State of the Faculty
January 18, 2019

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.
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.
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.
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

Recruitment Process
- Position approval
- Search & Selection
- Recommendations
- Approval

“Pre-Boarding”
- Lab setup
- IT setup
- Onboarding Checklist management

Hire
- “Hit the Ground Running” - complete onboarding process
- Required reporting: initial and annual
- Farm/myFoMD person record integration

Training
- Knowledge useful ability
- Staff Development
- By Job Family
- By career stage
- Integrate tailored Moodle training modules

Exit
- Checklists management
- Integrate to inactive/alumni "myFoMD" person record update

Nintex/SharePoint Workflow
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.
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

- Government
  - Federal
  - Provincial
  - Municipal

- Non Government/Not For Profits (NGO’s)
  - Service Organizations
  - Global Health Foundations
  - Organ/ Disease Specific Foundations

- Academic
  - Universities
  - Colleges
  - Secondary

- Industry
  - Drug & Device Manufacturers
  - Other For Profit/Big Business

- Health Care Foundations
  - University
  - Stollery
  - Royal Alex
  - Other

- Others
  - Communities
  - Students
  - Private Donors

259 Active Partnerships
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.
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.
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.
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

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