

Department of Medicine

STRATEGIC PLAN 2023-2027

Transforming Health Together.



THE UNIVERSITY OF BRITISH COLUMBIA



Reconciliation Pole, Hereditary Chief 7idansuu (James Hart), Haida
Image courtesy of Hover Collective / UBC Brand & Marketing

LAND ACKNOWLEDGEMENT

With gratitude, we acknowledge that the University of British Columbia Department of Medicine, its divisions, and its sites, which resides on four university academic campuses, are located on traditional, ancestral, and unceded territories of Indigenous peoples around the province of British Columbia.

We respectfully acknowledge that the:

- *UBC Vancouver-Point Grey academic campus is located on the traditional, ancestral, unceded territory of the x^wməθk^wəyəm (Musqueam), and UBC operations in Vancouver more generally are also on the territories of the Sk̓wxwú7mesh (Squamish) and sə́lilwətaʔł (Tsleil-Waututh);*
- *UBC Okanagan academic campus is situated on the traditional, ancestral, unceded territory of the Syilx Okanagan Nation;*
- *University of Northern BC Prince George campus is located on the traditional territory of the Lheidli T'enneh, who are part of the Dakelh (Carrier) First Nations;*
- *lək^wəŋən peoples on whose traditional territories the University of Victoria is located and the Songhees, Esquimalt and W̱SÁNEĆ peoples whose historical relationships with the land continue to this day.*

2023-2027 STRATEGIC PLAN

Message from the Head	5
Vision	8
Mission	10
Values	12
Operating Principles	14
Core Areas	
Core Area One: Organization	18
Core Area Two: Clinical	24
Core Area Three: Research	28
Core Area Four: Education	32
Goal to Action	36
Conclusion	41

