**+-GOAL 1: RESEARCH**

**ASE will be considered the “go to” organization in surgical education research.**

*The ASE is an organization committed to excellence in surgical education scholarship. Innovation, creativity and new ideas are essential to our future success.*

**Goal 1 - Strategy 1 ASE will actively recruit and support Masters and Doctoral education researchers**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  |  |  | **Percent Completed** | | | |
| **Initiative** | **Outcome Measure** | **Most Responsible** | **25%** | **50%** | **75%** | **100%** |
| Assessment 301-501 for PhD Educators | Small peer led discussion groups offered at 2014 ACS Clinical Congress and 2015 SEW Week | AE |  |  |  |  |
| Development of PhD Recruitment, Onboarding and Networking (RON) program | Implementation of RON, April, 2015 | Ad Hoc group (Aimee Gardner, lead contact), AE |  |  |  |  |
| Actively support and coordinate efforts with other ASE committees that currently include PhDs as members | Increase PhD members by 10% by 2016 | M |  |  |  |  |
| Liaise with Nurses in Surgical Education (NSE) and Coordinators in Surgical Education (CSE) to increase numbers of nurses and surgical education coordinators | Increase Nurses and Coordinator members by 10% by 2016 | M, NSE, CSE |  |  |  |  |
| Contact Human Performance Engineering programs to determine the educational needs of this group and attempt to recruit these educators to the ASE | Determine if “fit” with ASE is appropriate and recruit if possible by April 2015 | M |  |  |  |  |
| Expand “Fundamentals of an Academic Career in Surgery Education” to include non-MD Members | Offer expanded course by April 2016 | FD |  |  |  |  |

**Goal 1 - Strategy 2 ASE will increase number of high quality presentations at annual meeting**

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| --- | --- | --- | --- | --- | --- | --- |
|  |  |  | **Percent Completed** | | | |
| **Initiative** | **Outcome Measure** | **Most Responsible** | **25%** | **50%** | **75%** | **100%** |
| Create an e-learning multimedia module on giving effective presentations to share with ASE podium presenters (e-bite, SAE module) | E-learning module to be made available by 2016 SEW | ERC |  |  |  |  |
| Co-locate annual meeting with other academic societies (e.g. SEA) and solicit collaborative projects for 2015 | Co-location and integration of programming, April 2015 | P |  |  |  |  |
| Encourage participation of international and non-physician researchers via special sessions in the annual meeting | Increase the number of international members by 10% annually | P |  |  |  |  |
| Increase the number of presentations generated from work of the committees | 1-2 podium presentations and/or whitepapers annually | All Committees |  |  |  |  |

**Goal 1 - Strategy 3 ASE will increase number of high impact, high quality, and evidence-based publications**

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|  |  |  | **Percent Completed** | | | |
| **Initiative** | **Outcome Measure** | **Most Responsible** | **25%** | **50%** | **75%** | **100%** |
| Develop an e-learning module on the following:  Impact factors - How is it calculated and what is the IF for each journal  H-index - What is it and how do you calculate your score, how is it used for promotion and tenure | E-learning module available to ASE members by 2016 SEW | ERC, FD |  |  |  |  |
| Develop a Surgical Education Research Advisory Group, a group dedicated to enhancing scientific/methodological rigor by publishing white papers on methodological issues specific to surgical education research. | Creation of Advisory Group by 2015 SEW | Ad Hoc group (Aimee Gardner, lead contact), ERC |  |  |  |  |
| Compile an easy-access list of web based resources on reporting multi-site studies | Creation of list by October, 2015 | MERG |  |  |  |  |
| Development of a call for research proposals within ASE that implement multi-institutional research utilizing data from Delphi study | Creation of proposals by April 2016 | MERG |  |  |  |  |
| Publish work from the committee.  Past examples: Book, benchmarks study | At least one publication per year for the next three years | SI |  |  |  |  |

**Goal 1 - Strategy 4 ASE will work with ASE Foundation to increase fundraising efforts**

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|  |  |  | **Percent Completed** | | | |
| **Initiative** | **Outcome Measure** | **Most Responsible** | **25%** | **50%** | **75%** | **100%** |
| Recognize member giving | Increase in annual fund giving by 20% BY Dec. 2016  100% Board participation  80% member participation | EC |  |  |  |  |

