

CFMS 2020-2022 Student Affairs Portfolio Strategic Plan

Vision: Train healthier physicians to maximize the productivity and quality of health care services for Canadians.

Values:

1. Collaboration: Together we can achieve much more than we can alone.
2. Community: Every student should feel at home here.
3. Compassion: Kindness and compassionate actions guide us.
4. Disruptive Innovation: Bold ideas and visionary leadership drive progress.
5. Equality: Every student should have equal opportunities to reach their potential.

Strategic Direction #1: Develop health-promoting communities

Description/Background:

The CFMS represents students with diverse backgrounds from across the country who engage with and are a part of varied communities. The CFMS works to connect students, unified by common goals and lived experiences, through involvement in initiatives while fostering a sense of community.

Goals/Objectives:

1. Develop innovative ways to connect students and foster a community that values and promotes health.
2. Increase student awareness of and engagement with CFMS wellness initiatives.
3. Provide opportunities to participate in a national peer support network.

Evaluation/Measurables/Deliverables:

1. By AGM each year, submit a Safe Spaces initiative report detailing the number of participants, agendas, and participant feedback to guide the planning of future sessions.
2. By June each year, submit a CFMS Celebrates Culture Changers campaign report, led by the Student Mistreatment Task Force, detailing the number of nomination submissions, social media engagement, and campaign details to guide the planning of the campaign leading into National Doctor's Day (May 1st).
3. Convert the CFMS: Staying Connecting During COVID Facebook group into a platform focused on providing programming and resources to connect students and support student wellness.
4. Create a permanent National Wellness Challenge File Lead position to lead the project, in collaboration with the National Officer of Wellness and Student Affairs Attaché.
5. Create a permanent Safe Spaces File Lead position to lead the project, in collaboration with the Director of Student Affairs.
6. Create a permanent Student Affairs Communications Coordinator position to increase collaboration with the Communications Portfolio and engagement with social media content and contests.
7. Establish the Life as a Doctor to Be podcast as a long-term addition to the Student Affairs portfolio and the CFMS podcast network.

8. Incorporate the Longitudinal Wellness Initiative Committee into the National Wellness Committee and shift the focus to membership engagement through social media promotion and dissemination of information.
9. Incorporate the Student Mistreatment Task Force into the National Wellness Committee to ensure ongoing support for the CFMS Celebrates Culture Changers campaign.
10. Increase annual National Wellness Challenge registrations and challenge submissions by 10%.
11. Increase participation in Safe Spaces sessions by 50% and ensure six sessions take place each year.

Strategic Direction #2: Promote a positive culture in medical education that prioritizes learner well-being

Description/Background:

Students have declining levels of well-being while in medical school and can be targets of mistreatment. As such, representing the students and collaborating with stakeholders on advocacy aimed at developing Health Promoting Learning Environments is essential.

Goals/Objectives:

1. Advocate for system-level changes that will improve student well-being.
2. Empower Student Affairs task forces to achieve their mandates and advocate for changes in medical education that prioritize learner well-being.
3. Establish a definition of Health Promoting Learning Environments.
4. Increase engagement with and participation in the annual Perspectives in Medicine campaign in collaboration with OMSA.

Evaluation/Measurables/Deliverables:

1. By June each year, submit a Perspectives in Medicine campaign report detailing the number of submissions, website views, social media engagement, and feedback received to guide the planning of future iterations of the campaign.
2. Create a permanent Perspectives in Medicine File Lead position to lead CFMS work on the project, in collaboration with OMSA representatives.
3. Create at least 1 new Student Affairs task force focused on system-level advocacy relating to learner well-being and promoting a positive culture.
4. Present at least one resolution, policy paper, or position paper to be considered for adoption by the CFMS general membership at either the AGM or SGM each year.
5. Restructure the National Wellness Committee to allow for increased collaboration within the Student Affairs portfolio and a greater emphasis on advocacy work related to system-level changes.
6. Seek feedback regularly on Student Affairs initiatives and advocacy work from students engaged with the Student Affairs Portfolio.
7. Support the Health Promoting Learning Environments Task Force to finalize their report by AGM 2020 and develop a dissemination plan to put their recommendations into action.

8. Support the Wellness Curriculum Task Force to finalize their report by AGM 2020 and execute the Wellness Curriculum Framework Dissemination Plan by AGM 2021.
9. Track policy changes that may impact student well-being on an ongoing basis.

Strategic Direction #3: Increase collaboration within the medical community

Description/Background:

The Student Affairs Portfolio collaborates with many key stakeholders within the medical community to further advocacy efforts, align messaging, and develop initiatives that will positively impact student well-being.

Goals/Objectives:

1. Increase collaboration with medical student associations across Canada and opportunities for local Wellness Roundtable representatives to become involved nationally.
2. Increase collaboration with professional bodies such as the AFMC, CMA, FMEQ, FMRQ, OMSA, and RDOC to coordinate advocacy efforts and align messaging regarding student well-being.
3. Increase collaboration with the UME and Student Affairs Deans to further advocacy work.

Evaluation/Measurables/Deliverables:

1. Partner with the CMA to increase student-focused content within the Wellness Hub and Wellness Connection.
2. Reserve one position on each new Student Affairs task force for a member of the Wellness Roundtable.
3. Schedule meetings with relevant representatives of external stakeholder organizations at regular intervals throughout the year.
4. Seek feedback regularly on Student Affairs initiatives and advocacy work from Wellness Roundtable representatives.
5. Share Student Affairs initiatives with Wellness Roundtable representatives and provide information such as event descriptions, graphics and specific dates/times for social media posts to aid each representative in advertising Student Affairs initiatives locally.
6. Share updates and invite external stakeholder organization representatives to collaborate on Student Affairs initiatives, which may include an invitation to participate in initiative planning, execution, and social media promotion.
7. Work with the Student Affairs Deans to ensure all schools are represented equitably during the selection of Safe Spaces facilitators.

Strategic Direction #4: Optimize student resources

Description/Background:

Many students benefit from discounts and resources offered by partner organizations. Additionally, resources that aid students in preparing for electives and residency interviews help support students through important education and career-related decisions.

Goals/Objectives:

1. Expand external partnerships to support and grow wellness initiatives within the Student Affairs Portfolio.
2. Improve access to and awareness of CFMS resources and discounts provided by partner organizations in collaboration with the Communications Portfolio.
3. Increase resources available to aid students in preparing for electives and residency applications and interviews.

Evaluation/Measurables/Deliverables:

1. Annually obtain 3 new corporate partners and maintain all high-priority partnerships.
2. Collect at least 100 Interviews Database reviews by SGM 2022.
3. Collect at least 100 Electives Database reviews by SGM 2022.
4. Collate a list of discounts, resources, and educational tools that are available to and sought after by medical students.
5. Increase the utilization of discounts provided by partner organizations by 10%.
6. Review and update the list of electives in the Electives Database biannually beginning in 2021.
7. Secure a title sponsor for major Student Affairs Portfolio initiatives such as the National Wellness Challenge by Winter 2021.