



UNIVERSITY OF ALBERTA  
FACULTY OF MEDICINE & DENTISTRY

# State of the Faculty

January 18, 2019



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## Agenda

1. FoMD Strategic Plan Update: 5-Year Vision and Focus for 2019
2. Dean's Search and Selection Process Updates
3. Q & A



# FoMD Strategic Plan Update



# EDUCATION

## 5-Year Vision:

### 1. Our learning environment [Experience and excel]

- Ensure a humanistic and supportive environment that enhances learning.

### 2. Our programs [Build and experience]

- Interprofessional and collaborative education within and between FoMD programs.

### 3. Our faculty [Excel, engage and sustain]

- Culture of educational scholarship and excellence.
- Culture that fosters and champions distinction and distinctiveness in teaching, learning, research, and service.

### 4. Our communities [Build, engage and sustain]

- Engage communities to create reciprocal learning experiences, research projects, partnerships, and collaborations.
- Sustain our people, our work, and the environment by attracting and stewarding the necessary resources.
- Attract and maintain international and global partners.



# EDUCATION

## Goals to Deliver in 2019

- Build and expand our academic technologies to support education innovation.
- Expansion of our Office of Advocacy & Wellbeing to include faculty.
- Continue creation of teaching awards to support faculty excellence in a variety of teaching environments.
- Creation of social accountability pillar.
- Focus on increased support for the Indigenous Health Initiative Program and the Director.



# PEOPLE

## 5-Year Vision:

- 1. Explore and implement best practices in human resources management.**
- 2. Retain key faculty members & significant contributors to research excellence at the FoMD.**
- 3. Foster greater engagement of clinical & academic faculty in the research, teaching, administration and overall community in the FoMD.**
- 4. Improve the diversity of our membership, particularly in the area of leadership.**