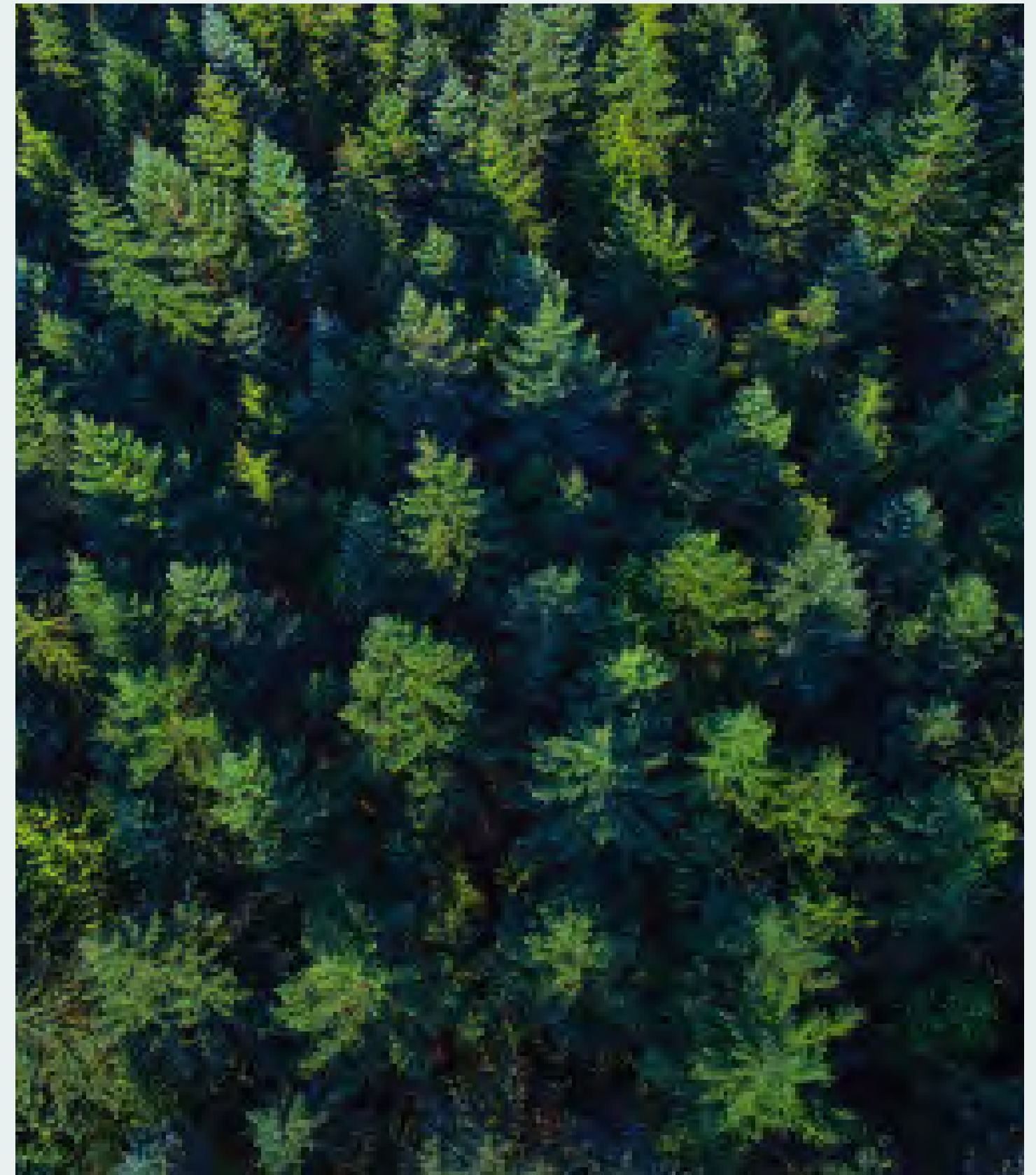


Image courtesy of Martin Dee, UBC Brand & Marketing



MESSAGE FROM THE HEAD

The UBC Department of Medicine is embarking on the implementation of our Strategic Plan: *Transforming Health Together*. This plan sets cohesive direction and priorities for the next five years to strengthen and forge new collaborative relationships while supporting decision-making. The strategic plan lays out our vision, mission, and goals, detailing how we achieve them and measure and communicate our progress.

I look forward to continuing to build meaningful connections with our incredible faculty throughout the province as we advance our strategic plan. I am enormously grateful for the time and thought our faculty, staff, and learners have offered toward the Strategic Plan. Together, we are rebuilding and reimagining, establishing the strength in our faculty, staff, and learners to fully implement our shared vision in the years to come.

Our Strategic Plan is aligned with the Faculty of Medicine's refreshed plan, *Building the Future*, with a continued focus on transforming health for everyone while actively working towards a transformative and inclusive health system.

We aspire to be an organization where everyone thrives, learners reach their potential, researchers address important health questions, and partnerships foster inter-organizational communities. We aim to achieve greater impact locally, nationally, and globally through inclusive practices.

Alongside our work together for greater impact, we commit to being a responsive and sustainable organization in our intentions and actions. As the largest Department within the Faculty of Medicine, we dedicate ourselves to upholding our vision and mission with compassion, excellence, inclusivity, and integrity. We recognize the importance of adapting to emerging trends in healthcare and delivering optimal patient care across the province.

I extend my heartfelt gratitude to all members of the Department for their unwavering dedication to advancing education and research, even in the face of challenges. Your remarkable contributions are truly commendable, and I am immensely proud of the exceptional efforts demonstrated by each of you. It is an honour to be your Department Chair.

Anita Palepu

MD, MPH, FRCPC, MACP, FCAHS
 Professor and Eric W. Hamber Chair
 Head, Department of Medicine
 The University of British Columbia

STRATEGIC PLAN 2023-2027 | AT A GLANCE

Transforming Health Together.



A transformative and inclusive learning health system

COMPASSION

EXCELLENCE

INCLUSIVITY

INTEGRITY

ORGANIZATION

Promote respectful environments, equity, diversity, and inclusion

CLINICAL

Advocate for patient-quality care, wellbeing, and access to underserved communities

EDUCATION

Enable rich and diverse learning experiences for learners

RESEARCH

Advance research activity, knowledge transfer, and research outcomes



WORKING TOGETHER FOR GREATER IMPACT

BEING A RESPONSIVE & SUSTAINABLE ORGANIZATION

Our vision is the *north star* of our strategic plan.

VISION

A transformative and inclusive learning health system

Our vision is to prioritize integrating healthcare, education, and research to continuously improve patient outcomes, prioritize equity and diversity, and drive innovation through interdisciplinary collaboration and data-driven approaches.

Through collaboration, we strive to weave together our core areas of organization, education, research, and clinical practice seamlessly. Our commitment to lifelong learning drives innovation and improves healthcare quality, accessibility, and effectiveness.

Together, we aim to advance patient-centered care, ensuring that every individual, regardless of their background, receives the highest standard of health and well-being.

Our core values emerged through broad engagement with the Department of Medicine community across the province. Senior leadership and administrative managers from the Department of Medicine formed a Working Group to develop and advance the Strategic Plan.

Our mission defines *who we are* and the values we provide.

