



Association of Medical School Pediatric Department Chairs

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Strategic Plan 2020-2025

(Working document, Updated October 2023)

PREAMBLE: AMSPDC member departments are responsible for the delivery of the most advanced care for children with developmental and acquired diseases. Collectively through their basic and clinical research programs our members advance child health by discovering new treatments, creating new understanding of disease processes and advancing innovative care delivery models and technology to reduce mortality and morbidity from childhood disease. As a consequence of the care they deliver and the research they advance, AMSPDC members provide exemplary training environments to ensure the next generation of pediatric primary care and pediatric specialists are capable of providing compassionate, knowledgeable and cost effective care.

MISSION: To improve the health and wellbeing of all children through the development of a diverse and inclusive community of academic pediatric department chairs working collaboratively to advance departmental clinical, research, education, and advocacy missions while ensuring equity and anti-racist ideals.

VISION: *Academic Pediatric Departments lead in care delivery, research, training, and advocacy that improves the health and wellbeing of children in their communities and throughout the world.*

VALUES:

- **Integrity**
We are professional and honest in our working relationships and strive for equity and fairness in our decision making. We honor our commitments and hold ourselves accountable to the highest ethical and performance standards.
- **Collaboration**
We are committed to working together with each other, patient groups, and relevant professional organizations. We support a culture of participation and inclusion, including the formation of partnerships, and advocacy designed to influence public-policy and resource allocation decisions that impact children's health. We respect differences among our members and their organizations, recognizing they are part of our strength, and freely share ideas to inspire and learn from one another.
- **Compassion**
We care about children and families and each other.
- **Innovation**
We support an organizational culture that values change and innovation.
- **Leadership**
As the leaders in academic pediatrics we model the values of our organization and help to develop the leaders of tomorrow.
- **Excellence**
We pursue excellence in all our core missions: clinical care, research, education and advocacy.
- **Diversity, Equity & Inclusion**
We are committed to proactively engaging, understanding and addressing equity, diversity and inclusion.

DEI is a cross cutting theme across all pillars – likewise with health equity

AMSPDC Strategic Plan 2020-2025 – drive change and shape the future in the following 5 pillars

