



Thus achieving our Mission & Vision.	<p align="center">OUR MISSION</p> <p>The Schulich School of Medicine & Dentistry provides outstanding education within a research-intensive, distributed learning environment where tomorrow's physicians, dentists, researchers and other scholars learn to be socially responsible leaders in the advancement of human health.</p> <p align="center">OUR VISION</p> <p>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.</p>							
	<p align="center">WHAT OUTCOMES MUST WE DELIVER FOR THE PEOPLE WE SERVE?</p> <p align="center">THE SCHULICH DIFFERENCE</p>							
And, meet the needs of the stakeholders and communities we serve,	<p align="center">EXCEPTIONAL EDUCATION</p> <p>Learners will:</p> <ul style="list-style-type: none"> Be actively engaged in innovative and transformative learning Be supported, mentored and enabled to succeed in their program Contribute to an inclusive, caring and dynamic learning environment Benefit from inspiring research experiences <p>Graduates will:</p> <ul style="list-style-type: none"> Possess the knowledge and competencies necessary for success as global citizens in the 21st century Be prepared to thrive and make a difference in their chosen career Be recognized as leaders in systems-based collaboration to solve problems in health care Be socially accountable, proud to give back to their community and the School 		<p align="center">HIGH IMPACT RESEARCH</p> <p>Knowledge Creation:</p> <p><i>Our research will:</i></p> <ul style="list-style-type: none"> Create fundamental new knowledge Address and answer questions that will transform our understanding of human disease, healthcare delivery and education Generate discoveries in the science of healthy development and aging across the life span <p>Knowledge Translation:</p> <p><i>Our research will:</i></p> <ul style="list-style-type: none"> Inform and drive scientific discoveries that impact on our understanding of human disease Advance how education is designed, delivered and evaluated Change how medicine and dentistry are practiced and delivered across the life span Have a positive impact on health outcomes, in the areas of health promotion, prevention of disease and disability, management and treatment 		<p align="center">MEANINGFUL ENGAGEMENT WITH OUR COMMUNITIES</p> <ul style="list-style-type: none"> Learners, faculty and staff will have a strong sense of connection and commitment to vibrant local, national and international networks Research, education and family / patient-centred clinical care will be facilitated by our network of local, national and international partnerships Communities in SouthWestern Ontario (SWO) and beyond, will enjoy a mutually beneficial relationship with our learners, graduates, faculty and staff Academic and health care partners across SWO will be involved in the pursuit of our mission 			
	<p align="center">WHAT MUST WE EXCEL AT?</p> <p align="center">THE SCHULICH WAY</p>							
So we can operate with effectiveness and efficiency,	Excel at attracting and retaining the brightest and most inspired learners, from Canada and abroad	Excel at innovative and integrated academic programming that is learner-centred and evidence-based	Excel at facilitating researcher success	Excel at disseminating and applying research to knowledge users	Excel at facilitating inter-disciplinary collaboration	Excel at partnering with the community for collective impact	Excel at actively communicating and engaging with our stakeholders	
	<ul style="list-style-type: none"> Optimize selection to ensure a diverse population of learners Foster an engaging and supportive learner environment Provide learners with quality local, national, and international scholarly experiences Support learners in an exchange of interprofessional / interdisciplinary and intercultural knowledge Provide career planning and professional development services to learners 	<ul style="list-style-type: none"> Advance pedagogical best practices Develop competency-based curriculae for 21st century learners Provide exceptional teaching, mentoring, supervision and learner assessment Grow our distributed education models and workplace learning opportunities 	<ul style="list-style-type: none"> Ensure that critical appraisal and the scientific methodology are embedded in all aspects of our curriculum Optimize process efficiency and supports across the research cycle, such as grant writing and review procedures Mentor and empower learners, staff and faculty Facilitate large-scale data management, Expand research opportunities for undergraduate, graduate and postgraduate learners 	<ul style="list-style-type: none"> Plan and implement integrated strategies to share research outcomes with knowledge users Promote linkages with knowledge users, such as private sector, to convert research into new or improved health practices, products and technologies Regularly measure the impact of dissemination and how research influences knowledge users 	<ul style="list-style-type: none"> Optimize collaboration between clinical and basic science faculty, researchers and learners Accelerate participation in inter-disciplinary research and innovation partnerships across Western and with other universities, governments and industries Recognize and reward