MISSION

Through collaborative partnerships and advocacy, we advance education and research to enable the highest quality clinical care for our patients and community

By fostering strong relationships with healthcare stakeholders, the Department aims to enhance the quality of clinical care provided to patients and communities across British Columbia.

Through innovative educational programs and cutting-edge research initiatives, we strive to empower healthcare professionals with the knowledge and skills needed to deliver the highest standard of care.

This commitment to excellence extends beyond the confines of the university, as the Department seeks to positively impact the broader healthcare landscape and contribute to the overall health and well-being of society.

To reach our vision,
we lean on **our
values**; they define
our *path to success*.

VALUES

Compassion

We show kindness and empathy toward each other and ourselves, and are genuinely concerned with the well-being of all members. We approach our work with humility, ultimately respecting the dignity, individuality, and needs of learners, patients, and the community.

Excellence

We strive to be outstanding at all that we do by continuously exploring, learning, innovating, and adapting. We value all our members' contributions and support them in being their very best selves.

Inclusivity

We are committed to promoting a welcoming and equal-opportunity environment where individuals of all life experiences, identities, ancestries, and roles feel heard, valued, and empowered.

Integrity

We are accountable to ourselves and each other for upholding the highest standards in our work and our relationships; decisions are evidence-based, and actions are grounded in transparency, honesty, and mutual respect.

Our operating principles influence our culture and values, and *enhance impact* across core areas

OPERATING PRINCIPLES

Our operating principles define how we will advance our vision and how our values are put into practice to achieve our goals.

Working Together For Greater Impact:

We harmonize efforts across sites, regions, and with partners to transform the learning health system and to create inter-organizational communities. We develop and maintain mutually beneficial relationships and collaborations with patients, health partners, and communities to ignite collective efforts to achieve a positive province-wide impact on the health of British Columbians and to contribute to global knowledge in health.

Being a Responsive and Sustainable Organization:

We demonstrate our responsiveness to evolving health needs and our commitment to positively impacting well-being and planetary health by embedding flexible and sustainable processes and practices throughout our organization and aligning resources with strategic priorities.

Our core areas-
Organization,
Clinical, Research,
and Education -
 provide a *strategic framework* for our goals, actions, and initiatives.

CORE AREAS

Our core areas provide clarity and drive action.

Our Strategic Plan identifies goals and actions for each core area. Implementation planning has focused on building out specific outcomes and indicators of success for each strategy.

Each core area has a corresponding success statement that articulates our desired outcome. These are “mini” vision statements for each core area with corresponding strategic goals that will direct the work of the Department of Medicine over the coming years.

To reach our vision, we lean on our values, core areas and goals. The core areas encompass our collective goals and actions. They define our path to success.



Organization

Promote respectful environments, equity, diversity, and inclusion within the Department of Medicine.

This core area encompasses the people, places, structures, processes, and methods that support the work of the Department of Medicine. As an organization, we work to promote a safe, respectful, and inclusive learning and working environment that supports all our learners, faculty, and staff. Our culture supports our people in achieving their best potential and recognizes their meaningful contributions while focusing on their well-being.

We will advocate for increased resources for collectively identified Department-wide priorities, build capacity across the learning health system, and be adaptable in the face of emerging technologies to meet the needs of health populations. Advancing this core area will also continue to promote the restoration of the interdependent health of people, places, and the planet. In this culture and environment, all of our people, places, and structures can thrive in collaboration.



ORGANIZATION GOALS

1. Create and sustain a respectful & supportive organizational culture and inclusive learning and working environment

Our goal is to establish a respectful and supportive organizational culture and inclusive learning environment. As we implement this vision, individuals will feel valued and supported, fostering an environment where everyone thrives within the Department of Medicine.

We are collaborating with the Faculty of Medicine REDI Office to conduct a self-assessment to identify gaps in well-being, equity, diversity, and inclusion. The Department of Medicine Equity Committee, in partnership with other relevant stakeholders, is formulating strategies to address these gaps and support all department members.

We demonstrate respect by recognizing and celebrating community achievements and contributions. We are exploring academic contributions by clinical faculty for recognition and establishing mentorship and career advancement opportunities. We are refreshing the Faculty and Staff Awards Program to acknowledge excellence and diversity across distributed sites. Additionally, we have initiated a spotlight program to highlight research, faculty, staff, and learner initiatives.

2. Continuous improvement of processes that promote efficiency, responsiveness, innovation, and a responsible & sustainable use of resources

This goal encourages identifying ways to continuously improve our operations and seeking opportunities to collaborate and align processes within our Department, across our 18 divisions and distributed sites.

