SUSTAINING AND SUPPORTING THE PROFESSORIATE

Academic Affairs Strategic Plan 2017-22

Lesley Fellows, Anne McKinney, Mara Ludwig, Christine Dolden and the Academic Affairs Office
Guiding principles

• Excellence
• Equity
• Rigour & transparency
• Flexibility & compassion
• Collaboration
• Communication
Strategic Plan Overview

- Sustaining the professoriate
  - Tenure stream
  - CAS (Research)

- Supporting faculty
  - Academic engagement of clinical faculty
  - Practice plans
  - Performance evaluation of CAS faculty

- Cross-cutting initiatives
  - Equity, diversity, inclusion
  - Faculty wellness

- Academic Affairs Office
  - Addressing risks of internal structure, staffing
  - Strengthening links with AECs
  - Managing R2R transition
  - Addressing needs of C.O.
Sustaining the professoriate

Tenure stream

- Protect existing tenure-track complement
- Renegotiation of TT partnership agreement with MUHC
- Operationalize TT for clinician-scientists (from initial hiring to TT switch to long-term)

CAS (Research)

- Develop clearer framework for CAS Research hiring
  - Equitable and competitive hiring process
  - Equitable access to awards, other support
  - Clarify role expectations, including for ‘nil salary’ CAS Research
  - Career path and timelines
Supporting faculty

• Academic engagement of clinicians
  • Orientation: Updated, more frequent, more informal
  • Website update
  • Mentorship: TSP, FHF
  • Support for faculty leaders (coaching, unit-level support)
    • Peer support and training for Chairs/Directors
  • Feedback for part-time faculty

• Practice plans
  • Guidance document
  • Chairs School topic

• Annual evaluations
  • More flexibility to reflect varied roles
    • Alignment with promotions expectations
  • Support to Chairs

• Faculty wellness
  • Assess: 2020 and annually thereafter
  • Integrated actions
AAO

• Internal reorganization into teams
  • Took on new responsibilities with existing staffing
  • Persistent and new challenges: staffing risks; WorkDay

• Improving communications with AECs, other partners
  • Needs assessment AEC AD’s
  • Training in multiple formats for AEC AAA’s: online, on-site

• Managing R2R transition…

• Intensive support for CO admin team
2020-21 goals

• Complete on-going one-time projects:
  • Website refresh
  • Formalize CAS Research policy, clinician-scientist career framework
• Continue efforts to support EDI implementation and more general higher-quality search processes
• Continue current mentorship, career development and peer-support initiatives
  • Add senior faculty career development support
• Pilot unit-level support/intervention team
• ‘Chairs School’ launch
• Academic Affairs Annual Report
• Office:
  • Survive R2R and understand its potential for quality improvement, data
  • Optimize workflow and internal communication for sustained work-from-home reality
  • Continue to strengthen administrative team