UNIVERSITY OF SASKATCHEWAN
College of Medicine
FACULTY DEVELOPMENT
MEDICINE.USASK.CA/FACULTYDEV

STRATEGIC PLAN 2024-2026

Faculty Development
College of Medicine



Vision and Mission

Faculty Development supports the vision and mission of the College of Medicine and University of Saskatchewan.

University of Saskatchewan

Mission – The University of Saskatchewan advances the aspirations of the people of the province and beyond through interdisciplinary and collaborative approaches to discovering, teaching, sharing, integrating, preserving, and applying knowledge, including the creative arts, to build a rich cultural community. An innovative, accessible, and welcoming place for students, educators, and researchers from around the world, we serve the public good by connecting discovery, teaching, and outreach, by promoting diversity and meaningful change, and by preparing students for enriching careers and fulfilling lives as engaged global citizens.

Vision - We will contribute to a sustainable future by being among the best in the world in areas of special and emerging strengths, through outstanding research, scholarly, and artistic work that addresses the needs and aspirations of our region and the world, and through exceptional teaching and engagement. We will be an outstanding institution of research, learning, knowledge-keeping, reconciliation, and inclusion with and by Indigenous peoples and communities.

College of Medicine

Mission – As a socially accountable organization, we improve health through innovative and interdisciplinary research and education, leadership, community engagement, and development of culturally competent, skilled clinicians and scientists. Collaborative and mutually beneficial partnerships with Indigenous peoples and communities are central to our mission.

Vision - We are leaders in improving the health and well-being of the people of Saskatchewan and the world.

Strategic Priorities



Facilitating Culture Change
To support culture change for all faculty in the College of Medicine by being a resource and an innovator for wellness programming and other information, skills development, connections, and program quality improvements. This priority is woven through the other four Faculty Development priorities, and supports a number of College of Medicine Strategic Plan goals.



Responsive Programming
To grow into a high-level Faculty Development program that is part of the culture of learning at the College of Medicine. We aim to have an inclusive, accessible program that engages all faculty members to improve educational practice, leadership and scholarship.



Building Connections and Capacity
To build a community of practice for faculty development and medical education across the province to promote continual learning opportunities and connection.



Enhanced Program Quality
To engage in ongoing and systematic evaluation of the process and impact of faculty development through reflective critique, quality improvement, educational innovation, and scholarly work.



Optimizing Delivery
To provide a user-friendly experience to all participants, both on and off-site.

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Responsive Programming

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- Explicitly identify faculty developments role to respond to the college strategic plan
- Invest in the support framework by enhancing the in-house department support
- Seek and offer creative solutions to informal and formal offerings to reflect the time and method faculty have to focus on development
- Promote awareness of impact of faculty development programming

Enhanced Program Quality

To engage in ongoing and systematic evaluation of the process and impact of faculty development through reflective critique, quality improvement, educational innovation, and scholarly work.

- Completion of an evaluation framework that articulates comprehensive nature to measurement from a lens of the user experience, utilization, and impact
- Promote approaches to best practices learned at the College of Medicine in scholarship

Building Connections & Capacity

To build a community of practice for faculty development and medical education across the province to promote continual learning opportunities and connection.

- Create communities of practice
- Leverage and promote experts
- Continue to support stronger integration between faculty development and CME

Optimizing Delivery

To provide a user-friendly experience to all participants, both on and off-site.

- Establish confidence in the support structure for the processes so that there is a focus on quality of platform and quality of experience
- Invest in communication tools to enable access/searchable functions to materials

Strategic Priorities (reframed in light of ASPIRE Criteria)

Faculty development refers to all activities health professionals pursue to improve their knowledge, skills, and behaviours as teachers and educators, leaders and managers, and researchers and scholars (Steinert et al 2014). An institution that has achieved excellence in faculty development prepares faculty members for their various academic roles through a broad range of initiatives that are evaluated for impact, and which contribute to the scholarship of faculty development (ASIPRE Excellence in Faculty Development).

1. Clear Goals Aligned with Organizational Priorities that are Systematically Designed and Evidence-Based (Responsive programming)

Develop a high-performing Faculty Development program with clear, evidence-based goals that are aligned with the College of Medicine's strategic priorities that fosters a culture of continuous learning and improvement. We will achieve an inclusive, accessible program that engages all faculty members to improve educational practice, leadership and scholarship.

1.1 Clearly define and communicate the role of faculty development in achieving the College of Medicine's strategic priorities, ensuring alignment and integration with organizational priorities.

1.2 Enhance the support framework for faculty development through systematic investment in in-house departmental resources, ensuring sustainability and effectiveness.

1.3 Implement innovative and flexible faculty development offerings that accommodate diverse schedules and learning preferences, promoting accessibility and engagement.

1.4 Increase awareness and visibility of the impact of faculty development programs through systematic evaluation and dissemination of outcomes.

2. Community of Practice and Continuous Learning (Building connections and capacity)

Foster a robust community of practice for faculty development and medical education, promoting continuous learning and collaboration across the province.

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2.1 Establish and nurture communities of practice that facilitate peer learning, collaboration, and the sharing of best practices in faculty development.

2.2 Identify and leverage the expertise of faculty members, promoting their contributions to the broader educational community and enhancing the overall quality of faculty development.

2.3 Strengthen the integration between faculty development and Continuing Medical Education (CME), ensuring cohesive and comprehensive professional development pathways.

3. Evaluation and Quality Improvement (Enhanced program quality)

Implement a rigorous, ongoing evaluation framework to assess and enhance the quality and impact of faculty development programs, fostering continuous improvement and innovation.

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3.1 Develop and implement a comprehensive evaluation framework that measures user experience, utilization, and impact, guiding continuous quality improvement efforts.

3.2 Disseminate and promote best practices and innovations in faculty development through scholarly activities, contributing to the broader academic community.

4. User-friendly Experience and Accessibility (Optimizing delivery)

Ensure a user-friendly and accessible experience for all participants, leveraging technology and support structures to enhance engagement and learning outcomes.

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- 4.1 Build confidence in the support structures and processes, prioritizing the quality of the platform and the overall participant experience.
- 4.2 Invest in advanced communication tools and technologies to facilitate easy access and searchability of faculty development materials, enhancing usability and engagement.