

ANNUAL SUMMARY OF ACHIEVEMENTS

PERFORMANCE REPORT CARD OVERVIEW | JULY 2017 – JUNE 2018

STRATEGIC AIM 1

A LEADER IN EDUCATION AND OUTREACH IN CANADA

COLLEGE COMMITMENT: We commit to continually improving our teaching and learning experiences.

WHAT WE WANTED TO ACHIEVE BY JUNE 30, 2018	WHAT WE DID ACHIEVE	WHAT WE WANT TO ACHIEVE BY JUNE 30, 2019
Complete admission policy review by November 2017 and develop a plan to seek the appropriate approvals to reflect diversity aims.	<ul style="list-style-type: none"> OT- Revised their admission policies to reflect their diversity aims. PT- Currently meeting all departmental goals for diversity. RT- Currently meeting all departmental goals for diversity. 	Define the term “Indigenous” and clearly articulate policies on international admissions as well as those from designated groups listed in the Manitoba Human Rights Act.
Develop the following as new teaching/research spaces: <ol style="list-style-type: none"> 1. Faculty Pilot project for plinth-side teaching. 2. Ambient Assisted Living Suite completed. 3. Outdoor research space completed. 4. Active learning spaces created. 5. Faculty innovation space created. 	<ol style="list-style-type: none"> 1. Faculty Pilot project is on hold. 2. Ambient Assisted Living suite is under construction. 3. Outdoor research space is completed. 4. 2 of 5 active learning spaces being created. 5. Faculty innovation space plans made. 	Items #1-5 complete.
Implement plan to recruit students based on our research strategy in order to align them with our MSc and PhD program.	On hold.	Plan will be created and implemented by leadership team.
Create critical partnerships with industry regarding professional service.	Framework for moving forward developed.	Implementation beginning January 2019.
A professional development plan for faculty and staff.	In Progress.	Professional development plan complete for faculty and staff.
Develop a continuing education plan.	Completed with 10 seminars with CATL and had speakers from: Canada, USA, Spain, Japan, Netherlands, Chile, and Australia.	Develop a long term plan for the Illuminate series as well as a professional development series for faculty and staff.
Create learning and service opportunities for faculty and students.	Created learning and service projects with five First Nation communities based on their identified needs.	Expand learning and service projects to six First Nation communities.
-	-	Create opportunities for joint learning and learning abroad with students in Spain and Russia.



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STRATEGIC AIM 1 (CONTINUED)

A LEADER IN EDUCATION AND OUTREACH IN CANADA

COLLEGE COMMITMENT: We commit to continually improving our teaching and learning experiences.

WHAT WE WANTED TO ACHIEVE BY JUNE 30, 2018	WHAT WE DID ACHIEVE	WHAT WE WANT TO ACHIEVE BY JUNE 30, 2019
Develop a plan to introduce new teaching technologies into the curricula of all three disciplines.	In progress.	All three disciplines will have new technology in their curricula.
Implement integrated augmented reality and smart technology in 20% of practice courses across all three disciplines.	In progress.	Mixed reality labs established and faculty trained.
Formulate specific goals for recruitment of international students.	In progress.	Admission policies and procedures in place.

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STRATEGIC AIM 2

EXCELLING IN RESEARCH AND SCHOLARLY ACTIVITY

COLLEGE COMMITMENT: We commit to supporting faculty and students in the discovery and dissemination of knowledge.

WHAT WE WANTED TO ACHIEVE BY JUNE 30, 2018	WHAT WE DID ACHIEVE	WHAT WE WANT TO ACHIEVE BY JUNE 30, 2019
Complete the Applied Health Sciences - PhD synchronization process through continued discussions.	<ol style="list-style-type: none"> 1. Initial inter-faculty exchange. 2. Leadership role for PhD program on a rotating basis. 3. Program advised through inter-professional board. 	A public plan that commits to strategic initiatives.
Post research clusters to College Research webpage.	Completed.	Identify research initiatives which fall under each cluster.
Defined strategy research plan completed by December, 2017.	Completed.	Clusters will be carrying out research projects.
Research productivity complete in concert with faculty guidelines by June 30, 2018.	In progress.	Ongoing discussions with faculty.
<ol style="list-style-type: none"> 1. Complete faculty research profiles. 2. Update web pages. 3. Circulate two editions of research newsletter. 	Completed.	The College and the Communications Department work in conjunction to update profiles, the webpage, and circulating two editions of research newsletter by June 30.
Review of research space utilization.	Process under continual review.	Ongoing review of research space as faculty needs change and new faculty come on board.
Create opportunities for PhD direct entry for students from MOT and MPT programs.	Completed.	Develop a bridging course for students using this route.
Create two new research positions.	<ul style="list-style-type: none"> • A research position in primary care was developed and the incumbent will start July 1, 2018 • A research position in Ambient Assisted Living was created and the search process is underway. 	Both positions providing leadership across campus and beyond in the areas of expertise.
Development of appropriate metrics to assess our research productivity.	In progress.	Appropriate metrics will be in place for research productivity.