High Quality Accessible Care	High Quality Research	Transform Education	Advocate for Children	Leadership and Career Development
<p><i>Improve clinical access, health outcomes and value to all children by assisting department chairs in the clinical delivery enterprise.</i></p>	<p><i>Improve the quality, impact and influence of children's health research being done within pediatric departments.</i></p>	<p><i>Identify issues in medical education across the continuum and share strategies to help chairs strengthen the educational missions of our departments with a focus on equity, diversity and inclusion.</i></p>	<p><i>Support membership priorities locally and federally to ensure funding and policy decisions address gaps in care access, disease prevention, health outcomes, diversity, equity, inclusion, and child health research.</i></p>	<p><i>Enhance the leadership skills of current members and aspiring leaders within pediatrics while supporting their wellbeing. Promote career development for pediatric chairs.</i></p> <p><i>Provide opportunities for members to share best practices and network in areas such as promotion of equity, diversity, and inclusion.</i></p>
<ol style="list-style-type: none"> 1. Promote access to high quality, equitable primary and subspecialty care for all children. 2. Create collaborations to enhance patient safety, quality improvement, evidence based medicine, outcomes based clinical care and patient-family centered programs. 3. Assist department chairs to advance their administrative skills in the clinical arena contributing locally, regionally and nationally. 4. Prepare department chairs for current challenges and empower them to shape future changes in healthcare and healthcare finance with an equity lens. 5. Provide opportunities to share best practice and innovative care delivery models in ways that foster equitable care for all children. 	<ol style="list-style-type: none"> 1. Advance the pediatric research agenda with a focus on equity. 2. Support pipeline development of academic pediatrics through support of the Pediatric Scientist Development Program and other mechanisms that provide critical training in bench, translational and clinical research and ensure diversity and inclusion in that pipeline development. 3. Frontiers in Science Program will recruit pediatric residents from diverse backgrounds on outstanding research, scientific training opportunities, academic careers and opportunities within the PSDP. 4. Create a Bridge Program for residents of small programs, with priority given to URiM learners, to do a month-long visit at a laboratory. 5. Journal of Pediatrics AMSPDC pages are used to advance priority opinions and initiatives of our members across all mission areas (research, education, clinical, advocacy), always with a focus on equity, diversity, and inclusion. 6. Collaborate with and inform pediatric organizations of research priorities. (e.g. APA New Century Scholars, APS/SPR Journeys Program) 7. Inform funding agencies of pediatric research priorities (e.g. NIH) 8. Elevate pediatrics within non-pediatric organizations including those focused on equity, diversity, and inclusion (i.e. National Medical Association) 	<ol style="list-style-type: none"> 1. Evaluate and share innovative models of education across the continuum by endorsement of those models that enhance high quality-cost effective education. 2. Lead and influence educational organizations. (ie ACGME, Council of Deans) 3. Maintain liaison relationships with other educational (e.g.. APA, APPD, COMSEP, CoPS) and chair organizations to foster collaborations on relevant educational issues and policies especially those that promote equity, diversity, and inclusion. 4. Provide background information and survey membership regarding educational policies and programs across the continuum (e.g.. time versus competency training, equity, diversity, and inclusion curricula). 5. Create a clearing house and discussion board of online materials to enhance educational mission of departments (e.g. faculty development skills in teaching—with a focus on equity, diversity, and inclusion). 6. Sponsor webinars on topics of educational interest to chairs including teaching how to integrate principles of equity, diversity, and inclusion across the continuum of learners. 7. Help determine curricular areas for child health in era of ACA (safety, quality, team-based, population health, critical evidence-based decision making etc) including an emphasis on knowledge and skills needed to be anti-racist and a gender equity ally. 8. Publications and or work products reflective of the Education Committee and our work in medical education. 	<ol style="list-style-type: none"> 1. Identify and advocate for membership positions in national organizations whose work is designed to advance the health and wellbeing of all children with a focus on equity, diversity, and inclusion 2. Work effectively with other national pediatric organizations (e.g., AAMC, AAAP, PPC, AAP, FOPO, ABP, CHA, NASEM, NMA, NHMA, etc.) to provide a voice for our membership in the advancement of public policy that impacts child health and pediatric research. 3. Facilitate membership advocacy at the state and federal level through the AMSPDC Advocacy Committee/PPC. 4. Participate with other national pediatric organizations in workforce planning to foster diversity and inclusion in the pediatric workforceand to ensure our member departments can support the workforce needs of tomorrow. 5. Raise the profile of the pediatrics specialty so it is a preferred medical specialty for all medical students regardless of race, ethnicity, or gender identity. 	<ol style="list-style-type: none"> 1. Annual Meeting, and other communication vehicles, will provide the opportunity for dissemination of information and best practices, networking and membership engagement addressing each of the core missions of our departments. 2. Pediatric Leadership Development Program – The PDLP is a premier leadership development program designed to identify and develop emerging leaders in pediatrics with a focus on diversity who through this training program would be competitive for chair positions 3. New Chairs Program – The NCP will provide robust curriculum and reference materials to prepare a cohort of diverse new chairs for the responsibilities of leading an academic department of pediatrics; includes mentoring. 4. Division Directors Leadership Program – Create a premier leadership program designed for Division Directors reflective of the diversity of the patients and workforce in pediatrics. 5. Provide advice and support for philanthropic activities critical to the growth of chairs' departments. 6. Onboarding and educating members, committee leads and new board members. 7. Integrate wellness into our work. 8. Be exemplars for the promotion of diversity, equity, and inclusion in our departments, children's hospitals, and the communities we serve. 9. Advance pediatrics by advancing a diverse cohort of individuals for awards; membership in societies. 7. Promote a diverse cohort of pediatricians to receive national recognition from pediatric and non-pediatric entities.

