



Strategic Planning Worksheet

A. Goal – Financial Stability/Organizational Structure

Date: 2019-2020

Objectives	Accountability	Action Steps	Metrics
<p>A.1. Strategic alignment of committees (charge, rotation, resources)</p> <p><i>A.1.1. STATUS: Board to review at 2018 Annual Meeting</i></p> <p><i>A.1.2. STATUS: Completed</i></p> <p><i>A.1.3. STATUS: Completed</i></p>	<p>President Administrative staff</p>	<p>A.1.1. Reach out to chairs of membership and communication committees to get draft of committee charge/scope of activities – Staff to work with Executive Committee utilizing the terms of reference template.</p> <p>A.1.2. Create new committees with appropriate charge – Finance, Publication, Education</p> <p>A.1.3. Create a timeline for committee appointments</p>	<p>Review at July 2017 exec conference call</p>
<p>A.2. Formalize policy development process (fund raising, investment, etc)</p> <p><i>A.2.1. STATUS: Completed</i></p>	<p>Finance Committee Administrative Staff</p>	<p>A.2.1. Create Finance Committee</p>	
<p>A.3. Create investment policy</p> <p><i>A.3.1. STATUS Completed</i></p>	<p>Finance Committee Approve of the Board</p>	<p>A.3.1. Discuss policy with Finance Committee and BOD</p>	
<p>A.4. Diversification of revenue sources</p>	<p>Finance Committee Administrative Staff</p>	<p>Analysis of current revenue stream Ongoing</p>	<p>Finance Committee and Board to explore alternative funding sources. Action steps to be determined in 2018.</p>



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B. Goal –Influencing the Specialty			
Objectives	Accountability	Action Steps	Metrics
<p>B.1. Participate in ACOG Board and other committees</p> <p><i>B.1.1. STATUS: In Progress (PBC + CREOG, but no Board Positions)</i></p>	President	<p>B.1.1. Recommendations for representatives to ACOG Practice Committees</p>	<p>Solicitation to members mid-July. Review nomination process on July EC call. Names to ACOG by mid-August.</p>
<p>B.2. Maintain and build relationship with Exxcellence Foundation</p> <p><i>B.2. STATUS: Unclear, no metrics</i> <i>Next STEP: Develop metrics</i></p>	President	<p>B.2.1. Ongoing</p> <p>B.2.2. Long term – begin investigation in 2018</p>	<p>Continued involvement in pearls</p> <p>Identified X# of new activities</p>
<p>B.3. Participate in ABOG committees including BOD</p>	President	<p>B.3.1 Seek official organizational representative status on BOD</p> <p>B.3.2. Maintain current position as nominating organization for ABOG committees</p>	<p>Organizational membership on BOD</p>
<p>B.4. Seek opportunities for new and improved collaborations with organizations within and outside of the specialty</p>	Publications Committee	<p>B.4.1. Identify SASGOG Board members affiliated with other organizations and have them appraise interest in collaborating.</p> <p>Potential organizations: ABOG, SOGH, NASPAG, SGS, AAGL, SGIM, SFP, NAMS, Academic Pediatrics Association, Association for Academic Surgery</p>	<p>Number and depth of collaborations formed</p> <p>Liaisons formally established with journals</p> <p>Number of publishing collaborations</p> <p>Creating first clinical practice guideline</p>



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<p>B.5. Identify additional scholarly work (e.g. systematic reviews, clinical practice guidelines)</p>	<p>Publications Committee</p>	<p>B.5.1 Identify specific scholarly opportunities</p> <p>B.5.2 Identify clinical topics and organization partners</p>	
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C. Goal – Professional Development Opportunities

