

thus achieving our mission and vision	<b>OUR MISSION</b> The Discipline of Surgery produces clinically competent surgeons, with solid skills in teaching, scholarly work, and leadership while promoting a desire for lifelong learning and a commitment to social accountability in all our faculty, graduates and staff.		
	<b>OUR VISION</b> Through excellence, we will integrate education, research and social accountability to advance the health of the people and communities we serve. All while fostering a culture of inclusion, personal well-being and excellence in all faculty, learners and staff.		
to meet the needs of the people we serve,	<b>IMPROVING LIVES</b>		
	<b>Thriving learners and graduates</b>	<b>Impactful research and scholarship</b>	<b>Healthier communities</b>
	<ul style="list-style-type: none"> <li>• Provide timely and constructive feedback and evaluations to promote and achieve excellence in all our learners</li> <li>• Our graduates are prepared for and successful in Royal College of Physicians and Surgeons of Canada (RCPSC) examinations</li> <li>• Provide creative Continuing Medical Education opportunities to keep faculty engaged and current</li> <li>• Prepare graduates to transition into independent practice</li> <li>• Provide solid mentorship program for learners and junior faculty</li> </ul>	<ul style="list-style-type: none"> <li>• Engage in scholarship around teaching and learning, assessment and evaluation including teaching in clinical settings</li> <li>• Seek opportunities to collaborate with other Disciplines and units on research projects</li> <li>• Encourage research that measures our impact on the communities we serve to assure needs are met and standards are achieved</li> <li>• Engage in scholarship to enhance the clinical care of all surgical patients</li> </ul>	<ul style="list-style-type: none"> <li>• Study barriers to access and address system inefficiencies “The right patient, in the right place, at the right time”</li> <li>• Build stronger relationships with Global Health initiatives and Indigenous organizations\communities</li> <li>• Promote and improve access to surgical care for rural patients</li> <li>• Integrate and support rural teaching sites</li> <li>• Partner with the Discipline of Family Medicine to support surgical education and skill development for a solid continuum of care for surgical patients</li> <li>• Create, facilitate, and maintain primary and secondary prevention strategies to decrease the incidence of surgical disease</li> </ul>
so we can operate with effectiveness and excellence,	<b>EXCELLENCE IN ALL WE DO</b>		
	<b>Education excellence</b>	<b>Research excellence</b>	<b>Social accountability</b>
	<ul style="list-style-type: none"> <li>• Assure quality, diversity, and flexibility in undergraduate and post graduate surgical curriculum which are maintained at Canadian standards</li> <li>• Increase interest in Surgery as a sustainable and desired career option</li> <li>• Integrate non-medical expert topics at all levels of the curriculum</li> <li>• Implement and remain fluid in our pragmatic approach to CBD to produce capable and progressive surgeons with capacity for self-reflection and adjustment</li> <li>• Utilize surgical simulation at all levels of training</li> <li>• Increase surgery exposure to undergraduates (lectures, shadowing, mentorship)</li> <li>• Encourage and support National and International Committee involvement by learners and Faculty</li> </ul>	<ul style="list-style-type: none"> <li>• Empower faculty researchers and trainees by providing resources necessary to conduct meaningful research and allow continuing development of research skills</li> <li>• Allot resources to allow dissemination of our work</li> <li>• Facilitate mentorship relationships for both faculty and learners engaged in research\scholarly work</li> <li>• Build collaborations with researchers internal to the FoM and externally at Memorial and elsewhere</li> <li>• Educate faculty about research methods and available local research expertise</li> <li>• Ensure research training and mandatory scholarly work is embedded in the curriculum</li> <li>• Proactively connect with learners early about research opportunities</li> <li>• Promote conducting surgical research and scholarship at the undergraduate level</li> <li>• Consider research skills during faculty recruitment</li> </ul>	<ul style="list-style-type: none"> <li>• Develop a social accountability strategy framework for the Discipline</li> <li>• Expand outreach activities so that we meet members of our communities and advocate for resources needed to support them</li> <li>• Participate in FoM outreach initiatives (such as the Mini-med school, open houses, MedQuest)</li> </ul>

	<b>OUR EMPOWERED PEOPLE</b>			
	<b>Culture of Excellence</b>	<b>Inspiring Leadership</b>	<b>Exceptional People</b>	<b>Robust Infrastructure</b>
to build a strong and prepared team,	<ul style="list-style-type: none"> <li>Promote and embrace our mission, vision and values</li> <li>Develop a culture of lifelong learning for all</li> <li>Strong national promotion of our Programs and Province to attract the best residents from across the country</li> <li>Encourage and support social events/retreats to promote and support personal well-being, inclusion, and comradery</li> </ul>	<ul style="list-style-type: none"> <li>Engage in formal and informal mentorship throughout the Discipline</li> <li>Develop effective communication pathways to connect staff, learners, faculty and external stakeholders</li> <li>Identify and support up-coming leaders</li> </ul>	<ul style="list-style-type: none"> <li>Develop a succession plan for faculty and staff positions</li> <li>Develop a recruitment and retention strategy to attract top candidates to faculty positions</li> <li>Foster continued mentorship and access to experienced faculty for graduates transitioning to practice</li> </ul>	<ul style="list-style-type: none"> <li>Identify opportunities for collaboration and networking both within the discipline and externally</li> <li>Embrace technologies that facilitate linkages within the Discipline and with external partners</li> </ul>
	<b>OUR ENDURING LEGACY - SUSTAINABILITY</b>			
	<b>Efficient, Effective Resourcing</b>	<b>Continuous Performance Management and Improvement</b>		<b>Dynamic Advocacy</b>
we use our resources wisely,	<ul style="list-style-type: none"> <li>Allocate resources to our strategic priorities and initiatives that directly help us achieve our mission and vision</li> <li>Identify and develop novel revenue streams</li> </ul>	<ul style="list-style-type: none"> <li>Monitor, measure and analyze our progress achieving our mission, vision and priorities</li> <li>Use data to continuously improve performance and results and to set improvement goals</li> <li>Share our performance results with faculty, staff, learners, partners and communities</li> </ul>		<ul style="list-style-type: none"> <li>Vigorously advocate for resources to support teaching, research and engagement</li> <li>Promote the mission and vision of the Faculty of Medicine and the Discipline of Surgery</li> </ul>
Guided by our values,	<b>OUR VALUES</b>			
	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 with a commitment to inclusion, diversity, and fairness			
	Embrace learning, creativity and innovative thinking in all we do			
	Foster inter-dependent teamwork, mentorship and collaboration			