

DISCIPLINE OF RADIOLOGY - STRATEGY MAP

NOV 2020

thus achieving our mission and vision	OUR MISSION Working in the spirit of partnership and respect, the Discipline of Radiology is committed to delivering excellence in education across the educational continuum, striving for efficient, evidence-based patient care and engaging in impactful research.		
	OUR VISION Through excellence, we will integrate learner, faculty and staff education, with professional development and research to advance the health of the people and communities we serve.		
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 achieve academic success throughout their Discipline of Radiology educational journey Learners rate their educational experience as excellent Learners feel connected, supported and challenged to reach their full potential Graduates obtain Royal College of Physicians and Surgeons of Canada (RCPSC) certification and 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 independent or group practice Graduates, faculty and staff are lifelong learners Faculty and staff avail of professional development and leadership training via the Gardiner Centre and the Office of Professional and Educational Development (OPED) 	<ul style="list-style-type: none"> Our research addresses the pressing and emerging needs of our communities and medical education system Our research accelerates the transfer of discoveries into clinical practice, education and scholarly pursuits Faculty, researchers and learners are active partners in integrated research and scholarly pursuits Our research projects are community informed and inspired Our research continues to develop around departmental strengths, educational research, Molecular Imaging and Simulation Our research achievements are locally, provincially, nationally and internationally recognized and acclaimed Knowledge translation is achieved by emphasizing peer reviewed publications, supporting open source publishing, utilizing repositories (library and departmental) and DIRADS Our research is incorporated into relevant clinical practice through Quality of Care NL's Practice Points and Choosing Wisely and effects positive change in health care policy Our resident research is improved by formalizing the residency research program, developing structured evaluations, achieving more formal accountability for the research elective 	<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 Graduates are motivated to remain in our communities after graduation and to support underserved, rural and remote areas We encourage part-time faculty appointments for radiologists throughout the province 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
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"> Deliver high quality, dynamic and innovative academic teaching to all our learners Enable faculty and staff to be exceptional teachers and learner advocates Provide learners with active, engaging, empowering and authentic experiences that include longitudinal learning activities Incorporate competency-based learning and maintaining a Geographical Full Time (GFT) Competence By Design (CBD) lead Integrate new and innovative technologies in the delivery of curriculum Teaching, mentoring, assessing and supporting learners of radiology education and simulated learning Creating a GFT position for mentoring and resident wellness, giving face-to-face coaching and feedback Providing learners with career planning services to support and prepare them for work in our communities Improve feedback tools to improve quality and punctuality of evaluations 	<ul style="list-style-type: none"> Identify focused areas of research strength where we can lead and maximize our return on investment Empower researchers with appropriate resources, support and efficient processes Maintain a GFT Research Director position Maintain the Molecular Imaging Research Fund within the Faculty of Medicine (FOM) and the Discipline of Radiology Create a fulltime research assistant position Build a robust and productive academic environment and investigate external research education opportunities similar to the Radiological Society of North America (RSNA)'s introduction to Academic Radiology Program Provide education specific to research such as practical statistics and methodology Effectively disseminate our research outcomes to the scientific and clinical communities and the public Enhance our annual discipline research day Enhance faculty and learner involvement at our annual provincial radiology meeting Continue to improve our journal club Collaborate and build relationships with other disciplines, units, faculties and universities Create an easily accessible Research Planning and Publishing Guide in conjunction with the Health Sciences Center library 	<ul style="list-style-type: none"> Enshrine the concept of doing the best test first in our academic programming and clinical practice by using evidence-based appropriateness criteria Incorporate Choosing Wisely in our academic programming and clinical practice Enshrine the concept of ALARA (as low as reasonably achievable) radiation dosage in academic programming and clinical practice Teaching and learning radiation and MRI safety Prepare learners to understand the social determinants of health and health policy and to advocate for patients and communities Actively listen to and collaborate with the populations we serve and our health and research partners, especially with our referring professionals Evaluate and enhance our education, research and service programs in alignment with community needs Develop partnerships that strengthen capacity in underserved populations and rural and remote areas

