

Strategic Goal 1

Faculty and Staff Model the Core Values of the Faculty of Dentistry as per our Guiding Principles.

Rationale

The knowledge, skills and values of an oral health professional are critical elements to be included in all programs of the Faculty of Dentistry. The UBC Faculty of Dentistry has adopted a set of Guiding Principles to serve as a template for our teaching, research and service. These Guiding Principles represent our Core Values and creating an academic environment built on this foundation will help our students to model these values as they begin their careers. The Core Values must be supported and reinforced by the curriculum, our patient care, the research programs and the patterns of behaviour by all students, staff and faculty. Creating this professional environment will lead our students to spend time and learn with faculty and staff who model the Core Values. Therefore in it will be critical that all faculty members and staff reinforce the Core Values in all their activities. This will result in a more comfortable working environment for everyone in the Faculty of Dentistry. To maintain this environment will require continued reinforcement of the Guiding Principles, personal accountability for respecting Core Values and recognition of individuals exhibiting the highest standards of professionalism. This culture will result in the Faculty of Dentistry becoming more productive and better able to achieve the Strategic Objectives.

Enabling Activities

- Incorporate the Core Values into hiring, mentoring, reappointment and promotions processes
- Develop a Code of Ethics for the Faculty
- Create a culture of Mentorship for faculty development, staff development and student instruction
- Effective Communications
- Recruitment strategies to attract staff and faculty committed to the Core Values
- Annual Retreats for Students, Staff and Faculty to reflect on the environment of the Faculty of Dentistry
- Orientation process for Students, Staff and Faculty to reinforce the Core Values at the beginning
- Development of mechanisms to recognize individuals with outstanding commitment to the Guiding Principles

Resource Requirements

- Faculty Development
- Faculty, Staff, Student Retreats – Annually
- HR Initiatives, Hiring, Orientation, Training
- Communications – Strategy, Personnel, Materials
- Incentives for Staff and Faculty to improve the “Service” culture of the Faculty of Dentistry
- Engagement of appropriate experts to assist in the process
- Evaluation strategy to monitor Outcomes

Outcomes Assessment (Metrics and Qualities)

- Staff and Faculty turnover
- Complaints by either students, staff or faculty about another individual/group in the UBC Faculty of Dentistry
- Student, Staff, Faculty and Patient Satisfaction Surveys
- Clinical achievement in all areas
- Community Service
- Alumni support
- Perception in the community
- Recognition and awards

Benchmarks

- 2009: Communication and recruitment package for staff and faculty
- 2009: Faculty and staff development program initiated
- 2011: on-going: Staff and faculty live and breathe the Core Values
- 2011: Students no longer report being “afraid” to go to class/clinic
- 2012: Majority of new graduates state an interest in coming back to teach in the Faculty of Dentistry
- 2012: Graduating student surveys demonstrate support for the Faculty of Dentistry environment
- 2012: A well established Culture of Inclusion and support at the Faculty of Dentistry