**North Pacific Surgical Association**

**Strategic Planning Initiatives**

**Draft 5-4-20**

**Infrastructure**

* Bylaws
* Finances, budgeting
* Caucuses - coordination of duties
* Membership tracking and data
* Leadership development, playbook for council positions
* Geographic representation (new areas, Tri-cities, Wenatchee, the Skagit Valley and Bellingham)

Committee Members: **Nathalie Johnson, Ken Gow, Matt Martin**.

Infrastructure Objectives***1***

1. **Refine and update bylaws (Done).**

2. **Hold more frequent council meetings**

3. **Executive Director to provide more input on deadlines, activities needed to conduct council business**

4. **Increase involvement of councilors in recruitment of industry support**

5. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Infrastructure Goals***2***

1. **Send revised bylaws to members for vote by November, 2020**

2. **Based on revised bylaws, recruit Advanced Practice Provider and/or Trainee Surgeon to serve on council**

3. **Set up web pages for councilors with tools, documents and other resources**

4. **Set up calendar with dates for council meetings well in advance**

5. **Send list of prospective exhibitors and sponsors to all councilors (Excel file) (Done)**

6. **Critical Dates calendar and send to councilors (Done)**

7. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Infrastructure Tools and Tactics*3*

1. **Website: page for councilors to access, Member log in capability, Member list**

2. **Zoom meetings**

3. **Critical Dates calendar and send to councilors (Done)**

4. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Professional Development**

* Member communication engagement
* Use of social media
* Mentoring
* Engaging medical students at medical schools

Committee Members: **Nathalie Johnson, Others TBD**

Professional Development Objectives***1***

1. **Revise website to be more interactive and dynamic to enhance member communication (in progress)**

2. **Schedule interview with the *Behind the Knife* Podcast**

3. **Recruit Trainee and Advanced Practice Provider Members**

4. **Share information more often with members**

5. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Professional Development Goals***2***

1. **Complete revised website by June 1**

2. **Reach out to members more often, at least quarterly**

3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Professional Development Tools and Tactics*3*

1. **Facebook Page and Twitter**

2. **E-newsletter**

3. **Website, updates, blog posts**

**Science and Education**

* Annual meeting
* Speakers, programs
* Collaboration with other organizations
* Publishing (American Journal of Surgery)

Committee Members: **Laszlo Kiraly, Rebecca Stark, Flavio Rocha**

Science and Education Objectives***1***

1. **Refine guidelines for who can serve as a discussant and under which conditions**

2. **Recruit new recorder** (Done)

3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Science and Education Goals***2***

1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

2. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Science and Education Tools and Tactics*3*

1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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*Notes:*

*1.* ***Goals*** *are a description of what the desired outcome looks like. Think of goals as the long-term outcomes you (or the organization) wants to achieve. For example, a goal could be “ensure councilors have a complete understanding of their role, duties and obligations.”*

*2.* ***Objectives*** *are a measure of the progress that is needed to get to that destination. These can be measured by time, quantity, financial results, or other outcomes that can be measured. For example, an objective could be “create a handbook for councilors that will include obligations, and duties as well as provide an overview of the role of each council position by September of 2019 and hold a training session for all new councilors by December 2019.”*

*3.* ***Tools and tactics*** *are the way we get these things done. For example, a tactic is to “use social media to foster engagement.” In that case, the tools would be LinkedIn, Facebook, and Twitter.*