**Goal 1 - Strategy 5 ASE will work with the ASE Foundation to expand and enhance SERF and CESERT programs**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  |  |  | **Percent Completed** | | | |
| **Initiative** | **Outcome Measure** | **Most Responsible** | **25%** | **50%** | **75%** | **100%** |
| Pre-Review manuscript project between SERF and ERC | ERC will collaborate with SERF Program to provide pre-review assistance of SERF manuscripts beginning with SERF 2015-2016 Program | ERC, SD |  |  |  |  |
| Improve SERF graduate completion rate | Create “SERF Second Wave” program and reach out to SERFers who have not completed their projects. Provide mentoring and support to finish | SD |  |  |  |  |
| Improve SERF graduate completion rate | Create more selective process of acceptance to ensure that candidates are willing to commit to finishing the program by 2016 SERF class. | SD |  |  |  |  |
| Improve Advisor/Mentee Relationships | Create more selective process for choosing advisors, to include possibly increasing stipend, asking advisors to advise more than one SERFer by 2016 class. | SD |  |  |  |  |
| Improve Advisor/Mentee Relationships | Collaborate with FD committee to develop a mentoring workshop by 2016 meeting. | SD, FD |  |  |  |  |
| Preserve the community of learners that SERF provides | Develop online webinar capabilities for SERFers and their mentors to facilitate progress, collaboration, sharing of ideas by October, 2015 | SD, IT |  |  |  |  |

**GOAL 2: CURRICULA**

**ASE will lead in the development and dissemination of longitudinal surgical curricula.**

*The ASE is an organization committed to excellence in surgical education scholarship. Innovation, creativity and new ideas are essential to our future success.*

**Goal 2 - Strategy 1 ASE will identify and expand ASE-branded curricula for current and new ASE constituencies.**

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|  |  |  | **Percent Completed** | | | |
| **Initiative** | **Outcome Measure** | **Most Responsible** | **25%** | **50%** | **75%** | **100%** |
| Catalog all existing ASE curricula and establish the curriculum committee as the central committee for the oversight of these activities with bi-annual reports to the committee on each of these curricula | Development of complete catalogue of ASE curricula by April, 2015 | CU |  |  |  |  |
| Establish mechanisms to track the utilization of existing curriculum | Development of mechanism to track utilization by April, 2016 | CU |  |  |  |  |
| Establish program evaluation goals for any new curriculum | Program evaluation goals in place at time of new curriculum rollout | CU, AE, CD |  |  |  |  |
| Rollout of the ASE branded National Skills Curriculum for Medical Students Year 1-3 | Completion of roll out by April 2015 | SI |  |  |  |  |
| Pilot testing of the ASE branded National Skills Curriculum for Medical Students Year 1-3 | Complete Pilot testing via a multi-institutional collaboration for validation of learning modules and assessment tools for targeted learner populations by October 2015 and dissemination of results by April 2016 | SI |  |  |  |  |
| Promotion of ASE branded National Skills Curriculum for Medical Students Year 1-3 | obtain 30% adoption rate among medical students in the United States by April 2016 | SI |  |  |  |  |
| Expansion of ASE branded National Skills Curriculum for Medical Students Year 1-3 to target physician assistant students, osteopathic schools | Expansion to be completed by October 2016 | SI |  |  |  |  |
| Development of the New Simulation Center Director Pre-Conference Course piloted at 2013 meeting | Offering of course by April 2016 | SI |  |  |  |  |
| Development of curriculum on Social Responsibility | Completed by April, 2015 | CSR |  |  |  |  |

**Goal 2 - Strategy 2 ASE will identify and build ASE-branded specialty curricula—including patient safety, global health and remediation.**

