



# The Future of Surgery Today

VCU Surgery | Strategic Plan Executive Summary | 2019-2023



## Overview

Beginning in September 2018, the VCU Department of Surgery engaged departmental and health system leaders to develop a strategic plan for the next four years. The plan integrates three areas of focus: clinical, innovation and education. These areas are central to our work and mission.

Your partnership with our leaders is essential for us to make our strategic plan successful and to carry out our vision, The Future of Surgery Today. We look forward to taking this journey with each of you.

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## Mission

Pursuit of excellence in surgical care by constant innovation and education to give every patient the best care

## Vision

The Future of Surgery Today

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## Core values



### Integrated effort

Develop and maintain strategic partners in the health system and the community. Continue expanding our multidisciplinary, team-based approach and integrated health care delivery.



### Education

Become one of the best surgical training programs in the U.S.

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### Research

Be the top surgical department in research funding.



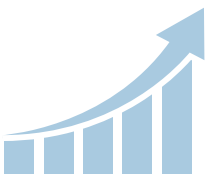
### Patient-centered care

Offer the most innovative programs, treatments and surgical care in the region. Expand footprint in the community to improve access and patient experience.



### People

Create a collaborative environment. Focus on wellness and leadership development.



### Performance

Be financially sustainable and implement continuous performance improvement.



### Quality and safety

Be a national leader in surgical quality and safety.

## Areas of focus

### Clinical: The Future of Health

- GOAL 1** Improve patient access through increased availability to patients, promotion of innovative care models and outreach into new communities
- GOAL 2** Make it easier and safer for providers to deliver care by optimizing clinical resources, streamlining team-based care and eliminating barriers
- GOAL 3** Enhance clinical operations by transforming patient pathways, improving OR utilization and using data to drive safety and quality outcomes
- GOAL 4** Improve revenue cycle with refined processes for capturing documentation, streamlining billing and reducing denials



### Innovation: The Future of Discovery

- GOAL 1** Promote research through incentive programs for excellence, purposeful mentorship and recruitment prioritization
- GOAL 2** Maximize research potential through development of Christine B. and David E. Cottrell Surgical Innovation Suite and centralized administration of laboratories
- GOAL 3** Develop departmental private and public partnerships and increase multi-departmental and school collaborations
- GOAL 4** Develop the funding and framework to become the primary institute for global surgery research and education



### Education: The Future Generation

- GOAL 1** Enhance resident and fellow education by defining core learning objectives and criteria, and utilizing advanced simulation to enhance technical skills
- GOAL 2** Create mechanisms for faculty to provide timely and effective feedback
- GOAL 3** Create an environment and culture of wellness, safety and respect for all staff, faculty, housestaff and advanced practice providers
- GOAL 4** Consolidate and standardize administration processes for all educational programs







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