

DEPARTMENT OF FAMILY MEDICINE STRATEGIC PLAN

PASSION AND PURPOSE 2027

OUR VISION

TRANSFORMING HEALTHCARE ... OPTIMIZING THE HEALTH AND WELL-BEING OF PATIENTS AND COMMUNITIES.

OUR MISSION

We train and inspire the next generation of Family Physician clinicians, researchers, educators, and leaders.
We deliver the highest quality clinical care, produce impactful research, advance inter-disciplinary care models, and strengthen community partnerships.

HEALTHIER COMMUNITIES

- Learners are confident and prepared for independent, comprehensive clinical practice.
- Learners are ready to address emerging and complex societal health needs across diverse and under-served communities.
- More undergraduate medical students choose a residency in Family Medicine.
- MCISc and PhD Graduates in Family Medicine are national and international leaders in education, research and capacity building in primary care health systems.
- Our research addresses the most pressing family medicine issues by answering questions that are important to our patients, and that are embedded in patient-centred and health equity principles and solutions.
- Our research and quality improvement positively influences clinical practice, healthcare system processes, policy and health equity.
- Our research is inclusive and reflects the diversity of our communities.
- Patients receive high quality, inclusive care that respects and reflects their individual needs, preferences and values.
- Patients and communities have access to equitable, integrated care, when and where they need it.
- Comprehensive care and focused practice physicians, researchers and hospital and community partners work collaboratively to build healthier communities.

EXCELLENCE IN ALL WE DO

EXCEPTIONAL LEARNER EXPERIENCE

- Provide learners with high quality, diverse and immersive learning experiences across clinical, classroom and research settings.
- Expand opportunities for learners to engage in interdisciplinary practice models.
- Promote personalized and empowering digital and blended learning experiences.
- Foster an environment that supports the diverse needs of the 'whole' learner, including their mental, emotional and physical well-being.

LEARNER-FOCUSED, FORWARD-THINKING CURRICULUM

- Renew and evolve curriculum design, content and assessment.
- Innovate our models of teaching, mentorship and supervision practices.
- Prioritize learning opportunities for students to critically explore complex and challenging areas of practice, across diverse populations.
- Deepen the integration of inter-disciplinary collaboration and community partnerships into the curriculum.
- Embed capacity-building into all graduate and post-graduate curriculums.

PATIENT-CENTRED CLINICAL CARE

- Provide exceptional comprehensive and focused care across the patient lifespan.
- Actively recognize and address social determinants of health and other barriers to health care in clinical practice.
- Lead in the delivery of high quality, high value care.
- Advance interdisciplinary, collaborative models of clinical care.
- Incorporate technologies that enhance patient and clinician relationships and care.

RESEARCH THAT MATTERS

- Magnify existing and emerging areas of research strength.
- Prioritize and cultivate inter-disciplinary teamwork to accelerate our impact.
- Enrich learner and faculty mentoring and support for scholarly activity and research.
- Champion, disseminate and celebrate research and quality improvement outcomes.
- Effectively translate research advancements into practice.
- Equip researchers with the essential resources, tools and processes they need to be successful.

SOCIAL ACCOUNTABILITY

- Intentionally partner with patients and community providers in all we do.
- Lead in our advocacy, service and outreach to equity deserving, underserved and rural communities.
- Build relationships to close the gap in health disparities and address health crises.
- Embed equity, diversity, inclusion and decolonization principles into our curriculum, research, policies, practices and service delivery.
- Intentionally reach out to and recruit learners, staff and faculty from equity deserving groups.

EMPOWERED AND PREPARED DEPARTMENT

INCLUSIVE CULTURE

- Cultivate a safe, supportive and collaborative work environment where everyone belongs.
- Empower team members to innovate and create positive change within the department, community and healthcare system.
- Act as proud and passionate champions of Family Medicine.
- Recognize and celebrate the contributions and successes of our team and individual contributors.
- Prioritize ongoing equity, diversity, inclusion and decolonization training, mentoring and critical and reflective thinking across the department.

PASSIONATE AND PREPARED PEOPLE

- Develop a 5-year human resources plan, which incorporates recruitment, retention, succession planning and capacity planning.
- Strengthen the skills and competencies of our team through mentoring and professional development.
- Support and nurture current and future leaders.
- Facilitate meaningful communication, collaboration and engagement across the department.
- Create the conditions and supports for optimum well-being and mental health of team members.

VALUE-ADDED TECHNOLOGY & INFRASTRUCTURE

- Integrate digital health advancements to enhance care delivery, practice efficiency and education outcomes.
- Employ data mining technologies that increase the impact of our research and quality improvement.
- Contribute to the testing and development of emerging clinical and teaching technologies.
- Advocate for advanced infrastructure across learning, clinical and research spaces.
- Continue to build our Practice Based Learning and Research Network.

SUSTAINABLE FAMILY MEDICINE DEPARTMENT

RESOURCE MANAGEMENT

- Advocate for greater financial and human resources to meet expanding clinical, teaching and research needs.
- Grow and diversify research and program funding and support.
- Optimize processes and practices to utilize resources more efficiently and efficiently.
- Explore fundraising opportunities to attract philanthropy in support of our mission.

ENGAGEMENT, PROMOTION AND ACCOUNTABILITY

- Engage at a provincial and national level to contribute to the evolution of sustainable healthcare, education and research systems.
- Track, measure and continually improve performance across our academic mandate.
- Promote the Family Medicine residency to medical students.
- Reinforce our department's impact on patients, communities and the broader system.
- Continually scan the environment to understand social determinants of health and emerging healthcare needs, challenges and opportunities.

OUR GUIDING VALUES

TEAMWORK AND COLLABORATION

EQUITY AND INCLUSION

EXCELLENCE

PATIENT-CENTEREDNESS