



DEPARTMENT OF MEDICINE STRATEGIC PLAN 2017-2020



INDIANA UNIVERSITY
SCHOOL OF MEDICINE



Colleagues and Friends:

I am pleased to share with you the Department of Medicine Strategic Plan. This plan represents the synthesis of the engaged efforts of numerous departmental members, including faculty, staff, and trainees. Throughout this process, we have established a clear and refined vision of “Who we are, who we want to become, and how we get there.” In effect, the work defines our department’s culture. Moreover, we have defined a clear path forward and have highlighted the major objectives to be accomplished over the upcoming years.

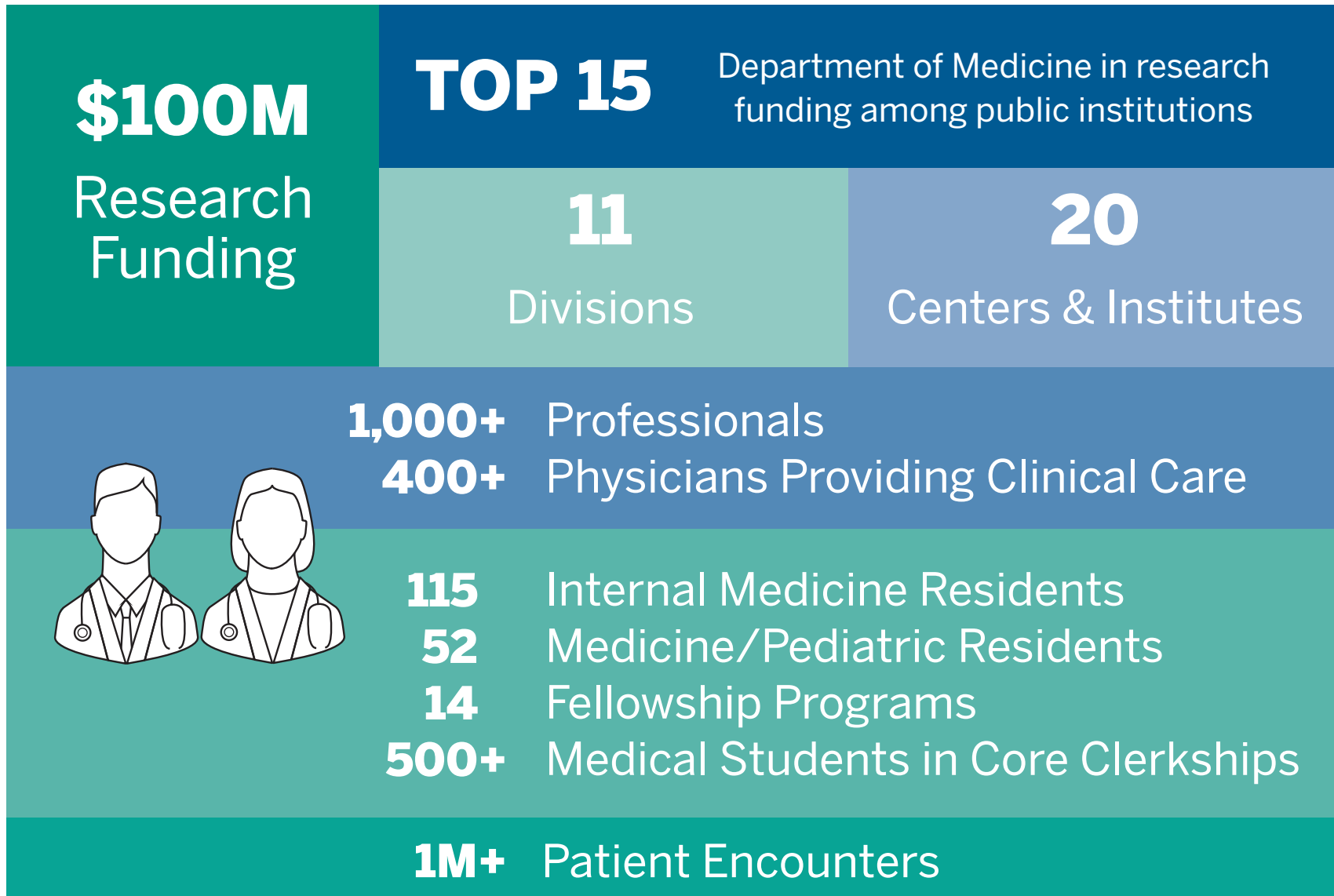
This plan is meant to be a “living document” to be utilized not only for accountability, but also as a framework for continuous improvement. The document represents our commitment to ourselves, our communities, our patients, and our learners. In all that we do, we strive to promote health and healing, cure disease, and improve lives.

The strategic plan details our goals in Clinical Care, Research, Education, Professional Development, as well as, Diversity and Inclusion. The Department of Medicine has a rich and storied history, which serves as a foundation for our journey forward. I am proud of the accomplishments of our members and the committed engagement of all who will help us achieve our goals.