Objectives	Accountability	Action Steps	Metrics
C.1. Maintain current scholarly opportunities and create new options <i>STATUS: Publications Committee to present at Annual Meeting 2018</i>	President Administrative Staff	C.1.1. Continue activities with Cambridge and identify process for identifying new projects	Update EC at July call, assign to new Publications Committee, present at December 2017 Board meeting
C.2. Define excellence criteria for academic specialist divisions <i>C.2. STATUS: Task Force Appointed Work to be completed by 2018 Annual Meeting</i>	President Task force	C.2.1 Identify scope of work in academic specialist divisions and their contributions to their departments C.2.2 Propose metrics reflecting high quality outcomes in each mission area supported by divisions C.2.3. Refine metrics using feedback from current and former division leaders and chairs	Appoint Presidential Task Force with electronic Board approval by end of August 2017
C.3. Identify venues for additional networking outside of the annual meeting (physical and virtual) C.4. Broaden opportunities to present at the	Communications Comm Chair	C.3.1 Assess member desire for web community development C.3.2. Promote communities (change access on website) C.3.3. Identify community champion Send SASGOG list serve	2018—Survey member interest (needs assessment) Establish 1 community within 2018 Identify Community leader in 2018



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<p>annual meeting to reach all levels</p> <p>C.5. Partner or gain access to nominate SASGOG members to the ABOG excellence in research program.</p> <p>C.6. Create generalist research network</p>	<p>Program Comm Chair</p> <p>President</p> <p>President → Chair of Presidential Taskforce</p>	<p>C.4.1 Program Committee to present opportunities to board to enhance inclusivity and diversity as well as volume of presentations</p> <p>C.5.1 Leadership will reach out to understand opportunities to bring back to EC/board.</p> <p>C.5.1 Identify feasibility of discount or tuition support for or members</p> <p>C.6.1. Create task force to identify successful research network models in other specialties and subspecialties, develop needs assessment, and make recommendations</p> <p>C.6.3 Determine costs and sources of funding</p> <p>C.6.4 Create venue for research presentations</p>	<p>Total numbers of different individual presenters noted at 2019 Clinical Meeting with ongoing tracking</p> <p>Number of participants over the next 3 years.</p> <p>2018 - Identify Task Force objectives, appoint chair and members, establish timeline and deliverables 2019 - Research fair at Annual meeting</p> <p>Research network contributors and contacts identified on SASGOG website</p>
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D. Career Development Initiatives (Career Identity- Career Formation at the individual faculty level.)

Objectives	Accountability	Action Steps	Metrics	Timeline
D1. Formalize and Sustain the SASGOG mentorship program	President Mentorship Committee (MtC) Program Committee	<ol style="list-style-type: none"> 1. Transition task force to formal Mentorship committee 2. Assign current board member to chair committee 3. Charter committee including membership and terms 4. Continue 1:1 mentoring session (MtC) <ol style="list-style-type: none"> a. Include career path specific mentors b. preferably at one rank higher than mentee 5. Dedicate plenary or break out at annual meeting to mentoring topic (MtC & PC) 	<ol style="list-style-type: none"> 1. Build metrics into charter for the committee 2. Create (renewable) electronic post meeting survey to determine value of mentoring sessions (MtC) 3. Track # of mentors/mentees through Mentor City 4. Evaluate mentorship components of annual meeting including needs assessment for future topics 5. Trend and report participation in #'s mentorship sessions at annual meeting 	May board meeting 2019
D2. Increasing Resident and Junior Faculty Membership Engagement	Program Committee (PC) Mentorship Committee (MtC) Membership Committee (MC) Development Committee (DC) Communications Committee (CC) Research Task Force	<ol style="list-style-type: none"> 1. Develop an “in-training” portion/track for the annual meeting program to increase resident attendance (PC, MtC,) <ol style="list-style-type: none"> a. Develop needs assessment to junior and in training SASGOG members to guide content (MtC) 2. Continue effort to enhance supporting institutions to increase resident memberships (MC) <ol style="list-style-type: none"> a. Develop talking points-narrative for the resident mentorship program that 	<ol style="list-style-type: none"> 1. In-training curriculum present in 2020 meeting 2. Trend and report student and resident attendance at annual meeting including % attendance of subset of local residents 3. Trend and report <i>resident</i> presentations in annual meeting (PC) 4. Track and report RR conversion rate to SASGOG membership (MC) 5. Track and report resident involvement on committees 	May 2020 Annual Report May 2020 May 2019



