



## OPTIMIZING LIFE-LONG HEALTH STRATEGIC PLAN 2011-2021



**12-18 MONTH ACHIEVEMENTS - JUNE 2013**

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## Our Vision

The Schulich School of Medicine & Dentistry will be a global leader in optimizing life-long health through innovations in research, education and active engagement with our communities.

We will lead in:

- Creating knowledge in healthy development and aging across the life span from pre-conception to end-of-life, examining the underlying mechanisms of development and aging and how it is influenced by genetics and environment
- Translating knowledge across the research domains of basic, clinical, health services, policy, and population health and in partnership with the communities of Southwestern Ontario, to benefit global health
- Embedding the science of healthy and successful development and aging into the education curriculum

## Our Mission

The Schulich School of Medicine & Dentistry provides outstanding education within a research-intensive, distributed learning environment where tomorrow's physicians, dentists, health researchers and other scholars learn to be socially responsible leaders in the advancement of human health locally, regionally and globally.

## Our Values

We embrace the following core values:

- Social responsibility and accountability
- Innovation and scientific excellence in all that we do
- Learning experiences which foster academic leadership, critical inquiry and a passion for life-long learning
- Compassionate, patient- and family-centred care
- Diversity
- Collaboration and partnership

## STRATEGIC DIRECTION ONE

Create knowledge in the science of healthy and successful development and aging across the life span

**Advance the recommendations of the Research Review Task Force.**

- A number of elements from the Research Task Force 'white paper' are being implemented including: formation of a research development team, a developed process for distributing cage subsidy funds, conduction of researcher surveys and a developed process for strategic support for Canadian Institutes of Health Research (CIHR) Success funding competition - an initiative adopted by Research Western for University-wide implementation.

**Implement internal peer-review of grant applications.**

- A process and a pilot program is being established for the fall 2013 CIHR competition.

**Target the development of new research centres, bringing together researchers from across pillars to develop road maps and case studies illustrating multi-disciplinary linkages and contributions.**

- Schulich Medicine & Dentistry Research Officers have been assisting with grant applications since the summer of 2011.

## STRATEGIC DIRECTION TWO

Strengthen knowledge translation to achieve health benefits for individuals and populations

**Develop a Knowledge Translation (KT) strategy including resources and infrastructure over the next 12-18 months.**

- A retreat on the development of a KT strategy was completed in fall 2012. A number of smaller meetings with regards to establishing a strategy for Schulich Medicine & Dentistry and London were also held. It is expected that the learnings from the retreat can now be utilized to implement and enhance research strategy.

## STRATEGIC DIRECTION THREE

### Become a destination of choice for exceptional education and learning

#### **Implement the Master of Public Health Program and enroll the first students in 2013.**

- The first students in the newly established Master of Public Health Program will begin September 2013.

#### **Develop and implement a plan to equalize and enhance educational supports for all Schulich Medicine & Dentistry education programs (e.g., technology support for distance education, summer studentships).**

- Work continues with various Schulich Medicine & Dentistry central support services in order to meet the needs of the Education mandate.

#### **Deliver an accelerated MSc option.**

- The Departments of Microbiology & Immunology, and Biochemistry are piloting accelerated MSc options.
- The pilot programs are being used to inform the School of the viable and feasible accelerated MSc options for other departments in Schulich Medicine & Dentistry.

#### **Introduce a longitudinal clerkship rotation in medical education.**

- The education team developed an excellent proposal to establish a longitudinal clerkship program, which was sent to the MoHLTC where it was received very well at all levels. Unfortunately, the MoHLTC informed us that it does not currently have the funds for us to pilot the project. However, as sources of funding are developed, the proposal will be looked at again. A philanthropic source is being considered.

#### **Establish a Student Wellness Office.**

- The office has been established and opened in August 2012 with the merging of the Equity & Professionalism office and Student Affairs, the development of a separate Admissions Office and the development of a new position relating to postgraduate learners.

#### **Enhance student mentorship across all programs.**

- The Education team continues to enhance the current mentorship program.
- The Learner Equity & Wellness Office is taking a leading role in expanding the mentorship program for learners.
- Career management and counselling presentations have been developed as a two-year curriculum, currently in the first year of lectures to medicine students.
- Counselling to all learners is currently available through the Learner Equity & Wellness Office.
- The mentoring process for dental students is also being organized.