excellence in teamwork Embrace diversity of experiences and ideas critical to the quest for knowledge and discovery 	<ul style="list-style-type: none"> Strengthen healthcare capacity in underserved and marginalized SWO areas Create opportunities for learners to interact with and serve diverse communities Actively engage with the SouthWestern Academic Health Network Ensure communities inform our research questions and participate in research studies Leverage data and technology to advance population health and communication 	<ul style="list-style-type: none"> Foster inclusive dialogue amongst learners, faculty, researchers, staff and our communities, using multiple formats Create collaborative spaces and forums for mutually beneficial stakeholder exchanges Celebrate and publicize the School's unique brand and accomplishments at the regional, national and global level 	
And, build a strong and vibrant Medicine and Dentistry school,	<p align="center">WHAT CAPACITY DO WE NEED IN ORDER TO EXCEL?</p> <p align="center">PASSIONATE, PROUD & PREPARED TEAM</p>							
	OUR CULTURE		OUR PEOPLE		OUR TECHNOLOGY		OUR INFRASTRUCTURE	
	Our culture will engage, inspire and enable learners, faculty and staff to achieve their full potential		We will be led by passionate leaders who 'model the Schulich Way'		We will have the right people in the right roles, focused on the right priorities, achieving optimal results		We will continue to acquire and renew our infrastructure in alignment with current and future stakeholder needs and expectations	
<ul style="list-style-type: none"> Create a culture that values and champions the interdependent pillars of education, research and family/patient-centred clinical care. Foster a healthy sense of school spirit, affinity and pride Recognize and celebrate individual and team contributions and accomplishments Ensure learners, faculty and staff share accountability for education and research success Actively support learners, faculty and staff to achieve work / study and life balance Adhere to the highest ethical standards in all that we do 		<ul style="list-style-type: none"> Nurture the skills needed for leadership in the 21st century, including critical, creative and adaptive thinking abilities Enhance conditions for leadership to flourish Build our capacity to lead and implement transformative change 		<ul style="list-style-type: none"> Create strategies to attract, develop and sustain our educators, researchers and scientists Encourage the full utilization of the skills and talents of all learners, staff and faculty Implement a talent renewal and succession planning strategy 		<ul style="list-style-type: none"> Prepare teachers to be effective educators, facilitators and mentors Provide relevant professional development and continuing education Implement personalized on-boarding experiences for faculty and staff, new to the School or to a specific role Provide support to learners, faculty and staff involved in international assignments 		<ul style="list-style-type: none"> Develop an infrastructure plan to support our mission Modernize learning spaces to optimize the learner experience and outcomes Provide high quality, affordable scientific facilities, labs and equipment to conduct research Identify ways to utilize our physical and virtual infrastructure more creatively and efficiently Advocate for the renewal of hospital and community-based teaching and research facilities
We use our resources wisely and responsibly,	<p align="center">HOW WILL WE RESOURCE AND SUSTAIN THE SCHOOL?</p> <p align="center">THRIVING</p>							
	We will be fiscally accountable, transparent and judicious		We will diversify and grow our revenue, and efficiently use and allocate funding in direct alignment to our goals			We will measure our performance and continuously improve quality and outcomes		
<ul style="list-style-type: none"> Ensure exemplary financial management of all public and private funds Discharge our authority prudently to plan, problem solve, make decisions and take action to achieve Schulich Medicine & Dentistry goals 		<ul style="list-style-type: none"> Aggressively pursue, attract and diversify funding for research, demonstrating evidence of end-of-grant outcomes Optimize efficient utilization and design of School infrastructure to support our mission Streamline processes to redistribute funds to higher priorities Strengthen our fund development strategy to expand and diversify donations Build and provide a range of profit-generating continuing education programs 			<ul style="list-style-type: none"> Understand our external environment, including stakeholder needs and emerging opportunities, risks and challenges Collect, analyze and utilize evidence-based data to implement quality improvement plans to reduce performance gaps Promote continuous learning, open feedback and the desire to improve individual and team performance 			
Guided by our Values,	<p align="center">OUR VALUES</p> <p align="center">Social responsibility and accountability Innovation and scientific excellence Compassionate, patient and family centered care</p> <p align="center">Diversity Learning experiences that foster academic leadership, critical inquiry and a passion for life-long learning Collaboration and partnership</p>							