HIGHLIGHTS OF ENVIRONMENTAL ANALYSIS

Presentation to Guiding Coalition Committee
CORE STRENGTHS

- Highly committed, talented and passionate faculty
- Strong administrative team
- Enthusiastic, talented junior faculty
- Hard working residents
- Collegial, cooperative and productive department
- Strong and productive research focus
- CERI, POEM and ICES
- Nurturing and supportive environment for residents
- Rich curriculum and learning experiences
- Expanding ambulatory clinics
- More innovative models of care
- Healthy financial status
- Strong leadership team
- Department size and scope
CORE LIMITATIONS

**Research**
- Capacity and Infrastructure
- ROI – translation; productivity
- Junior faculty research structure: database, processes, mentorship, funding, infrastructure
- Administrative processes

**Teaching**
- New faculty mentorship program
- Faculty and resident evaluation systems
- Structured and comprehensive curriculum tied to current environment
- Promotion readiness for new faculty
- More simulation training opportunities

**Clinical Care**
- Inconsistent commitment to quality and patient experience agenda
- Listening to voice of patients; patient versus provider focused
- Linkages to community based resources and population health demands
CORE LIMITATIONS

ACCOUNTABILITY / SUSTAINABILITY
- Admin Accountability / Follow-through
- Junior Faculty supports and preparation
- Collaboration with community and external stakeholders
- Insufficient focus on quality and performance metrics
- Compensation plan and ARC’s
- Alignment to changing community and hospital priorities, needs and challenges

STRUCTURE
- Misalignment between DOM and Hospital Structures (i.e. LHSC Medical Services)
- Lack of full alignment between DOM and Schulich
- Silos across DOM
- Reporting structures

ADMINISTRATION
- Continuous improvement of processes and systems
- Duplication of technical processes
- HUGO
- Insufficient utilization of technology to improve our impact
Environment

- Huge system resource constraints
  - HHR
  - Funding
  - Service Demands
- Aging population
- High prevalence of chronic disease
- Current funding and operating models linked to acute care system vs. chronic care
- Access and capacity challenges
- Shifting research climate
- Complex and worrisome socio-demographic and health status profile for London & SWO
OPPORTUNITIES / STRATEGIC QUESTIONS

Strategy & Structure
- Alignment between DOM & Hospitals / Schulich
- Strategic Plan / Shared DOM Vision & Goals
- Change & Project Management
- Faculty & Staff Development & Retention
- Onboarding Processes
- Workforce Planning
- Engagement & Communication
- Culture Development

People / Culture
- Research Priorities and Expectations
- Infrastructure and Culture
- Research Processes
- Patient-Oriented Research
- Career Paths & Mentorship

Research

Clinical Care
- New and Innovative Models of Care
- Patient and Community Focus
- Quality Management System
- Capacity
- Collaborative Networks

Sustainability
- Technology & Information
- Shared Accountability
- Resource Management
- Measurement, Analysis & Improvement

Education
- Curriculum and Experiences
- Faculty Preparation
- Integrated Education
- Teaching Evaluation
- Mentorship
- Competence by Design