#### **Extend the distributed education model in Dentistry to Southwestern Ontario.**

- Work continues to move forward distributed education in Dentistry.
- The Dentistry Outreach Community Services (DOCS) program is now a formal aspect of the student curriculum.
- Dentistry has also worked with the DME/DDE team to establish similar documentation and communication related to preceptor/dentist.

#### **Expand e-learning opportunities across all Schulich Medicine & Dentistry education programs.**

- E-learning strategy is advancing in connection with the University.
- School representatives serve on influential University steering committees to ensure that Schulich Medicine & Dentistry's ideas and strategies are represented in the new e-learning strategic plan for the University.

## STRATEGIC DIRECTION FOUR

### Develop sustainable partnerships, networks and global initiatives

#### **Engage with key partners to formalize an academic health sciences network, establish the supporting infrastructure and steering committee.**

- A governance structure which includes: a steering committee, an Implementation Coordinating Committee, four working groups, and a communications group have been established.
- These groups are working to move the Southwestern Ontario Academic Health Network (SWAHN) initiative forward. A business plan will also be developed in order to further enhance the infrastructure needed for SWAHN.

#### **Strengthen the Schulich Medicine & Dentistry partnerships across Southwestern Ontario.**

- Meetings with many hospital and academic institutions have occurred over the past 12-18 months and affiliation agreements with the two Windsor hospitals have been completed, and a Letter of Intent with Gateway Rural Research Institute has been negotiated.
- Meetings with a variety of individuals (e.g., health care professionals, academics) from the Southwestern Ontario community happen on a near-daily basis.

#### **Complete the white paper on Schulich Medicine & Dentistry globalization and internationalization strategy and develop an implementation plan.**

- A "white paper" on globalization and internationalization has been completed.
- Dr. John Denstedt has been appointed as Special Advisor to the Dean for Health Globalization, Internationalization and Simulation.

## STRATEGIC DIRECTION FIVE

### Lead in programs that foster growth and success of faculty and staff

#### **Promote and implement the Talent Management Initiative.**

- The Talent Management Initiative is moving forward with the development of a Professional Leadership Competencies document and a Talent Management website. A successful Talent Management Conference launched the new Talent Management Pilot Program in November, 2012.
- The Career Development Planning document has been revised. A pilot form is now available, and is being rolled out between now and summer 2013.
- A 360 process utilizing an assessment tool (Accendus) of the foundational competencies will also be available in the coming months. This 360 process will be incorporated in the Career Development Planning document.

#### **Refine the conditions of appointment and promotion processes across entire School and distributed network.**

- Work continues on the conditions of the appointment process. A Steering Committee with seven task groups has been established. The plan is to have a draft revision of the Conditions of Appointments document for clinical faculty completed by fall 2013.
- Several distributed faculty have been involved in the process to review and revise the Conditions of Appointments document to better address the academic work that distributed faculty participate in at Western.

#### **Enhance community faculty support to attract and retain faculty.**

- A number of community-based meetings throughout the region have occurred to learn about the needs of the distributed faculty and to develop strategies to enhance recruitment and retention.
- Work on streamlining the appointment process for community-based faculty members is ongoing. A new online appointment process has been developed for new appointments. The plan is to revise the process for reappointments.
- WesternOne Card is available for distributed faculty.
- The Communications & Marketing team at Schulich Medicine & Dentistry is developing a package for Windsor faculty about the benefits of being involved with the School.

## STRATEGIC DIRECTION SIX

### Enhance communications and profile for greater impact

#### **Develop a uniform brand and branding strategy for Schulich Medicine & Dentistry.**

- The Communications & Marketing team has implemented a uniform branding strategy. It is expected that this strategy will continue to evolve as the School adjusts certain aspects of its business.
- The School is now in line with the University and respective departments are aligning their strategies to meet the requirements of the School.
- Extensive work has been completed regarding common uniform templates. Work to create uniform websites is ongoing.

#### **Develop an integrated communications strategy for Schulich Medicine & Dentistry.**

- An initial draft of an integrated communications strategy for the School has been developed.
- Once the document has been refined and vetted at the Senior Leadership Committee (SLC), it will be formally presented to the Schulich Medicine & Dentistry community.