

DalEM



DALHOUSIE DEPARTMENT OF
EMERGENCY MEDICINE



**STRATEGIC PLAN 2023-2028 “Charting the future of
Emergency Medicine”**

Vision: A world leading, distributed, integrated, Maritime Based Academic Department of Emergency Medicine.

Mission: To advance the practice of Emergency Medicine through high impact research and innovative top-quality education.

Values:

Respect -Work and learning environments grounded in kindness and a high regard for the aspirations, rights, and traditions of all. Collegial, professional relationships that build feelings of trust, empathy, compassion, safety, and wellbeing.

Inclusion - A diverse mix of outstanding students, clinicians, scholars, researchers, and staff who share an enriched sense of belonging and commitment to action. The power of diversity demonstrated through inclusive engagement with our communities.

Collaboration - Genuine appreciation for what is important to one another, our partners and those whom we serve. Building strong, productive relationships.

Accountability - Providing people with the tools, time, and other resources they need to do their work. Setting the bar for integrity in transparent communication. Setting new standards for high-quality and equitable approaches to medical education, research, and clinical practice.

Innovative Excellence – A passion for continuous growth in individuals, communities, populations and the specialty of emergency medicine. An ongoing commitment to sustainable quality improvement.

Areas of Strategic Focus:

Excellence in Education

1. Develop Health Care Professionals with the knowledge, skills, attitudes and professional competencies to deliver quality emergency care.
2. Provide a learning environment which cultivates a growth mindset and lifelong education that is receptive to the needs of various learners across all stages of their career.
3. Support scholarship and innovation in emergency medicine education.

High Impact Research

1. Cultivate infrastructure and an environment that is conducive to collaborative research.
2. Perform and promote clinically relevant research that enhances care and health.
3. Maximize knowledge translation and implementation.

Enhancing Clinical Care and Population Health

1. Advocate for excellence in emergency care in all dimensions of quality [safety, outcomes, patient experience, efficiency, equity].
2. Advocate for important health system reforms at the University, health authority, provincial, national and international levels.

Excellence in Leadership and Valuing People

1. Provide good governance ensuring streamlined processes are managed by appropriate leaders, committee structures, team members and administrative supports.
2. Supporting and valuing people with clear communication of strategic directions, operational goals and priorities.
3. Establish principals and practices for ongoing fiscal responsibility through fair and competitive funding of programs and individuals, as well as transparent and priority guided budgeting and practice plans.
4. Create a systematic approach to a positive, satisfying and enjoyable working environment that promotes wellness.

Cross Cutting Themes:

- Equity, diversity and inclusion
- Wellness
- Maritime based

GOVERNANCE STRUCTURE