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|  |  |  | **Percent Completed** | | | |
| **Initiative** | **Outcome Measure** | **Most Responsible** | **25%** | **50%** | **75%** | **100%** |
| ACS/ASE Medical Student Core Curriculum | Development of a general approach to curriculum evaluation with suggested list of tools by October 2016 | ACS/ASE Steering Committee, ASE Committees as needed |  |  |  |  |
| Highlight social responsibility activities in USA | Continue off-site pre-meeting workshops annually  Create “how to” guide for holding off-site pre-meeting workshops by April, 2016 | CSR |  |  |  |  |
| Plan a "how to" guide for global travel and health initiatives. | Create “how to” guide by April, 2016 | CSR |  |  |  |  |
| Develop ASE-branded guide for residents and program directors for the most effective use of the SCORE curriculum | Creation and dissemination of guide by April, 2016 | GSE |  |  |  |  |
| Develop guidelines for the remediation of medical students and residents and incorporate into specific ASE curricular efforts | Creation of guidelines using previous workshop as basis by April 2015 | GSE |  |  |  |  |
| Collaborate with other societies to continue development of Advanced Laparoscopic Skills Curriculum for MIS Fellows and senior residents with multi-institutional collaboration to evaluate curriculum effectiveness and transfer of skill to OR | Completion of Advanced Laparoscopic Skills Curriculum for MIS Fellows and Senior residents by April 2017 | SI |  |  |  |  |
| Development of simulation-based Remediation Curricula for targeted audiences | Completion of remediation curricula for 1) medical students failing clinical skills component of USMLE, 2) resident trainees needing technical skills remediation / falling off benchmark standards by April 2017 | SI |  |  |  |  |
| Adaptation of ASE branded National Skills Curriculum for Medical Students Year 1-3 for use in cost effective manner in developing nations | Completion of adaptation and dissemination by April 2017 | SI |  |  |  |  |
| Development of an Inter-Professional Teamwork/Debriefing Curriculum | Completion of curriculum to incorporate simulation to promote better team function and enhance debriefing among surgical teams by October 2016 | SI |  |  |  |  |

**GOAL 3: PROFESSIONAL DEVELOPMENT**

**The mentorship and professional development initiatives of ASE will ensure a strong and ample workforce of current and future surgical educators.**

*The ASE is an organization committed to excellence in surgical education scholarship. Innovation, creativity and new ideas are essential to our future success.*

**Goal 3 - Strategy 1 ASE will identify and/or develop potential certification programs—including one for clerkship directors**

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| --- | --- | --- | --- | --- | --- | --- |
|  |  |  | **Percent Completed** | | | |
| **Initiative** | **Outcome Measure** | **Most Responsible** | **25%** | **50%** | **75%** | **100%** |
| Establishment of “ASE Academy of Clerkship Directors” | Award certification program operational by Fall 2015 | CD, FD |  |  |  |  |
| Identification of Coordinator Certification Programs | Identify all Coordinator Certification Programs currently offered nationally and encourage the ASE and academic/hospital institutions to recognize these programs | CSE |  |  |  |  |

**Goal 3 - Strategy 2 ASE will work with ASE Foundation to expand and enhance SERF program**

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|  |  |  | **Percent Completed** | | | |
| **Initiative** | **Outcome Measure** | **Most Responsible** | **25%** | **50%** | **75%** | **100%** |
| Research impact of successful multi-institutional studies advertised to secure additional funding for SERF Program | Secure additional SERF funding based on multi-institutional studies by April 2017 | MERG |  |  |  |  |

**Goal 3 - Strategy 3 ASE will enhance career development opportunities for young academic educators, administrators and researchers**

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|  |  |  | **Percent Completed** | | | |
| **Initiative** | **Outcome Measure** | **Most Responsible** | **25%** | **50%** | **75%** | **100%** |
| “Fundamentals of a Career in Academic Surgery” pre-meeting workshop will expand to include section on educational research and offer to non-MD participants (See Goal 1, Strategy 1) | Educational Research module incorporated into Fundamentals Workshop for 2015 Meeting | ERC, FD |  |  |  |  |
| New Clerkship Directors Course will expand ASE faculty involvement | Increase number of new faculty by at least two per year by spring, 2016 | CD |  |  |  |  |
| Assessment segment added to Troubleshooting Your Clerkship Course | April 2015 | AE |  |  |  |  |
| Create a Coordinator Mentorship Program | Finalize and implement Coordinator Mentorship Program by April 2016 | CSE |  |  |  |  |

**Goal 3 - Strategy 4 ASE will identify and/or develop professional development programs to educate and recognize coordinators.**

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|  |  |  | **Percent Completed** | | | |
| **Initiative** | **Outcome Measure** | **Most Responsible** | **25%** | **50%** | **75%** | **100%** |
| Develop and implement a program track for Surgery Clerkship Coordinators | In place by April 2015 | CSE |  |  |  |  |
| Increase ASE Coordinator Membership and participation in the coordinator professional development sessions | 10% increase in new participants by April 2016 | CSE |  |  |  |  |

**Goal 3 - Strategy 5 ASE will identify and/or develop professional development programs to recognize excellence in surgical education within the organization**