We aim to enhance support for diverse health populations.

We are advancing strategic priorities by identifying key areas and funding sources to support improved processes and virtual technology.

We are enhancing knowledge sharing through an intranet on the Department website, centralizing best practices in HR, administration, and operations to support staff and faculty development. Accessing the Department's, Faculty of Medicine's, and UBC's best practices empowers members to improve skills and processes, strengthening our ability to deliver quality care and meet strategic objectives. Our focus on efficiency, responsiveness, and innovation aims to optimize service delivery effectively, ensuring responsible and sustainable resource utilization.

3. Enhance strategic alignment across the Department, health partners, and the University to advance the vision of a learning health system.

To advance our vision, we enhance strategic alignment across the Department, health partners, and the University through cohesive plan implementation and collaborative partnerships.

We foster cohesion and synergy by promoting the alignment of division strategic plans with our overarching Strategic Plan: Transforming Health Together. With our site leads and department-level support, we ensure the effective implementation of our plan, fostering engagement and ownership among leaders.

Furthermore, our Division Heads cultivate meaningful relationships and partnerships with hospital foundations and research institutes. Collaborating to raise research funds for divisional priorities bolsters research endeavors. It supports aligned projects within the Department, advancing our strategic mission and the vision of a transformative and inclusive learning health system.

4. Support systemic transformation that promotes the restoration of the interdependent health of people, place, and planet and reduces our negative environmental impact

As a responsive and sustainable organization, we are dedicated to supporting systemic transformation to restore the interdependent health of people, places, and the planet while minimizing environmental impact. The Department will partner with units and sustainability leads at UBC to identify and implement opportunities to reduce environmental impacts, increasing the adoption of actions that contribute to UBC-wide sustainability priorities.

Our approach ensures alignment, maximizing impact on advancing planetary health goals. By coordinating with units on environmental sustainability, we aim to imbibe accountability, leveraging expertise and resources to address global health challenges. Our commitment to integrating sustainability principles into our operations aims to restore planetary health while advancing healthcare excellence and improving well-being.



ORGANIZATION GOALS

5. Advance recommendations from the Truth and Reconciliation Commission of Canada's (TRC) Calls to Action¹, Indigenous Strategic Plan (ISP)², and the In Plain Sight Report³.

Respect, inclusion, and diversity are a cornerstone of our Department, and can only be formed by advancing the relevant calls to action. To advance this goal, we identify relevant actions from the Truth and Reconciliation Commission and ensure their implementation across administrative offices, divisions, and distributed sites.

Crucial for fostering meaningful relationships with Indigenous Peoples, we prioritize cultivating knowledge around Indigenous Cultural Safety. Before engaging with the First Nations Health Authority for potential projects, researchers undergo cultural safety training as their responsibility to demonstrate commitment to Indigenous Cultural Safety while conducting research, teaching, and patient care. Collaborating with the Faculty of Medicine, we integrate Indigenous perspectives into medical education, demonstrating our dedication to reconciliation, Indigenous health advancement, and well-being.

6. Increase integration and create synergies between clinical care, research, and education

We aim to strengthen the Department's relationships with the regional health authorities within British Columbia and the Provincial Health Services Authority. By doing so, we aim to improve our alignment and communication between all our sites and external stakeholders.

This goal includes enhancing relationships and fostering important discussions that combine efforts and strategic collaboration within and across other health organizations.



¹ [Truth and Reconciliation Commission of Canada. 2015.](#)

² [University of British Columbia, Indigenous Strategic Plan. 2020.](#)

³ [The In Plain Sight Report: Addressing Indigenous-specific Racism and Discrimination in B.C. Health Care.](#)



Rainbow Stairs, UBC Okanagan Campus
Image courtesy of Margo Yacheshyn / University Relations

Clinical

Advocate for patient-informed quality care, well-being, and increased access to underserved communities across British Columbia.

As practicing health professionals, our 1,474 clinical faculty members embody our plan to Transform Health Together. They inspire learners and contribute significantly to administration, professional development, and translational and clinical research.

We advocate for a positive healthcare system transformation to address ongoing changes in health promotion and access to care. Quality clinical care relies on culturally safe, evidence-informed, team-based medical care. We aim to value and recognize our clinical faculty as vital contributors to B.C.'s healthcare delivery system. Our goal is to advocate for patient-informed care and reduce barriers to equity and inclusion in healthcare access and provision.

Ultimately, we recognize that collaboration with health and community partners is essential for continuous quality improvement.



