



CONTINUING MEDICAL EDUCATION



UNIVERSITY OF SASKATCHEWAN
College of Medicine
DIVISION OF CONTINUING MEDICAL EDUCATION
CMELEARNING.USASK.CA

STRATEGIC PLAN 2019-2024





Message from the Dean

The Division of Continuing Medical Education is a pillar of the full spectrum of medical education our college aspires to deliver.

This plan, in its alignment with the college's over-arching strategic plan, emphasizes the importance of working together and supporting each other on a shared path toward excellence in education. The priorities identified here of quality education, social accountability, operations and our learner environment are mirrored in the college plan.

Ensuring that physicians and other health care professionals have access to high-quality and relevant continuing education is an important component of the full scope of medical education delivered by the College of Medicine. It is one of the most significant ways we connect with and support health care professionals and alumni of our college, and through them, our communities. Our CME team directly delivers on our fundamental belief in lifelong learning in medicine.



I congratulate and thank our team in Continuing Medical Education on this strategic plan and the great work behind it—not to mention all the great work to come!

Preston Smith, Dean
College of Medicine



Vision

CME is a leader in enhancing the patient's quality of health through its innovative educational opportunities in lifelong learning

Mission

CME engages with healthcare professionals to enhance health care outcomes by delivering continuing professional learning that is focused on the needs of the patient and their communities. We are guided by the principles of social accountability, equity, collaboration and excellence

Values

Respect, Responsiveness, Collaboration, Innovation, Accountability, Passion, Leadership, Scholarship, Quality Improvement

Strategic Priorities

Quality Education



To be a provincial leader in continuing professional development. CME designs and delivers programming that successfully promotes educational strategies and methods to improve physician competence and performance. Our objective is to improve the health of patients and their communities.

Social Accountability



As a reflection of our commitment to respond to the Calls to Action in the Truth and Reconciliation Report. To address the continued challenges of equity and equality of all communities served by the health care system.

Operations



A strong organizational plan is required to support the achievement of the CME's purpose and allow for achievement of measurable goals within the strategic plan.

Learner Environment



A modern learning environment is recognized as an important factor required of successful, competitive CPD providers to deliver transformative educational experiences.



Strategic Priorities

1. Quality Education

To become a provincial leader in continuing professional development, CME designs and delivers programming that successfully promotes educational strategies and methods to improve physician competence and performance. Our objective is to improve the health of patients and their communities.

- 1.1 Accreditation: Receive full CACME approval May 2020
- 1.2 Ensure educational content development delivery is guided by best practices as demonstrated by: distribution across CanMEDS Physician Competency framework, and informed by scientific evidence
- 1.3 Increase our contribution to the growing field of research by: demonstrating ongoing participation in scholarship including original research, and increasing research grant submissions, awards & funding dollars
- 1.4 Faculty engagement: Empower faculty members to become role models of successful lifelong learning. Achieve comprehensive representation on Planning Committees

2. Social Accountability

As a reflection of our commitment to respond to the Calls to Action in the Truth and Reconciliation Report. To address the continued challenges of equity and equality of all communities served by the health care system.

- 2.1 Integrate a theme of Social Accountability into CME programming and research
- 2.2 To design and deliver programming that demonstrates our successful response to the Calls to Action as laid out in the TRC.
- 2.3 Target uptake of our educational materials in organizations external to the COM as relates to their SA elements.
- 2.4 To support and deliver programs that place internationally trained physicians in underserves rural and remote locations.
- 2.5 Pursue and support a research agenda that has its roots in a social accountability theme and effects meaningful change in patients and communities.
- 2.6 Enhance and foster partnerships with other U of S colleges to promote and support inter-professional programming and research.

3. Operations

A strong organizational plan is required to support the achievement of the CME's purpose and allow for achievement of measurable goals within the strategic plan.

- 3.1 Develop and implement a multiyear financial plan that positions CME to achieve stable and sufficient financial resources to sustain and grow operations which support CME's Strategic Plan and align with the Mission of the College
- 3.2 Ensure the organizational structure reflects the operational needs of the Division i.e. sufficient human resources, training and knowledge



3.3 Draft and implement administrative policies and procedures to sustain and grow operations that support CME's Strategic Plan, align with the Mission of the College and satisfy the CACME accreditation standards

4. Learner Environment

A modern learning environment is recognized as an important factor required of successful, competitive CPD providers to deliver transformative educational experiences.

- 4.1 Increase the number of CME registrants for in person and online events
- 4.2 Increase the number of learning events that occur outside of Saskatoon and Regina
- 4.3 Enhance and grow the presence of CME in Regina
- 4.4 Anticipate and respond to current trends in CPD
- 4.5 Integrate innovative learning environments in the design and delivery of CPD programs utilizing technology and modern educational design where possible



Appendix A: Strategic Planning Process

The Division of Continuing Medical Education had come to the close of the previous Strategic Plan which covered the term of 2013-2018. A new strategic plan was required to take the division forward into 2024. In 2018/2019 the CME Advisory Committee and the Faculty Council Standing Committee on CME revised the Mission and Vision statements for CME as well as its Core Values.

Staff

In addition to the Associate Dean, the CME team has 13 staff. A Medical Director leads the Saskatchewan International Physician Practice Assessment in a contracted capacity. Staff members are seen as stakeholders in the division, and all staff members have been involved in the strategic planning process.

Strategic Planning Process

In 2018 the CME Division began a formal process of developing a 5 year strategic plan. It was created in collaboration with its two main advisory committees which have broad stakeholder representation. CME staff members are also viewed as valued stakeholders and their input is routinely sought at regularly scheduled CME Division “mini-retreats” which began in 2017 and continue to present day. Strategic Planning elements are routinely incorporated into the agenda of these retreat, as well as the Faculty Council Standing Committee on Continuing Medical Education and the CME Advisory Committee.

At both Advisory Committee meetings as well as in the mini-retreats the following questions are asked:

- 1) What does CME do well?
- 2) What could CME do better?
- 3) What are the core values of the CME Division?
- 4) What should the strategic directions of the CME Division be and how could these be met?
- 5) What performance metrics should be set by the CME Division?

To gain perspective on these Core Questions the two advisory committees and the CME Staff were provided with a broad variety of reports¹ including:

- SSRL Needs Assessment CME and Faculty Development 2018
- CMPA reports on various practice segments
- Harrison reports from 2017 and 2018
- SIPPA Advisory Council/SaskDocs
- College of Medicine Strategic Plan
- University of Saskatchewan Strategic Plan
- Evaluations from past CME events
- CME Financial reports and budgets
- FMEC-CPD 2018 report
- Gwenna Moss report on CME’s Strategic Evaluation Plan, August 2017
- CME at U of S. A New Business Model R. Henderson, PhD, June 2017
- CACME feedback and prior accreditation reports

¹ Contact CME office for copies of listed reports



CME also sought the guidance of the College of Medicine’s Senior Project Leader and acquired internal COM Strategic Planning templates and support that guided the creation of the final document. Through the strategic planning process the Strategic Priorities as well as the Mission, Vision statements and the Core Values were developed.