Professional Development Committees).
 2. Begin an Innovation in Teaching and/or Curricular Development grant. A request for proposal needs to be developed (Educational Scholarship Committee).
 3. Grow *Medical Science Educator* to 300 submissions per year.
 4. Publish six (6) IAMSE manuals in the next 3 years with Springer (the contract requires 2 manuals per year); two are already in progress.
 - **Theme #3: serve as an international voice to enhance appreciation of the crucial role of health sciences and health sciences educators in health and healthcare.**
 - **Goals:**
 1. Leadership delivers at least 2 opinion papers per year in *Medical Science Educator* (or other health science education journals such as *Academic Medicine*, *JAMA*, *BMJ* etc.) on a relevant topic. The Board must approve (by a majority vote) these articles, prior to submission. (Executive Committee and BOD). Note: Bylaws state: “No part of the activities of the Association shall be directed towards influencing legislation or intervening in political campaigns.”
 2. Maintain and expand an active presence in the international medical education community with IAMSE sponsored symposia established at meetings such as APMEC, AACOM, AMEE, AMFEM, ANZAHPE, PAEA, Generalists/AAMC and NVMO. Prioritize meeting presence preference for education meetings over specific disciplines (Marketing and Executive Committees).
 3. Establish connections with outside organizations by engaging its members, specifically those in leadership positions such as directors and committee chairs (BOD).
 4. Recruit members from Latin America and Asia as prelude for meeting in 2021 and ASIA for meeting in 2020. Establish a pipeline or ambassador program (Membership and Marketing Committees).
 5. Identify members and actively recruit, mentor and sponsor individuals as future IAMSE leaders (BOD and all Committee Chairs).
 6. Strengthen efforts on PA recruitment and formal links between IAMSE and PAEA (Membership and Executive Committees and BOD).

7. Increase recruitment of international representation on BOD (Nominating Executive Committee).
 8. Expand existing and explore new ways of online marketing tools such as social media (Marketing Committee).
- **Theme #4: Provide professional development and educational scholarship training for faculty, students, and other professionals contributing to the improvement of health sciences education and practice at their respective institutions**
 - **Goals:**
 1. Provide financial incentives (reduced membership fees, scholarships, travel awards, research awards) to increase the number of student members of IAMSE. Conduct a needs assessment of students (Finance, Meeting Program Planning, Educational Scholarship, and Student Professional Development Committees).
 2. Explore other ways to provide value to students as members of IAMSE which may include student involvement in governance of IAMSE. Look to AMEE as a model (Student Professional Development Committee).
 3. Provide feedback to students on abstracts and presentations (oral and posters). Create student awards separate from faculty (Professional Development, Student Professional Development, and Meeting Program Planning Committees).
 4. Provide additional funds and establish partnerships to generate increased numbers of travel scholarships for the annual meeting and increased numbers (and dollar size) of educational grants awarded by IAMSE (Finance and Educational Scholarship Committees).
 5. Continue development efforts to fund the Koment award (Finance Committee).
 6. Expand number and funds generated by exhibitors at annual meeting (Finance, Marketing, and Executive Committees).
 - **Theme #5: Showcase excellence in teaching and advocate for recognition and reward of health science educators for their role in educating future health science professionals**
 - **Goals:**
 1. Support and expand the work of the CAMSE subcommittee. Provide recommendations for evaluating the work of educators for promotion/tenure. Create a “toolkit” on faculty promotion and tenure preparation (Professional Development/CAMSE Committees).
 2. Create a new Certificate Program (including clear criteria of certificate requirements) for recognition of expertise in health sciences education (Professional Development Committee).
 3. Continue the member highlight on the website (Marketing and Membership Committees).
 4. Explore the idea of creating a “distinguished fellows” recognition designation (Professional Development Committee).
 5. Create a BOD sponsoring program for new IAMSE members and also identify upcoming leaders in the organization (Membership Committee and BOD).

6. Continue support for the Association for Medical Education in Europe (AMEE) Essential Skills in Medical Education (ESME) Program (Educational Scholarship Committee)