



UNIVERSITY OF SASKATCHEWAN

College of Medicine

MEDICINE.USASK.CA

Paving Our Path to 2030

COLLEGE OF MEDICINE STRATEGIC PLAN

LAND ACKNOWLEDGEMENT

The University of Saskatchewan (USask) College of Medicine is located on Treaty 2, 4, 5, 6, 7, 8 and 10 Territories and the Homeland of the Métis. We pay our respect to the First Nations and Métis ancestors of this place and reaffirm our relationship with one another.

MESSAGE FROM THE DEAN

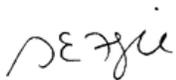
Over the past year, we have been engaged in strategic discussions to define our future path. Using a collaborative strengths-based approach we focused on leveraging our strengths and opportunities to define our preferred future.

Through interviews, surveys, and future-focused conversations, we have heard from alumni, faculty, leaders, learners, and staff. Peer-nominated Values Champions from across the province developed a set of core values — accountability, belonging, collaboration, curiosity, and well-being — that reflect what is important to us and will be demonstrated through our daily actions.

This strategy was created with our college community, and I would like to acknowledge and thank you for your involvement. I hope you can see yourself and your work in the vision, mission, goals, values and commitments. I invite you to reflect on how it can inform you and your team in the coming months and years as we map our objectives and actions to show we are indeed reaching our goals.

Paving Our Path to 2030 will guide how our college collectively moves forward. Over the next five years we will focus on people, education, and research — recognizing a people-first approach is essential. We will commit to Connecting, Advancing ohpahotân | oohpaahotaan (Indigenous Strategy), Reflecting and Learning, EMBEDDING Equity Diversity Inclusion and Accessibility (EDIA) principles, and Sharing Our Stories. These commitments are woven into our focus areas and will help ensure we are a College of Medicine that CARES.

Our college is a gem, making a meaningful impact on health and well-being for Saskatchewan and beyond. With a shared focus on people, education, and research I am truly excited and hopeful about what we will continue to accomplish together.



Sarah Forgie, MD, M.Ed., FRCPC, FAMMI

Dean and Professor
College of Medicine

VISION: WHERE WE ARE GOING

Rooted in Saskatchewan communities, we shape a healthier future.

MISSION: WHAT WE DO, HOW WE DO IT, AND FOR WHOM

Our college cultivates the health and well-being of all peoples of Saskatchewan through service, education, scholarship and research that matter.

VALUES: WHO WE ARE

Our college is guided by a set of core values. These values define what is important to us and are demonstrated through our everyday actions and decisions.

WE ARE ACCOUNTABLE

We honour our commitments and take ownership of our decisions, guided by integrity and purpose. We hold ourselves accountable to one another and to the communities we serve. Through responsible stewardship of resources and transparent actions, we advance the college's mission, uphold our social and environmental responsibilities and foster trust in all our relationships.

EXAMPLES

- We transparently monitor progress toward goals and make course corrections as needed.
- We build long-term relationships with community organizations.
- We develop programs and initiatives to make spaces more environmentally friendly.

WE FOSTER BELONGING

We create inclusive and accessible spaces where everyone is respected, valued, and empowered to contribute as their authentic selves.

EXAMPLES

- We use inclusive language and practices in meetings, emails, and events.
- We make sure people can easily participate in meetings regardless of their location.

WE ARE COLLABORATIVE

We work across roles, units, departments, colleges, organizations and communities to achieve shared goals. We contribute meaningfully by building relationships, sharing knowledge, and acting with care, humility, and purpose.

EXAMPLES

- We establish systems that facilitate meaningful connections across the college.
- We engage impacted groups in planning and decision-making.
- We encourage experimentation and knowledge-sharing across teams and disciplines.

WE ARE CURIOUS

We foster a culture of innovation, inquiry and continuous learning, by encouraging bold thinking and turning creative ideas into action.

EXAMPLES

- We treat setbacks as an opportunity to learn and grow as an organization.
- We are curious about the 'why' behind symptoms, systems, and solutions—because understanding leads to better outcomes.

WE NURTURE WELL-BEING

We support the mental, emotional and physical health of learners, staff and faculty.

EXAMPLES

- We support flexible work and learning arrangements to accommodate diverse needs.
- We check in regularly with learners and colleagues, especially during high-stress periods.

COMMITMENTS

Our cross-cutting commitments guide us in all that we do.

CONNECTING

Focusing on our unique role as the College of Medicine for Saskatchewan, we foster strong, reciprocal relationships with communities and partners to enhance collaboration, relevance, and shared success across all our work.

ADVANCING *ohpahotân* | *oohpaahotaan* (Indigenous Strategy)

In the spirit of Truth and Reconciliation, we work to uplift the seven fundamental commitments articulated in the [ohpahotân | oohpaahotaan – Indigenous Strategy](#), recognizing that they are interconnected and mutually reinforcing. While acknowledging the past, we will work toward creating an environment of safety, wellness, stewardship, representation, right relations, creation, and renewal.

REFLECTING AND LEARNING

We pursue continuous improvement and innovation, using reflection and evidence to evolve and elevate our impact in education, research, and service.

EMBEDDING EQUITY, DIVERSITY, INCLUSION, AND ACCESSIBILITY (EDIA) PRINCIPLES

We commit to providing equity of opportunity for all, deepening diversity across our college community and enhancing inclusivity and accessibility in our places of work and study.

SHARING OUR STORIES

We actively share our voices, experiences, and achievements to build understanding, pride, and connection within and beyond our college.

FOCUS AREAS AND GOALS

PEOPLE

We are a thriving community proud to learn, work and lead together.

GOALS

- Grow joy and fulfillment
- Support lifelong learning and career development
- Attract, train and retain the people our province needs
- Foster a culture of recognition, appreciation and celebration

EDUCATION

We are skilled, engaged educators and empowered learners making meaningful contributions in our fields and communities.

GOALS

- Provide high-quality education in supportive learning environments
- Grow programming to meet Saskatchewan's evolving health needs
- Adapt and respond to emerging technologies
- Enhance rural and remote learning opportunities
- Increase opportunities to learn together

RESEARCH

We are a network excelling in innovation, research, scholarship, and quality improvement.

GOALS

- Expand research and scholarship visibility and impact
- Enhance equitable access to research and scholarship support
- Increase and diversify research funding sources
- Amplify collaborative interdisciplinary research and scholarship
- Foster authentic community-engaged research and scholarship

FOUNDATIONAL INVESTMENTS

We will make thoughtful and strategic investments in people, technology, infrastructure and optimize administrative processes to align resources with our focus areas and commitments.



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