

# DISCIPLINE OF PSYCHIATRY - STRATEGY MAP

thus achieving our mission and vision	<b>OUR MISSION</b> To provide training in the specialty of Psychiatry that facilitates achievement of a bio-psycho-social understanding of the person in health and illness within a context of excellence in education, research, clinical service delivery to individuals and communities.			
	<b>OUR VISION</b> We will enhance education across the continuum and increase research to advance quality, integration and innovation in the delivery of evidence-based psychiatric care to improve the health of the people and communities we serve.			
to meet the needs of the people we serve,	<b>IMPROVING LIVES</b>			
	<b>Thriving learners and graduates</b>	<b>Impactful research and scholarship</b>		<b>Healthier communities</b>
	<ul style="list-style-type: none"> <li>Our learners recognize excellence in teaching and clinical rotations in their evaluations</li> <li>Graduates are prepared for and successful in examinations and competent in areas of practice</li> <li>Creative Continuing Medical Education keep faculty engaged and current with innovations in our field</li> </ul>	<ul style="list-style-type: none"> <li>Focus research and scholarship on quality initiatives and health outcomes</li> <li>Engage in scholarship around teaching and learning, assessment and evaluation including teaching in clinical settings</li> <li>Seek opportunities to collaborate with other Disciplines and units on research projects</li> </ul>		<ul style="list-style-type: none"> <li>Study barriers to access and identify / recommend solutions</li> <li>Build stronger relationships with Global Health and Indigenous organizations</li> <li>Enhance connections and linkages with our various communities, including rural and remote populations</li> <li>Integrate rural teaching sites into the local community</li> <li>Partner with the Discipline of Family Medicine to support education and delivery of mental health services across the lifespan of patients in primary care settings</li> </ul>
so we can operate with effectiveness and excellence,	<b>EXCELLENCE IN ALL WE DO</b>			
	<b>Education excellence</b>	<b>Research excellence</b>		<b>Social accountability</b>
	<ul style="list-style-type: none"> <li>Increase interest in Psychiatry as a sustainable and desired career option</li> <li>Expand the number of teaching sites outside of St. John's by promoting Psychiatry electives and exposure to community psychiatry</li> <li>Integrate non-medical expert topics at all levels of the curricula</li> <li>Implement CBD</li> <li>Utilize educational technology</li> </ul>	<ul style="list-style-type: none"> <li>Empower faculty researchers by providing resources necessary to conduct research</li> <li>Facilitating mentorship relationships for both faculty and learners</li> <li>Build collaborations with researchers internal to the FoM and externally at Memorial and elsewhere</li> <li>Educate faculty about research methods</li> <li>Ensure research training is embedded in the curriculum</li> <li>Proactively connect with learners early about research opportunities</li> <li>Promote conducting research and scholarship at all levels</li> </ul>		<ul style="list-style-type: none"> <li>Promote and support educational initiatives that engage undergraduate learners in our communities</li> <li>Develop and optimize distributed medical education</li> <li>Plan and deliver a curriculum that embeds the social determinants of health</li> </ul>
to build a strong and prepared team,	<b>OUR EMPOWERED PEOPLE</b>			
	<b>Culture of Excellence</b>	<b>Inspiring Leadership</b>	<b>Exceptional People</b>	<b>Robust Infrastructure</b>
	<ul style="list-style-type: none"> <li>Promote and embrace our mission, vision and values</li> <li>Develop a culture of lifelong learning for all</li> </ul>	<ul style="list-style-type: none"> <li>Engage in formal and informal mentorship throughout the Discipline</li> <li>Develop effective communication pathways to connect staff, learners, faculty and external stakeholders</li> <li>Identify and support up-coming leaders</li> </ul>	<ul style="list-style-type: none"> <li>Refresh Discipline organizational chart and job descriptions</li> <li>Develop a succession plan for faculty and staff positions</li> <li>Develop recruitment and retention strategy to attract top talent</li> </ul>	<ul style="list-style-type: none"> <li>Identify spaces and opportunities for collaboration and networking</li> <li>Embrace technologies that facilitate linkages within the Discipline and with external partners</li> </ul>
we use our resources wisely,	<b>OUR ENDURING LEGACY - SUSTAINABILITY</b>			
	<b>Efficient, Effective Resourcing</b>	<b>Continuous Performance Management and Improvement</b>		<b>Dynamic Advocacy</b>
	<ul style="list-style-type: none"> <li>Allocate resources to our strategic priorities and initiatives that directly help us achieve our mission</li> </ul>	<ul style="list-style-type: none"> <li>Monitor, measure and analyze our progress achieving our mission and priorities</li> </ul>		<ul style="list-style-type: none"> <li>Vigorously advocate for resources (time, infrastructure, and technology) to support teaching, research and engagement</li> </ul>
Guided by our values,	<b>OUR VALUES</b>			
	Put the needs of our learners and communities at the forefront of everything we do			
	Support learners, faculty and staff to succeed			
	Act and lead with integrity and professionalism			
	Embrace learning, creativity and innovative thinking			
Foster inter-dependent teamwork and collaboration				