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.

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

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.

**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.

**Performance**
Be financially sustainable and implement continuous performance improvement.

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

**Research**
Be the top surgical department in research funding.

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

**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