

Appendix IV: Strategic Directions, Goals, Actions and Measures

Strategic Direction #2: Research and Innovation

Strategic Direction #2: RESEARCH AND INNOVATION – Create and translate novel findings into surgical practice

Goals	Actions	Expected Outcomes/ Measures
<p>2-1 Pursue stable funding for research through the identification of new sources of revenue.</p> <p>2-2 Institute new policies to improve support for the Department’s scientists to be successful.</p> <p>2-3 Sustain and enhance the training of residents in the Surgical Scientist Training Program.</p>	<ul style="list-style-type: none"> • Pursue novel funding strategies including endowments or new types of donated funds to be distributed. • Hire staff dedicated to identify and then support the faculty in the application process for applying for novel external research funding sources (e.g. NSERC/CIHR collaborative grants). • Allocate a portion of Academic Enrichment Funds department-wide to supporting research • Adopt and implement recommendations from the Surgeon Scientist White Paper – some of these will benefit the broader faculty. • Drop “non” from the term non-clinician scientist, renaming this faculty group as “Scientist”. Develop a white paper outlining issues and recommendations for scientists. • Clinicians and non-clinicians in the department should be part of a rebranded part of a “surgeon scientist program”. • Ensure that funding, mentorship support are in place to maintain the ongoing success of the Surgeon Scientist Training Program. 	<ul style="list-style-type: none"> • Increased funding available to support research from non-traditional sources • Stable support for an environment that will provide the best chance of success for our department’s scientists. • No decline in numbers of top caliber surgeon scientist candidates applying to SSP

Goals	Actions	Expected Outcomes/ Measures
<p>2-4 Pursue greater integration of research across disciplines, sites and types of researchers</p> <p>2-5 Enhance knowledge translation and commercialization of surgical inventions.</p> <p>2-6 Be a world leaders in surgical innovation</p>	<ul style="list-style-type: none"> • Enhance community hospital involvement in clinical research by providing central resources and infrastructure to enable greater participation in research (e.g. a clinical research network of research assistants) • Establish the infrastructure to support multihospital and division collaboration including researcher coordinator for data entry; editorial office, etc. • Use existing forums to promote greater integration and collaboration amongst scientists, including Gallie Day • Provide incentives for collaboration, e.g. internal funding which requires multisite or division collaboration. • Include knowledge translation and dissemination component as a potential in a potential sabbatical program, where scientists are expected to share and communicate their research. • Facilitate faculty participation in, or host commercialization workshop(s) that brings together scientists, potential funders, MaRS and industry to develop an action plan and overall strategies for commercialization. • Pursue priority actions and collaborations emerging from workshop. • Promote innovation centrally, establish a committee on innovation which synergizes activities across the University • Provide infrastructure and seed funding for innovative ideas in surgery. 	<ul style="list-style-type: none"> • Talented surgeon scientists are trained and recruited to academic faculty positions here and elsewhere • Number of multi-site and multidivision collaborations increase • Clinical research increases • Increased numbers of faculty can participate in high level research • Greater exchange of research data amongst Scientists and Surgeons, increasing positive impact on surgical care • Make is easier for faculty to access the already existing avenues to increase commercialization initiatives • New innovative initiatives