

## **CWRU MSTP Mission, Approach and Values**

Mission statement: To train a diverse pool of physician-scientist leaders who can accelerate rigorous basic, translational, clinical and multidisciplinary research to advance the understanding, detection, treatment and prevention of human disease.

### Approaches:

- Develop effective and innovative MD-PhD training that integrates research and clinical training with early and deep engagement in research to develop, support, sustain and retain trainees in the physician-scientist pipeline.
- Recruit, train, and support students of diverse backgrounds, and foster an inclusive training community.
- Develop supportive advising and an efficient curricular approach to promote student progression, timely completion of the program, and long-term attainment of student goals for physician-scientist careers.
- Foster mentor development and training to provide better mentorship to students.
- Build a community of faculty, students, and staff that supports students throughout their training and offers a network of career-long colleagues.
- Develop collaborations between Case Western Reserve University, University Hospitals, Cleveland Clinic, MetroHealth, and the Cleveland Veterans Affairs Hospital to allow access to diverse mentors and environments for clinical and research training.

### Program Values:

#### *Diversity, Equity, and Inclusion:*

- Support and develop diversity with an inclusive and welcoming MSTP community. We value diversity in many dimensions, including race, ethnicity, culture, gender identity, sexual orientation, socio-economic status, disability.
- Foster an inclusive and welcoming program.
- Support disadvantaged and disabled students.

#### *Student mental health and wellbeing:*

- We value student mental health and wellness throughout the diverse challenges of the training program.
- We value and encourage a healthy work life balance.

#### *Professional development:*

- Develop data-driven rigorous scientific skills and intellectual curiosity.
- Willingness to collaborate in team science.
- Diversity of current and future work and life experiences.
- Top notch clinical training in diverse academic and community environments.
- Train students in the process of grant writing and support fellowship awards.
- Networking throughout training.

#### *Characteristics and elements:*

- Intellectual curiosity
- Innovation
- Leadership
- Empathy
- Community engagement
- Listening to alternative viewpoints.
- Commitment to improve our world through science and medicine.
- Integration and collaboration
- A drive to achieve: use the opportunities we have been given to advance science and medicine.
- Balance self-respect and professional drive with humility.
- Respect for others: colleagues, peers, trainees, patients – those above and below us.