

The University of Victoria's Division of Medical Sciences

Vision, Mission, and Values



**University
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Medical Sciences

Vision

To be a world-class academic unit producing powerful teaching and meaningful research to enable the next generation of physicians and scientists to see and do things they previously thought impossible.

Mission

Through our strong partnership between UVic and UBC, the mission of the Division of Medical Sciences is to produce world-class biomedical and translational health research, primarily focusing on neuroscience and aging, that enables high-quality, reputable medical and graduate education.



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ENGAGED

Respect people

- Embrace ethical integrity, diversity, and inclusiveness
- Foster a positive, learner-centered environment
- Express gratitude and appreciation while also supporting each other and celebrating and publicizing our excellence
- Take responsibility for our actions and hold ourselves and each other accountable

Communicate effectively

- Strive to communicate in a timely, clear, respectful, open, honest, and direct manner
- Assume individual and joint responsibility to communicate, resolve conflict, and stay informed
- Take the time to actively listen and to engage with each other

Pursue excellence

- Appreciate each individual's contribution to excellence
- Promote and act with ethical integrity as instructors and researchers



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FORWARD THINKING

Innovate and improve

- Be scientific-discovery focused and health-outcome oriented in all that we do
- Embrace continuous improvement
- Be approachable, friendly, patient, and responsive to our stakeholders (students, UVic, UBC, the people of the province, ourselves) and each other
- Anticipate and strive to say "yes" to stakeholder needs in line with our mission and vision

Build trust through collaboration

- Leverage our knowledge and experience by actively engaging and working mindfully together
- Strive for transparency and seek consultation to foster better evidence-based decision making
- Be flexible and nimble and look for “win wins” in all collaborations and partnerships



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RESILIENT

Leverage resources

- Creatively adapt to our fiscal reality even in good times while actively and strategically seeking additional support through evidence-based reasoning, strong business cases and mission critical value propositions, pressure, advocacy, and external funding, etc. to enable growth
- Capitalize on insights and best practices especially when we're faced with "doing more with the same"
- Document and learn from our successes and our failures

Embrace learning and skill building

- Be responsive to external opportunities, challenges, and trends
- Nurture a culture of safety, adventure, discovery, and creativity
- Foster a virtuous cycle of increasing excellence in our students, alumni, and ourselves



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