1. **Linking the Program Vision and Mission Statement**

**Program Vision** describes the program you see or wish to see in approximately the next five years or your program’s “next level”.

* Vision Example: “To be the leading [specialty] program in the Southeast United States among the nation’s leading public university programs.”

**Program Mission** one sentence that describes what actions/plans will achieve your Vision. The mission describes the purpose of the program or why it exists.

* Mission Example: *“*Through *commitment to education, scholarship, diversity and inclusion, and safe, high quality patient care,* we will ***improve the health and well-being***of**North Florida and referral area patients and their families** by *producing [specialty] physicians who continue to learn and/or lead in whatever setting they choose for their career.”*
	+ *(distinctive competence) (****what****) (***for whom***) (how)*

**Links to examples of training program vision and mission statements:**

* UF Psychiatry Residency Gainesville ([Vision and Mission](https://psychiatry.ufl.edu/training/residency/vision-mission-statements/))
* UF Internal Medicine Residency Gainesville ([Vision](https://residency.medicine.ufl.edu/prospective-applicants/5-year-vision/) and [Mission](https://residency.medicine.ufl.edu/#:~:text=Our%20Mission,supportive%20and%20collegial%20learning%20environment.))
* UF Internal Medicine Residency Pensacola ([Mission](https://ufpensacolagme.org/internal-medicine-residency/))

**Your Program Vision Statement:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Your Program Mission Statement:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Note:** Program Vision and Mission should be on your program’s website. Everyone in your program should know them.

**SAMPLE Program Mission by College of Medicine Mission CHECKLIST**

|  |  |
| --- | --- |
| **Directions:** For your program’s mission, check any of the applicable UF College of Medicine (COM) mission statements in the first column that apply. (**Note:**  you do not need to check off every COM Mission statement.)[About » College of Medicine » University of Florida (ufl.edu)](https://med.ufl.edu/about/) | **SAMPLE Mission Statement:** Through commitment to education, scholarship, diversity and inclusion, and safe, high quality patient care, we will improve the health and well-being of North Florida and referral area patients and their families by producing [specialty] physicians who continue to learn and/or lead in whatever setting they choose for their career. |
| COM Mission Statement 1: To develop humanistic, skilled, intellectually disciplined, and authoritative medical professionals who are committed to the highest ideals and standards of the profession and who model an exceptional standard of care for those they treat, lead and serve. | X |
| COM Mission Statement 2: To educate and inspire the next generation of leaders in health care, biomedical sciences, health services research and academic medicine to seek, provide and sustain unparalleled achievements in service, teaching and research. | X |
| COM Mission Statement 3: To provide comprehensive, patient-centered, culturally sensitive, compassionate and innovative health care of the highest quality to all. |  |
| COM Mission Statement 4: To develop and utilize innovative models of interdisciplinary health care delivery that optimize safety, service, outcomes and resource use. |  |
| COM Mission Statement 5: To provide leadership to the state of Florida, the nation and the world in efforts to promote health, to predict and prevent disease and to deliver care. |  |
| COM Mission Statement 6: To improve our understanding of human health and disease through groundbreaking research and to translate these discoveries into new solutions that promote health, and improve health outcomes and quality of care. | X |
| COM Mission Statement 7: To recruit, develop and nurture a diverse and academically outstanding community of faculty, students, trainees and staff, who each contribute to excellence in our missions. | X |
| COM Mission Statement 8: To promote sustained, robust professional and personal growth, productivity, accountability, integrity and synergistic collaboration, and synergy of faculty, students, and staff. |  |

