

MAY 30th 2015 CAEP ACADEMIC LEADERSHIP SYMPOSIUM

How to improve EM academic leadership, governance, and funding at your university: what is an appropriate amount of funding and how to achieve it

Draft Panel Recommendations

1. Departments should develop strategic plans with missions, visions and goals ideally aligning with University, Hospital and Ministerial mandates.
2. These plans should address both the clinical and academic missions and be interwoven in a way that optimizes synergy and mutual benefit.
3. Develop a Business Plan that clarifies the financial resources needed to achieve the mission and goals, what the sources of income should be, and how you would spend the resources most effectively.
4. Philanthropic support for the academic mission of the Emergency Department should be actively pursued primarily through hospital and/or university fund development.
5. Encourage and incentivize clinician involvement in both clinical and academic affairs as a prerequisite to effective partnering with fund development offices in hospitals and at the university.
6. Partners sharing a common vision with EM can be myriad and include graduating residents, grateful patients or wealthy givers.
7. Academic Departments of EM need to develop guiding financial policies that address these two areas:
 - a. The practical relative value of academic time to clinical remuneration should be discussed and agreed on by faculty and developed into policy.
 - b. The expectations for donating clinical earnings to the academic mission should be clear and agreed to by clinical groups.
8. Academic activities need to bring value to the clinical department either through continuing medical education, faculty development or research that addresses clinical concerns if clinical income is sought to support the academic mission.
9. Canadian Academic Department Heads should meet on an annual basis to share, network and grow.
10. The CAEP annual meeting should offer a leadership track annually covering key funding-related topics that could include negotiating with the university, hospital and ministry, leveraging philanthropy, practice plans, entrepreneurship, etc. Topic selection should be tied to a needs assessment drawn from engaged leaders and leaders in development.