

IAMSE BOARD OF DIRECTORS STRATEGIC PLAN (2022-2025)

INTRODUCTION:

The IAMSE Strategic Plan was updated during the combined meeting of the Board of Directors and Committee Chairs held at the annual meeting in Denver, CO in June of 2022 (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 six Strategic Initiatives with goals and tactics listed for each.

Board of Directors

Bonny Dickinson	<i>President</i>
Peter de Jong	<i>President-Elect, MSE, Marketing</i>
Carol Nichols	<i>Secretary</i>
Matthew Linton	<i>Treasurer & Finance Committee</i>
Zhi Xiong Chen	
Colleen Croniger	<i>Student Professional Development Committee</i>
Nicole Deming	
Alice Fornari	
Bonnie Granat	
David Harris	
Amber Heck	<i>2023 Program Committee</i>
Jessica Jones	
Amina Sadik	
Maria Sheakley	<i>2022 Program Committee</i>
Jonathan Wisco	<i>Prof. Development</i>
<i>Ex officio, votes only in ties:</i> Neil Osheroff	<i>Past President</i>
<i>Ex officio, nonvoting:</i> Danielle Inscoc	<i>Managing Director</i>
<i>Ex officio, nonvoting:</i> Julie Hewett	<i>Association Manager</i>
<i>Ex officio, nonvoting:</i> Cassie Chinn	<i>Communications Manager</i>

Committee Chairs and Incoming Board Members

Emine Abali	<i>Manuals Editor-in-Chief</i>
Sateesh Arja	<i>Incoming Board Member</i>
Ingrid Bahner	<i>WAS Committee</i>
Maureen Basha	<i>Public Affairs Committee</i>
Mark Bevensee	<i>Membership Committee</i>
Anna Blenda	<i>Publications Committee</i>
William Brooks	<i>WAS Committee</i>
Heather Christensen	<i>EnGAGE Committee</i>
Claudio Cortes	<i>Ambassador Program</i>
Kim Dahlman	<i>2024 Program Committee</i>
Anna Edmondson	<i>Nominating Committee</i>

Carrie Elzie	<i>Incoming Board Member</i>
Aviad Haramati	CFAS, Oversight Committee
Elza Mylona	Incoming Board Member
Osvaldo Padilla	GRIPE @ IAMSE
Jacqueline Powell	Racial Equity Committee
Kelly Quesnelle	Educational Scholarship Committee, CFAS rep
Sol Roberts-Lieb	Incoming Board Member

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.

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. We also believe in equality and embracing the diversity of all colleagues regardless of cultural, geographic, or political boundaries.

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 INITIATIVES:

1. Strategic Initiative: Be recognized as a worldwide leader in health science education.

1.1: Goal: Provide in-person and virtual IAMSE forums to health science educators worldwide.

1.1.1. Tactic: Hold in-person annual meetings with at least one meeting held outside of the U.S. every three years.

1.1.2. Tactic: Launch an annual Virtual Forum in December 2022 to extend learning and discussion of issues affecting health science education and educators beyond our annual in-person conferences.

1.1.3. Tactic: Establish an online version of the IAMSE Fellowship Program to provide for one cohort of fellows online in addition to the one cohort in-person session beginning in 2022 and measure the success of the Program by tracking graduates' subsequent completion of a graduate or professional degree in health professions education or related field, publication or presentation of capstone project, and career advancement.

1.1.4. Tactic: Provide one in-person and one online version of the Essential Skills in Medical Education (ESME) Course per year beginning in 2022.

1.1.5. Tactic: Hold biweekly virtual IAMSE Cafés to foster and enhance community among IAMSE members and to expand IAMSE’s global outreach. Publications Committee has held IAMSE Cafés.

1.1.6. Tactic: Hold winter, spring, and fall IAMSE Webcast Audio Seminar Series.

1.1.7. Tactic: Publish IAMSE Webcast Audio Seminar Series summaries in *Medical Science Educator*.

1.1.8. Tactic: Provide IAMSE Reviews of publications in *Medical Science Educator* to IAMSE members via email and social media.

1.1.9. Tactic: Provide the IAMSE-APBSEA (Asia Pacific Biomedical Science Educators Association) Webcast Audio Seminar series to engage educators in Asia and Oceania.