# PEOPLE

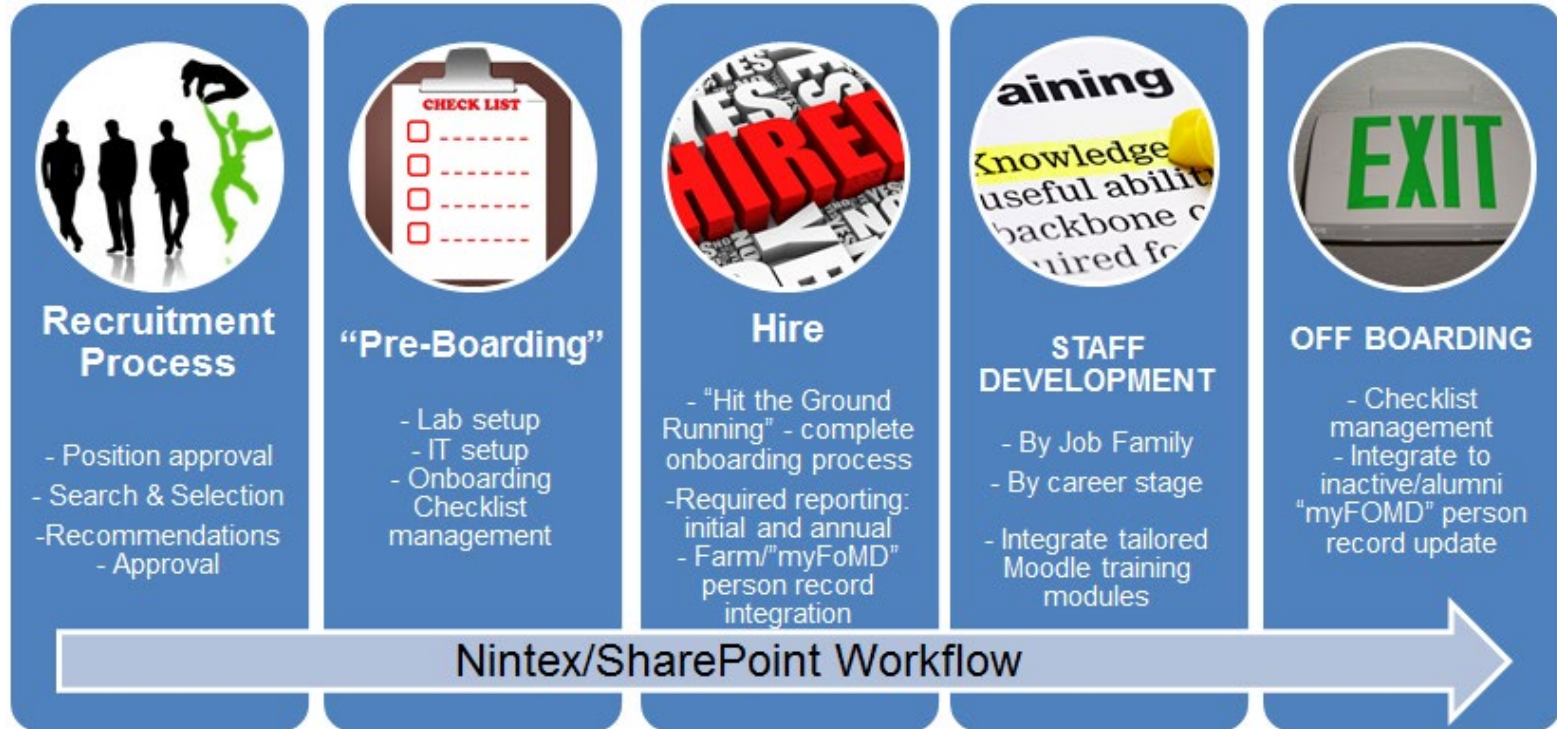
## Goals to Deliver in 2019

- Complete Academic Teaching Staff (ATS) standards.
- Continue to promote Transitional Retirement Implementation Program (TRIP).
- Finalize Clinical Academic Faculty promotion process.
- Complete roll-out of automated workflow for academic recruitment.
- Commence next stage design for onboarding workflow, leveraging on completion of the FoMD's person database redesign, “*myFOMD*” – an integrated upgrade of FARM and ARO systems).



# PEOPLE

## People Development Best Practices Workflow Stages





# FUNDING

## 5-Year Vision:

1. Formalized agreements with University of Alberta and affiliated hospital foundations for efficient management of philanthropic resources.
2. **Develop flexible and transparent budget model which could be applied consistently throughout the Faculty.**
3. Formal, multi-year funding agreements with Alberta Health, Alberta Health Services, Covenant Health and Alberta Advanced Education.
4. **Establish a functional, effective Fund Development Office.**



# FUNDING

## Goals to Deliver in 2019

- Office of Advancement structure realignment to formalize Faculty departments and institutes assignments (department and institute-based) to support campaign goals and internal and external stakeholder relationships.
- Complete Units' Multi-year Forecasting for unit reviews, 2019-20 budget and Faculty Multi-Year Plan.
- Participate in rollout of U of A new budget model.



# PARTNERSHIPS

## 5-Year Vision:

- 1. Comprehensive, formalized agreements with our health delivery partners.**
- 2. Work with our partners to develop an academic health sciences network.**
- 3. Develop a formal framework to analyze and manage FoMD strategic and priority partnerships.**
- 4. Initiate / strengthen two partnerships focused on our social accountability mandate.**



# PARTNERSHIPS

## Goals to Deliver in 2019

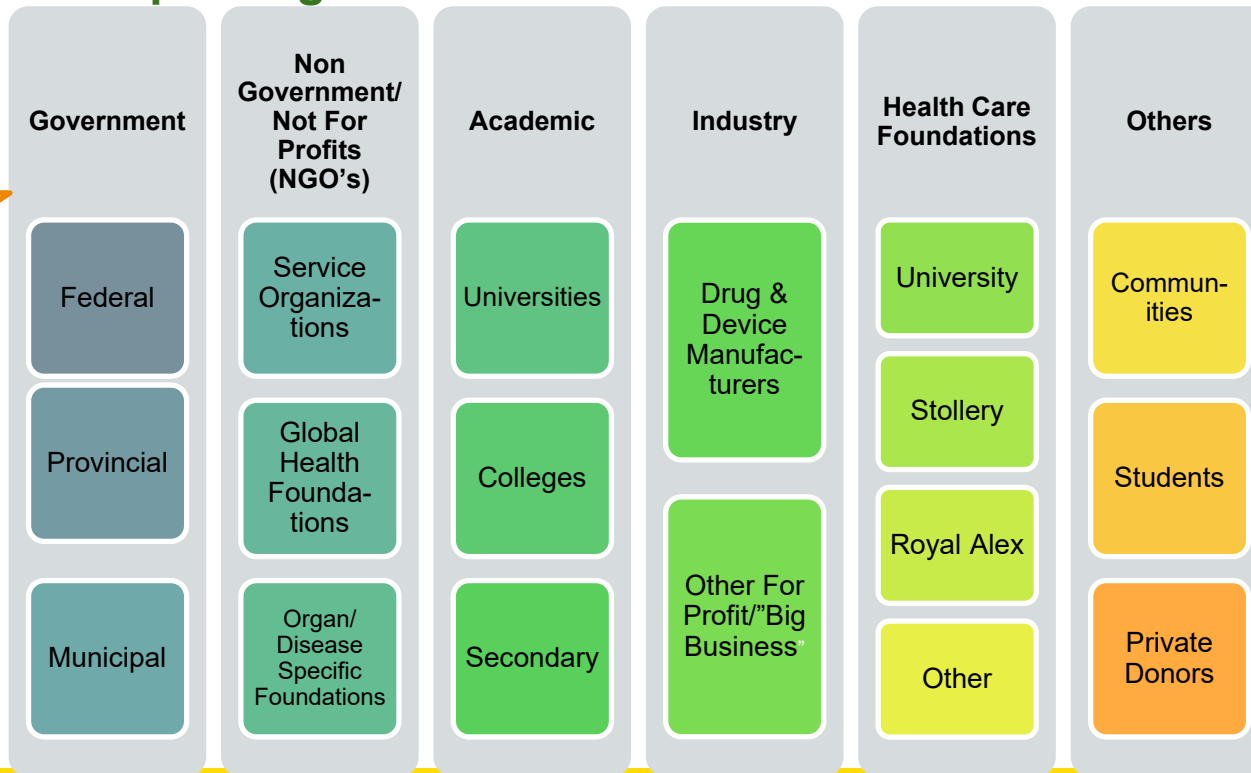
- Complete DoM AMHSP transition to new model.
- Onboard Psychiatry and Medical Genetics as new AMHSP arrangements.
- Advance Pediatric Surgery and Thoracic Surgery AMHSPs.
- Renew North Sector AMHSP Master Agreement.
- Operationalize partnership strategic roadmaps by formalizing partner assignments, key relationship maps and timelines for partner feedback (supported by established Revegy Relationship Management database).