CLINICAL GOALS

1. Build stronger relationships with health partners and communities, working towards a positive transformation of the health system

This goal reinforces our commitment to foster collaboration, trust, and understanding among stakeholders while improving healthcare delivery and outcomes. We aim to build stronger relationships with health partners and communities, striving for a positive health system transformation.

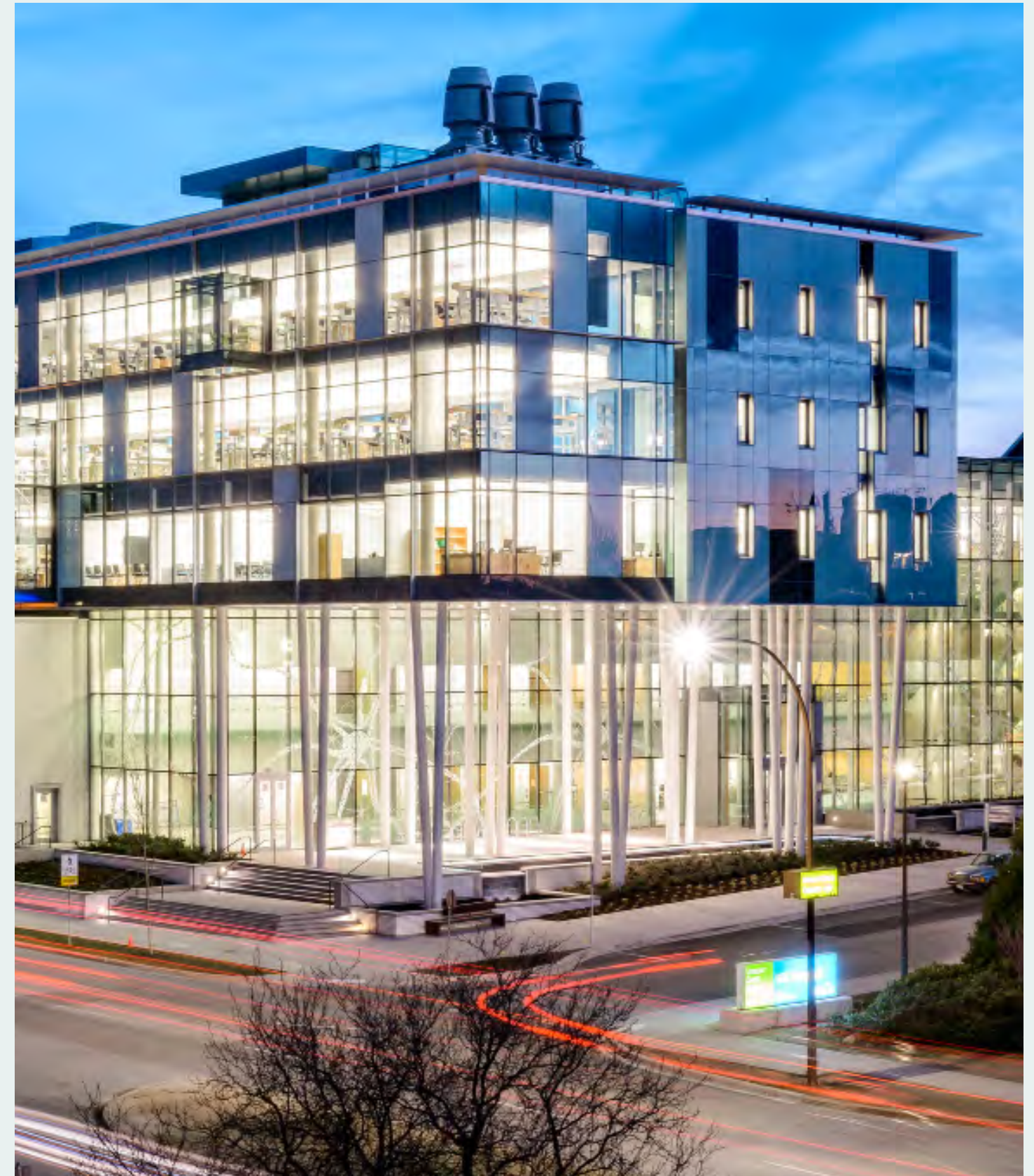
Initiatives include establishing a stakeholder engagement plan to foster reciprocal relationships and offering training modules to physicians on meaningful engagement with Indigenous Health and system redesign involvement. Additionally, the Department is working with partner groups to provide engagement skills training. We have also participated in physician compensation modeling with the Provincial Health Services Authority to develop a potential framework for fair compensation and to enhance system efficiency.

