

Department Of Oncology

STRATEGIC PLAN, 2025 - 2030

VISION

Advancing cancer care and discovery to improve lives.

MISSION

Inspired by patients, the Department of Oncology is committed to equitable, high-quality cancer care through exceptional education, innovative research, and person-centred clinical practice. We prepare the next generation of oncology professionals and pursue scientific discovery, from bench to bedside, to improve outcomes and quality of life for patients.

VALUES

Impact

We centre our mission around those we serve, educating the next generation of oncology clinicians, researchers, and health professionals, and ensuring every patient and family receives the best quality care, support, and advocacy to improve outcomes and quality of life.

Excellence

We pursue excellence in everything we do, striving to deliver the highest standards in clinical care, advancing impactful research, and cultivating a learning environment that inspires growth and achievement.

Innovation

We embrace innovation as a catalyst for transformation, advancing science and discovery, adopting emerging technologies, and evolving our oncology practices.

Belonging

We are committed to equity, diversity, and inclusion across all facets of our work. ensuring that each learner, patient, research participant, and team member is respected, valued, heard, and understood.

Collaboration

We foster a culture of collaboration that unites clinicians, scientists, learners, and partners across disciplines and institutions to drive progress in cancer care, education and research.

STRATEGIC PILLARS

INSPIRING EXCELLENCE THROUGH EDUCATION

The Department of Oncology will be recognized as one of Canada's premier training programs for residency, fellowship and graduate degrees in oncology, an academically vibrant community where the principle of **"Learners First"** shapes every decision and defines our educational culture. We will deliver a dynamic, evidence-informed curriculum and an inspiring learning environment that together attract, develop, and support residents, fellows, medical students and graduate students.

Education: Impact Outcomes

- Graduates will be highly skilled, intellectually curious, forward-thinking clinicians and researchers.
- Residents and Fellows (learners) will deliver high-quality, patient-centred cancer care grounded in equity and compassion.
- Undergraduate medical students will engage in outstanding oncology learning experiences that inspire interest in the field and applications for oncology residency.
- Learners will demonstrate scholarly productivity through research, publication, and / or knowledge translation.
- Learners will develop the skills to contribute effectively to interprofessional cancer care and research teams.
- Learners and faculty will benefit from strong ties to graduate programs in the Fundamental Sciences, including Medical Physics.
- Learners will feel valued and supported, fostering well-being, belonging, and professional growth.

Education: Strategic Priority and Goals

Priority: Deliver a transformative, learner-centered educational experience that prepares residents, fellows, and other learners to excel in clinical care, research, and leadership.

- Advance longitudinal coaching, mentoring, and feedback systems that support learner growth, resilience, and the development of professional identity.
- Broaden early learner access to meaningful, interdisciplinary research opportunities.
- Integrate technologies, including artificial intelligence (AI), simulation, and digital platforms, strategically and at the appropriate pace.
- Align curricula with the evolving needs of the healthcare system, with a focus on equity, population health, and interprofessional collaboration.
- Expand experiential learning through diverse academic and community-based placements.
- Increase oncology visibility in undergraduate and internal medicine education through early exposure, integrated teaching, and research engagement.

- Develop a sustainable, well-supported fellowship and post-doctoral program spanning both clinical and research streams.
- Actively engage oncology faculty in co-supervising and mentoring basic science trainees.
- Establish a professional, well-equipped clinical learning environment that enables optimum learning, productivity, and learner well-being.
- Incorporate stakeholder feedback to drive continuous curriculum improvement and educational quality.
- Advance equity, diversity, and inclusion by embedding inclusive content, culturally responsive teaching practices, and learning environments that reflect and respect diverse identities and experiences.

DRIVING IMPACT THROUGH CANCER RESEARCH

The Department of Oncology will cultivate a research ecosystem where innovation, collaboration, and scientific excellence drive continuous improvements in cancer care. By embedding research into every aspect of patient care, advancing defined areas of research strength, and fostering a diverse and inclusive community of researchers, clinicians, and learners, we will accelerate discovery and translate knowledge into improved cancer outcomes. Together, we will position London as a premier destination for oncology research and a catalyst for breakthroughs that shape the future of cancer care.

Research Impact Outcomes

- Scientific and clinical research breakthroughs will be achieved.
- London will be recognized as a hub for innovative, high-impact cancer research.
- Translational research and scientific evidence will inform and enhance patient care.
- Every patient will have equitable access to participate in research.
- Learners at every stage of training will have meaningful opportunities to contribute as valued members of research teams.
- Research engagement will be a core expectation and hallmark of faculty identity and culture.
- Structured, well-funded research fellowships with strong mentorship will attract and retain top-tier clinical and scientific talent.
- Interdisciplinary and cross-sector collaborations will accelerate discovery and innovation.
- Equity, diversity, and inclusion will be embedded throughout the research lifecycle.

Research Strategic Priority and Goals

Priority: Advance high-impact, patient-centred oncology research that transforms care and accelerates discovery.

- Strengthen research impact in 4–5 priority areas by leveraging interdisciplinary expertise.
- Ensure fiscal responsibility and sustainability of research programs through competitive grants, philanthropy, and industry partnerships.
- Develop and implement a clinical trials strategy that defines the department's focus areas and infrastructure requirements for Phase I, Phase II, and Phase III trials, including a clear position on first-in-human studies.

