

Challenges / Threats 2019:

1. Unfavorable time to MD statistics compared to others in Canada (see: <https://yourhealthsystem.cihi.ca/hsp/?!lang=en>)
2. Strain on AHS and U of C funding envelopes – always asked to do more with less
3. Severe EIP issues and access block at key periods of the year i.e. flu and particularly severe at SHC at times.
4. No departmental “Academic Medicine Health Services Plan - AMHSP” (ARP) to support up and coming and some established leaders in our department.
5. Limited leadership development opportunities for young faculty with significant academic interest and credentials.
6. Largely ineffective surge strategy
7. GFT position remains unfilled (new recruitment profile approved this month)
8. Variable support among MDs for the research / innovation mission of the department
9. Sustainability of research program given few GFTs and no ARP (AMHSP).
10. Limited dedicated support for resident and junior faculty research
11. Managing engagement in a very large physician group
12. No annual CME conference that we can call our own.
13. No Faculty Development leadership and minimal engagement with U of C offerings by our staff.
14. Continuous increases in ED MD staff numbers which has added complexity and created challenges for coordination. While still reasonably cohesive some site-specific silos of activity and culture exist.