# PARTNERSHIPS

## Key Relationship Categories

259 Active Partnerships



# RESEARCH

## 5-Year Vision:

1. Pan-faculty research facilitation service to provide support to consortia research applications and partnerships.
2. **Competitive research support fund focused on funding start-up capital for proof-of-concept projects and strategic bridge financing.**
3. **Pan-faculty framework to define research excellence, and build shared core research infrastructure and resources.**
4. Salary retention and support fund for high-calibre postdoctoral & junior researchers.



# RESEARCH

## Goals to Deliver in 2019

- Continued work on next Canada Foundation for Innovation (CFI) Innovation Fund competition, identification and planning for other major grant opportunities.
- Interim research strategic plan for FoMD that is aligned with new U of A budget model.
- Ensure that all reviews of CRCs, endowed chairs and research awards managed by the Office of Research are completed fairly and transparently.



# INNOVATION

## 5-Year Vision:

- 1. Three health & wellness consumer-oriented partnerships with international frontier research institutions, key corporate partners.**
- 2. Work with health delivery partners to establish research & services in preventative and precision medicine.**
3. Product incubator to develop market-oriented products and services.
4. Partnership with prominent disruptor in the health and wellness market.
5. Operationalize JLABS Pod at the U of A.
6. Big data innovation in integration: Inventory/Work with AHS/Analytics & data partners.
7. Create FoMD Innovation website & Innovation roadmaps for investigators.





# INNOVATION

## Goals to Deliver in 2019

- Develop FoMD PH themes and teams -> Strike small group to lead & launch.
- CFI application for Translational Research Lab.
- Develop NERC–CREATE grant Letter of Intent: Artificial Intelligence & Precision Health.



# Dean's Search and Selection Process



# Dean Selection Committee

## FoMD

- Four (4) full-time continuing faculty members (Elected by Faculty Council)
  - 2 representing clinical faculty
  - 2 representing basic science faculty
- Two (2) full-time students
- One (1) full-time continuing APO (A1.2) (Elected by Faculty Council)
- One (1) full-time elected faculty member representing the Department of Dentistry

## PROVOST'S OFFICE

- Provost and Vice-President (Academic)
- Vice-President (Research)
- Vice-Provost and Dean FGSR
- Two (2) department chairs
  - 1 from clinical department
  - 1 from basic science department
- Two (2) reps professional or community associations & two (2) reps AMA and AHS
- One (1) full-time support staff
- One (1) rep part-time faculty (EZMSA)
- One (1) academic staff from outside the Faculty



# Dean Selection Schedule

DATE	TIME	ACTIVITY	ROOM
<b>Feb 12, 2019</b>	1 – 4 p.m.	First Meeting	2-31 SAB
<b>Feb 14, 2019</b>	12:30 - 1:30 p.m.	Town Hall	Council Chamber
<b>Mar 5, 2019</b>	9 a.m. – 12 Noon	Second Meeting	3-07 SAB
<b>April 2, 2019</b>	9 a.m. – 12 Noon	Third Meeting	2-31 SAB
<b>May 7, 2019</b>	9 a.m. – 12 Noon	Fourth Meeting	2-31 SAB
<b>June 3 to 6, 2019</b>	8 a.m. - 4 p.m.	Interviews	TBD
<b>June 24 to 28, 2019</b>	8 a.m. - 4 p.m.	Candidate Presentations, Small Group Meetings and Final Interviews	TBD
<b>Jul 9, 2019</b>	9 a.m. - 12 Noon	Fifth Meeting (Decision)	2-31 SAB



# Q & A

