Survey results:

Sent to 204 members:

- 36 primary
- 63 joint
- 105 part-time

27% response rate (n=55)
Demographics:

Gender

- Female: 58%
- Male: 35%
- Prefer not to answer: 6%

Age Group

- 25-39 years: 16%
- 40-54 years: 40%
- 55-64 years: 42%
- 65 + years: 2%
Research & Scholarly Activities:

The Department has a good reputation for conducting quality research
- Strongly Agree or Agree: 96%
- Neutral: 4%

I work in an academic environment where research and innovation are valued by the Department
- Strongly Agree or Agree: 90%
- Neutral: 10%

I have adequate resources to support my research/scholarly activities within the Departments
- Strongly Agree or Agree: 65%
- Neutral: 20%
- Strongly Disagree or Disagree: 14%

I have adequate support to enhance my partnerships and collaborations outside the Department
- Yes: 81%
- No: 19%
Research & Scholarly Activities:

• Need for mentorship
• Research admin support (beyond admin support)
• Increase faculty collegial support / engagement
• Start up funds / seed grants $$$
• Appreciate support available through OIPH
Dept Mission Statement:

The Department of Community Health Sciences is committed to enhancing the well-being of individuals and communities through education, research and service.

We value the diversity of our Department, which is evident in the multidisciplinary nature of our faculty and student body.

Our commitment to our community is reflected in responsive educational programs; collaborative, relevant research; and consulting and clinical services that make the expertise of the Department available to a wide constituency.
Work Environment:

- I feel connected to the Department’s Mission Statement: 82% Strongly Agree, 14% Agree, 4% Neutral, 2% Strongly Disagree or Disagree
- I think the Department’s Mission Statement needs to be revised: 26% Strongly Agree, 4% Agree, 50% Neutral, 24% Strongly Disagree
- I am optimistic about the future of the Department: 92% Strongly Agree, 8% Agree, 2% Neutral, 0% Strongly Disagree or Disagree
- The Department values the work that I do: 68% Strongly Agree, 28% Agree, 4% Neutral, 0% Strongly Disagree or Disagree
- The Department is effectively managed and run: 90% Strongly Agree, 10% Agree, 0% Neutral, 0% Strongly Disagree or Disagree
- The administrative support I receive is appropriate for my needs: 55% Strongly Agree, 29% Agree, 16% Neutral, 0% Strongly Disagree or Disagree
Work environment:

- Make better use of the space we have
- “Feels fragmented and loose – processes take a long time to complete”
- “Create opportunities for more social interaction with peers and students – we stay in our own boxes way too much”
The Department's consultation process gives me adequate opportunity to express my views.

The Department fosters an environment of collegiality among students, faculty and staff.

The Department has an environment of cooperation and the sharing of ideas and resources.

I am treated with respect.
Engagement/communication/collaboration:

- Increase communication about priorities, developments that take place at “higher levels” (fund development etc)
- Encourage senior faculty to mentor more junior faculty
- Increased engagement with community
The Department has the talent we need for future success

The Department is doing a good job at attracting the best and brightest faculty

- Strongly Agree or Agree: 65%
- Neutral: 23%
- Strongly Disagree or Disagree: 13%
Recruitment:

- Lack critical mass in population and public health
- More social science expertise
- Leader in Biostatistics for the Biostats Centre
- Need to relate back to Dept Mission and Plan
The Department has a good reputation for providing quality education: 86% Agree, 13% Neutral, 2% Disagree.

Faculty are encouraged and supported to contribute to course development, teaching and student supervision: 71% Agree, 26% Neutral, 4% Disagree.

Appropriate support is provided by the Department in ensuring high standards of student supervision and mentorship: 60% Agree, 33% Neutral, 7% Disagree.

The Department supports students to reach their potential: 78% Agree, 18% Neutral, 4% Disagree.

The Department prepares our graduates to be well-positioned to compete for employment opportunities: 71% Agree, 27% Neutral, 2% Disagree.
The Department is doing a good job at attracting the best and the brightest students in the following programs:

**Graduate (MSc. PhD)**
- Strongly Agree or Agree: 72%
- Neutral: 17%
- Strongly Disagree or Disagree: 2%

**Public Health and Preventive Medicine**
- Strongly Agree or Agree: 44%
- Neutral: 46%
- Strongly Disagree or Disagree: 10%

**Bachelor of Health Sciences**
- Strongly Agree or Agree: 52%
- Neutral: 44%
- Strongly Disagree or Disagree: 4%

**Bachelor of Community Rehabilitation**
- Strongly Agree or Agree: 31%
- Neutral: 64%
- Strongly Disagree or Disagree: 6%
Training programs:

• Clarity on admission process

• Limitations in admission d/t capacity in core courses, can we increase TA support to increase admissions for qualified students?

