

# UNIVERSITY **OF ALBERTA**

FACULTY OF REHABILITATION MEDICINE



**DEPARTMENT OF OCCUPATIONAL THERAPY  
STRATEGIC PLAN  
2020-2025**

## OUR VISION

To advance the science and practice of occupational therapy through excellence in scholarship, teaching, research and service in order to effectively serve individuals and communities recognizing that participation in occupations contribute to health and well-being. Our 5-year strategic plan is consistent with this vision and is in keeping with the goals of the Faculty and the University of Alberta.

We aim to cultivate excellence in scholarship, education and research in a collaborative environment that facilitates innovation and is grounded in the principles and practices of equity, diversity and inclusion.

## OUR MISSION

With integrity and through ingenuity, our mission is to foster leadership and advance scholarship in occupational therapy students, scientists and educators that contributes to the health and well-being of individuals and communities.

---

# CORE VALUES

## Integrity

The Department promotes authentic and professional behavior in our interactions with students, key stakeholders and each other and, in our pedagogy and in opportunities to learn.

## Collaboration

The Department believes that cultivating relationships with and across academic and nonacademic partners is essential and informs the culture of the Department in terms of the values and beliefs we bring to how we do things and, how we interact with our students, communities and each other.

## Evidence-Informed

The Department believes in promoting best practices and actions in education and clinical practice that are informed through critical appraisal of information generated through research, professional and clinical experiences, and through seeking understanding of the lived experiences of those we serve.

## Equity, Diversity and Inclusion (EDI)

The Department values and is committed to the key principles of equity, diversity and inclusion (EDI), including, human rights, equality, intersectionality, accessibility and reconciliation with Indigenous peoples. Guided by these principles, the Department aims to make advances in inclusive learning, teaching, research, service and community engagement and to become more diverse and equitable in the work we do. This includes admissions, pedagogy, research, employment and advancement.

---

# Innovation

The Department believes that advancement comes from collective thinking, creativity, pushing boundaries, and applying a critical lens to the status quo. This applies to ingenuity taking place in the classroom, clinical education, and in the programs of research led by members of the department.

## Goals

1. To have program content, policies and practices that promote a culture of equity, diversity and inclusion.
2. To enhance our ability to work with others by building intentional and mutually beneficial relationships.
3. To effectively communicate the impact of our educational and research activities and intentionally market who we are.
4. To develop our capacity to explore and grow in the areas of occupation-centred teaching, research and service.

## Goals 1

---

To have program content, policies and practices that promote a culture of equity, diversity inclusion, and socially responsible citizenship.

Objectives	Indicators
Undertake a MScOT curriculum review that is guided by a framework that includes concepts of occupation and occupational science.	Identify a new curriculum framework and use it to refresh the MScOT curriculum and develop the program evaluation accordingly.
To achieve excellence in education and research.	Advocate for more positions in the MScOT program that bring a deep understanding of occupational therapy and occupational science. Be awarded the highest level of accreditation from CAOT.
Identify and implement revenue generating activities that focus on the priorities of the department and contribute to the promotion of occupational therapy and occupational science.	Meet regularly with the Faculty's Advancement Team and Associate Dean of Research to review existing revenue generating activities and grant opportunities and develop a plan to expand and create new opportunities. Track all revenue generated by the Department.
Develop a shared understanding of the occupational therapy profession.	Develop an introductory course in the MScOT program on the history and foundations of occupational therapy.

## Goals 2

---

To enhance our ability to work with others by building intentional and mutually beneficial relationships. Cultivation of people and partnerships.

Objectives	Indicators
To fully engage stakeholders through the application of collaborative leadership.	Established method by which students, occupational therapists, community partners contribute to the MScOT program and the Occupational Therapy Department. Continue to have two positions on the Occupational Therapy Department Council filled by external stakeholders.
Identify gaps and opportunities for stakeholder engagement.	Gather information from students, occupational therapists, existing community partners about experiences with the department and identify ways to improve and/or enhance.
Provide opportunities for open communication, collaboration, and feedback.	Host community engagement event that brings students, occupational therapists and community partners together to share ideas and highlight partnership. For example, the bi-annual Sharon Brintnell Lectureship and a MScOT student conference where students present their capstone projects.
Develop a shared understanding of the occupational therapy profession.	Develop an introductory course in the MScOT program on the history and foundations of occupational therapy. Formal communication from the department acknowledging contributions from the community including donors, preceptors, community organizations, students. Nominate individuals and groups for relevant awards at the local and national level.

---

## Goals 3

To effectively communicate the impact of our educational and research activities and intentionally market who we are.

Objectives	Indicators
<p>Working with the Faculty's and the University's communications teams to develop a strong communication strategy for the department.</p>	<p>Have monthly meetings with the communications team to identify upcoming events, research updates, achievements and track impact and reach of the communication strategy that is clearly linked to the Department of Occupational Therapy.</p>
<p>To raise awareness of and the profile about the impacts of department activities.</p>	<p>Highlight each department member at least once throughout the academic year and have professor pages up to date and readily available to view by the public. Also share through social media, newsletters, department annual reports.</p>
<p>Advocate for the profession of occupational therapy to enhance the health and well-being of individuals, communities and society.</p>	<p>Participate in presentations and events that have high impact and reach, make connections and lobby with policy makers and serve on committees that advocate for occupational therapy and those we serve.</p>

## Goals 4

To develop our capacity to explore and grow in the areas of occupation centred scholarship, research and service.

Objectives	Indicators
Undertake a MScOT curriculum review that is guided by a framework that includes concepts of occupation and occupational science.	Identify a new curriculum framework and use it to refresh the MScOT curriculum and develop the program evaluation accordingly.
To achieve excellence in education and research.	Advocate for more positions in the MScOT program that bring a deep understanding of occupational therapy and occupational science. Be awarded the highest level of accreditation from CAOT.
Identify and implement revenue generating activities that focus on the priorities of the department and contribute to the promotion of occupational therapy and occupational science.	Meet regularly with the Faculty's Advancement Team and Associate Dean of Research to review existing revenue generating activities and grant opportunities and develop a plan to expand and create new opportunities. Track all revenue generated by the Department.
Develop a shared understanding of the occupational therapy profession.	Develop an introductory course in the MScOT program on the history and foundations of occupational therapy.
Develop a shared understanding of occupational science.	Engage students and faculty in journal club and cafe scientific style discussions utilizing published papers and talks by recognized scholars in the area of occupational science.