Strategic Alignment
Refresh: Our Approach to Phases 1 and 2

• Multiple Methods and Sources
  • Document analysis
  • Surveys, Focus Groups, Interviews
  • Database searches/analyses: SciVal, RSO, OIPA

• Survey Questionnaires (response rate) n = 1790
  • Students (937=8.73%) and alumni (661=2.7%)
  • Faculty (144=65.2%) and staff (48=57.8%)

• Focus Groups and/or Interviews
  • Current students = 6 FGs (n = 25)
  • Staff = 2 FGs, 1 interview (n = 11)
  • Faculty = 7 FGs, 1 interview (n = 19)
Our Approach to Phase 3

• Analysis of feedback generated from Retreat #1
  • Flipchart capture
  • Qualitative analysis

• Distributed Survey of proposed revisions to vision, mission, and values to:
  • Faculty members/staff via email listserv
  • Students via social media invites and emails to those who indicated an interest in receiving email communications (n = 394)
  • Alumni via email to those who indicated an interest in receiving further communications (n = 278)
    • 57 responses from staff, faculty, and current students
    • 33 responses from alumni

• Focus groups (6) and interviews (2)
  • Staff (4)
  • Faculty members (10)

• Visiting each FoH School/Department to answer questions and welcome feedback on high-level ideas around potential strategic directions and possible actions
6 Potential Strategic Directions

Equity, Accessibility & Opportunity
- Focusing on concrete practical policies and steps to be anti-colonial
- Ensuring the pipeline supports research programs

Delivering Academic Programs That Matter
- Engaging in partnerships with communities
- Developing a strong foundation

Inclusive Environment
- Choosing the right pathways for success
- Inclusive Research Impact

Knowing Our Learners and Enriching the Experience
- More learners engage in communities
- Sharing student perspectives

Supporting Faculty and Staff
- Recognizing and celebrating employees
- Nurturing leadership

Improving Student Experiences
- Recovery & Resilience Needs
- Meaningful Action

Transitional Programs
- Amplifying research impact

School of Medicine
- Opportunity to be a leader in anti-racism and experiential education

Positive Change
- Increase outreach efforts
- Engage with alumni

Feedback
- Gathering info on how people are feeling
- Supported and heard

We need a mechanism for employee feedback.

Think

Link

York University

inked by Lisa Serra
<table>
<thead>
<tr>
<th><strong>Vision</strong></th>
<th><strong>Mission</strong></th>
<th><strong>We value ...</strong></th>
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<tbody>
<tr>
<td><em>What we want to be</em></td>
<td><em>What is our “business” and its purpose</em></td>
<td><em>What will guide our decisions and actions</em></td>
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<tr>
<td>Leaders and partners for a healthy and just world.</td>
<td>Work with diverse communities to positively influence health, wellness, and their determinants through leading-edge education, research, and practice.</td>
<td><strong>Equity, Inclusion, Truth &amp; Reconciliation</strong>&lt;br&gt;social justice, equity, inclusion, truth &amp; reconciliation through the provision of opportunity, access, and a sense of belonging for all <strong>Interconnectedness &amp; Collaboration</strong>&lt;br&gt;collaborations and partnerships that advance healthy and balanced relations with each other, the land, and all things requiring Earth for sustenance and existence <strong>Social Responsibility &amp; Advocacy</strong>&lt;br&gt;our responsibility to serve the common good, and to be advocates for sustainable social changes that will have a positive impact for all <strong>Excellence &amp; Innovation</strong>&lt;br&gt;education, research, knowledge translation and practice that is high quality, original, and relevant <strong>Caring, Respect &amp; Integrity</strong>&lt;br&gt;caring for one another and respect for our diverse backgrounds, experiences, ways of knowing and doing</td>
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<th><strong>Strategic Directions</strong></th>
<th><strong>A cluster of objectives designed to fulfill our vision and mission, and which provide a means to apply our values across the Faculty, and not just in a single unit.</strong></th>
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<tr>
<td><strong>Advancing Social Justice</strong></td>
<td><strong>Enriching the Learner Experience</strong></td>
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<td><strong>Goal:</strong> Advance accessibility, equity, inclusivity, truth &amp; reconciliation in our academic and research programs, spaces, operations, and institutional culture.</td>
<td><strong>Goal:</strong> Enhance our learners’ opportunity and capacity to succeed in their education, with meaningful community engagement through experiential and work-integrated learning.</td>
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We want to hear from you!

https://www.yorku.ca/health/about,strategic-planning-2/

Please provide your feedback through the brief survey by September 20
Faculty of Health Strategic Planning Process

PHASE 1
January – March/April 2023
Assessing the Landscape: Data Gathering and Analysis

PHASE 2
April – May 2023
Retreat 1: Strategic Plan Advisory Board
April 20, 2023
Visioning and Divergent Brainstorming of Possibilities

PHASE 3
June – July 2023
Retreat 2: Strategic Plan Advisory Board
June 22, 2023
Vision, Mission, Values, Guiding Principles Check-In Converging on Strategic Directions, Key Actions & Ideating Impact

PHASE 4
August/September – October 2023
Final Draft Strategic Plan Community Consultations

PHASE 5
October – November/December 2023
Strategic Plan Approval

PHASE 1: DRAFTING COMMITTEE GOAL
Gather and Consolidate Assessing the Landscape Data into PPT deck (Share in Phase 2)

PHASE 2: DRAFTING COMMITTEE GOAL
Convergent Filtering of Brainstormed Possibilities and Ideas (Share in Phase 3)

PHASE 3: DRAFTING COMMITTEE GOAL
Prepare First Draft Strategic Plan
Tighten and Refine Strategic Directions, Actions and Impact (Distribute for final input in Phase 4)

PHASE 4: DRAFTING COMMITTEE GOAL
Final Draft Strategic Plan (Circulate to Faculty Council prior to Endorsement)

Input and Feedback from the Faculty of Health Community