

VISION 2025

A UNIFIED STRATEGIC PLAN FOR THE LARNER COLLEGE OF MEDICINE

VISION

The Vision of the University of Vermont (UVM) is to be among the nation's premier small research universities, preeminent in our comprehensive commitment to liberal education, environment, health, and public service.

MISSION

In support of this vision, the mission at The Robert Larner, M.D. College of Medicine at The University of Vermont is to educate a diverse group of dedicated physicians and biomedical scientists to serve across all the disciplines of medicine; to bring hope to patients by advancing medical knowledge through research; to integrate education and research to advance the quality and accessibility of patient care; and to engage with our communities to benefit Vermont and the world.

VALUES

- **PROFESSIONALISM** at the heart of patient care, research, and education
- **DIVERSITY, INCLUSION AND EQUITY**, as essential components of all we do
- **COMMITMENT TO THE WELLNESS** of students, staff and faculty
- **INNOVATION** of clinical care, research and education
- **ADVOCACY** promoting public health and improve social conditions, including rural health disparities
- **BUILDING ON OUR LAND-GRANT HERITAGE** to improve the health of Vermont and our region
- **EXCELLENCE** in all we do
- **STEWARDSHIP** of resources
- **SERVICE** to our patients, our university and our community

PROFESSIONALISM

AT THE LARNER COLLEGE OF MEDICINE

OUR LARNER COLLEGE OF MEDICINE COMMUNITY UPHOLDS THE HIGHEST STANDARDS OF PROFESSIONALISM AS WE FOLLOW OUR PASSION FOR LIFELONG LEARNING AND IMPROVEMENT. WE DEMONSTRATE PROFESSIONALISM

THROUGH INTEGRITY, ACCOUNTABILITY, COMPASSION, ALTRUISM, AND SOCIAL RESPONSIBILITY. WE HONOR THE TRUST OUR SOCIETY HAS PLACED IN US AS STEWARDS OF THE ART AND SCIENCE OF MEDICINE, RELYING ON CULTURAL HUMILITY, KINDNESS, AND RESPECT TO GUIDE OUR DAILY INTERACTIONS. WE EXPECT ALL MEMBERS OF OUR COMMUNITY TO EMBRACE THESE PRINCIPLES OF PROFESSIONALISM AS WE STRIVE TO CONDUCT AND SUPPORT PATIENT CARE, RESEARCH, AND EDUCATION THAT ARE SECOND TO NONE.

Strategic Priorities	Objectives			
<p>CLINICAL Maximize UVMHN collaboration and partnerships</p>	<p>1. Incorporate missions of research and education into full implementation of network departments</p>	<p>2. Commitment to public health, population health, and health services research and value-based population care</p>	<p>3. Fully develop the role of Director of Research to increase the availability of clinical trials across the UVMHN; focus on rural healthcare delivery across our region</p>	<p>4. Fully develop the role of Director of Education to enhance clinical clerkship sites within the network; support graduate medical education; support innovation in continuing medical and interprofessional education</p>
<p>EDUCATION Prepare the physician of the future (MD 2030)</p>	<p>1. Preserve the fundamentals of being a physician: Professionalism, First, do no harm, Joy of caring, Wellness</p>	<p>2. Promote Inter-professional education and care; incorporate personalized medicine (genomics, proteomics, etc.)</p>	<p>3. Enhance communication through telemedicine, social media, and digital health devices</p>	<p>4. Incorporate public health, environmental change, population health, health services research (big data, informatics, and artificial intelligence)</p>
<p>RESEARCH Advance scope and impact of research</p>	<p>1. Improve infrastructure: Firestone Building, Center for Biomedical Shared Resources, Given Building renovation; sustained access to shared resource services; enhanced data processing/storage capabilities</p>	<p>2. Focus on current strengths and future opportunities: strengths in mechanistic, translational, and clinical research domains; support for innovation and entrepreneurship</p>	<p>3. Strengthen mentorship and career development for faculty, graduate students, post-doctoral fellows, medical students, and staff; maximize recruitment and retention</p>	<p>4. Diversify funding portfolio for research support (Foundations, Industry partnerships, Philanthropy)</p>
<p>COMMUNITY Commit to the health of our state and region</p>	<p>1. Build on the land grant tradition of UVM in commitment to accessibility across economic class and leveraging our knowledge in support of the community</p>	<p>2. Focus on primary care and public health</p>	<p>3. Further strengthen partnership and synergy with the UVMHN</p>	<p>4. Strengthen policy and advocacy to promote public health and improve social conditions, including rural health disparities</p>

STRATEGIC FOUNDATION

- Caring for our people (students, faculty, staff)
- Commitment to a culture of continuous quality improvement
- Getting the word out to the Larner community, UVM and beyond