2. Establish a continuous quality improvement culture in the delivery of medical care

In alignment with the Faculty of Medicine's commitment to excellence, we are dedicated to establishing a continuous quality improvement (CQI) culture in medical care delivery.

To achieve this, we incorporate CQI as a metric for clinical faculty promotion, incentivizing active engagement in quality improvement initiatives. Additionally, faculty are encouraged to participate in quality improvement course offerings and utilize available resources to enhance their skills and knowledge in CQI methodologies.

Through these efforts, the Department aims to foster a culture of continuous improvement, ensuring the delivery of high-quality medical care that meets the evolving needs of patients and communities.



Djavad Mowafaghian Centre for Brain Health
Image courtesy of Don Erhardt, UBC Branding & Marketing

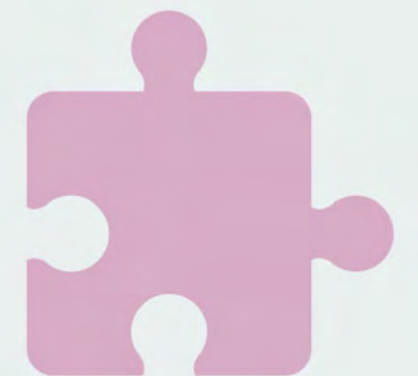
Research

Advance research activity, knowledge transfer, and research outcomes for a positive health system transformation in British Columbia.

A priority aligned with a transformative and inclusive learning health system is the positive impact of the research conducted across our 18 divisions. We are working together for greater impact and to ground ourselves as a responsive and sustainable organization. The key to accomplishing this goal is agility and adaptability to leading-edge technology that advances research activities and knowledge transfer across the continuum from discovery to translational research.

In addition to engaging with the Faculty of Medicine's Academy of Translational Medicine, we dedicate ourselves to making an impact through research findings that advance our vision of a transformative and learning health system. We work together to address important questions of local and global relevance in health research and education—from discovery to Knowledge Transfer—healthcare needs and patient outcomes.

We will focus on addressing current barriers to research progress, which involves continuous quality improvement in all research areas, driving research innovation, creating a culture of connection and collaboration, and expanding and amplifying research. A vital part of this is building partnerships with the health authorities across B.C., reaffirming that research initiatives add value and improve patient care.



RESEARCH GOALS

1. Advance fundamental, interdisciplinary & collaborative research, and research that addresses important health questions of local and global relevance

Committed to advancing fundamental, interdisciplinary, and collaborative research, we dedicate ourselves to addressing critical health inquiries locally and globally. Initiatives include enhancing research resources, promoting team science, and fostering collaborations.

Efforts are directed at integrating clinical and academic research infrastructure throughout the training continuum, facilitating collaboration among researchers and clinicians. We prioritize refining faculty training in leadership, research administration, and finance to foster career success and a culture of innovation.

We emphasize engagement and participation with partners and communities, ensuring research remains responsive to real-world needs. These efforts drive impactful research, addressing pressing health challenges and improving health outcomes for diverse populations in British Columbia.

2. Accelerate knowledge production, translation, and mobilization

We commit to knowledge production, translation, and mobilization to accelerate this goal to improve healthcare outcomes. Initiatives include enhancing education training to advance translational medicine and collaborating with the Advanced Therapeutics in Medicine (ATM) program.

Moreover, efforts focus on improving knowledge mobilization through strengthened partnerships with end-users. This involves developing and implementing a strategy for effective local and global partnerships, patient-oriented research, interdisciplinary collaborations, utilizing social media platforms for dissemination, and partnering with the First Nations Health Authority to support Indigenous health and research.

Additionally, the Department implements enhanced innovation programs to support commercial and clinical research applications, fostering the development of novel healthcare solutions. We thus bridge the gap between research and practice, ensuring that scientific discoveries translate into tangible benefits for patients and communities.

3. Enhance access to and management of clinical and research data to support the development of a learning health system and improve research impact

Our [Data Science and Health \(DASH\) Cluster](#) is building a system to link health research data in British Columbia to advance this goal. We will achieve this by enhancing the availability and use of health data to improve diagnosis, treatment, and disease prevention. We will also enable computational tools that speed the discovery of new knowledge, optimizing health outcomes for all BC residents.

4. Increase diversity and research outputs towards advancing the health of underrepresented and marginalized groups

To advance the health of underrepresented and marginalized groups, we must integrate equitable principles into our research processes and outputs.