- Streamline clinical trial processes to improve patient access and participation.
- Recruit and retain clinical researchers with defined research mandates, strong mentorship, and institutional support to lead translational research programs.
- Reinforce protected time for research into academic roles, clinical service models, and education programs.
- Deepen collaborative research efforts across the Department of Oncology and the Schulich School of Medicine and Dentistry (Schulich).
- Foster meaningful research connections between clinical learners and basic science trainees.
- Co-develop a unified cancer research vision and strategy in partnership with Schulich, hospitals, research institutes, and regional collaborators.

ADVANCING EXCELLENCE IN CANCER CARE

The Department of Oncology's clinical care will be defined by excellence, compassion, and equity, grounded in what matters most to patients and their families. We are committed to delivering care that improves quality of life, extends survival, and ensures each patient experience is personalized, inclusive, and empowering.

Cancer Care Impact Outcomes

- Patients will experience improved quality of life and longer survival.
- Patients will receive timely, personalized care informed by the latest research, innovations, and best practices in oncology.
- Patients and families will feel supported in navigating the physical, emotional, and psychological challenges of cancer.
- Patients and families will receive equitable, culturally responsive care that respects their values, identities, and lived experiences.
- Patients and care providers will benefit from more efficient, effective, and coordinated processes.

Cancer Care Strategic Priority and Goals

Priority: Deliver high-quality, equitable, and person-centred cancer care.

- Continuously improve care through performance measurement, feedback, and alignment with evidence-based practices and system innovations.
- Enhance patient engagement by embedding person-centred care and shared decision-making throughout the care journey.
- Advance team-based care by integrating oncologists, learners, nurses, allied health workers, and support services into collaborative care models.
- Strengthen access to timely, equitable, and inclusive cancer care by addressing systemic, structural, and individual barriers.
- Integrate clinical trial eligibility screening into clinical workflows and electronic health records to ensure every eligible patient is identified, informed, and supported to participate.

- Advance health equity by identifying and eliminating disparities in access, care experiences, and outcomes, especially for Indigenous Peoples and other underserved or marginalized communities.
- Optimize care delivery processes to improve patient and provider experience and well-being.
- Align departmental care policies and systems with hospital and Cancer Care Ontario priorities.

ENABLING PEOPLE AND PERFORMANCE

Building a thriving Department of Oncology requires strategic investment in our culture, people, systems, and resources. Through this pillar, we will strengthen the internal foundations that prepare and enable our team to lead in cancer care, education, and research. Our strategic priorities focus on cultivating talent, modernizing infrastructure, aligning resources, and amplifying our collective impact.

Strategic Priorities and Goals

Priority: Empowering Excellence Through Our People

- Foster a culture of accountability and transparency, where individuals and teams take ownership of their roles, follow through on commitments, and contribute to achieving shared goals.
- Plan for future human resources needs using demand analysis, workload modelling, and succession planning.
- Strengthen equity and inclusion in hiring, onboarding, mentorship, and advancement across all roles.
- Appoint a Continuing Professional Development (CPD) lead to advance ongoing professional development, mentorship, and leadership training for faculty and staff.
- Prioritize wellbeing to create a supportive, inclusive, and resilient environment.
- Advocate for compensation and workload models that recognize and value all clinical and academic contributions.
- Deepen collaboration across London and Windsor sites, foster integration with adjacent specialties such as Hematology and Surgery, and deepen connections between basic scientists and clinicians.
- Recognize and celebrate staff, faculty, and learner contributions to departmental planning, decision-making, and priority initiatives.

Priority: Enabling Excellence Through Smart Systems and Spaces

- Integrate progressive technologies, including AI tools and digital platforms, to enhance patient care, education, research, and evaluation.
- Build digital literacy and change readiness through training, coaching, and support.
- Co-develop a unified patient data strategy to enable secure, integrated, and accessible information sharing and discovery.
- Work collaboratively with partners to streamline approval and procurement processes to support timely adoption of innovative technologies and equipment.
- Partner with hospital to improve clinical and office space for learners and clinicians.

- Advocate for strategic investment in core research infrastructure to increase productivity and support talent retention.
- Advance sustainable funding through strategic partnerships, revenue generation, and efficient resource utilization.

Priority: Sustaining Excellence Through Funding and Resource Alignment

- Advance responsible financial stewardship by aligning budgets and financial decisions with strategic and operational priorities.
- Develop a diversified funding strategy to sustain and grow our research and education impact.
- Advocate for core staffing to enhance research capacity and productivity.
- Actively engage with the LHSC Foundation to increase philanthropic support for cancer care, research, and education priorities.
- Strengthen alliances with Western University, local and regional hospitals, research institutes, and other partners to advance co-funding, resource sharing, and high-impact collaboration.

Priority: Amplifying Impact Through Communications and Outreach

- Develop a unified communications strategy to showcase the Department of Oncology's strengths, people, and impact across all media platforms.
- Strengthen internal communications to ensure faculty, staff, and learners are engaged, informed, and connected.
- Expand public engagement through lectures, workshops, and events that share the department's expertise and innovation.
- Build meaningful partnerships through outreach efforts that foster collaboration, mutual learning, and deeper community connections.