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		<p>the MC can use when soliciting/sustaining institutional memberships. (CC)</p> <ol style="list-style-type: none"> 3. Regional outreach pre-meeting to increase attendance for those in training at discounted fees (PC) 4. Establish pathway for RR growth through membership, committee participation and program involvement (President) 5. Cultivate resident abstract submissions (Research Task Force) <ol style="list-style-type: none"> a. Resident Reporter program b. At large 6. Identification of diversified funding paths for RR program (DC) 7. Increase awareness for membership institutions that student membership is free (MC) 	<p>(President)</p> <ol style="list-style-type: none"> 6. Established resident/junior faculty positions on committees (President) 7. Variable funding sources identified for RR program 8. Growth in annual meeting <ol style="list-style-type: none"> a. Attendance b. Tracks c. Initiatives 	<p>Annual Report</p> <p>Dec 2019</p> <p>May 2020</p>
D3 – Create resources to support career advancement and career advocacy	Mentorship Committee (MtC) Communications Committee (CC) Board Research TF	<ol style="list-style-type: none"> 1. Create page(s) on website for career advancement and advocacy resources <ol style="list-style-type: none"> a. Jobs structure/negotiation <ol style="list-style-type: none"> 1. Post glossary of academic business terms (RVU, EVU, etc. 	<ol style="list-style-type: none"> 1. Resources developed 2. Web page(s) developed 3. Hits to webpage 4. SASGOG members achieving academic promotion (self-report at membership renewal) 	May 2020



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		<p>created by Ogburn /Geschi</p> <ol style="list-style-type: none">2. Post examples of FTE job distributions for academic specialists3. Post examples of Departmental Compensation Plans4. Post references for negotiating5. Reference for compensation nationwide standards-may have to be obtained from institutional HR departments/Dean's office6. Develop "Ask an Academic Specialist" Career Corner (on web page) where members can submit questions7. FAQ sheet for		
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		<p>Community Teaching Physicians</p> <p>b. Career pathways</p> <ol style="list-style-type: none">1. Post examples of Dept/SOM structures of leadership and associated career pathways (DIO, Dean's, CMO,Chair)2. Describe and post advanced degrees that academic specialists can obtain and their benefits (testimonials from members who have these degrees) <p>c. Research Resources (Research TF, CC)</p> <ol style="list-style-type: none">1. Links to publication opportunities2. Links to applications to be a journal		
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		<ul style="list-style-type: none">reviewer3. Links to rubrics on how to analyze/review different types of research studiesd. Publications Resources<ul style="list-style-type: none">1. Links to publication opportunities2. Links to applications to be a journal reviewer3. Links to rubrics on how to analyze/review different types of research studies2. Utilize website analysis to inform programming at annual meetings3. Academic advancement<ul style="list-style-type: none">a) Create (Board or Research TF or MtC)) and post (CC) white papers explaining modern definitions of scholarship and how they apply to education and QI/PI work, for use in academic promotion packets and LORsb) Create (Board or Research TF		
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		<p>or MtC) and post (CC) a roadmap or checklist with key people, policies and timelines to help members access academic advancement information in their departments and institutions</p>		
<p>D4 – Create experiences to develop career paths</p>	<p>President, EC, and Chair of the Mentorship Committee, Chairs of Development Committee</p>	<ol style="list-style-type: none"> 1. Create or identify leadership development program <ol style="list-style-type: none"> a. Identify and catalogue (display) successful programs created and deployed by other subspecialty domains within Obstetrics and Gynecology and other disciplines <ul style="list-style-type: none"> ▪ Work with development to find “scholarships” to offset cost related to external programs. ▪ Identify or create SASGOG branded webinar series (or other affordable remote interval training) for our residents/fellows, 	<ol style="list-style-type: none"> 1. Creation of catalogue of resources/programs and post to website in conjunction with materials described in D3. 2. Development committee with a project to successfully support program scholarships 3. Development committee to identify funds for leadership series 4. Create career specific sessions at the SASGOG Annual Meeting 	<p>Expected timeframe -> 1+ years</p>



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		<p>junior faculty)</p> <ul style="list-style-type: none">b. Create a network and catalogue for shadowing opportunities (Chair, Division Director, CMO, CQO, CExO, CDC Official, Dean, etc.)c. Include career path subcategory sessions/pathways within SASGGOG Annual Meeting		
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