

MEMORIAL UNIVERSITY OF NEWFOUNDLAND FACULTY OF MEDICINE STRATEGY MAP

DESTINATION EXCELLENCE 2018-2023

OUR MISSION

Working in the spirit of partnership and respect, the Faculty of Medicine is committed to delivering integrated excellence in education, research and evidence informed care; meeting the unique health needs of our rural, remote and urban communities; and advocating for health, equity, Indigenous health and healthy populations.

OUR VISION

Through excellence, we will integrate education, research and social accountability to advance the health of the people and communities we serve.

IMPROVING LIVES

THRIVING LEARNERS AND GRADUATES	IMPACTFUL RESEARCH	HEALTHIER COMMUNITIES
<ul style="list-style-type: none"> Learners achieve academic success throughout their Faculty of Medicine educational journey Learners rate their educational experience as excellent Learners feel connected, supported and challenged to reach their full potential, with resilience Learners gain the skills to lead and participate in inter-dependent teams Graduates are prepared to respond to population needs and to be tomorrow's scientific and clinical leaders Graduates are equipped with the competencies needed to thrive in the 21st century health system Learners, faculty and staff are lifelong learners 	<ul style="list-style-type: none"> Our research addresses pressing and emerging needs of regional, Indigenous and global populations Our research accelerates the transfer of discoveries into clinical practice, education and the health system Faculty, staff, researchers and learners are active partners in integrated research and scholarly pursuits Our inter-dependent research projects are community informed and inspired Our research achievements are nationally and internationally recognized and acclaimed 	<ul style="list-style-type: none"> The communities we serve are actively engaged in identifying community needs, influencing education, research and service priorities and evaluating new models of practice Learners are motivated to remain in our communities after graduation and to support underserved, rural and remote areas Government, academic and health partners are involved in the pursuit of our mission We participate in sustainable regional, provincial, national and global partnerships to shape and improve health equity and the health system Faculty, staff, learners and graduates embrace their social responsibility to positively impact the health status of our communities

EXCELLENCE IN ALL WE DO

EDUCATION EXCELLENCE: <i>We must excel at...</i>	RESEARCH EXCELLENCE: <i>We must excel at...</i>	SOCIAL ACCOUNTABILITY: <i>We must excel at...</i>
<ul style="list-style-type: none"> Delivering high quality, dynamic and innovative academic programming Enabling faculty to be exceptional teachers and learner advocates Providing learners with active, engaged, empowering and authentic community-based experiences that include longitudinal learning activities Incorporating competency-based learning, programmatic assessment and inter-dependent practice Accelerating the effective use of education technologies across all programs and teaching spaces Teaching, mentoring, assessing and supporting learners Providing learners with career planning services to support and prepare them to return to work in our communities 	<ul style="list-style-type: none"> Identifying focused areas of research strength where we can lead and maximize return on investment Empowering researchers with appropriate resources, support and efficient processes Embedding an integrated and coordinated research curricula across all programs Promoting and nurturing the development of inter-dependent research teams to accelerate scientific discoveries Building robust academic and external partnerships and networks Effectively disseminating our research outcomes to the scientific and clinical communities and the public 	<ul style="list-style-type: none"> Inscribing global health and community engagement principles and competencies into academic programming Preparing learners to understand the determinants of health and health policy and to advocate for patients and communities Actively listening to and collaborating with the populations we serve and our health and research partners Evaluating and enhancing our education, research and service programs in alignment with community needs Developing partnerships that strengthen community capacity in underserved populations and rural and remote areas Building structures that expand our influence and presence in Canada and on the global stage Expanding philanthropic funding models to advance our mission

EMPOWERED PEOPLE

CULTURE OF EXCELLENCE: <i>We will...</i>	INSPIRING LEADERSHIP: <i>We will...</i>	EXCEPTIONAL PEOPLE: <i>We will...</i>	ROBUST INFRASTRUCTURE: <i>We will...</i>
<ul style="list-style-type: none"> Unify our team around a focus on excellence and achievement of our shared vision, mission and values Create a productive, engaging, enjoyable and supportive work experience for faculty and staff Weave social accountability into everything we do Embrace meaningful change and translate ideas and solutions into action Cultivate an environment of lifelong learning 	<ul style="list-style-type: none"> Nurture and support formal and informal leaders to inspire and lead, in alignment to our vision and mission Facilitate effective communication and collaboration amongst learners, faculty, staff and community partners Encourage and support leadership development for current and future leaders Create and embrace opportunities for all staff, learners and faculty to achieve their potential 	<ul style="list-style-type: none"> 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 Facilitate exceptional faculty and staff development and mentoring at all career stages Foster an environment that encourages wellness for all Recognize and celebrate individual and team achievements 	<ul style="list-style-type: none"> Stay at the forefront of advances in educational, research and information technology Enhance technologies that enable teamwork and collaboration Harness the full power of existing and new technology, equipment and labs Fortify data management capabilities and capacity to capture, store, preserve, access and utilize data securely Provide spaces where faculty, staff and learners can network and collaborate

ENDURING LEGACY

EFFICIENT AND EFFECTIVE RESOURCING: <i>We will...</i>	CONTINUOUS PERFORMANCE MANAGEMENT AND IMPROVEMENT: <i>We will...</i>	DYNAMIC ADVOCACY: <i>We will...</i>
<ul style="list-style-type: none"> Allocate resources to the strategic priorities, in direct alignment to our mission and to the health needs / priorities of the populations we serve Enhance our fundraising efforts to attract more charitable donations in support of our mission Expand and diversify Faculty of Medicine revenue 	<ul style="list-style-type: none"> Track, measure and analyze our performance across our academic mandate Use data to continuously improve performance and results and to set improvement goals Strengthen program evaluation to enable improvements Improve efficiency and productivity through process, technology and quality improvement initiatives Share our performance results with faculty, staff, learners, partners and communities Monitor population health and our external environment, including emerging opportunities, risks and challenges 	<ul style="list-style-type: none"> Identify, foster and participate in partnerships that advance our mission Promote the mission and vision of the Faculty of Medicine and communicate our contributions to our communities and to society

OUR GUIDING VALUES

We:
 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



Thus, achieving
our VISION and
MISSION.

To meet the
needs of the
PEOPLE we
serve,

So, we can
operate with
EFFECTIVENESS
and
EXCELLENCE,

To build a
STRONG and
PREPARED team,

We use our
RESOURCES
wisely,

Guided by our
values,