• Are we preparing our students adequately for future employment opportunities / meeting the needs of their employers?
Training programs:

• Relationship between graduate and undergraduate programs within the Dept?

• Priority of programs – is there adequate resources to contribute to teaching and program development across all?

• How can our separate programs, taken together, advance our Dept goals, priorities and strategy
Retreat Objectives:

1. To understand the training programs of the Dept of CHS

2. To establish strategies to develop and maintain the best quality training programs

3. To establish strategies for recruiting the best students
1:00 – 2:15 Overview of Training Programs

- BHSc – HSOC 10 min. J. Hatfield
- BCR 10 min. B. Parrot
- PHPM Residency Program 10 min. D. Strong/J. Cabaj
- Graduate MSc/PhD Specializations 40 min. E. Oddone-Paolucci
  - Epidemiology
  - Biostatistics
  - Medical Education
  - Population/Public Health
  - Community Rehabilitation and Disability Studies
  - Health Economics
  - Health Services Research

2:15 – 3:00 Breakout: Strategies to Develop and Maintain Best Quality Training Programs

3:00 – 3:15 Break

3:15 – 3:45 Report Back

3:45 – 4:00 OIPH Strategic Research Direction

4:00 – 4:15 Break (Grab your Wine!)

4:15 – 4:45 TED-Style Profile of Junior Faculty

- "Best Beginnings – Optimizing Care in the First 1000 Days to Improve Maternal and Child Health” A. Metcalfe
- “Power, Hegemony and Marginalization: A Journey of Self-discovery?” K. Milaney
- “Multi-morbidity, Diversity, and Family” G. Fabreau/P. Ronksley/T. Williamson

4:45 – 5:00 Closing Remarks

5:00 – 6:00 Wine and Cheese Celebration
66 Faculty and Staff in Attendance
RSL 2016 - 2017

Beth Parrott
July 1, 2016 – June 30, 2017

Deborah Marshal
Sept. 1, 2016 – Aug. 31, 2017
Faculty Awards – BHSc program

BHSc Teaching Award
Dr. Fabiola Aparicio-Ting

BHSc Research Mentor Award
Dr. Aliya Kassam
Dr. Scott Patten

Dr. Gregor Wolbring
They are our educators, innovators and entrepreneurs. They rule the C-suite and both the corporate and volunteer boardrooms. Whether in the arts, non-profits, oil and gas, law, finance or medicine, they are doing more and doing it better and faster. That's what makes them the 2015 class of Top 40 Under 40.
On November 12, 2015 Emily Hutcheon was awarded the Governor General's Gold Medal for her MSc Thesis titled: "Crippling" resilience: Generating new vocabularies of resilience from narratives of post-secondary students who experience disability. Her MSc Supervisor was Dr. Gregor Wolbring.
Elias is a Cotutelle PhD student in Population and Public Health, in the Department of Community Health Sciences at the University of Calgary and the Catholic University of Health and Allied Sciences (CUHAS).
New Staff: Pam Vang

Please join me in welcoming Pam Vang!

Pam joined the Department on Dec. 1 as the new Research Administrator supporting:

Fiona Clement
Marilynne Hebert
Bonnie Lashewicz
Nancy Marlett
Katrina Milaney
Margaret Russell
O’Brien Institute Mentorship Portfolio Update

Aliya Kassam, PhD
kassama@ucalgary.ca
Progress to date

- Convened an OIPH mentorship working group in March 2015

- Three members of the OIPH mentorship working group attended a two-day mentorship workshop through continuing education in June 2015

- Engaging with mentorship consultants since June 2015

- Needs assessment survey for faculty mentorship was sent to all OIPH members and data was collected between July 2015-October 2015

- Met with consultants in November 2015 to go over results
191 responses (~46% response rate)
- 140 complete
- 51 incomplete

Do you hold an academic appointment (this includes adjunct appointments)?

