



2021-2025

Strategic Plan

Our Vision

PAs transforming health through patient-centered, team-based medical practice.

Our Mission

AAPA leads the profession and empowers our members to advance their careers and enhance patient health.

Our Values

LEADERSHIP AND SERVICE

We inspire a shared vision to lead the profession, emphasize service to our members, and enhance the ability of PAs to serve patients and their communities.

UNITY AND TEAMWORK

We embrace the strength of our members and constituent and partner organizations to speak with one voice for the profession and work together to transform health.

ACCOUNTABILITY AND TRANSPARENCY

We listen, deliver results, take ownership for our actions, and operate in an environment of openness and trust.

EXCELLENCE AND EQUITY

We commit to the highest standards and seek to eliminate disparities and barriers to quality healthcare.

Strategic Pillars

To learn more about the initiatives under each of the strategic pillars, please visit [AAPA.org/StrategicPlan](https://www.aapa.org/StrategicPlan)

PARTNERING WITH PURPOSE

Building the relationships that empower tomorrow's successes.

AAPA will be more intentional in how we provide value to and derive value from our vast stakeholder network.

We will move toward an enhanced model of relational, integrated, and proactive partnerships that will dismantle barriers to practice, articulate PA contributions, and build financial capacity to continue investing in member benefits and capabilities that move the profession forward.

ADVANCING THE CORE

Evolving capabilities to meet new demands and preferences.

AAPA will be more agile to advance the mission of the organization.

We will make investments to evolve, strengthen, and expand our core capabilities to meet the dynamic needs of members and the PA profession.

We will use data and insights, along with experimentation and action, to guide our work, to strengthen our technology and culture, and to support people who do the work to drive AAPA's success.

BUILDING A MOVEMENT

Developing increasingly sophisticated ways to unify, organize, and empower PAs.

AAPA will expand upon the last 50 years of growth of the PA profession.

We will identify opportunities to further invigorate, mobilize, diversify, and empower PAs while delivering resources so that they can blaze new paths in an evolving healthcare marketplace in areas such as telemedicine and administration.

We will create greater value for the profession and for patients through increasing levels of leadership and responsibility.

AAPA is committed to advancing diversity, equity, and inclusion (DEI) at our organization and within the PA profession. AAPA is working to enhance the diversity of the PA profession, address health inequities among patients, and foster a staff culture that is committed to DEI.