



Template for Mission/SWOT/AIMs Development

Mission ____ Family Medicine Residency program’s mission is to train family medicine physicians who safely and competently provide the highest quality of care for the community they serve in both the inpatient and the outpatient setting.

<i>S – Strengths (Internal)</i>	Curriculum/Resources	Community/Diversity	Faculty/Leadership	
	<ul style="list-style-type: none"> Inpatient and outpatient focus Well-rounded FM training curriculum QI projects Pathology in this community Focus on wellbeing/wellness Didactics 	<ul style="list-style-type: none"> Partnership with FQHC Continuity Community Clinic Dedicated to serving the community (2) Strong outpatient clinicians with experience treating low income populations Patient population Diverse community Culturally diverse faculty and residents 	<ul style="list-style-type: none"> Clinical inpatient FM faculty with strong inpatient background Strong & experienced program director Sophisticated multispecialty care in medical center 	
<i>W – Weaknesses (Internal)</i>	Faculty Issues	Scholarly Activity	Rotations	Resident Support
	<ul style="list-style-type: none"> Some inexperienced faculty Limited number of faculty Faculty recruitment and retention Consistent evaluations from attendings on residents Dedicated teaching time for inpatient faculty 	<ul style="list-style-type: none"> Limited number of publications 	<ul style="list-style-type: none"> OB/GYN experience Structure and flow of inpatient service – not organized (2) Familiarity of MAs in outpatient clinic 	<ul style="list-style-type: none"> Resident mentor program (2) Lack of senior residents
<i>O – Opportunities (External)</i>	Expansion of FM training program	Partnerships	Community Outreach	Facilities
	<ul style="list-style-type: none"> Family medicine fellowships/sports medicine fellowship More specialists teaching in FM didactics Further develop more robust inpatient teaching services including pediatrics 	<ul style="list-style-type: none"> Collaboration with the department of justice – human trafficking Build a medical school in ____ EM/IM and other residents to develop robust SIM curriculum Facility with a robust GYN service Leverage the ____ partnerships to enhance the capabilities of both organizations 	<ul style="list-style-type: none"> Home visit program Community medicine Community outreach health fairs Homeless outreach in FMP 	<ul style="list-style-type: none"> Own building for FM clinic



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- T – Threats (External)**
1. Evaluation system
 2. “No show” rate in clinic – volume of CC panel at graduation
 3. Faculty buy-in for didactics
 4. ACGME requirements
 5. Faculty recruitment/retention
 6. CMS funding changes
 7. Political climate

<i>SJMC FM Graduate Characteristics</i>	<ul style="list-style-type: none"> • Stays in the ___ • Competent • Primary Care • Safe • EBM Practitioner • Teacher • Engaged in community • Resilient, humanistic, well-balanced • Care for the underserved (Health care disparities) 	
<i>Patient Population</i>	<ul style="list-style-type: none"> • Underserved • Diverse • Vulnerable • Illiterate • Poor health literacy • Language barriers • Mental health • Homeless • Substance abuse disorders • Working well • insured 	
<i>Draft AIM Statements</i>	<i>We will graduate who are...</i>	<i>Potential Measures</i>
	...skilled and compassionate primary care physicians that provide care in the San Joaquin Valley	Board pass rate Graduate surveys Graduate placement
	...engaged in promoting the health of the community	Surveys about community involvement, GME/UME, Service and leadership positions
	...resilient, fulfilled and continue to find joy in medicine	Graduate surveys