<table>
<thead>
<tr>
<th>Response</th>
<th>Percentage</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, I am a Senior Lecturer</td>
<td>3.4%</td>
<td>6</td>
</tr>
<tr>
<td>Yes, I am an Assistant Professor</td>
<td>21.2%</td>
<td>38</td>
</tr>
<tr>
<td>Yes, I am an Associate Professor</td>
<td>18.4%</td>
<td>33</td>
</tr>
<tr>
<td>Yes, I am a Full Professor</td>
<td>15.1%</td>
<td>27</td>
</tr>
<tr>
<td>I do not hold an academic appointment (Please specify your role if you do not hold an academic appointment)</td>
<td>41.9%</td>
<td>75</td>
</tr>
</tbody>
</table>

Total Responses: 179
• 72.1% are not practicing clinicians
• 69.5% currently do not have a mentor
• Of those who had a mentor, 63.8% reported that mentoring was informal, ad-hoc or undocumented mentoring
• Most commonly face-to-face mentoring
### Top three characteristics in an ideal mentor

<table>
<thead>
<tr>
<th></th>
<th>NOT important</th>
<th>Important</th>
<th>Total Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Has received mentoring training</td>
<td>95 (67.4%)</td>
<td>46 (32.6%)</td>
<td>141</td>
</tr>
<tr>
<td>Maintains confidentiality</td>
<td>11 (7.8%)</td>
<td>130 (92.2%)</td>
<td>141</td>
</tr>
<tr>
<td>Is the same gender</td>
<td>128 (90.8%)</td>
<td>13 (9.2%)</td>
<td>141</td>
</tr>
<tr>
<td>Is in a clinical practice</td>
<td>108 (76.6%)</td>
<td>33 (23.4%)</td>
<td>141</td>
</tr>
<tr>
<td>Is in a similar generation to me</td>
<td>119 (84.4%)</td>
<td>22 (15.6%)</td>
<td>141</td>
</tr>
<tr>
<td>Is someone who is allocated to me</td>
<td>115 (81.6%)</td>
<td>26 (18.4%)</td>
<td>141</td>
</tr>
<tr>
<td>Is someone who is chosen by me</td>
<td>78 (55.3%)</td>
<td>63 (44.7%)</td>
<td>141</td>
</tr>
<tr>
<td>Is in a similar research area to me</td>
<td>61 (43.3%)</td>
<td>80 (56.7%)</td>
<td>141</td>
</tr>
<tr>
<td>Is someone more advanced in their career than I am</td>
<td>21 (14.9%)</td>
<td>120 (85.1%)</td>
<td>141</td>
</tr>
</tbody>
</table>

78.4% reported wanting mentorship in general career progression
Have you had mentorship training?

<table>
<thead>
<tr>
<th>Response</th>
<th>Percentage</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>83.8%</td>
<td>67</td>
</tr>
<tr>
<td>Yes - please specify what aspects of the training you found most helpful.</td>
<td>16.2%</td>
<td>13</td>
</tr>
</tbody>
</table>

Total Responses 80
Would you like Mentorship Training?

- 71.2% said **YES**

- **What would you like?**

  - Strategies for mentoring, setting parameters, expectations.
  - Goal setting, boundaries, ways to increase effectiveness.
  - All aspects!
  - Not sure!
  - General mentoring
Mentorship: Next steps

- A presentation in the Department of Community Health Sciences/O’Brien Institute for Public Health seminar series (Friday, January 8th, 2016 at noon in G500) will be used to ‘relaunch’ the program, and recall that registrations to the existing program, as mentor and/or mentee, are always welcome.

- The mentor workshop consists of 3 x 3 hour modules on the following dates:
  - 8:30 – 11:30 a.m. – Friday, January 15th, 2016
  - 8:30 – 11:30 a.m. – Friday, February 5th, 2016
  - 8:30 – 11:30 a.m. – Friday, April 1st, 2016

- The mentee workshop consists of 1 x 3 hour module:
  - 1:30 – 4:30 pm – Friday, January 15th, 2016
In an effort to better understand how you interact with the Research Services Office and how we can improve the services we provide, I invite you to take the 2015 Research Services Stakeholder Survey.

Your feedback is valuable to us – we are looking for comments about your experiences and suggestions for how we can better support you.

The survey will take less than 15 minutes. Your participation is voluntary, and responses are anonymous.


Sincerely,
John Reynolds, Associate Vice-President (Research)
Important Dates

2015
December 18  Holiday Celebration!

2016
February 18  Retirement Celebration in honor of Drs. Thurston and McIntyre
February 19  Departmental Council
April 8       Departmental Council
June 17      Departmental Council
Communications

All Specializations have a video!

Our students are using the FaceBook page.
Develop a Communications/Engagement Strategy (and Budget!)  
Ideas include: strengthening website and faculty profiles, more videos, etc.

The engagement portfolio has the objective of developing and enhancing research and training collaborations between the Department, and Departments and Institutes of the Cumming School of Medicine; Faculties and Units of the University of Calgary; Key stakeholders and collaborators external to the University (e.g. AHS, AH, AI-HS, CIHR-SPOR, Campus Alberta, the Women’s Centre, CUPS, makeCalgary, etc.).

Engagement Committee Launch is JANUARY.

Participate and help us Make a Difference!