



Attracting and growing the best

- Continue to build a culture where clinician teachers are encouraged, evaluated, and acknowledged for excellence and innovation in education.
- Promote and lead educational initiatives across the continuum of medical education.
- Create the best internal medicine experience in Canada.

We must play a more sophisticated leadership role in education.

Actions:

- Develop focused leadership
- Support and provide educational opportunities to enhance skills
- Recognize educational excellence
- Develop a mentorship program
- Ensure effective integration and transitions
- Help optimize clinical outcomes
- Implement effective assessment systems
- Provide excellent training

Leading quality care through innovation

- Improve health care of frail patients with multi-morbidity and enhance their experience of required complex care while reducing or at least controlling per capita costs.
- Appropriately triage patients to tertiary, secondary and primary levels of care.

We will change our direction and embrace the challenge of altering how patients', particularly those with multiple morbidities, journeys unfold.

Actions:

- Strengthen assessment & care planning across continuum
- Improve access to appropriate care
 - Integrate access to care in community
 - Streamline access to hospital, home-based and community specialist services
- Facilitate care planning across settings; improve communication and coordination
 - Introduce Clinical Case Manager role
- Enhance team functioning & supports

Driving research excellence

- Grow a culture of scientific inquiry by generating excitement around research excellence such that all Department members are involved in or supportive of research.
- Identify and develop a research focus that complements the Department's clinical care and education activities.

We must develop a research engine that drives more, high-quality, high-impact research. Evidence and critical thinking must permeate everything we do.

Actions:

- Fully integrate research into our clinical work
- Increase awareness and profile of research
- Expect leadership
- Build a supportive research environment
- Set goals
- Enhance mentorship
- Clarify/define and enhance productivity
- Maximize funding opportunities

Leadership • Innovation • Excellence/Quality • Accountability • Effectiveness • Scholarship /Professional Development • Accessibility

Mission

We are a diverse group of highly trained professionals dedicated to improving health through education, research and providing exemplary clinical care to our community.

Vision

To be leaders in academic medicine providing innovative, collaborative and appropriate care that is sustainable.