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STRATEGIC AIM 3

SUPPORTING INDIGENOUS STUDENTS AND STAFF

COLLEGE COMMITMENT: We commit to helping to meet the needs of Indigenous peoples.

WHAT WE WANTED TO ACHIEVE BY JUNE 30, 2018	WHAT WE DID ACHIEVE	WHAT WE WANT TO ACHIEVE BY JUNE 30, 2019
Determine staff and faculty needs pertaining to cultural safety, Indigenous healing practices, and decolonization techniques to develop a three year plan.	Working with Ongomiizwin, The Equity, Diversity, and Inclusion committee, and Indigenous communities to identify and implement cultural safety and experiential educational opportunities.	Plan complete with community input.
Develop a plan to map Indigenous curriculum content in all programs.	In progress.	Map complete in all five programs (MOT, MPT, BSRT, MSc, PhD).
Include criteria for the recruitment of Indigenous faculty and staff in upcoming vacancies.	Process under review.	Ensure that criteria for recruitment of Indigenous faculty and staff are embedded in all recruitment materials.
Engage Ongomiizwin to create an awareness of our perceived needs of Indigenous students and make faculty and staff aware of the resources.	Process under continual review.	Ongoing work, which includes curriculum design as well as work and learning environment needs.
Provide a variety of services to select First Nation communities based on their identified needs.	Formed a coalition of five First Nation communities and have engaged other faculties and colleges at the U of M in helping to meet their needs.	Continue to provide service to the five First Nation communities and expand to a sixth community.
Reshape our admissions policies to reflect effective strategies to increase Indigenous student representation in our student body.	In progress.	Policies and procedures approved in all three disciplines and MSC program.



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STRATEGIC AIM 4

BUILDING A GREAT PLACE TO LEARN AND WORK

COLLEGE COMMITMENT: We commit to using our resources in an effective and efficient manner.

WHAT WE WANTED TO ACHIEVE BY JUNE 30, 2018	WHAT WE DID ACHIEVE	WHAT WE WANT TO ACHIEVE BY JUNE 30, 2019
Create five year space plan.	Completed.	Revise and update plan as per RFHS and Central resources. Based on the plan of action the following will be achieved: <ol style="list-style-type: none"> 1. New signage at entry to building from street and Pathology. 2. Removal of logo from side of building. 3. R160 renovation determined. 4. R170 renovation complete – tablets at each plinth connected to central teaching monitor. 5. R230 renovation complete – new monitors THREAD power distribution, new tables & chairs. 6. R236 renovation determined – new monitors, THREAD power distribution, new tables & chairs, pony wall removed, kitchen relocated to Ambient Assisted Living Suite. 7. R212 renovation complete – footprint increased to include R212A & R212B, interactive monitor, new furniture. 8. R209 renovation complete – new tables & desks, interactive whiteboard, new furniture.
Complete purchasing process review.	Completed.	-
Identify priorities for continuous quality improvement.	Completed.	Recognize the field instructors' contributions by providing them with an appointment to the university consistent with our policies.



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STRATEGIC AIM 4 (CONTINUED)

BUILDING A GREAT PLACE TO LEARN AND WORK

COLLEGE COMMITMENT: We commit to using our resources in an effective and efficient manner.

WHAT WE WANTED TO ACHIEVE BY JUNE 30, 2018	WHAT WE DID ACHIEVE	WHAT WE WANT TO ACHIEVE BY JUNE 30, 2019
Social Space for staff and students.	In progress.	Social space for students created and in use; staff innovation space created.
Review and renew our governance standards.	In progress.	Bylaws, policies, procedures, committee structures, and administration job descriptions revised as appropriate.

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STRATEGIC AIM 5

CREATING RESOURCES

COLLEGE COMMITMENT: We commit to providing services to the people of Manitoba.

WHAT WE WANTED TO ACHIEVE BY JUNE 30, 2018	WHAT WE DID ACHIEVE	WHAT WE WANT TO ACHIEVE BY JUNE 30, 2019
Produce a workforce development model for Rehabilitation Sciences in the North.	Met with northern therapists to develop an action plan to support development in the North.	Action plan to evolve into a strategic plan.
Sign an agreement with Northern Health Region and other stakeholders as appropriate.	On hold.	MOA signed based on the strategic plan for the north.
Develop industry partnerships to look at future contacts.	Developed a project to work with six First Nation communities as a more viable option.	Continue project coalition with self-funding and minimal financial commitment from the college.
Co-develop a continuing education plan for therapists in the Northern Health Region.	Meetings with therapists to discuss needs.	Provide specific courses in wound management and clinical research.
Implement the Ambient Assisted Living program.	A plan for an endowment was established, space was committed, and an international group of advisors was formed.	Ambient Assisted Living program operational and integrated with needs identified by Manitobans for Manitobans.
Implement agreements for professional services.	In planning stage.	Framework for contracted continuing educational service in place.

