College of Medicine Renewal Implementation Plan: Summary Version

This is a brief overview of the College of Medicine renewal process and The Way Forward (implementation plan). Complete details and the full plan are available at medicine.usask.ca/renewal

Renewal Recap

In 2012, the University of Saskatchewan's College of Medicine began a significant renewal process to envision what the college must do to ensure future success. The renewal process was undertaken not only to address accreditation issues, but also long-standing structural issues and declining research, teaching and academic performance trends. Low research productivity compared to our U-15 peers (8% vs. 40-50%), difficulty securing faculty for teaching requirements in the undergraduate medical education program, and declining performance of our students on national exams (U of S placed last) represent major concerns for college and university leaders.

A New Vision for the College of Medicine was approved by University Council in Dec. 2012 summarizing our aspiration for a renewed and reconceptualized College of Medicine that is a province-wide foundation within the provincial health system working with its partners to produce excellent doctors, recruit and retain outstanding faculty and physicians, and generate innovative research that further enhances the reputation of the school and the university. The Dean's Advisory Committee (DAC) and its 13 working groups worked over 18 months to consult and develop an implementation plan that will map out strategies for how to move from where we are today to our new vision. The implementation plan supporting our new vision was released on Sept. 4, 2013 and received by University Council on Oct. 24, 2013.

Summary of the implementation plan

The implementation plan outlines how we will transform the college from its current state to a new structure and way of operating that will ensure accreditation standards are met, that supports faculty and student success in research, teaching and education outcomes, that clearly defines accountabilities between the college and our health region partners, and ultimately brings the college closer to the vision imagined.

A core theme of the implementation plan is alignment. To achieve our vision, we must better:

- Align clinical resources with clinical work and academic resources with academic work
- Align our research priorities with provincial, national and international patient needs
- Align governance structures with the priorities of the college providing flexibility to respond to the dynamic environment

The plan outlines three main objectives as well as short and long-term transition strategies for each:

- ***Objective 1: Realign faculty complement.*** This section describes a re-conceptualized faculty complement, outlines potential career pathways for faculty, and outlines recruitment, hiring and compensation strategies.
- ***Objective 2: Re-conceptualize research.*** This section outlines ways the college can increase its research productivity and output. It references the draft research strategy document that is currently under development in the college and is intended to guide future priorities and coordination.
- ***Objective 3: Restructure college governance and partnerships.*** This section outlines a new governance model for the college based around a strong executive and robust senior leadership team. The aim is to enhance accountability mechanisms and improve the efficiency of senior college leadership. In addition, it advocates a re-examination and strengthening of our partnerships to more accurately reflect our province-wide role in distributed medical education. Finally, it recommends significant changes to the biomedical science departments and their programming.

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