COMSEP
STRATEGIC PLAN 2020 and Beyond

Member Engagement

We will ensure COMSEP is a welcoming organization that engages its members fully and fosters a diverse, inclusive, and equitable environment for all members to thrive.

We will:

1.1 Enhance the Welcoming Program for new members.
1.2 Enhance ways for COMSEP members to become involved in the organization.
1.3 Provide onboarding resources for new members.
1.4 Support our administrative professional members to develop as a community.
1.5 Facilitate MOC mechanisms for faculty in their role as educators.
1.6 Understand members' medical education interests and their roles and responsibilities outside of COMSEP.
1.7 Identify potential new members and develop a plan to grow our membership base

Professional Development

We will advocate for each member by providing resources and a welcoming, inclusive community to promote networking and professional development opportunities to ensure success.

We will:

2.1 Establish recurring process and resources for effective onboarding of new leaders.
2.2 Develop and deliver a leadership development program.
2.3 Develop and deliver programs to support the development of pediatric education administrators.
2.4 Develop and deliver programs to help pediatric educators grow in their teaching/education skills.
2.5 Enhance mentorship opportunities and programming.
2.6 Develop and programs to support members pursuing promotion and tenure.
2.7 Establish a system to recognize members' contributions to COMSEP.

Educational Excellence

We will develop and promote exemplary educational resources and best practices that reflect the demographics of our patients, learners and society, including social determinants of health, antiracism and inclusion of marginalized groups; we will promote professional identity formation among students.

We will:

3.1 Review the COMSEP curriculum, exploring how well we are meeting the needs of patients and our members, and in comparison to similar ventures mounted by other medical education organizations.
3.2 Revise and expand the COMSEP curriculum, including learning materials and assessment tools.
3.3 Develop tools and resources to assist members with faculty development.
3.4 Develop tools and resources to assist members with program evaluation and/or accreditation.

Scholarship

We will advance our patients' health and students' learning through medical education research and scholarly activity, ensuring projects include a lens of equity, diversity, and inclusion.

We will:

4.1 Explore opportunities to expand the COMSEP Grants Program.
4.2 Identify the barriers members face in developing their own scholarship, and explore ways to decrease them.
4.3 Create a collaborative research network.

Collaboration

We will work within health institutions and across diverse professional organizations and communities to lead, influence, promote and guide inclusive pediatric medical education for all.

We will:

5.1 Expand our influence in pediatric medical education.
5.2 Expand our influence in undergraduate medical education.

5.3 Encourage and sponsor opportunities for collaboration with other organizations.

Medical Student Engagement

We will advocate for the personal and professional development for a diverse group of learners through our roles as educational leaders, administrators, teachers, mentors, advisors, and coaches.

6.1 Promote pediatrics and pediatric subspecialities as a potential career choice

6.2 Strengthen student competencies in pediatric clinical skills

6.3 Support students seeking to pursue a career in pediatrics as they navigate their educational journey

6.4 Develop strategies to support the UME to GME transition for students pursuing Pediatrics or Pediatric combined residency programs

Joy and Resiliency

We will strive to ensure a supportive environment for our members to facilitate joy, resilience, wellness, and career fulfillment.

7.1 We will promote member wellness through all our programming, including member communications, website, etc. and in our communication materials

7.2 We will provide annual meeting programming on activities that promote joy, resilience, and wellness

7.3 We will embody and role model humanism in all our activities and facilitate joy in all our interactions