EMRA Strategic Plan
2019 to 2022

MISSION
The Emergency Medicine Residents’ Association (EMRA) is the voice of emergency medicine physicians-in-training and the future of our specialty.

We help EM physicians-in-training become the best doctors they can be, the best leaders they can be, and help Emergency Medicine become the best specialty it can be.

ABOUT US
EMRA is the largest and oldest independent resident organization in the world. EMRA was founded in 1974 and today has a membership of over 16,000 residents, medical students, fellows, and alumni.

PLAN SPECIFICATIONS
The Strategic Plan is structured as Pillars -> Strategies -> Objectives. The Board is responsible for and has approved this document.

PILLARS
1. **Education**: Helps you become the best doctor you can be
2. **Leadership**: Helps you become the best leader you can be
3. **Advocacy**: Helps Emergency Medicine become the best specialty we can be
PILLAR 1: EDUCATION
*Helps you become the best doctor you can be*

**Strategy 1:** Create the best educational resources for EM physicians-in-training

**Vision:** Every EM physician-in-training uses an EMRA resource daily

- **Objective 1.1.1:** Publish a world-class magazine (*EM Resident*)
- **Objective 1.1.2:** Maintain a relevant and inspiring website
- **Objective 1.1.3:** Develop novel, useful on-shift publications, podcasts, mobile applications & resources
- **Objective 1.1.4:** Continue to create high-quality, data-driven advising resources
- **Objective 1.1.5:** Identify gaps in training & create targeted resources to address them
- **Objective 1.1.6:** Continue to track usage and drive awareness of EMRA’s resources amongst members
- **Objective 1.1.7:** Ease educational and career transitions for our members

**Strategy 2:** *EMRA-fy* national EM conferences creating unique in-person experiences for EM physicians-in-training

**Vision:** Engage every EM Resident in America before they graduate

- **Objective 1.2.1:** Continue to make ACEP Scientific Assembly & CORD Academic Assembly the most educational and enjoyable conferences for members to attend
- **Objective 1.2.2:** Empower and assist committees in creating educational experiences for EM physicians-in-training
- **Objective 1.2.3:** Partner with other national, regional & state-based EM conferences to meet our members where they are
- **Objective 1.2.4:** Drive awareness of EMRA’s unique-in-person experiences amongst members

**Strategy 3:** Partner with external educational organizations & institutions to provide access to outstanding educational resources to our members

**Vision:** The market leading product in every EM-related educational niche is an EMRA benefit for our members

- **Objective 1.3.1:** Identify and partner with education leaders, with a preference for those specializing in EM
- **Objective 1.3.2:** Continue to drive awareness of EMRA’s educational benefits amongst members
PILLAR 2: LEADERSHIP
Helps you become the best leader you can be

Strategy 1: Cultivate lifelong leaders who will shape the future of EM
Vision: Residents, Fellows & Students see EMRA as the launching pad of leadership
  Objective 2.1.1: Create meaningful leadership opportunities through EMRA’s Committees & Task Forces for members to develop their skills
  Objective 2.1.2: Maintain the preeminent leadership development tracks for EM physicians-in-training
  Objective 2.1.3: Foster a sense of community between EMRA leaders and EM physicians in training in state and local leadership positions
  Objective 2.1.4: Develop relationships with existing leaders in EM
  Objective 2.1.5: Assist EMRA leaders in finding leadership opportunities after residency
  Objective 2.1.6: Partner with organizations, individuals & institutions to create more leadership opportunities for members

Strategy 2: EMRA empowers every EM physician-in-training to become a leader
Vision: Every EM physician-in-training has the tools to effect meaningful change
  Objective 2.2.1: Recognize and celebrate the outstanding achievements of members who have contributed to the specialty in meaningful ways
  Objective 2.2.2: Provide and maintain high-value mentorship opportunities for members
  Objective 2.2.3: Foster and celebrate diversity within EMRA and EM
PILLAR 3: ADVOCACY
*Helps Emergency Medicine become the best specialty it can be.*

**Strategy 1:** Represent the voice of EM physicians-in-training to entities that impact our training, career transitions & practice environments

**Vision:** In every room where a decision affecting EM physicians-in-training is being made, the EMRA voice is heard loud & clear

- **Objective 3.1.1:** Create meaningful opportunities for members to develop their advocacy skills, both within EMRA and externally
- **Objective 3.1.2:** Practice policy-based governance through an engaged & connected Representative Council
- **Objective 3.1.3:** Prioritize an agenda for issues that are pertinent to our members and our patients
- **Objective 3.1.4:** Collaborate with existing entities and develop new relationships to promote a joint agenda, including through AEROS
- **Objective 3.1.5:** Promote continued involvement and sustainability in organized medicine
- **Objective 3.1.6:** Retain and develop our role as “the voice of EM physicians-in-training”

**Strategy 2:** Develop an informed and energized membership involved in shaping issues that affect their current and future practice

**Vision:** Every member is knowledgeable about the relevant issues affecting our specialty

- **Objective 3.2.1:** Create communities of interested members to discuss and debate relevant issues
- **Objective 3.2.2:** Create innovative and effective ways to educate our members on pertinent issues and agendas
- **Objective 3.2.3:** Increase support of legislative and regulatory activities pertinent to our membership