1.2. Goal: Strengthen the collaborative relationship of IAMSE with other professional associations around the globe.

1.2.1. Tactic: Identify, engage with, and maintain contacts and collaborations with leaders of health professions education organizations and associations and transfer contacts when leadership changes.

1.2.2. Tactic: Identify opportunities for IAMSE meeting exchange agreements for exhibit booths and/or presentations and maintain formal agreements already in place.

1.2.3. Tactic: Provide funds to enable the IAMSE leadership to attend meetings and conferences.

1.2.4. Tactic: Provide funds to enable members of the IAMSE Outreach and Marketing Committee to attend meetings and conferences.

1.2.5. Tactic: Develop IAMSE co-branded conferences with other health science education organizations and associations across the globe.

1.2.6. Tactic: Develop IAMSE sponsoring partnerships with other health science education organizations and associations across the globe.

2. Strategic Initiative: Support innovative scholarship in health sciences education.

2.1. Goal: Fund educational research, scholarship, and curriculum innovation.

2.1.1. Tactic: Develop a plan to increase the number of available grants, amount of money for grants, number of student grants, and RFAs.

2.1.2. Tactic: Develop guidelines and review criteria for grant applicants and grant proposals that align with IAMSE’s commitment to diversity, equity, and inclusion.

2.1.3. Tactic: Identify specific research topics to encourage submission of high-quality proposals.

2.1.4. Tactic: Develop a strategy to evaluate the effectiveness/impact of the grant programs, including developing rubrics to capture grantee demographics, the number of publications, presentations, and other grants obtained by awardees.

2.2. Goal: Support the dissemination of current and innovative health sciences educational scholarship.

2.2.1. Tactic: Increase the number of submissions to *Medical Science Educator* per year by 5%.

2.2.2. Tactic: Identify resources and milestones to support the monthly publication of issues of *Medical Science Educator*.

2.2.3. Tactic: Enhance the visibility of the journal by obtaining an impact factor and other metrics, and marketing through social media to extend the range of the journal.

2.2.4. Tactic: Publish two or more IAMSE Manuals per year.

2.2.5. Tactic: Identify marketing strategies to increase awareness of the IAMSE Manuals.

2.2.6. Tactic: Identify metrics to assess the success and reach of the IAMSE Manuals.

Tactic #7: Solicit proposals for IAMSE toolkits at IAMSE conferences and in social media.

2.2.8. Tactic: Showcase IAMSE Toolkits at IAMSE conferences to increase awareness of the Toolkits.

3. Strategic Initiative: Be an international voice to advocate for health science education and educators.

3.1. Goal: Communicate IAMSE's vision, mission, opinion, and guidance internationally on relevant issues in the field of health sciences education.

3.1.1. Tactic: Leadership delivers at least 1 opinion paper per year in *Medical Science Educator*, or other health science education journals, on a topic relevant to IAMSE's vision and mission.

3.1.2. Tactic: Maintain and expand an active presence in the international medical education community with IAMSE-sponsored exhibits, symposia, or co-branded meetings other presentations.

3.1.3. Tactic: Establish and maintain connections and partnerships with outside organizations that focus on improving healthcare and health science education by engaging with those in leadership positions.

3.1.4. Tactic: Continue IAMSE's Public Affairs announcements and engage international participants to contribute to public affairs announcements.

3.2. Goal: Engage in outreach and marketing to international members of the medical education community to increase awareness of IAMSE's vision and mission.

3.2.1. Tactic: Support and empower the Ambassador Program to create IAMSE embassies in countries outside of the U.S

3.2.2. Tactic: Maintain existing marketing tools (e.g., IAMSE Café, Webcast Audio Series, etc.) and explore new marketing approaches such as social media to reach and engage health science educators across the globe.

3.2.3. Tactic: Maintain the IAMSE-APBSEA initiative to support outreach to Asia, Oceania, and the Pacific Rim.

3.3. Goal: Increase the international representation within IAMSE.

3.3.1. Tactic: Characterize the diversity of our IAMSE membership to identify where we need to focus our outreach and recruitment efforts.

3.3.2. Tactic: Increase international representation on the IAMSE Board of Directors and IAMSE committees by establishing goals for recruiting international nominees for IAMSE committees.

3.3.3. Tactic: Support and empower the Ambassador Program to identify strategies and incentives to encourage IAMSE membership in their home countries.

