



IMPART Strategic Planning Meeting

MEETING NOTES

18 June 2007
BCCEWH – Room E311
2:30pm to 7:30pm

Attendees

Lorraine Greaves
Joan Bottorff
Matt Graham
Joy Johnson
Marvin Krank
Pam Ratner
Paddy Rodney
Beth Snow
Joanne Weinberg
Richard Young

Facilitator

Ann Sturrock

Attachments

- Agenda
- Documents sent to participants before the meeting
 - Evolution of the IMPART Program
 - Summary of the IMPART Trainees and Mentors
 - Updates on the Status of Plans for 2007-2008
 - Summary of Comments from CIHR Reviews of IMPART
 - Summary of Feedback from Trainee Focus Group
 - CIHR Reporting Deadlines
 - STIHR Grant Renewal Deadlines (Updated)

Notes

SWOT ANALYSIS

- the group brainstormed on the current situation of IMPART with respect to:
 - Strengths, Weakness (internal)
 - Opportunities, Threats (external)

Strengths

- outstanding students
- good mix of mentors
- commitment to transdisciplinarity
- clear focus

- size of the group is manageable
- the program is unique in Canada
- a flexible program that has evolved
- trainee input on the program has helped shape the evolution
- funding level for students
- trainees at different levels
- open “borders” for students
- technology link allows participants from distant locations
- framework of the program establishes a kind of discipline
- fulfilling an essential academic & community need

Weaknesses

- do not have strong ties to the mental health community
- collaborators are underused (it is not clear what their role is)
- model of the clinical trainee has been problematic (complicated negotiations to “buy out” their time)
- alumni do not have strong ties to program
- irregular admin support has stalled progress
- lack of opportunity for trainees to meet and interact → time is too structured, need more unstructured time
- different levels of trainees can be challenging
- need to strengthen opportunities for sharing between social and bench scientists
- not enough products being produced
- expectations of trainees not well defined
- trainee requirements have not been monitored well

Opportunities

- increase involvement of collaborators
- increasing interest in Health Authorities in being involved in research, especially where it can feed back into service
- municipal efforts in addictions programs in Vancouver and other communities (e.g., Kelowna)
- interest in the community in issues of addictions, grassroots efforts
- provincial programs (ActNow BC)
- opportunities to collaborate with other sites (we already have strong ties to UBC, UVic)
- link trainees with academic units working in addictions (e.g. opportunities to work with Aboriginal academic unites, Institute for Mental Health, College of Interdisciplinary Studies)
- opportunity to share resources with other STIHRs
- publications and other mechanisms to reach audiences
- leadership roles for postdocs and upper-year trainees



- available data which trainees could access (e.g., to analyze with a sex and gender lens)
- articulate the premise better
 - focus on the fact that we are a research training program
 - some confusion from applicants about whether we focus on “gender,” “gender & women” or “gender & men”

Threats

- the possibility that the grant does not get renewed
- diminished pool of applicants from basic sciences
- competing interests of mentors & trainees compromises time available to donate to devote to IMPART
- trainees have other choices for funding
- other STIHR programs applying for grant renewal – there are several related to mental health (need to clarify how we are unique)

Other items raised during this brainstorming SWOT analysis:

- CIHR reviewer commented that we should consider having undergraduates involved in the program
 - not clear if CIHR has changed their view of what STIHRs should do (i.e., undergraduates were not mentioned by CIHR before this) or if this was a misunderstanding on the part of the reviewer
 - **action item:** Beth to contact CIHR for clarification¹
 - could consider inviting upper-year undergraduates who are involved in research (e.g., doing directed studies or fourth-year thesis) to some IMPART activities/trainee projects
- need to consider how we can meet the needs of clinical/community research trainees
- need to re-engage our collaborators
 - need to clarify their role(s)
 - some collaborators have been guest speakers, or given tours of their facilities
- need to re-engage alumni
 - alumni have a lot to offer present trainees
 - we need evidence that we are increasing research capacity, so we need to show that our trainees are going on to use what they learn in their careers
- need to show productivity, need to monitor if trainees are meeting their requirements

CREATION OF GOALS & OBJECTIVES

- broke up into two small groups to create goals for IMPART

¹ Beth contacted CIHR and they confirmed that we are not required to include undergraduates



- upon reporting back, both groups came up with the same goals (see below)
- this was followed up with the creation of objectives, with specific deadlines
- note that some of the objectives fit under more than one goal

IMPART's Goals & Objectives

1. To offer a high quality, transdisciplinary research training program in women, gender and addictions.

Objective	Deadline
clearly articulate the components of the training program	Aug 30, 2007
develop a stepped set of trainee expectations for trainees of different years	Aug 30, 2007
develop an online course in the core concepts on women, gender and addiction <ul style="list-style-type: none"> ▪ consider posting the online course on the website 	Sept 2007
develop case studies for a problem-based learning curriculum	Sept 2007
establish a Research Day	<ul style="list-style-type: none"> ▪ planning: summer 2007 ▪ hold event: Sept 2007
identify ways to support trainees to work together	Sept 2007
develop a recruitment plan for high quality trainees	February 29, 2008

2. To facilitate research that advances science in women, gender and addictions.

Objective	Deadline
identify cutting edge issues by engaging with IMPART alumni	Oct 31, 2007
develop a resource-heavy website	Oct 31, 2007
apply for workshop funding to hold a think tank to set a research agenda on women, gender and addictions	Oct 31, 2007
identify ways to support trainees to work together	Sept 2007
identify opportunities for postdoctoral fellows to take on leadership roles within the program	Sept 2007



3. To achieve long-term sustainability for the IMPART program.

Objective	Deadline
develop a plan to increase alumni engagement	Sept 2007
complete CIHR-STIHR mid-term report	Nov 1, 2007
identify funding sources other than CIHR	March 2008
complete CIHR-STIHR letter of intent	April 1, 2008
complete CIHR-STIHR full application	Nov 1, 2008
identify new mentors	April 2008
explore the possibility of including external stakeholders in the Program Advisory Committee	April 2008
pursue other funding sources	March 2010
remain responsive to change and new issues in women, gender and addictions	review structure and goals annually

4. To become a hub of transformative knowledge exchange in women, gender and addictions.

Objective	Deadline
articulate the desired outcomes from trainees	Aug 30, 2007
develop a plan to engage collaborators	Sept 2007
investigate the possibility of interfacing with the Health Authorities	Oct 2007
develop a strategy for a media campaign	Oct 2007

5. To increase recognition of the IMPART program locally, nationally and internationally.

Objective	Deadline
identify opportunities to increase recognition	Oct 2007
explore branding opportunities at meetings and conferences	Oct 2007
develop a strategy for a media campaign	Oct 2007

STRATEGIES

- mid-month working groups led by postdocs (leadership opps for PDFs)
- PDFs required to take on a minimum of one collaborative project leadership role
- get alumni bios on the website by Sept 2007
- refresh the collaborators list by September 2007



- identify new potential collaborators
- invite collaborators to speak at Research Day
- investigate media training for trainees & mentors
- develop promotion materials for trainees & mentors to take to conferences
- target participation at conferences strategically (e.g., have several trainees and/or mentors present at a conference, establishing an IMPART presence and building the IMPART 'brand')
- post relevant conferences & meetings on the website
- have trainees & mentors include notation in the email signature files that they are IMPART-trainee or mentor