



MOUNT ROYAL
UNIVERSITY
1910

Bachelor of Midwifery Strategic Plan

2022-2026



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MESSAGE FROM THE DIRECTOR

Oki (Blackfoot), Aba wathtech (Îyârhe Nakoda), Danit'ada (Tsuut'ina), Tawnshi (Métis). I welcome you with the Treaty 7 languages.

Thank you for your interest in Mount Royal University's School of Nursing and Midwifery (SoNM).

At no time in our history has midwifery and nursing been more important to sustaining healthy, functioning societies. We are working to decolonize our programs and address structural considerations in our teaching and learning space.

To ensure we practice these considerations, we developed the School of Nursing and Midwifery strategic plan to embed equity, diversity, inclusion and accessibility into the vision, mission and goals, weaving it directly through the core of our work with students, faculty and staff.

As we prepare midwives and nurses that embody our vision, we look to Espoom Tah (helper) and Siksika Elder Roy Bear Chief's words to guide us — "to go forward, we must look back." We endeavour to learn from our history as we create a future that advances health and well-being and values equity, diversity, inclusion and accessibility in our teaching and learning spaces.

To learn more about our programs and practices, please explore our website and reach out if you have ideas you would like to share.

Sokapîi (all is well),

Elizabeth (Liz) Van Den Kerkhof, RN DrPH
Director, School of Nursing and Midwifery



MESSAGE FROM ESPOOM TAH

Oki (hello), Nikso ko waiksi (all my relations)

As the Faculty of Health, Community and Education's (HCE) Espoom Tah (helper), I was happy to contribute to the School of Nursing and Midwifery Strategic Plan.

Early in my career, I was a Nursing Assistant and practiced for about 15 years before I changed careers. I enjoyed my time in the healthcare field. As a bedside nurse, I helped people go from surgery to recovery, to being discharged.

Embedded in healthcare practice is the Blackfoot word Kimma pi pitsin, which means kindness/compassion. The notion being that providing kindness and compassion will help speed up the recovery process. Kindness and compassion will do wonders for people in recovery, and it helps them get home sooner to family and friends.

Kimma pi pitsin is free to give out and doesn't cost anything.

Thank you,

Roy Bear Chief
Espoom Tah (Helper)



MESSAGE FROM INTERIM ACADEMIC DIRECTOR

Welcome to the Bachelor of Midwifery program at Mount Royal University, located on Treaty 7 Territory, the traditional and ancestral lands of the Niitsitapi, Îyârhe Nakoda, and Tsuut'ina Nations. The City of Calgary is also home to the Métis Nation Region III.

We are Alberta's only midwifery undergraduate program and one of six in Canada. In our program, students learn the art and science of midwifery with faculty in classes, labs and clinical settings with preceptors. Over half of our curriculum is experiential, where students are mentored to provide midwifery care. We foster cultural humility, critical thinking and evidenced-informed decision-making in future practitioners.

Midwives are an integral part of the health system, providing holistic care to perinatal individuals, neonates, and families in clinics, hospitals, birth centres and homes. Please visit the Bachelor of Midwifery website for more information about our program.



STRATEGIC PLANNING COMMITTEE



ROY BEAR CHIEF

Elder Guidance, Espoom Tah (helper), Faculty of HCE

DR. ELIZABETH VAN DEN KERKHOF

Director, School of Nursing and Midwifery (SoNM)

DR. MURRAY HOLTBY

Chair, SoNM

DR. CATHY CARTER-SNELL

Committee Chair, Professor, Bachelor of Nursing (BN),
Scholar in Teaching

MS. BRENDA BLACK

Assistant to the Chair, SoNM

MS. DASHA BOSYY

BN Class of 2021

MS. JOANNE BOUMA

Associate Professor, BN

MS. ASHLEY EMERY

Assistant to the Director, SoNM

STRATEGIC PLANNING COMMITTEE

MS. JOAN HARRIS

Associate Professor, Advanced Studies in Critical Care
Nursing (ACCN)

DR. PATTIE PRYMA

Associate Professor, BN

MS. SABRINA REED

Professor, English

MS. JOCELYN REMPEL

Associate Professor, Chair in Older Adult Health

MS. ROBYN STEWART

Associate Professor, Bridge to Canadian Nursing (BCN)

MS. DANAIET TEAME

Manager, Health Simulation Learning Centre (HSLC)

DR. DEEPALI UPADHAYA

Interim Academic Director, Associate Professor,
Bachelor of Midwifery (BMid)

Thank you to the program Advisory Committees and
community members, as well as the staff, students and
faculty who provided input to the plan.

ABOUT US

Bachelor of Midwifery (BMid)

The only undergraduate midwifery program in Alberta prepares students to become primary-care providers and meet the entry-level competencies to become Registered Midwives.

Program Accreditation and Approval

The BMid program is highly experiential and includes clinical, theoretical and laboratory experiences. The Bachelor of Midwifery program is approved by the College of Midwives of Alberta and undergoes a regular internal review guided by the Campus Alberta Quality Council. This program will undergo its first accreditation with the Canadian Association for Midwifery Education in 2023/24.

The BMid strategic plan aligns with the SoNM and HCE strategic plans.



Vision

To encourage leaders who will create positive change in perinatal care environments.

