

DISCIPLINE OF EMERGENCY MEDICINE - STRATEGY MAP

JULY 2021

thus achieving our MISSION and VISION	<p align="center">OUR MISSION</p> <p align="center">Guided by the principles of equity, diversity, and inclusion, the Discipline of Emergency Medicine is committed to delivering excellence in education, research, and patient-centered emergency care across all age groups to enable our learners, faculty, and staff to meet the needs of our diverse communities</p>		
	<p align="center">OUR VISION</p> <p align="center">Through excellence, we will integrate education, research, and social accountability to advance the field of Emergency Medicine and the health of the people and communities we serve</p>		
to meet the needs of the PEOPLE we serve,	<p align="center">IMPROVING LIVES</p>		
	<p align="center">Thriving learners and graduates</p>	<p align="center">Impactful research and scholarship</p>	<p align="center">Healthier communities</p>
	<ul style="list-style-type: none"> • Graduates have the competencies needed to address population needs across a range of acute care presentations • Learners feel connected, supported and challenged to reach their full potential • Learners gain the skills to lead and participate in inter-dependent teams • Learners receive high-quality clinical teaching with engaged faculty and excellent learner to faculty ratios • Resiliency and wellness for all are valued and promoted • Faculty support competency-based education through quality constructive feedback and evaluation • Learners, faculty and staff are lifelong learners • Learners are provided unique learning experiences through exposure and expert instruction in PoCUS, simulation, and Emergency Medical Services 	<ul style="list-style-type: none"> • Our research is community informed and addresses the pressing and emerging needs of regional, Indigenous and global populations • Faculty, staff, researchers and learners are active partners in integrated research and scholarly pursuits • Our research achievements are nationally and internationally recognized and acclaimed • Meaningful partnerships with regional and provincial stakeholders, and Indigenous communities are in place • Nurture partnerships with multidisciplinary teams, clinical colleagues, and other health professionals • Our faculty will actively recruit and mentor student research endeavors • Share discipline research with local, national, and international audiences through creative and integrated knowledge translation strategies • Disseminate knowledge products to stakeholders promoting uptake and application in real-world settings 	<ul style="list-style-type: none"> • Graduates are motivated to remain in our communities to support underserved, rural and remote areas • Faculty, staff, learners, and graduates embrace their social responsibility to positively impact the health status of our communities • Work with community partners, enabling participation in educational and quality improvement initiatives within the academic and clinical environments • Ensuring networks of faculty and learners across the province are in place and the connection of healthcare delivery in rural and remote sites is stronger • Partner with primary care in supporting and promoting key initiatives such as smoking cessation, and opioid dependence therapy • Work with partners in the Regional Health Authorities (RHAs), provincial, national, and international organizations to highlight the value of Emergency Medicine as a critical component of the health system • Engage with community partners to better understand and respond to issues of equity in emergency medicine
so we can operate with EFFECTIVENESS and EXCELLENCE,	<p align="center">EXCELLENCE IN ALL WE DO</p>		
	<p align="center">Education excellence</p>	<p align="center">Research excellence</p>	<p align="center">Social accountability</p>
	<ul style="list-style-type: none"> • Deliver high quality, dynamic and innovative academic programming • Enable faculty to be exceptional teachers and learner advocates • Provide learners with active, engaged, empowering and authentic community-based experiences that include longitudinal learning activities • Incorporate competency-based learning, programmatic assessment and inter-dependent practice • Provide learners with career planning services to support and prepare them to return to work in our communities • Build on our particular strengths in PoCUS teaching to deliver innovative educational curriculum at all levels of learning • Effectively apply integrated simulation-based education to supplement clinical exposures and ensure competency around core topics and procedural skills in Emergency Medicine • Facilitate development of Emergency Medicine teaching across distributed medical education sites • Working collaboratively with OPED, provide high-quality Continuing Medical Education opportunities for physicians across the province based on identified learning needs • Develop faculty expertise in areas of identified interest and mentor faculty at different levels of experience to achieve their particular learning goals through active mentorship • Provide high quality clinical experiences to learners with a low learner to faculty ratio and ongoing quality feedback 	<ul style="list-style-type: none"> • Identify focused areas of research strength where we can lead and maximize return on investment • Work with the Faculty of Medicine to empower researchers with appropriate resources, support, and efficient processes • Promote and nurture collaborative research partnerships to accelerate advances relevant to the specialty • Build robust academic and external partnerships and networks • Effectively disseminate our research outcomes to the scientific and clinical communities and to the public • Mentor students, residents, faculty, and staff within the discipline who wish to participate in research • Promote collaboration and mentorship with colleagues in the Faculty of Medicine • Focus particular scholarly attention on strengths including PoCUS, Simulation, pre-hospital care and systems, and rural emergency care • Support and continue to build a collaborative PoCUS research program, with national and international counterparts 	<ul style="list-style-type: none"> • Evaluate and enhance our education, research and service programs in alignment with community needs • Work to build collaborative relationships with national colleagues around advancing equity, diversity, and inclusivity initiatives • Promote equity, diversity and inclusivity initiatives within the learning and clinical environments • Support the Indigenization initiatives at the Faculty of Medicine through direct Faculty support • Foster ongoing research partnerships with Indigenous communities based on community priorities • Further public engagement through education at public events and through active partnerships with community organizations • Support research that focuses on patient-oriented outcomes with patient involvement in the research process and design • Develop partnerships that build on local resources in rural and remote communities