Initiatives include developing metrics to track diversity among chairs and departmental leadership over the past decade and ongoing, and to identify areas for improvement. Additionally, we participate in UBC's Reconciliation Certificate Program to promote Indigenous health and cultural competency and host Annual Grand Rounds with recording sessions for accessibility.

We will continue to engage people and communities in research, with public and patient involvement in all aspects of the research process. Finally, we will work with the Education core area to critically examine the barriers that currently exist to engaging trainees from diverse and historically, persistently, or systemically marginalized populations.

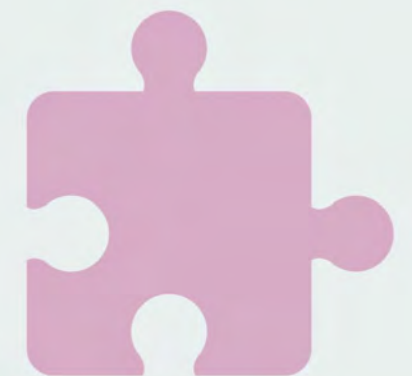
5. Promote the training, retention, and support of Clinician Scientists

We strive to foster belonging, innovation, and excellence through a supportive environment for Clinician Scientists.

To expand our ways of thinking and innovating, we aim to reflect the diversity across our organization and build a sense of belonging. Based on existing models, initiatives include establishing clear definitions and expectations for various streams, such as clinician-scientist, clinician-investigator, clinician-educator, and clinician-administrator.

Additionally, we will direct efforts toward providing valuable insights into the roles and contributions of our Clinician Scientists, and our initiatives aim to foster a supportive environment, facilitating their development and retention. This will enable achieving excellence in their fields, contributing to medical research and practice advancements.

The Department is working to ensure a robust pipeline of skilled Clinician Scientists capable of addressing current and future healthcare challenges.



Education

Provide a rich learning experience by supporting learners' needs and by enabling learners to build capacity to practice in diverse environments.

As a health educational institution, we have a fundamental responsibility to train people who can meet the health needs of individuals and society. This core area represents our educational offerings and educators—including undergraduate and graduate degree programs and teaching faculty—focusing on enabling learners to develop in their vocation as health practitioners, educators, and researchers.

By collectively addressing the evolving community-informed health needs, we instill a culture of continuous learning and improvement to build capacity for practicing in diverse environments, optimizing learning outcomes, and enabling interdisciplinary and interprofessional education.

We need to collaborate with partners in the healthcare system to recognize evolving educational requirements in human resource planning and adjust our programs accordingly. This includes broadening the scope of potential learners, both locally and globally, particularly among historically marginalized communities.

In all our educational services, we dedicate ourselves to supporting and acknowledging the patients, staff, and educators in various settings, including classrooms, laboratories, clinics, and communities. They all play crucial roles in achieving our objective and, ultimately, realizing our vision.



EDUCATION GOALS

1. Increase opportunities for more active and engaged learning across disciplines, fields, and perspectives and support initiatives to enhance learning and build competency

To best serve our community, we must expand the reach of our learning experiences, encouraging active and engaged learning across diverse disciplines. Implementing strategic initiatives, we will establish a mentorship program and develop educational programming centered around planetary health, catering to all learners and faculty.

Spearheading the development of health data science programming, we aim to deliver novel educational content that integrates evolving techniques, ultimately enhancing patient health outcomes by equipping learners and faculty with the necessary knowledge and skills to contribute effectively to medical practice and research.

2. Increase opportunities for educators in the Department of Medicine to develop the requisite competencies to deliver an inclusive, effective, and “current” learning experience

We dedicate ourselves to enhancing educator competencies for inclusive and effective learning to achieve this goal. Strategic initiatives include developing Equity, Diversity, and Inclusion (EDI) training for faculty and trainees in collaboration with the Faculty of Medicine’s REDI Office.

Plans for Indigenous Cultural Safety (ICS) training partnering with relevant organizations seek to enhance understanding and skills among department members. This training aims to foster safe, inclusive, and respectful learning environments, promote interprofessional and collaborative care delivery, and embed EDI and ICS-focused curricula across educational programs to uphold these principles sustainably.

Through continuous quality improvement, the Department ensures ongoing enhancement of educational practices, fostering a culture of inclusivity and respect in healthcare education and delivery.

3. Develop and sustain high-quality, innovative, and dynamic educational programming that supports continuous learning and enables learners to develop the capacity to practice in diverse environments and address community-informed health needs, with a focus on the improvement and scholarship of education

Our educational offerings build capacity for learners to practice in diverse environments and address community-informed health needs. Enhancing high-quality educational programming is a priority to advance excellence in learning relationships and our responsiveness to the dynamic health system. Initiatives focus on improving education and promoting scholarly activity.

