

Vision	Promote Research Excellence & Sustainability in Health Sciences			
Mission	Advocate & Create Opportunities for Career Development of Early & Mid-Career Researchers			
Stakeholders	Early & Mid-Career Researchers (EMCRs) in Health Sciences (<10 years post-PhD)			
	Divisional Research Committee	University Leadership	Funding Bodies	Government
	Other Similar Groups	Media/Public	Students	
Strategic Imperatives	Represent Diversity among EMCRs within The Division of Health Sciences Promote Equality & Inclusivity Strategic Succession Planning			
Initiatives	Short-term			
	<ul style="list-style-type: none"> Identify Gaps in Expectations between EMCRs & Senior Academics Providing Professional Developmental Support to EMCRs for Building Research Success & Impact Fostering Collaborations between EMCRs within the Division 			
	Long-term			
	<ul style="list-style-type: none"> Develop Strategies for Stakeholders to Create Optimal EMCR Career Structures & Opportunities for Long-Term Sustainability 			
Outcomes	<ul style="list-style-type: none"> More Grant Successes & Research Impact Retention of Talent within the Division of Health Sciences Establishing New & Emerging Leaders in the Field 			
Long-term Goal	Sustainable & Thriving Research Environment in the UO Division of Health Sciences			