	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 a shared mission, vision and values to focus on excellence and achievement Create a productive, engaging, enjoyable, supportive and respectful work environment for all Weave social accountability in all our endeavors Embrace meaningful change and translate ideas and solutions into action Cultivate an environment of lifelong learning for faculty, staff and learners 	<ul style="list-style-type: none"> Nurture and support formal and informal leaders to inspire and lead according to our mission and vision Encourage and support leadership development for current and future leaders Ensure protected time, space and resources for all formal leaders and GFT faculty Facilitate effective communication and collaboration both within the Discipline of Radiology and with external stakeholders Create and embrace opportunities for all learners, faculty and staff to achieve their potential 	<ul style="list-style-type: none"> Work in a dynamic organizational structure, ensuring our people are in the right roles, equipped with the right skills and resources, focused on the right priorities Build our talent and workforce through strategic recruitment, retention programs, and succession planning Facilitate exceptional faculty and staff development and mentoring at all career stages Embrace the Faculty of Medicine's mentorship program Foster an environment that encourages wellness for all Recognize and celebrate individual and team achievements Create a process to ensure faculty, learner and staff wellness 	<ul style="list-style-type: none"> Ensure healthy workspaces for our faculty, staff and residents Provide highly functional spaces where faculty and learners can network and collaborate with up-to-date hardware and software, including DICOM viewer technology Stay at the forefront of advances in educational, research and information technologies Harness the full power of existing and new technology and equipment to enhance patient care Achieve excellence in our innovative simulation learning program
	OUR ENDURING LEGACY - SUSTAINABILITY			
	Efficient, Effective Resourcing	Continuous Performance Management and Improvement		Dynamic Advocacy
we use our resources wisely,	<ul style="list-style-type: none"> Allocate our resources in direct alignment with our mission and to the health needs / priorities of the populations we serve Advocate for a more equitable contribution of funds from the Faculty of Medicine (FoM) into our discipline fund Effectively use the discipline fund to disseminate research done by residents especially in presenting research at conferences and supporting publications, in particular open source publications, to allow for maximum exposure for their work Effectively use the molecular imaging fund to support PhD researchers and academic programs in molecular imaging Leverage our existing expertise (MIF, Sim Lab, advanced technologies such as 3T MRI) specifically for grant funding Expand philanthropic funding models to advance our mission 	<ul style="list-style-type: none"> Track, measure and analyze our performance across our academic mandate (using tools such as the faculty newsletter and faculty and resident evaluations) Use data from more reliable and efficient daily resident feedback and assessment to guide improvements in performance and the setting of new goals Transition smoothly and effectively to the CBD e-framework Maintain and improve rotation evaluations Maintain and improve bi-annual, formal Royal College style resident evaluations Improve efficiency and productivity through process, technology and quality improvement initiatives Share our performance results with faculty, staff, learners, partners and communities Ensure that our discipline is more publically visible Raise the discipline profile by using social media, newsletters and our website Share our enthusiasm with all potential learners 		<ul style="list-style-type: none"> Build and solidify interdisciplinary relationships to advance our mission Promote the mission and vision of the Discipline of Radiology and communicate our contributions to our communities Engage graduates, alumni, and community radiologists as mentors Promote our research through publications and social media Promote the importance of radiology to our local community as well as provincially and nationally Embrace the Faculty of Medicine's improved web-site model to better reflect and communicate all aspects of our discipline Use our discipline web-site to capture all our academic endeavors, to update our research interests, and include links to other research web-sites that provide helpful information (HREA, RPAC, HSL, etc.)
Guided by our values,	OUR VALUES			
	Put the needs of our learners and communities at the forefront of everything we do			
	Support learners, faculty and staff to succeed			
	Act and lead with integrity and professionalism			
	Embrace learning, creativity and innovative thinking			
Champion interdisciplinary teamwork and collaboration to achieve excellence in our educational and clinical mandates				