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|  |  |  | **Percent Completed** | | | |
| **Initiative** | **Outcome Measure** | **Most Responsible** | **25%** | **50%** | **75%** | **100%** |
| Development of an Outstanding Nurse in Surgical Education Award in ASE | Creation of Outstanding Nurse in Surgical Education Award by April 2016 | NSE, A |  |  |  |  |

**GOAL 4: INNOVATION**

**ASE members will play influential roles in developing and applying relevant and evolving modes of learning.**

*The ASE is an organization committed to excellence in surgical education scholarship. Innovation, creativity and new ideas are essential to our future success.*

**Goal 4 - Strategy 1 ASE will develop resources related to effective teaching using simulation and simulator modeling**

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| --- | --- | --- | --- | --- | --- | --- |
|  |  |  | **Percent Completed** | | | |
| **Initiative** | **Outcome Measure** | **Most Responsible** | **25%** | **50%** | **75%** | **100%** |
| Continued creation of Surgical Simulation Reviews focusing on selected topics related to simulation-based teaching and training and their dissemination through publication | At least one publication per year | SI |  |  |  |  |
| Continued development of the Video Snippet Library for effective and ineffective debriefing and teamwork with expansion to other topics related to simulation and simulator modeling | At least two videos per year | SI |  |  |  |  |
| Continued development of online New Program Mentoring Project | Completed by April 2016 | SI |  |  |  |  |
| Creation of online repository for assessment tools and simulators | Completed by April 2017 | SI |  |  |  |  |

**Goal 4 - Strategy 2 ASE will establish interdisciplinary programs that promote effective teamwork and enhance patient safety in the surgical setting**

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|  |  |  | **Percent Completed** | | | |
| **Initiative** | **Outcome Measure** | **Most Responsible** | **25%** | **50%** | **75%** | **100%** |
| Enhance member capacity in assessing team-based training and performance. | Connect members to the National Center for Interprofessional Collaboration and Education’s website compendium of team-based assessment tools and develop future workshop on the topic by 2016 | AE |  |  |  |  |
| Contact educationally focused groups of non-surgical and surgical subspecialties organizations to explore how to capitalize on the varied experiences and efforts made by each. | Initiate and establish relationship with organizations to identify and create teamwork/patient safety programs by October 2016 | GSE |  |  |  |  |
| See Goal 2, Strategy 2, #10 |  | SI |  |  |  |  |
| Creation of simulation-based scenarios for teaching patient safety principles | Scenarios completed by October, 2016 | SI |  |  |  |  |

**Goal 4 - Strategy 3 ASE will promote novel, out-of-the-box teaching tools and programs**

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|  |  |  | **Percent Completed** | | | |
| **Initiative** | **Outcome Measure** | **Most Responsible** | **25%** | **50%** | **75%** | **100%** |
| Research ways to use new technologies to support assessment and evaluation needs. | Publish white paper, place list on website or present workshop by 2016 | AE, IT |  |  |  |  |
| Provide comprehensive review of best practices related to the competencies, starting with “Systems-based practice” | Complete review of competencies by October 2016 | GSE |  |  |  |  |
| See Goal 4, Strategy 1, #2 | At least two videos per year | SI |  |  |  |  |
| See Goal 4, Strategy 1, #4 | Completed by April, 2017 | SI |  |  |  |  |
| Creating a Simulation Speed Dating Session at ASE Meeting | Offered by 2017 ASE meeting | SI |  |  |  |  |
| Simprovisation to enhance application of simulation to learning | Developed and offered by April 2017 | SI |  |  |  |  |
| Showcase new technological advances to members through workshops and other venues | Create and offer workshops at annual meeting by April 2016 | IT |  |  |  |  |

**GOAL 5: ORGANIZATIONAL EFFECTIVENESS**

**ASE will have an organizational structure and financial model that will support a vibrant, dynamic, and relevant organization.**

*The ASE is an organization committed to excellence in surgical education scholarship. Innovation, creativity and new ideas are essential to our future success.*

**Goal 5 - Strategy 1 ASE will enhance its role as a valued partner with other organizations in the surgical education community (e.g. med Ed Portal)**