4. Strategic Initiative: Provide professional development for faculty, trainees, and students.

4.1. Goal: Provide faculty development for IAMSE members.

4.1.1. Tactic: Identify funding and award criteria for the Koment award to support faculty travel to the annual conference.

4.1.2. Tactic: Continue support for the Association for Medical Education in Europe (AMEE) Essential Skills in Medical Education (ESME) Program.

4.1.3. Tactic: Develop an in-person and virtual IAMSE ESME Program.

4.1.4. Tactic: Establish a mentoring program for IAMSE members to supplement the new member onboarding initiative and to train mentors to participate in the IAMSE Fellowship Program.

4.2. Goal: Provide trainee/student development and funding to support their transition into future medical educators and their continued engagement in IAMSE.

4.2.1. Tactic: Continue to provide opportunities for trainee/student presentations and posters at IAMSE conferences.

4.2.2. Tactic: Provide feedback to trainees/students on abstracts and presentations at IAMSE conferences.

4.2.3. Tactic: Perform a needs assessment to determine scope of trainee/student support needed to enable travel to the annual meeting.

4.2.4. Tactic: Maintain trainee/student awards.

4.2.5. Tactic: Continue outreach to PhD candidates and post-doctoral trainees to support their transition into careers in health professions education and involvement in IAMSE.

5. Strategic Initiative: Recognize and reward health science educators.

5.1. Goal: Provide opportunities to recognize educators for their role in educating future health science professionals.

5.1.1. Tactic: Review the current IAMSE awards and, if necessary, recommend changes to ensure awards are adequate in number and scope and that they recognize the various contributions of health professions educators.

5.1.2. Tactic: Update the Educator Portfolio and Evaluator Assessment Toolkits every 2-3 years to ensure it remains current, relevant, and captures the various contributions of health professions educators.

5.1.3. Tactic: Provide IAMSE Toolkits that support documenting educator activities and roles for the purposes of faculty advancement (i.e., appointment, promotion and/or tenure).

5.1.4. Tactic: Continue the IAMSE member highlight on the IAMSE website.

5.1.5. Tactic: Establish criteria for a *Medical Science Educator* best paper of the year award in collaboration with Springer.

6. Strategic Initiative: Strengthen IAMSE by enhanced strategic planning, broadening its membership, increasing member engagement, and addressing issues of diversity, equity, inclusion, and anti-racism.

6.1. Goal: Provide the internal structure to develop and maintain IAMSE's strategic plan, bylaws, organizational chart, and committee/subcommittee structure.

6.1.1. Tactic: Establish a process that enables the IAMSE President to convene a Strategic Planning Committee to help steer IAMSE through difficult economic, social, or political times, to maintain or expand revenue streams, and to strengthen the association long-term.

6.1.2. Tactic: Conduct an annual review of and report to the Board of Directors on IAMSE's investment strategies to ensure they are consistent with the vision and mission of the Association.

6.1.3. Tactic: Maintain the IAMSE Oversight Committee to ensure high-quality and consistent programming.

6.2. Goal: Identify and respond to the unique needs of the IAMSE membership.

6.2.1. Tactic: Support the IAMSE-sponsored project to assess the Professional Identity Formation of Basic Science Medical Educators to better understand the unique needs of these members of IAMSE.

6.2.2. Tactic: Enhance the membership and engagement of students and other trainees by conducting a needs assessment.

6.2.3. Tactic: Recruit basic science PhD students and postdoctoral trainees into IAMSE.

6.2.4. Tactic: Support the ongoing incorporation of GRIPE@IAMSE (Group for Research in Pathology Education) into IAMSE.

6.2.5. Tactic: Support the IAMSE Onboarding Task Force to onboard new members and develop onboarding protocols for IAMSE chairs.

6.2.6. Tactic: Develop an annual plan to deliver and document initiatives, programming, and publications focused on issues related to diversity, equity, and inclusion in the health sciences.

6.2.7. Tactic: Develop mechanisms to increase the diversity of the IAMSE membership and leadership and support an inclusive environment in IAMSE, beginning with a focus on racially diverse faculty.

6.2.8. Tactic: Provide implicit bias and anti-racist training for the BOD, Committee Chairs, and other leaders of IAMSE.