



UNIVERSITY OF SASKATCHEWAN

College of Medicine

MEDICINE.USASK.CA

# Paving our Path to 2030

COLLEGE OF MEDICINE STRATEGIC PLAN





### MIYO-MASKIHKÍY IS PLAINS CREE FOR GOOD MEDICINE

**Artist Dale Cheechoo designed the above crest for the College of Medicine in 2003, in accordance with local Cree teachings. The following are represented within the crest:**

Medicine Wheel - 4 Directions and their Teachings, Balanced Lifestyle

Teepee - Plains Cree, Women and Family, 15 Teepee Teachings, The Teepee Lodge faces the South

Colors of the Teepee - Métis Sash Pattern and the Métis People

Eagle Feather - Strength

Sweet Grass - Medicine

Snake - Represents knowledge in Greek Mythology – adapted by Western Medicine

Snake and Sweet Grass - Partnership of Both Worlds, Western and Aboriginal, Represents the Concept of Self-Purification, One must purify oneself before entering the lodge, One must heal oneself before becoming a healer.

Harvest Moon - Saskatchewan

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## LAND ACKNOWLEDGMENT

The University of Saskatchewan's College of Medicine is located on Treaty 2, 4, 5, 6, 7, 8 and 10 Territories and the Homeland of the Métis. We pay our respect to the First Nations and Métis ancestors of this place and reaffirm our relationship with one another.

USask is committed to Indigenization and decolonization which is guided by the gift of ohpahotân | oohpaahotaan, the Indigenous Strategy. Learn more about ohpahotân | oohpaahotaan and the seven commitments of the strategy at [Indigenous.usask.ca](https://indigenous.usask.ca).

# MESSAGE FROM THE DEAN

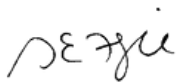
Over the past year, we have been engaged in strategic discussions to define our future path. Using a collaborative strengths-based approach we focused on leveraging our strengths and opportunities to define our preferred future.

Through interviews, surveys, and future-focused conversations, we have heard from alumni, faculty, leaders, learners, and staff. Peer-nominated Values Champions from across the province developed a set of core values — accountability, belonging, collaboration, curiosity, and well-being — that reflect what is important to us and will be demonstrated through our daily actions.

This strategy was created with our college community, and I would like to acknowledge and thank you for your involvement. I hope you can see yourself and your work in the vision, mission, goals, values and commitments. I invite you to reflect on how it can inform you and your team in the coming months and years as we map our objectives and actions to show we are indeed reaching our goals.

*Paving the Path to 2030* will guide how our college collectively moves forward. Over the next five years we will focus on people, education, and research — recognizing a people-first approach is essential. We will commit to Connecting, Advancing Truth and Reconciliation, Reflecting and learning, EMBEDDING Equity Diversity Inclusion and Accessibility (EDIA) principles, and Sharing our stories. These commitments are woven into our focus areas and will help ensure we are a College of Medicine that CARES.

Our college is a gem, making a meaningful impact on health and well-being for Saskatchewan and beyond. With a shared focus on people, education, and research I am truly excited and hopeful about what we will continue to accomplish together.



**Sarah Forgie, MD, M.Ed., FRCPC, FAMMI**

Dean and Professor  
College of Medicine

## **VISION: WHERE WE ARE GOING**

Rooted in Saskatchewan communities, we shape a healthier future.

## **MISSION: WHAT WE DO, HOW WE DO IT, AND FOR WHOM**

Our college cultivates the health and well-being of all peoples of Saskatchewan through service, education, scholarship and research that matter.

# VALUES: WHO WE ARE

Our college is guided by a set of core values. These values define what is important to us and are demonstrated through our everyday actions and decisions.

## **WE ARE ACCOUNTABLE**

We honour our commitments and take ownership of our decisions, guided by integrity and purpose. We hold ourselves accountable to one another and to the communities we serve. Through responsible stewardship of resources and transparent actions, we advance the college's mission, uphold our social and environmental responsibilities and foster trust in all our relationships.

### **EXAMPLES**

- We transparently monitor progress toward goals and make course corrections as needed.
- We build long-term relationships with community organizations.
- We develop programs and initiatives to make spaces more environmentally friendly.

## **WE FOSTER BELONGING**

We create inclusive and accessible spaces where everyone is respected, valued, and empowered to contribute as their authentic selves.

### **EXAMPLES**

- We use inclusive language and practices in meetings, emails, and events.
- We make sure people can easily participate in meetings regardless of their location.

## **WE ARE COLLABORATIVE**

We work across roles, units, departments, colleges, organizations and communities to achieve shared goals. We contribute meaningfully by building relationships, sharing knowledge, and acting with care, humility, and purpose.

### **EXAMPLES**

- We establish systems that facilitate meaningful connections across the college.
- We engage impacted groups in planning and decision-making.
- We encourage experimentation and knowledge-sharing across teams and disciplines.

## **WE ARE CURIOUS**

We foster a culture of innovation, inquiry and continuous learning, by encouraging bold thinking and turning creative ideas into action.

### **EXAMPLES**

- We treat setbacks as an opportunity to learn and grow as an organization.
- We are curious about the 'why' behind symptoms, systems, and solutions—because understanding leads to better outcomes.

## **WE NURTURE WELL-BEING**

We support the mental, emotional and physical health of learners, staff and faculty.

### **EXAMPLES**

- We support flexible work and learning arrangements to accommodate diverse needs.
- We check in regularly with learners and colleagues, especially during high-stress periods.

# COMMITMENTS

Our cross-cutting commitments guide us in all that we do.

## **CONNECTING**

Focusing on our unique role as the College of Medicine for Saskatchewan, we foster strong, reciprocal relationships with communities and partners to enhance collaboration, relevance, and shared success across all our work.

## **ADVANCING TRUTH AND RECONCILIATION**

We are committed to learning from the past and taking real steps toward fairness and respect. This means listening to Indigenous voices and actively responding to the Truth and Reconciliation Calls to Action.

## **REFLECTING AND LEARNING**

We pursue continuous improvement and innovation, using reflection and evidence to evolve and elevate our impact in education, research, and service.

## **EMBEDDING EQUITY, DIVERSITY, INCLUSION, AND ACCESSIBILITY (EDIA) PRINCIPLES**

We commit to providing equity of opportunity for all, deepening diversity across our college community and enhancing inclusivity and accessibility in our places of work and study.

## **SHARING OUR STORIES**

We actively share our voices, experiences, and achievements to build understanding, pride, and connection within and beyond our college.

# FOCUS AREAS AND GOALS

## PEOPLE

We are a thriving community proud to learn, work and lead together.

### GOALS

- Grow joy and fulfillment
- Support lifelong learning and career development
- Attract, train and retain the people our province needs
- Foster a culture of recognition, appreciation and celebration

## EDUCATION

We are skilled, engaged educators and empowered learners making meaningful contributions in our fields and communities.

### GOALS

- Provide high-quality education in supportive learning environments
- Grow programming to meet Saskatchewan's evolving health needs
- Adapt and respond to emerging technologies
- Enhance rural and remote learning opportunities
- Increase opportunities to learn together

## RESEARCH

We are a network excelling in innovation, research, scholarship, and quality improvement.

### GOALS

- Expand research and scholarship visibility, opportunities and impact
- Enhance equitable access to research and scholarship support.
- Diversify funding sources and increase research success
- Amplify collaborative interdisciplinary research and scholarship
- Foster authentic community-engaged research and scholarship

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# FOUNDATIONAL INVESTMENTS

We will make thoughtful and strategic investments in people, technology, infrastructure to optimize administrative processes to align resources with our focus areas and commitments.







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