



AAHPM STRATEGIC PLAN 2024-2027



VISION

All people with serious illness, and their families and caregivers, will have access to the highest quality hospice and palliative care.



MISSION

AAHPM advances high-quality, equitable, interprofessional hospice and palliative care across all settings. To achieve this, we enhance learning, cultivate knowledge and innovation, strengthen evidence-based practice and research, build a strong and diverse workforce, and advocate for public policy to achieve our vision.



VALUES

AAHPM is committed to six core values that guide our actions, decisions, and interactions.

Respect for Person- and Family-Centered Care

We are dedicated to the principles of person- and family-centered care for individuals of all ages across all stages of serious illness.

Quality

We are committed to advancing evidence-based, interprofessional research and practice that improves outcomes and well-being for all people with serious illness.

Justice, Diversity, Equity, Inclusion, and Belonging

We listen first, seek out diverse experiences and perspectives, respect differences, and work to improve health equity and eliminate disparities.

Collaboration

We work together with people with serious illness and their families, colleagues, and partnering organizations to identify and achieve shared goals.

Resilience

We operate as an agile organization, adapting to an ever-changing environment, continually striving for improvement, and growing in value to current and future members while staying true to our vision, mission, and values.

Creative and Ethical Leadership

We model positive, ethical leadership that encourages and enables new ideas and fosters creativity.

GOALS AND OUTCOMES

GOAL ONE: ADVANCE THE FIELD



1. Shape the future of care for people with serious illness.

- a. Be the authoritative voice and leader in re-envisioning hospice and palliative care for the changing healthcare environment.
- b. Ensure access, accountability, sustainability, and quality in hospice care across all settings.
- c. Improve health equity, reduce disparities in care, support efforts to improve access to care, and create a workforce that reflects the diverse people we serve.
- d. Advance evidence-based practice and person-centered research to support quality and equitable care.

GOAL TWO: SUPPORT PROFESSIONAL SUCCESS



2. Contribute to our members' success and professional growth as educators, researchers, clinicians, and administrators.

- a. Prepare the workforce for changes in care delivery.
- b. Develop a new cadre of physician and interprofessional leaders for hospice and palliative care.
- c. Achieve advocacy priorities that advance and sustain the field.
- d. Support the professional development and well-being of the diverse and inclusive workforce needed to meet increasing demand.

GOAL THREE: BUILD A VIBRANT COMMUNITY



3. Build a diverse, inclusive, and engaged community of hospice and palliative care professionals in which every member feels valued and receives value from their membership.

- a. Grow membership and increase the perceived value members receive through their engagement in AAHPM.
- b. Integrate justice, diversity, equity, inclusion, and belonging into all aspects of the Academy's activities and initiatives.
- c. Serve as the home for hospice and palliative medicine physicians, researchers, and the interprofessional care team.
- d. Build bridges with organizational partners to strengthen the field and the association.

GOAL FOUR: ENSURE A STRONG ORGANIZATION



4. Ensure a vibrant and sustainable membership organization.

- a. Ensure AAHPM is a leader in diversity, equity, inclusion, and belonging by moving forward with action and courage.
- b. Increase AAHPM's financial sustainability, including diversifying revenue streams and increasing non-dues revenue and strengthening a culture of giving.
- c. Drive innovation to re-envision AAHPM's membership and business model to reflect a new environment for the association's work.
- d. Attract, develop, and retain exceptional volunteer leaders and association staff who contribute to a culture of excellence and collaboration.