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| --- | --- | --- | --- | --- | --- | --- |
|  |  |  | **Percent Completed** | | | |
| **Initiative** | **Outcome Measure** | **Most Responsible** | **25%** | **50%** | **75%** | **100%** |
| Identify educational and mentorship opportunities for medical students | Partner with ACS on identification and development of future opportunities by April 2016 | CD |  |  |  |  |
| Partner with SAGES and ACS for Advanced Laparoscopic Skills Curriculum development | Finalize plans and relationship agreement for ALS Curriculum by April 2016 | SI |  |  |  |  |
| Submit ASE branded curricula to Med Ed Portal when appropriate | One branded curriculum submitted by 2016 | SI, MedED Portal Associate Editor |  |  |  |  |
| Membership committee will determine best way to reach out to osteopathic surgery programs, as well as Thoracic, Vascular, Cardiothoracic, Plastic, and Urological surgery programs in order to increase membership from their surgical specialties | Contact made with specialty societies by April 2015.  Have ASE members from at least 75% of Osteopathic training programs by April 2017 | M |  |  |  |  |
| Membership Committee will contact Osteopathic equivalent of the Association of Program Directors in Surgery and chiefs of surgery at Osteopathic Surgery Training programs nationally in an attempt to stimulate interest in the ASE | Contact made with these groups by October, 2015. | M |  |  |  |  |
| Partner with Wise MD to reach out to medical students directly in an attempt to stimulate interest in surgical education and the ASE | Increase student membership by 10% by October, 2016 | M |  |  |  |  |
| Encourage ASE members to submit curricula to Med Ed Portal | Increase submissions 10% annually over next three years | MedEd Portal Associate Editor |  |  |  |  |

**Goal 5 - Strategy 2 ASE will develop a robust online presence that will encourage and assist member engagement and volunteer support**

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|  |  |  | **Percent Completed** | | | |
| **Initiative** | **Outcome Measure** | **Most Responsible** | **25%** | **50%** | **75%** | **100%** |
| Completion of website redesign and launch to include mobile compatibility, dues reminder/auto-renewal, social links to FB/Twitter | New website completed by April 2015 | IT, ED |  |  |  |  |

**Goal 5 - Strategy 3 ASE will establish methods for better communication, collaboration, and accountability among its committees**

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| --- | --- | --- | --- | --- | --- | --- |
|  |  |  | **Percent Completed** | | | |
| **Initiative** | **Outcome Measure** | **Most Responsible** | **25%** | **50%** | **75%** | **100%** |
| Committees will report quarterly to their assigned Executive Committee liaison regarding committee activities | Quarterly reporting to begin immediately | EC |  |  |  |  |
| New website will establish intra- and inter-committee communication, to include tracking of committee membership, hosting and archiving of documents, tracking of project status, “cross-talk” between committees. | New website communication established by April 2015 | IT, ED |  |  |  |  |

**Goal 5 - Strategy 4 ASE will expand and diversify its revenue sources**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  |  |  | **Percent Completed** | | | |
| **Initiative** | **Outcome Measure** | **Most Responsible** | **25%** | **50%** | **75%** | **100%** |
| Identify sources for new revenue streams and decide on first steps for achieve them | Revenue sources identified by April 2015  First steps undertaken by October 2015 | EC, ED |  |  |  |  |

**Goal 5 - Strategy 5 ASE will expand and enhance international marketing**

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| --- | --- | --- | --- | --- | --- | --- |
|  |  |  | **Percent Completed** | | | |
| **Initiative** | **Outcome Measure** | **Most Responsible** | **25%** | **50%** | **75%** | **100%** |
| Membership committee to provide “supporting role” in international marketing of ASE membership | 10% increase in international members by April 2016 | M |  |  |  |  |
| New website to include analytics to monitor sources of international interest, which will be used to target international outreach efforts | Website analytics to become operational by April 2015 | IT, EC, M |  |  |  |  |
| Social media subcommittee will continue to foster international reach through OnSurg and FB | Goal of 5000 hits or likes by 2017 | IT |  |  |  |  |
| Set up a Communications Task Force to work with the Exec. Comm. and IT Comm. to review overall ASE communication processes | Initiate by January 1, 2015 | EC, IT |  |  |  |  |

Key: AE - Assessment and Evaluation MERG – Multi-Institutional Education Research

AW- Awards NSE- Nurses in Surgical Education

CD - Clerkship Directors P – Program Committee

CSE- Coordinators in Surg Educ R - Recorder

CSR- Citizenship and Soc Resp SI - Simulation

CU – Curriculum SD – SERF Director

EC – Executive Committee

ED – Executive Director

ER – Education Research

FD – Faculty Development

GSE – Graduate Surgical Education

IT – Information Technology

M - Membership