MISSION

As a community-based medical school, the mission of the Charles E. Schmidt College of Medicine is to advance the health and well-being of the community by training future generations of humanistic clinicians and scientists and translating discovery to patient-centered care.

The Schmidt College of Medicine is an integrated learning organization that fosters high-quality, humanistic and patient-centered care. Our objective is to deliver high-touch, high-tech education to our students and residents, and to collaborate on high impact, interdisciplinary research with leading experts in the field. The College of Medicine is dedicated to integrating discovery with health care and education, in order to contribute to the vitality of our immediate communities, to improve the health and well-being of people and populations, and to transform community-based health care.

VISION

To lead innovation in medical education, discovery, and community-based care.

VALUES

Sharing knowledge, building trust and achieving consensus through collaboration. Embracing creativity and flexibility through innovation. Striving to acknowledge and express appreciation for the unique and diverse contributions of others through respect. Empathizing with patients, students, and peers through compassion. Valuing intellectual curiosity and drive toward continuous knowledge acquisition and human development through lifelong learning. Fostering teamwork in the community and within the college through engagement.

ENABLING PRIORITIES AND PRINCIPLES

- Provide regional leadership as the primary academic medical institution in Palm Beach County.
- Continuously analyze our environment so we can nimbly respond to opportunities and challenges as they arise.
- Creatively seek resources from a variety of sources and maximize potential collaborations with FAU Colleges and Pillars, as well as local and regional partners, to fuel our growth.
**STRATEGIC PLAN**

The Schmidt College of Medicine Strategic plan provides a vital road map for the next phase of the College’s growth and development. From a multitude of diverse perspectives, a united vision emerged for the College’s future, including the requisite goals to achieve this bold new state:

- Advance patient-centered research and discovery
- Provide access to value-based care
- Harness innovation to drive educational excellence
- Enhance our identity and visibility


In order to align faculty and staff around the new goals and to foster the desired values, the college embarked in a major culture shaping initiative in 2018 called “Team First, Building our Future Together”. This was a college-wide culture-shaping initiative, designed to provide the participants value as leaders, as a team, and as an organization. The goal was to help the college retain and build upon current strengths of its organizational culture, while simultaneously identifying new ways in which it can be even more effective. This process was specifically designed to prepare the college to deliver on the promises of its strategic plan.

**PREAMBLE**

We are pleased to share with you the Schmidt College of Medicine Faculty Handbook. In addition to this Faculty Handbook, faculty shall follow the [Florida Atlantic University Academic Affairs Handbook](http://www.med.fau.edu/docs/public/Narrative%20FAU%20COM%20Strategic%20Plan%20-%2027-18.pdf) with the exception of any superseding policies listed herein. All policies and procedures described in this Handbook are subject to revision at any time and without notice. Such revisions are applicable to all faculty.

Please note that this Handbook is a living document, as we continuously endeavor to ensure that we are optimally efficient, effective, and transparent in meeting the needs of our faculty. Please direct any questions to the Office of Faculty Affairs. Your comments and questions are welcome.

11/14/2019