Mark W. Geraci, M.D.
John B. Hickam Professor of Medicine
Chair, Department of Medicine
Indiana University Department of Medicine

DIVISIONS

Cardiology
Clinical Pharmacology
Endocrinology
Gastroenterology and Hepatology
General Internal Medicine
and Geriatrics
Hematology/Oncology
Immunology
Infectious Diseases
Nephrology
Pulmonary, Critical Care, Sleep
and Occupational Medicine
Rheumatology



Our Core Mission, Vision, and Values

The core mission, vision, and values of the Department of Medicine establish our identity as a department. We define mission as the reason our department exists:

MISSION

We are an inclusive academic community that provides exceptional care and service, conducts transformative research, and excels in education to advance health in Indiana and beyond.

First and foremost, we are an inclusive academic community. We are committed to excellence in the Department of Medicine through our exceptional patient care. Our care can only be accomplished through collaboration with all of our partners in the state of Indiana and beyond to regional, national, and international colleagues. Our academic community is committed to innovative research that transforms medicine. Our outstanding educational endeavors will attract and develop the next generation of leaders in medicine.

VISION

We define vision as what we aspire to and want our department to achieve.

To promote health and healing, cure disease, and enhance lives.

This relationship to all of our major pillars guides us in promoting health and healing, curing diseases, and enhancing the lives of our community.

Department Values

We define values as our guiding principles. These principles embody a departmental culture that embraces these as core beliefs and influences everything that we do.

Honesty and Integrity

Foster respect and trust in relationships.

Diversity and Inclusion

Promote social justice, equity, and inclusion.

Intellectual Curiosity, Creativity, and Courage

Pursue discovery across the entire spectrum of research and education.

Career and Professional Development

Embrace your passion, become great, and pay it forward.

Patient-Focused

Deliver excellent, compassionate, and innovative care.

Service and Community

Accelerate humanistic efforts locally and globally.

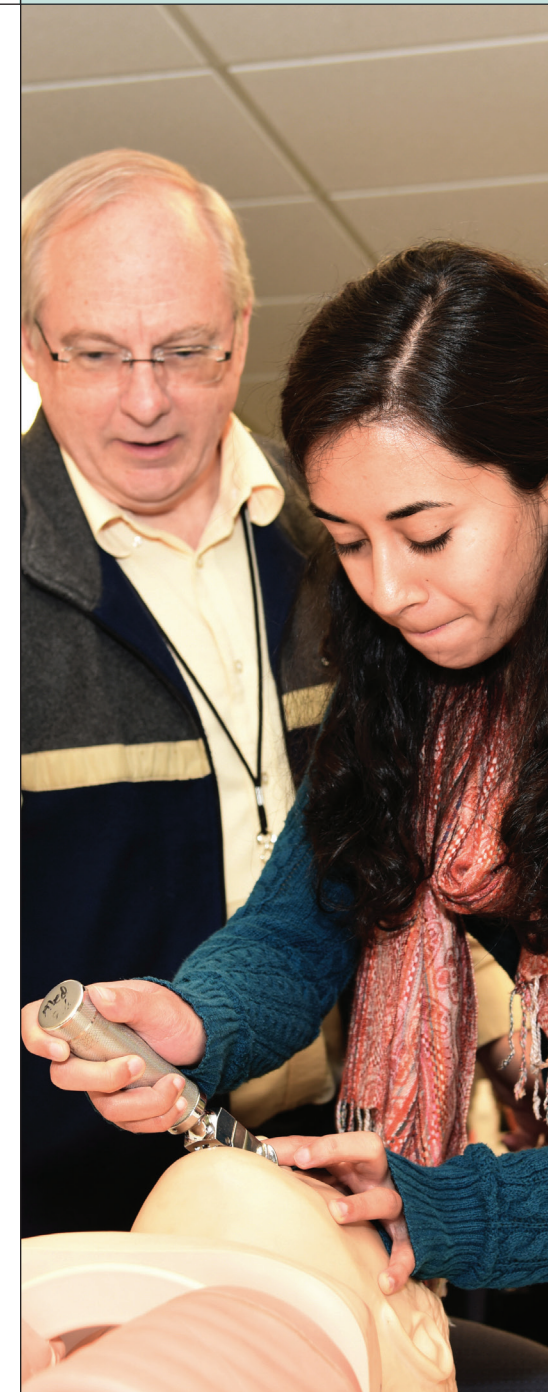
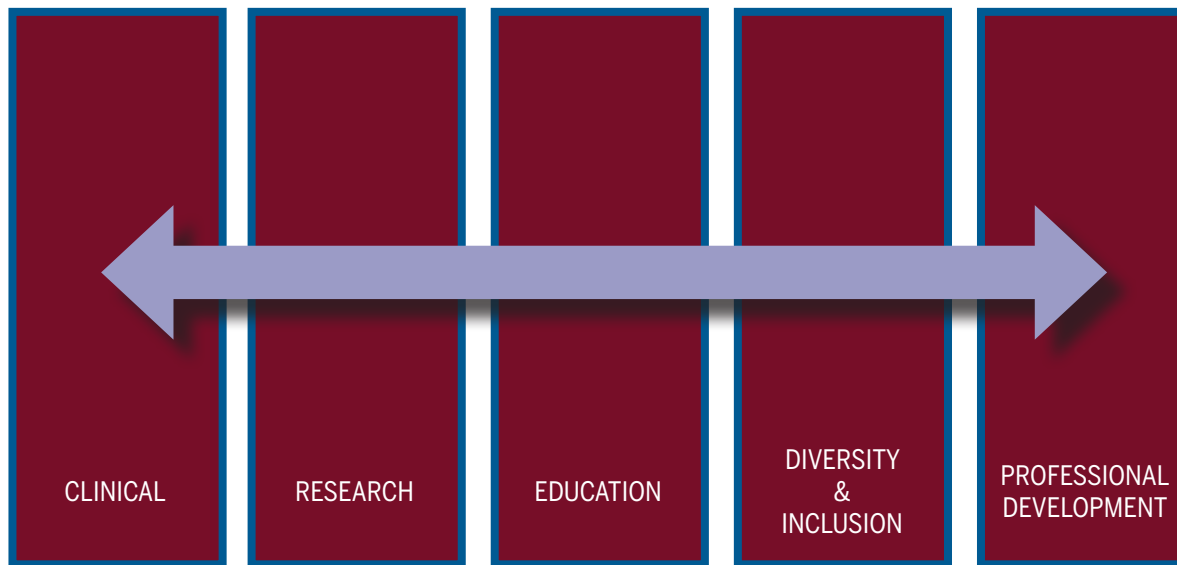