OUR EMPOWERED PEOPLE

Culture of Excellence

- Promote a culture of excellence through communication and focus on our shared vision, mission, and values
- Cultivate a team environment that celebrates current successes while maintaining a future-oriented vision
- Create a productive, engaging, enjoyable and supportive work experience for faculty and staff
- Link all our activities to social accountability
- Cultivate an environment of lifelong learning

to build a **STRONG and PREPARED** team,

Inspiring Leadership

- Provide opportunities for Faculty and staff to engage in leadership development
- Integrate equity, diversity, and inclusion principles into support for leadership development
- Encourage and support formal and informal leadership roles in the various arenas
- Promote leadership on local, national, and international levels
- Recognize leaders within the discipline and utilize their expertise to mentor future leaders

Exceptional People

- Develop talent and leadership within the Discipline of Emergency Medicine through mentorship and faculty development
- Work in a dynamic organizational structure, and ensure our people are in the right roles, equipped with the right skills, focused on the right priorities
- Build our talent and workforce capabilities through strategic recruitment and retention programs and succession planning
- Foster an environment that encourages wellness for all
- Recognize and celebrate individual and team achievements through yearly acknowledgment and information sharing

Robust Infrastructure

- Stay at the forefront of relevant advances in educational, research, and information technology
- Harness the full power of existing and new technology, equipment, and labs including PoCUS, 3D printing, and simulation
- Collaborate with the Clinical Learning and Simulation Centre (CLSC) to support ongoing simulation and PoCUS programs
- Support the ongoing development of simulation and POCUS infrastructure at distributed teaching sites and in other rural clinical settings
- Effectively use technologies that enable teamwork and collaboration with learners and colleagues
- Fortify data management capabilities and capacity to capture, store, preserve, access and utilize data securely
- Effectively use available space and personnel to support the overall vision of the strategic plan
- Provide spaces where faculty, staff, and learners can network and collaborate

OUR ENDURING LEGACY - SUSTAINABILITY

Efficient, Effective Resourcing

- Allocate resources to our strategic priorities, in direct alignment with our mission and relating to our education, research, leadership activities informed by the health needs / priorities of the populations we serve
- Work with the Faculty of Medicine to encourage funding of areas in line with our areas of expertise, and to diversify revenue

we use our **RESOURCES** wisely,

Continuous Performance Management and Improvement

- Track, measure and analyze our performance across our academic mandate
- Improve efficiency and productivity through process, technology and quality improvement initiatives
- Actively evaluate our progress related to the strategic plan
- Utilize measurement tools in place to track measurable outcomes, such as annual progress reports for full-time and part-time faculty members
- Annually reassess short-term and long-term goals for the Discipline as it relates to the strategic plan
- Share our performance results with faculty, staff, learners, partners and communities

Dynamic Advocacy

- Identify, foster and participate in partnerships that advance our mission
- Promote the mission and vision of the Discipline of Emergency Medicine and communicate our contributions to our colleagues, communities, and to society

OUR VALUES

Put the needs of our learners and communities at the forefront of everything we do

Support faculty and staff to succeed

Act and lead with integrity and professionalism

Embrace learning, creativity and innovative thinking in all we do

Foster inter-dependent teamwork and collaboration

Guided by our **VALUES,**