

OUR PURPOSE, PRINCIPLES, AND OVERARCHING STRATEGY

Purpose



At the U, we transform lives through teaching, research, and patient care in service of our community

Principles

EXCELLENCE

Continuous improvement in pursuit of excellence

VALUE

Culture of belonging where everyone should be valued, and everyone should add value

INTEGRITY

Always do the right thing, for the right reason

Vision



TEACHING

*Leading the future of education and preparing **STUDENTS** to thrive*



RESEARCH

*World-renowned pioneer for innovative, integrated, and transformational **RESEARCH***



PATIENT CARE

*The region's destination hub for the highest quality complex **PATIENT** care*



ATHLETICS

Win on the field and in the classroom

Strategy

Mission First, Always – Our Students, Our Patients, Our Research – Driven By Our Faculty and Staff

Run The U Better

Own Our Culture – You Are The U

ORGANIZATIONAL GOALS



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ACADEMY

UHEALTH | MSOM

1

Enhance the University's reputation as a world-renowned pioneer for innovative, integrated, and transformational research, translating research into impact, and leading the future of education.

Enhance the UHealth/MSOM standing and reputation across the nation as the pre-eminent academic health system at one of the world-renowned private research universities.

2

Lead the future of education and prepare undergraduate and graduate students to thrive.

Provide unparalleled quality, safety and compassionate health care to the community and be recognized as the region's destination hub.

3

Drive academic and competitive excellence in Athletics.

Continue development and implementation of an innovative, AI-enabled health care delivery platform that provides high-value care, access, engagement, and addresses our local communities' most pressing health needs.

4

Be a responsible steward of all resources and maintain alignment with the long-range financial plan.

5

Enhance the productivity and engagement of the workforce by strengthening our position as an employer of choice.

UNIVERSITY OF MIAMI LEADERSHIP EXPECTATIONS



Category (ABC Leadership Expectations)	Definition	Competency
Achieves Results	Demonstrate up-to-date knowledge of the field, business, industry, trends and operation to achieve the most positive outcomes.	Drives Innovation
		Makes Effective Decisions
		Results Focused
Builds Great Teams	Inspire people to stretch beyond what they thought was possible and provide opportunities to enhance talent, learning and development.	Builds Partnerships
		Cultivates Belonging & Well-being
		Demonstrates Integrity
		Leads Others
Creates Clarity	Simplify complex information into clear, actionable insights, effectively communicate plans, guide teams through change, and align efforts with the organization’s vision and stakeholder priorities.	Communicates Effectively
		Manages Change
		Serves Stakeholders
		Drives Strategy