

thus achieving our mission and vision	OUR MISSION Working in a spirit of collaboration and respect, and by forming mutually beneficial partnerships, the Discipline of Laboratory Medicine delivers excellence in competency-based education, research and evidence-based clinical diagnostics		
	OUR VISION To be recognized as leaders in Laboratory Medicine, in preparing learners for careers in Laboratory Medicine, by conducting research and in embracing our responsibilities to advance the health of our communities		
to meet the needs of the people we serve,	IMPROVING LIVES		
	Thriving learners and graduates	Impactful research and scholarship	Healthier communities
	<ul style="list-style-type: none"> Learners gain the skills to excel in the future as clinicians, researchers and educators Attract, motivate and retain passionate learners who excel during their academic journey Learners obtain fellowships and employment in their field upon completion of their program Strengthen and increase the exposure of undergraduate learners to Lab Medicine Support faculty and staff with continuing education to support life-long learning 	<ul style="list-style-type: none"> Faculty and learners engage in Laboratory Medicine -based research that impacts the scientific field, influences clinical practice, and promotes the health of our population Focus our research activities toward developing a center of excellence for innovative approaches to service delivery, quality improvement, and best practices for our communities Focus research on innovation, quality assurance and best practices Pursue collaborative research with strong Laboratory Medicine components involving faculty, learners, and research partners both within our discipline and with other disciplines and units Make publishing in peer-reviewed journals an expectation for all faculty and learners Faculty and learners participate collaboratively in national and international research initiatives that promote Laboratory Medicine 	<ul style="list-style-type: none"> Graduates are provided with opportunities and support to have satisfying and rewarding careers in this province Faculty, learners, staff and graduates actively pursue opportunities to embrace their social responsibilities and provide positive outcomes for the communities we serve Highlight the importance of Laboratory Medicine to public health Conduct research and outreach activities based on the needs of our community Pursue relationships with patient advocacy groups
so we can operate with effectiveness and excellence,	EXCELLENCE IN ALL WE DO		
	Education excellence	Research excellence	Social accountability
	<ul style="list-style-type: none"> Provide high quality, innovative teaching across the educational continuum in part by utilizing educational technology Continue to successfully implement CBD Implement one-on-one learning with preceptors Actively encourage participation in education activities for our learners, faculty, clinicians, and the community Continuously evaluate and improve undergraduate teaching to align with best practice standards and to compliment clinical skills Continuously evaluate and improve all our programming Ensure electives are appropriate, relevant and comprehensive 	<ul style="list-style-type: none"> Organize and participate in special events, such as Resident Research Day, to showcase research activities among our learners Schedule mandatory rotations for our residents to participate in research Provide funding/support to faculty and residents to participate in conferences and present their research and scholarly work Promote participation in research activities for part-time and full time faculty members, learners and staff Designate a faculty member with accountability for assisting residents in developing research skills Provide mentorship on research design, organization and execution; dissemination of findings and resource acquisition, and life-long research planning Leverage our cross-appointed faculty and faculty in New Brunswick towards developing multidisciplinary and multi-site research collaborations 	<ul style="list-style-type: none"> Seek opportunities to engage the public and our communities in evaluating and developing our programs Actively promote high quality, efficient, and value added approaches for evidence informed practice Work collaboratively with other disciplines towards formally delivering social accountability awareness and learning opportunities Use a variety of media to actively and regularly showcase and disseminate information about Laboratory Medicine activities of interest to and impacting stakeholders Engage in ethical research and practice Utilize best-practices in our field

	OUR EMPOWERED PEOPLE			
	Culture of Excellence	Inspiring Leadership	Exceptional People	Robust Infrastructure
to build a strong and prepared team,	<ul style="list-style-type: none"> Unify our team around our mission, vision and values Promote a culture that values diversity, equality and respect Support advanced learning opportunities for all members of the discipline Recognize and celebrate achievements among our faculty, learners, and staff Embrace the creation of diverse teams 	<ul style="list-style-type: none"> Actively engage faculty, staff and learners to develop good leadership skills for career advancement Encourage and support faculty, learners and staff in formal and informal leadership training activities Develop a robust succession plan for faculty and staff roles Focus on developing leaders internally Promote mentorship relationships and activities among faculty, learners and staff 	<ul style="list-style-type: none"> Identify the appropriate individuals for the right positions by leveraging their strengths and providing professional development as necessary Develop an effective recruitment and retention plan for faculty and key leadership roles Motivate and support faculty, learners and staff to succeed in their leadership and professional goals Recognize faculty, learner and staff achievements Foster an environment that encourages wellness for all and promotes workplace balance 	<ul style="list-style-type: none"> Provide healthy and safe space for workplace and learning activities Stay at the forefront of technological innovations that enhance our work and education activities Promote utilization of technologies to facilitate success in educational and research goals Promote use of technology for discipline activities (operational, educational, research) Support/host events that encourage collaboration among discipline stakeholders Strengthen existing infrastructure
we use our resources wisely,	OUR ENDURING LEGACY - SUSTAINABILITY			
	Efficient, Effective Resourcing	Continuous Performance Management and Improvement		Dynamic Advocacy
	<ul style="list-style-type: none"> Allocate resources to achieve our strategic priorities and high-value outcomes Ensure faculty, residents and staff have the appropriate resources and time available to achieve success Develop budget plans that ensure fiscal accountability Work collaboratively with our faculty, staff and learners to develop discipline priorities 	<ul style="list-style-type: none"> Develop and implement a system to track, measure and analyze our key performance indicators Adopt a data-driven approach towards identifying and prioritizing opportunities for improvement and action Establish performance benchmarks based on world-class standards Communicate achievements and results with our communities Adopt a continuous improvement approach to on-going activities 		<ul style="list-style-type: none"> Promote continued communication of our mission and vision within our discipline, across the Faculty of Medicine and beyond Advocate for cross-appointments with other disciplines/academic units Encourage involvement of faculty, staff and learners on national and international committees
Guided by our values,	OUR VALUES			
	Engagement of learners and community			
	Success of our faculty, learners and staff			
	Demonstrated integrity, professionalism and leading by example			
	Critical, creative and innovative thinking			
	Teamwork, mentorship and collaboration			