Overview

The Department of Medicine embraced a strategic planning process that appraised the current status of the department through five pillars: Clinical, Research, Education, Professional Development/Service, and Diversity & Inclusion. The process offered a collaborative approach in which to ask and answer the most critical questions about the future path of the department. This collaboration included all members of our department, including faculty, staff, and trainees.

The department initiated strategic planning activities and events in January 2016. Subsequently, departmental leadership, faculty, staff, and trainees met to consider strategic questions, the direction of the department, and continued the process of developing a long term plan. The following report is the product of their work.

Strategic Plan Pillars



Clinical Priorities

- Build Clinical Faculty and Staff Engagement and Collegiality.
- Improve Clinical Infrastructure and Staffing models.

The Department of Medicine is a clinical leader with a national and international reputation. Our Department of Medicine is patient-centered and aims to address the health and wellness of our communities while also focusing on health care disparities and inequities. We are leaders in patient care, quality, innovative care, education, and training.

Our clinical strategic focus is on faculty and staff engagement, vitality, and satisfaction. In order to achieve this, we support clinical models that embrace research and education and support multidisciplinary innovation.

Research Priorities

- Integrate research into all academic missions.
- Increase Scholarly Productivity.
- Provide critical resources for young investigators and mentors.
- Partner in Regulatory Compliance.

The Department of Medicine is a leader in research and consistently ranks highly in NIH funding. In order to continue to support our vibrant and exceptional community of researchers, we want to improve our support and professional development.

Our research strategic focus will aim to better integrate research into all of our academic missions. We want to address research structures, expand funding sources, and venues for scholarship. We also intend to create resources and opportunities that support and highlight young investigators as well as their basic science and clinical mentors.

Education Priorities

- Develop clinical educators and scholars.
- Promote excellence in education across all venues.

The Department of Medicine is a leader in medical education and is committed to excellence in Indiana and in our programs abroad.

Our education mission will continue to ensure that we provide excellence across all venues. We will promote the science of education by encouraging interactive and innovative approaches to medical education, while supporting the development of our clinician educators.

Equity, Inclusion, and Diversity Priorities

Equity, inclusion, and diversity are essential to excellence in academic medicine. The Department of Medicine has set significant goals in fostering an environment of inclusive excellence. This tenet will enable us to diversify our faculty, staff, and trainees. Therefore, we commit to inclusive excellence in developing guidance, strategies, policies, and procedures in support of equity, diversity, and inclusion.

This comprehensive approach to Diversity and Inclusion will require transformation of the department. This transformation involves the crucial alignment of the strategic plan to active commitment by all departmental members. Diversity is essential to reaching our ultimate goal – to serve patients and the public through excellence in clinical work, research, education, and service.

The Department of Medicine's Diversity Plan is closely aligned to IUSM's Strategic Framework for Diversity. We fully support and endorse its three pillars of representation: diversity, inclusive climate, and cultural competence.

Professional Development Priorities

- Enhance internal faculty and staff development programs.
- Support the career progress of our faculty.

Our department fully supports the continuous professional growth of our members. We will develop programs and support systems that enhance our members' skills and knowledge and provide equal opportunities.

With that goal in mind, we want to become partners in career advancement, promotion and tenure, mentorship, and leadership development for our faculty, staff, and trainees.

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