

SCHULICH SCHOOL OF  
MEDICINE & DENTISTRY  
WESTERN UNIVERSITY

# STRATEGIC PLAN

CONTINUING PROFESSIONAL DEVELOPMENT  
2023-2028



Schulich  
MEDICINE & DENTISTRY



Western





# CONTENTS



<b>STRATEGIC PRIORITIES</b>	4
<b>STIMULATE SCHOLARLY IMPACT</b>	6
<b>ACCELERATE ENGAGEMENT</b>	8
<b>COORDINATE FACULTY DEVELOPMENT</b>	10
<b>INVIGORATE CME/CDE</b>	12
<b>EMBRACE THE DIGITAL WORLD</b>	14



# STRATEGIC PRIORITIES

## PREAMBLE

Continuing Professional Development (CPD) at the Schulich School of Medicine & Dentistry, Western University has created the following five strategic priorities for 2023 through 2028. These priorities will serve to help the CPD team to focus on activities that will enable us to accomplish our Vision and Mission.

The priorities are closely aligned with those of Schulich Medicine & Dentistry, with one notable exception. Rather than identifying Social Accountability as a strategic priority, we are committed to ensuring that all work that we do is through a social accountability lens. Social accountability will form the foundation on which we will build our success. This includes focusing on issues related to equity, diversity, anti-racism, and anti-oppression. It also includes always paying respect to our Indigenous patients and colleagues, and collaborating with efforts at decolonization, truth, and reconciliation. Additionally, we will collaborate with individuals and organizations to understand the unique health care needs of our regional patients as the ultimate outcome of our work.

## VISION, MISSION AND VALUES

- **Vision:** Leading and guiding professional development with our faculty, our region, and beyond.
- **Mission:** CPD collaborates to develop relevant, high-quality education supporting faculty to achieve academic success, and clinicians to implement meaningful change that equitably and responsibly meets the needs of our communities.
- **Values:** Lifelong Learning, Teamwork, Excellence



*Empowering Minds. Transforming Care.*





# STIMULATE SCHOLARLY IMPACT



## STIMULATE SCHOLARLY IMPACT

The CPD office will be committed to increasing our involvement in scholarly work. We will strive to ask questions, search out answers and access support for accomplishing scholarly work in the area of continuing professional development. We will collaborate with partners internally and externally who share a passion for educational scholarship to promote increasing involvement in recognizing the scholarly value of their work. Additionally, we will support our own faculty members in their quest to achieve academic success through their scholarly pursuits.

### RELATED SMART GOALS

**Increase scholarly work for publication or presentation originating from the CPD Office. We will do this by:**

- Applying for at least one grant per year from the CPD office or collaboratively with other partners (First application in 2024)
- Submitting a minimum of 1 abstract per year to a national conference (Begin 2023)
- Submitting for publication a minimum of 1 paper every two years in a peer reviewed journal (First paper submitted by end of 2024)
- Securing a research coordinator by the end of 2028 who has a minimum of 50% dedicated time to CPD.

**Support faculty through faculty development (FD) initiatives to increase scholarly presence faculty-wide. We will do this by:**

- Working with colleagues from research to create faculty development aimed at increasing grant applications and research output (First offering 2024)
- Work with colleagues from research to study the impact of faculty development aimed at increasing grant applications and research output (Study by end of 2027)

**Promote scholarly work in CPD/FD through annual meeting, creation of journal club and engagement of Clinical and Basic Sciences Departments. We will do this by:**

- Creating a CPD Scholarly interest group (By end of 2023)
- Creating a CPD Virtual Journal Club (By end of 2023)
- Reviewing and revising the CPD Innovation and Research Grant (By end of 2023)



# ACCELERATE ENGAGEMENT

## ACCELERATE ENGAGEMENT

The CPD office will strive to lead collaboration with our broad community, attempting to decrease the barriers of work done in isolation. We will reach out to our colleagues at all levels of medical education, dental education, and basic medical sciences to ensure that our services are meeting their needs. We will also ensure that the work being done by the CPD office and any member of the Schulich Medicine & Dentistry family involved in professional development will have their work promoted and marketed regularly and effectively. We will support our Distributed Education and Windsor Campus colleagues to assist them in identifying, developing, and implementing professional development activities that meet the local needs of their communities.

### RELATED SMART GOALS

#### Stimulate meaningful relationships with collaborators. We will do this by:

- > Meeting at least once per month individually with a leader in FD or Continuing Medical Education/Continuing Dental Education (CME/CDE) in Departments and Divisions (Begin by end of 2023)
- > Hosting an annual event celebrating activity in CPD (First event spring 2024)

#### Promote CPD and FD opportunities through digital outreach. We will do this by:

- > Improving our website so that it is easy to navigate, attractive and informative (Revisions complete by end of 2023)
- > Posting on the CPD website all educational activity in faculty development, CME and CDE that is developed by the CPD office, accredited by the CPD office, and relevant CPD from regional, provincial and national partners (Process developed and in place by end of 2024)
- > Sending electronic newsletters monthly (Begin 2023)
- > Promoting our activity in CME and CDE through Schulich Medicine & Dentistry social media channels (First posts out by end of 2023)