**Program Mission by College of Medicine Mission CHECKLIST**

|  |  |
| --- | --- |
| **Directions:** For your program’s mission, check any of the applicable UF College of Medicine (COM) mission statements in the first column that apply. (**Note:**  you do not need to check off every COM Mission statement.)[About » College of Medicine » University of Florida (ufl.edu)](https://med.ufl.edu/about/) | **Your Mission Statement:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| COM Mission Statement 1: To develop humanistic, skilled, intellectually disciplined, and authoritative medical professionals who are committed to the highest ideals and standards of the profession and who model an exceptional standard of care for those they treat, lead and serve. |  |
| COM Mission Statement 2: To educate and inspire the next generation of leaders in health care, biomedical sciences, health services research and academic medicine to seek, provide and sustain unparalleled achievements in service, teaching and research. |  |
| COM Mission Statement 3: To provide comprehensive, patient-centered, culturally sensitive, compassionate and innovative health care of the highest quality to all. |  |
| COM Mission Statement 4: To develop and utilize innovative models of interdisciplinary health care delivery that optimize safety, service, outcomes and resource use. |  |
| COM Mission Statement 5: To provide leadership to the state of Florida, the nation and the world in efforts to promote health, to predict and prevent disease and to deliver care. |  |
| COM Mission Statement 6: To improve our understanding of human health and disease through groundbreaking research and to translate these discoveries into new solutions that promote health, and improve health outcomes and quality of care. |  |
| COM Mission Statement 7: To recruit, develop and nurture a diverse and academically outstanding community of faculty, students, trainees and staff, who each contribute to excellence in our missions. |  |
| COM Mission Statement 8: To promote sustained, robust professional and personal growth, productivity, accountability, integrity and synergistic collaboration, and synergy of faculty, students, and staff. |  |

1. **Strategies (Aims/Goals)**

**Aim** **(or goal)** is a *strategic* direction that connects your mission to your vision. What does the program strive to “produce” [for what kinds of settings and roles]? How does our program differentiate itself from other programs in the same specialty/subspecialty? – what are you good at/do you have a “brand”, what is your ideal program, does every stakeholder agree?

**Review:**

**Program Vision** describes the program you see or wish to see in approximately the next five years.

**Program Mission** describes what actions will bring about your Vision. The mission describes the purpose of the program or why it exists.

**Questions to ask about your Program’s Goals/Aims**

* How do your goals align with your vision and mission?
* Are your program goals SMART? -- SMART Aims are: Specific, Measurable, Achievable, Relevant, Time bound (<https://www.smartsheet.com/file/smart-goals-template.docx>)
* What outcomes do you have to indicate success of your goals?
* How do your program goals align with the College of Medicine’s missions?
* Do you need to revise your program goals?

**Links to examples of training program aims:**

* UF Psychiatry Residency Gainesville ([Aims](https://psychiatry.ufl.edu/training/residency/program-aims/))
* UF Internal Medicine Residency Gainesville ([DEI Mission & Aims](https://residency.medicine.ufl.edu/current-residents/gator-council/diversity-equity-and-inclusion-committee/))
* UF Internal Medicine Residency Pensacola ([Aims](https://ufpensacolagme.org/internal-medicine-residency/))

**My Program’s 3-5 Prioritized Aims:**

1.

2.

3.

4.

5.

**SAMPLE Program Mission and Program Vision by Program Aims Checklist**

|  |  |  |
| --- | --- | --- |
| Directions: For your program’s vision and mission, check off any aims in the first column that apply …. | **SAMPLE Program Mission Statement:** Through commitment to education, scholarship, diversity and inclusion, and safe, high quality patient care, we will improve the health and well-being of North Florida and referral area patients and their families by producing [specialty] physicians who continue to learn and/or lead in whatever setting they choose for their career | **SAMPLE Program Vision Statement:** To be the leading [specialty] program in the Southeast United States among the nation’s leading public university programs. |
| Prioritized Program Aim #1: *Prepare all graduates to pass the \_\_\_\_ certification exam on the first attempt by [date]* | X | X |
| Prioritized Program Aim #2: Have all graduates interested in fellowships match into the specialty and program of their choice by *[date]* | X | X |
| Prioritized Program Aim #3: *To increase and/or maintain diversity (e.g. age, gender, ethnicity, religion, disability, sexual orientation, education, national origin) of residents in the [specialty] Program consistent with that of the patient population through a holistic recruitment process by [date].* | X | X |
| Prioritized Program Aim #4: *Prepare all graduates to apply evidence-based, cost-conscious strategies to diagnosis and disease management in patients in all patient care settings.* | X | X |
|  |  |  |
|  |  |  |
|  |  |  |