We boost teaching effectiveness by creating a feedback process for faculty teaching evaluations. A special interest group supports scholarly output in education, facilitating collaboration among faculty members to share best practices and contribute to educational scholarship. These initiatives equip learners with the skills and knowledge needed to address community-informed health needs and excel in medical practice.

4. Advocate for an effective distributed model that supports the needs of our learners, faculty, community, and health system

A sense of belonging for our members is essential to us as an inclusive and diverse organization. To enable excellence for our learners, faculty, community, and health system, a mindful assessment of our areas of improvement is our priority.

We are addressing barriers to Indigenous recruitment and creating pathways for trainees and faculty. We are also building a Fraser Health residency stream, community-impact programs involving different regions, province-wide CPD, and a Departmental Human Resource plan.

We are thus working to ensure a robust and inclusive healthcare workforce across British Columbia through training and recruitment in underserved areas.



Image courtesy of Martin Dee / UBC Brand & Marketing



GOAL TO ACTION

Together, we are ready to embrace flexibility and create positive impact and outcomes across our four core areas of organization, clinical work, research, and education.

Our faculty, staff, learners, and patients are working hard to advance our vision of a transformative and inclusive learning health system, and this will give us much to be proud of at the end of our Strategic Plan journey.

The implementation of our Strategic actions requires regular evaluation. This evaluation allows the stakeholders of the Department of Medicine to learn from new developments in healthcare and adapt them effectively.

**Themes and Strategies**

Across the Department, its 18 divisions, and its 1,600 faculty and staff, cross-cutting themes and strategies empower those working to implement the plan.

To realign our goals and actions and collaborate within the Department, core area leaders from the Department formed a Working Group in March and April 2024. The Project Coordinator for Strategic Planning led Core Working Group sessions focusing on prioritizing emerging needs within the health system. The Core Working Group recognized strategies to be implemented centrally by the Department and themes to be honored by our actions.

Develop Enhancing Relationships and Partnerships

- Communications and Engagement Strategy
- Stakeholder Engagement Strategy

Provide Faculty Development and Support

- Onboarding and Career Progression Strategy
- Mentorship Strategy

Enhance Diversity and Inclusion

- Equity, Diversity, and Inclusion (EDI) and Indigenous Cultural Safety (ICS) Strategy
- Promoting Respectful Environments, Diversity and Inclusion

Support Necessary Reforms

- Financial and Structural Reforms Strategy

Planetary Health

Our work is guided by these themes and central strategies, alongside our values of compassion, excellence, inclusivity and integrity, to achieve greater impact and be a responsive and sustainable organization for our patients and the community.

STRATEGIC PLAN 2023-2027 | GOAL TO ACTION

Our Actions to Transform Health Together



Inspiring a future where excellence thrives, the Department of Medicine pioneers groundbreaking advancements in medical education, research, and patient care.

With a commitment to innovation and collaboration, we lead the charge in shaping the future of healthcare, driving positive societal impact and transforming lives for generations to come.



Aligning Divisions with Departmental Strategy

Recognizing overlap and opportunity to collaborate between Department and Division goals



Physician Compensation Modeling Enhancement

Optimizing physicians compensation through strategic modeling



Microcredential in Health Data Analytics

Enhancing data skills for healthcare



B.C. Ministry of Health Research Approvals Process Project

Enhancing research culture and efficiency across the province



Continuous Quality Improvement

Hospital departments and divisions are organizing CQI activities



Genome BC Jurisdictional Health Data Working Group

Collaboratively advancing health data research



Internal Medicine Core CaRMS Entry Residency Program Expansion

Located in the Fraser Valley, launching on July 1, 2024 with 5 residents



Enhance Faculty Development

Promote REDI through workshops and seminars for Faculty



All About Privacy Workshop

Strengthening data privacy in healthcare



Pathway for Indigenous Learner Recruitment

Improving Indigenous representation in medical training programs





sñilí?tn (Story Poles), Les Louis, Sylix
Image courtesy of Margo Yacheshyn / University Relations

CONCLUSION

The Department of Medicine aims to achieve its vision of a transformative and inclusive learning health system. The Strategic Plan is being implemented through the valuable work and efforts of members of the Department in the areas of organization, clinical work, research, and education. Together, we are on a path to advance education and research to enable the highest quality health care for patients and communities throughout British Columbia.

