

Leading in Health

Faculty of Health Sciences Strategic Plan (Academic)

2017-2020

Our Vision

To be a world leader in research and education in health.

Our Mission

Through transformative research and education, we will unleash innovative ideas and opportunities that enable living in health throughout the lifespan.

Message from the Dean

The Faculty of Health Sciences (FHS) is the embodiment of Western's motto "Veritas et Utilitas" (Truth and Usefulness). The concept that knowledge and application must go hand in hand is the foundation of the activities of our Faculty. As a proud member of Western's community, we strive "to seek always the betterment of the human condition" (Western's strategic plan).

FHS is committed to bettering the human condition through outstanding training of health professionals, the education of students in the fundamentals of health, disability, and sport, and through the actions of our graduates who integrate the art and science of their disciplines. Moreover, the research outcomes of faculty members in FHS change collective understandings of the mind and the body, their intimate integrations, and their relationships in society.

This FHS Strategic Plan 2017-2020 is meant to be an overarching and complementary document to the Strategic Plans of each of our six Schools (Communication Sciences and Disorders, Health Studies, Kinesiology, Nursing, Occupational Therapy, Physical Therapy), our four Research Centers (Canadian Center for Activity and Aging, Center for Research in Health Equity and Social Inclusion, International Center for Olympic Studies, National Center of Audiology) and the FHS Research Strategic Plan 2016. The integration of these plans optimizes synergies in ideas, efforts, and finances, creating stronger, unified efforts to advance health research and health education.

Sincerely,

A handwritten signature in black ink that reads "S. Jayne Garland". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

S. Jayne Garland, PhD
Dean, Faculty of Health Sciences

Advance Research and Scholarship

The primary goal of the Faculty of Health Sciences is that the research its faculty undertake has a significant and acknowledged positive impact on the health of people and societies. Achieving this goal requires highly qualified researchers, students and staff, an emphasis on strong partnerships for knowledge mobilization and exchange, interdisciplinary teams of researchers and stakeholders, and sufficient funding to realize its objectives. Our Associate Dean Research and the FHS Research Advisory Committee prepared a detailed FHS Research Strategic Plan. Highlights include:

Leading the development of an Institute for Exercise and Health, and an Institute for Hearing Science

- » Two new Institutes will be approved by Western by 2020

Building and supporting strong interdisciplinary research groups and Centres

- » Initiate small group brainstorming think tank sessions in 2017
- » Three new research groups (e.g. health and aging, sport and social impact) will be launched by 2020
- » Collaborative space to support the research groups and Centers will be created by 2020

Administering programs to facilitate research success

- » 75% of FHS probationary/ tenured faculty members will have external funding by 2020
- » 25% of Category 1 graduate students will have external scholarships by 2020

Leading in Learning

Embodying “Veritas et Utilitas” requires an emphasis on both knowledge and application. FHS and its faculty and staff are committed to ensuring that its graduates learn in a world-class university and apply knowledge while enrolled in its programs and School. The integration of knowledge and application by students requires opportunities for experiential learning, interprofessional education and comprehensive career planning. By extending our educational reach to practicing health professionals through enriched pedagogical techniques, we intend to be Canadian leaders in lifelong learning and knowledge dissemination into the workplace.

Expand our graduate program/diploma/certificate offerings

- » A new online post-graduate certificate/diploma program will be launched in 2018
- » Create an Assistant Dean eLearning in Health and Rehabilitation Sciences in July 2017 to oversee the development of the online modules and lead the Health and Rehabilitation Sciences graduate program
- » New course-based masters will be created in the existing graduate programs by 2017

Increase our experiential learning opportunities

- » A comprehensive plan for to support the opportunity for 100% of undergraduate students to have experiential learning will be developed by 2017
- » Create inter-professional experiential learning opportunities by 2019
- » Community-based experiential opportunities will be available for 25% of Kin/HS by 2020

Develop alternate delivery and blended learning strategies

- » One new course in our category 1 research programs will go online annually until 2020
- » Expand the use of our simulation facilities by 2018

Identify the career spectrum for our graduates

- » Create a “living document” of health research and health care career paths for category 1 students by 2017
- » Highlight career opportunities through our Distinguished Lecturer
- » Create a communications campaign for U/G and Cat 2 programs for emerging careers by 2019

Ensure our Interprofessional Education and Practice activities are meeting the needs of our stakeholders

- » External review conducted and findings implemented by 2018
- » Create an Assistant Dean Interprofessional Education in July 2017 to oversee the implement the findings of the IPE external review and development of a IPE Research and Education Center
- » Create a new interprofessional center, in operation by 2020

Engagement with Alumni, Community, Institutional and International Partners

Our alumni are a source of pride for FHS and inspiration for future students; they keep us grounded in the “real world”. Community engagement is fundamental to our research and educational programs. Community partners are the purveyors of our experiential learning opportunities, the employers of our graduates, and often the vehicle through which our research findings are applied.

Developing FHS Internationalization and FHS Indigenous Strategic Plans

- » Internationalization and Indigenous Strategic Plans created and implementation beginning by 2017

Working with our Western and Community Partners to maximize our research and education

- » Create operational plans with hospital partners by 2017
- » Dean to meet with five new community partners annually through 2020

Engaging alumni in Western life

- » 50% of experiential learning opportunities will be offered by FHS alumni by 2020

Financial Sustainability

We cannot shrink into greatness. Diversification of our resource base through innovative educational offerings, large research grants, and donations is critical to achieving our goals. Improving efficiency and affordability of our current educational offerings will also be required.

Increase fundraising activities

- » Reach an annual goal of 2M by 2020
- » Establish a 100th anniversary campaign for Nursing by 2017
- » Secure at least two new Endowed Chairs by 2020

Diversify revenue sources

- » See *Leading in Learning* above

Implement revenue-sharing within FHS

- » Enable more budget authority and accountability within the Schools starting in 2018

Reduce FHS expenditures for graduate student funding

- » Reduce FHS funding for graduate student packages by 300K in 2018 and 600K in 2019

Workplace Culture

The Faculty of Health Sciences remains invested in fostering a positive workplace environment that instils a sense of pride, teamwork and cohesion among our members. We commit to this as a way of advancing synergies, increasing employee satisfaction and engagement and celebrating the successes of faculty and staff. Results of the 2012 We Speak survey showed that we are on the right path, but we believe there is always work to be done in this area. To that end, we have, and will continue to, focus our efforts in areas that help achieve these objectives. Below are just a few examples of continuing initiatives that keep us moving forward in this area.

Recognizing Excellence

- » Presentation of annual Faculty of Health Sciences Awards of Excellence to faculty and staff
- » Providing centralized support for teaching/research award dossier submissions
- » Annual Staff Appreciation Reception

Supporting Growth and Development

- » Development of a FHS mentoring program for Postdoctoral Fellows
- » Supporting members in pursuing professional development and educational opportunities
- » Maintain the FHS Tri-Council Funding Initiative, which helps strengthen grant applications of FHS members
- » Support members who express interest in assuming leadership roles in the future

Communication

- » Distribution of monthly Dean's Update email to faculty and staff, which highlights awards, research and grant success etc.
- » Develop vehicles to communicate more effectively with staff
- » Hold regular meetings with student leaders to stay current on student concerns

Health and Wellness

- » FHS played a leadership role in the development of Living Well @ Western and will continue to support this initiative
- » Being a campus leader in support of initiatives related to the Accessibility for Ontarians with Disabilities Act (AODA)

Western  HealthSciences