**Program Mission and Program Vision by Program Aims Checklist**

|  |  |  |
| --- | --- | --- |
| Directions: For your program’s vision and mission, check off any aims in the first column that apply …. | **Your Program Mission Statement:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | **Your Program Vision Statement:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Prioritized Program Aim #1:  |  |  |
| Prioritized Program Aim #2:  |  |  |
| Prioritized Program Aim #3:  |  |  |
| Prioritized Program Aim #4:  |  |  |
| Prioritized Program Aim #5:  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |

**Aim** **(or goal)** is a *strategic* direction that connects your mission to your vision.

SMART Aims are: Specific, Measurable, Achievable, Relevant, Time bound

**Action Plan (or objective)** is a planned undertaking that helps you reach an aim.

* Plans (including Mission) answer the following questions:
	+ What does the next level look like?
	+ How do we get there (and when do we expect to get there?)
	+ What help, resources, etc. are needed?

**SAMPLE Program Action Plans by Prioritized Aims Checklist**

| **Directions:**  For each action plan, check the program aims for which it applies ….**Action Plan Status Options:** Progressing; Not Progressing, Closed-Successful, Closed Unsuccessful, On-Hold | Prioritized Program Aim #1: *Prepare all graduates to pass the \_\_\_\_ certification exam on the first attempt by [date]* | Prioritized Program Aim #2: Have all graduates interested in fellowships match into the specialty and program of their choice by [date] | Prioritized Program Aim #3: *To increase and/or maintain diversity (e.g. age, gender, ethnicity, religion, disability, sexual orientation, education, national origin) of residents in the [specialty] Program consistent with that of the patient population through a holistic recruitment process by [date].* | Prioritized Program Aim #4: *Prepare all graduates to apply evidence-based, cost-conscious strategies to diagnosis and disease management in patients in all patient care settings.* | Prioritized Program Aim #5:…….. |
| --- | --- | --- | --- | --- | --- |
| New Innovations Action Plan Title: *Focused Recruitment of Diverse Students* / Status: *Progressing*  |  |  | **X** |  |  |
| New Innovations Action Plan Title: *Problem-Solving Case-based Didactics with Sample Board Review Questions* / Status: *Completed* | **X** |  |  |  |  |
| New Innovations Action Plan Title: *Residency Diversity Page Web Site* / Status: *Complete* |  |  | **X** |  |  |
| New Innovations Action Plan Title: *Increase Faculty Diversity* / Status: Progressing  |  |  | **X** |  |  |
| New Innovations Action Plan Title: *Earlier Subspecialty Education* / Status: *Completed*   |  | **X** |  |  |  |
| New Innovations Action Plan Title: *Inclusion of ChooseWisely.org into Case Didactics* / Status: *Progressing* |  |  |  | **X** |  |
| New Innovations Action Plan Title: *Practice Habit Data by Vulnerable Populations Dashboards* / Status: *On Hold* |  |  |  | **X** |  |

 **Program Action Plans by Prioritized Aims Checklist**

| **Directions:**  For each action plan, check the program aims for which it applies ….**Action Plan Status Options:** Progressing; Not Progressing, Closed-Successful, Closed Unsuccessful, On-Hold | Prioritized Program Aim #1:  | Prioritized Program Aim #2:  | Prioritized Program Aim #3:  | Prioritized Program Aim #4:  | Prioritized Program Aim #5: |
| --- | --- | --- | --- | --- | --- |
| New Innovations Action Plan Title: *\_\_\_\_* / Status: *\_\_\_\_*  |  |  |  |  |  |
| New Innovations Action Plan Title: *\_\_\_\_* / Status: *\_\_\_\_* |  |  |  |  |  |
| New Innovations Action Plan Title: *\_\_\_\_* / Status: *\_\_\_\_* |  |  |  |  |  |
| New Innovations Action Plan Title: *\_\_\_\_* / Status: *\_\_\_\_* |  |  |  |  |  |
| New Innovations Action Plan Title: *\_\_\_\_* / Status: *\_\_\_\_*   |  |  |  |  |  |
| New Innovations Action Plan Title: *\_\_\_\_* / Status: *\_\_\_\_* |  |  |  |  |  |
| New Innovations Action Plan Title: *\_\_\_\_* / Status: *\_\_\_\_* |  |  |  |  |  |