#### Assist Distributed Education (DE) and Windsor Campus in achieving identified local CME and FD goals.

##### We will do this by:

- > Including DE and Windsor representation on all CPD committees (in place by end of 2023)
- > Meeting at least once per month individually with a leader in FD or CME/CDE in DE and/or Windsor Campus (Begin by end of 2023)



# COORDINATE FACULTY DEVELOPMENT



## COORDINATE FACULTY DEVELOPMENT

The CPD office will take a leadership role in the coordination of Faculty Development opportunities for all Schulich Medicine & Dentistry faculty members. We will do this while respecting the specific needs of individuals and groups. We will help early career faculty develop and hone their academic skills and work to build nurturing faculty development communities. We will be inclusive of all faculty in all departments, divisions, and locations. We will continue to provide customized support to individual faculty members who have identified specific learning needs and goals.

### RELATED SMART GOALS

**Develop and implement a broad FD framework for all faculty. We will do this by:**

- > Creating and implementing a comprehensive faculty development framework targeted to meet the needs of early career faculty (To be fully implemented by the end of 2025)
- > Creating and implementing a faculty development framework targeted to more experienced faculty (To be fully implemented by the end of 2027)

**Work with collaborators (Undergraduate Medical Education, Postgraduate Medical Education, Dentistry, Basic Sciences) to ensure FD needs are met. We will do this by:**

- > Developing and implementing a process to get feedback from the FD Oversight Committee to ensure the committee feels engaged with its mandate (Process developed and implemented in 2024)

**Support individual faculty members in their career growth. We will do this by:**

- > Developing and implementing a program for career guidance for individual faculty members (Process developed and implemented in 2026)



# INVIGORATE CME/CDE



## INVIGORATE CME/CDE

The CPD office is committed to returning to the development of educational activities for our colleagues directly from our office. We will work with partners to identify perceived and unperceived learning needs and we will endeavour to see that those needs are met through quality educational offerings. We will also work to ensure that our activities and services meet the highest standards of our accreditors. We will develop and implement systems that provide consistency of approach, improve succession planning, and ensure work is being done through a quality improvement lens.

### RELATED SMART GOALS

**Coordinate and implement broad needs assessments from the CPD office annually. We will do this by:**

- Working with colleagues and community partners to run at least one comprehensive needs assessment per year (First assessment no later than the end of 2024)

**Increase CME/CDE offerings from CPD office with a focus on activities with assessment components. We will do this by:**

- Developing and implementing at least one educational offering per year based on a CPD office needs assessment (First program implemented by the end of 2025)
- Seeking out unrestricted educational grants from industry to support the development of education from the CPD office (First grant applied for by the end of 2024)
- Including assessment components on all CME/CDE offerings developed by the CPD office (First program implemented by the end of 2025)
- Developing and implementing a process to get feedback from the CME/CDE Oversight committee to ensure the committee feels engaged with its mandate (Process developed and implemented in 2024)

**Apply innovative approaches to improve operational effectiveness and efficiency for individuals and teams. We will do this by:**

- Developing and implementing standard operating procedures (SOP) for all education coming from CPD and establishing a process to ensure adherence to SOPs (Process developed and implemented by the end of 2024)
- Performing an internal review to assess whether accreditation standards are being met (Completed by the end of 2024)
- Clarifying roles and responsibilities of CPD office staff through the development of a matrix of CPD office activities and roles (Complete by the end of 2023)



# EMBRACE THE DIGITAL WORLD



## EMBRACE THE DIGITAL WORLD

The CPD office recognizes that medicine, dentistry, and health care education is transitioning to include an emphasis on the digital world. We will serve to coordinate knowledge of and access to local and regional educational activities through the CPD website. We will make that website a desirable destination for our colleagues in search of educational opportunities. We will work with our education development partners to increase the number of digital educational offerings through the CPD office. We will support our colleagues to work more efficiently in our digital world through education about virtual education and care.

### RELATED SMART GOALS

**Improve website to become a regional go-to place for CME/CDE and FD information. We will do this by:**

- > Collecting and publishing on the CPD website listings of educational offerings from our Distributed Education and Windsor Campus colleagues (Initiate process by the end of 2023)
- > Removing barriers to real time registration for our Learning Management System (Complete by the end of 2024)

**Expand selection of quality online educational opportunities. We will do this by:**

- > Working with Schulich Education Enhancement Division (SEED) colleagues to efficiently bring educational offerings from clinical and basic science departments to a virtual platform (Initiate in 2023 then ongoing)
- > Developing faculty development modules to assist faculty in developing online learning (First modules in place by end of 2025)
- > Providing a platform and support for CDE offerings in a virtual format (Initiate in 2023)

**Support collaborators in their need for maintaining currency with the rapidly changing world of digital teaching, learning and care. We will do this by:**

- > Completing a broad needs assessment on digital learning and virtual patient care needs and for our regional community (Complete by the end of 2025)





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