

Discipline of Family Medicine Strategic Priorities

IMPROVING LIVES		
Thriving Learners and Graduates	Impactful Research	Healthier Communities
<ul style="list-style-type: none"> • Develop, in collaboration with the Office of Alumni Affairs, a progress to maintain relationships with our alumni and retirees to engage them as potential mentors and supporters of current and future learners. 	<p>Our faculty, staff, researchers and learners are active in research and scholarly pursuits.</p>	<p>We participate in sustainable regional, provincial, national and global partnerships to shape and improve health equity and the health system</p>

EXCELLENCE IN ALL WE DO

Education Excellence	Research Excellence	Social Accountability
<ul style="list-style-type: none"> • In collaboration with the Undergraduate Medical Studies Committee and the Undergraduate Medical Education office, restructure undergraduate medical education to integrate teaching by DFM faculty in all aspects of the curriculum and promote generalism in a family medicine context • Promote layered learning at every teaching site • Provide equitable and accessible educational resources across sites • Balance utilization of all teaching sites • Develop, in collaboration with the Office of Professional and Educational Development (OPED) and DFM faculty development leads, a comprehensive faculty development framework • Determine how to incorporate mechanisms for inter-professional participation and education across the curriculum 	<ul style="list-style-type: none"> • Create, strengthen, leverage, and promote research tools, networks, and linkages to foster research within the Discipline of Family Medicine. • Collaborate with the Faculty of Medicine's Destination Excellence Research Team to determine research priorities • Develop research mentorship opportunities within the DFM and with researchers in research units within the Faculty of Medicine and/or other Memorial Faculties and Schools • Increase participation in research, in the number of funded research projects, and in the number of publications 	<ul style="list-style-type: none"> • Champion efficient and effective use of resources across the educational continuum and in practice • Advocate for health equity, indigenous health, and healthy populations both independently and in collaboration with the Faculty of Medicine's Destination Excellence Social Accountably project team • Working with the Faculty of Medicine's leadership team and with other disciplines and units as necessary, develop a comprehensive, inclusive DFM framework to guide education, research and outreach activities to support patient-centred healthcare • Actively listen to and collaborate with patients to ensure we consider their voice in all that we do

EMPOWERED PEOPLE

Culture of Excellence	Inspiring Leadership	Exceptional People	Robust Infrastructure
<ul style="list-style-type: none"> • Unify our Discipline team around our revitalized mission, vision, values and priorities • Create a productive, engaging and supportive work environment that promotes wellness? • Embrace change and develop innovative solutions to meet challenges 	<ul style="list-style-type: none"> • Develop an integrated communications plan, in collaboration with the Faculty of Medicine’s Communications Advisors, governing communications for internal stakeholders within the DFM and the Faculty of Medicine as a whole, and external stakeholders such as other units, schools and faculties in Memorial University, Government, Regional Health Authorities, and the communities we serve 	<ul style="list-style-type: none"> • Develop a revitalized organizational structure demonstrating vertical and horizontal interconnections and inter-dependencies between/across roles • Develop, in collaboration with the Office of the Chief Operating Officer (COO,) detailed role / position descriptions across the organization highlighting both expectations and an accountability structure • Develop, in collaboration with the Faculty of Medicine leadership and the Office of the COO, a succession plan for key faculty and staff roles 	<p>Advocate for continued creation and implementation of new technologies in education, research and clinical care</p>

ENDURING LEGACY

Efficient and Effective Resourcing	Continuous Performance Management and improvement	Dynamic Advocacy
<ul style="list-style-type: none"> • Develop a process for planning and approval of new initiatives including resource and sustainability planning in collaboration with the Faculty of Medicine leadership • Work in coordination with the Faculty of Medicine Development Office to explore donor opportunities 	<ul style="list-style-type: none"> • Develop, in coordination with the Faculty of Medicine leadership, metrics to track, monitor and analyze our performance • Share our performance results with our various stakeholders • Continue to monitor our environment for opportunities, risks and challenges 	<ul style="list-style-type: none"> • Develop, in coordination with the Faculty of Medicine’s Communications Advisors, key messages and mechanisms to promote the DFM to other disciplines, divisions and units within the Faculty of Medicine • Develop a plan, in coordination with appropriate Faculty of Medicine units, to formalize outreach for support from community partners for events • Develop, and align with the <i>Destination Excellence</i> Social Accountability Team, an approach to engaging community partners • Develop, in collaboration and coordination with the Faculty of Medicine’s Development Officers, a plan to track progress of alumni and retirees to engage them as potential mentors and supporters of current and future learners