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# 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

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## 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 & CODA 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

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## 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

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## 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