Mission

Developing competent midwifery care practitioners prepared to meet the health care needs of childbearing individuals and families in dynamic local, national and global environments. Graduates of the Bachelor of Midwifery Program are prepared to meet midwifery registration standards for entry-level practice in Alberta and other Canadian jurisdictions.

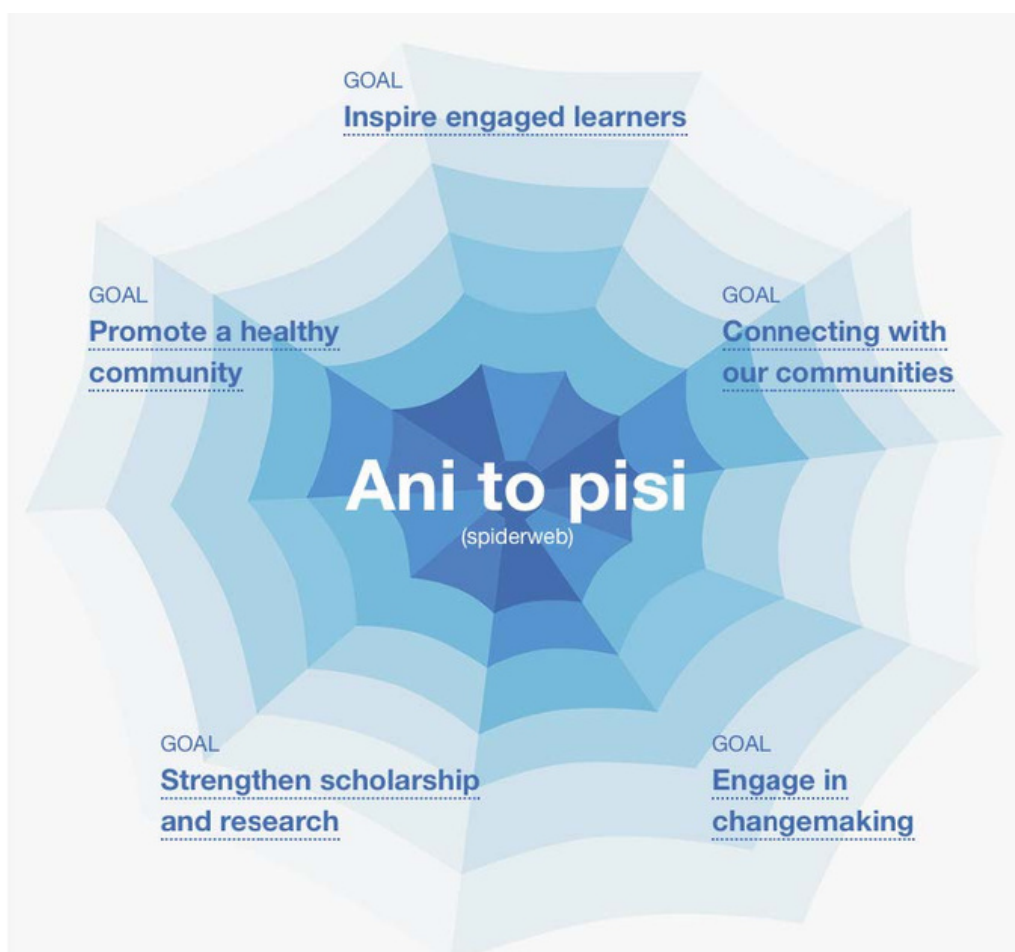
THE FRAMEWORK

The SoNM Strategic Plan is rooted in the Blackfoot story of the spiderweb (Ani to pisi) gifted to us by Elder Roy Bear Chief. Like the spiderweb, we are all connected, and vibrations affect all other strands on the web. It is our duty to respond to the vibrations. Our Faculty of Health, Community and Education website shares the story.

Our five goal areas align with the Faculty strategic plan — engaged learners, scholarship, changemaking, healthy communities and community collaboration.

Program objectives were developed to align with the SoNM goals.

The Truth and Reconciliation Commission's Calls To Action for education and anti-racism are integral and embedded at multiple levels throughout our strategic plan



GOALS AND OBJECTIVES

HCE GOAL: INSPIRE ENGAGED LEARNERS

We focus on relevant and future-looking curricula that use pedagogical and disciplinary research to inform our professional practices and use of high-impact teaching methodologies. We seek to honour the recommendations of the Truth and Reconciliation Commission (TRC) Calls to Action in our programs so our graduates are prepared to enact these calls in their future professions.

SoNM Objectives	BMID Objectives
Respond to TRC Calls To Action and create or update curricula to integrate decolonization, Indigenization and inclusive language	<ul style="list-style-type: none"> Align curriculum with Calls to Action from TRC and the United Nations Declaration of Rights of Indigenous People, including the addition of the mandatory content on Indigenous Health and History and promoting cultural safety and humility Examine the potential for a relational framework (i.e., 4 Realms, All my Relations and Ani to pisi) to guide curriculum
Assess and address curricular and program changes necessary to move towards the goal for equity, diversity, inclusion and accessibility	<ul style="list-style-type: none"> Increase rural and remote practicums and opportunities to work with diverse communities Evaluate and implement curriculum from an anti-oppressive, anti-racist, equitable, diverse and inclusive lens using techniques such as, anti-racism audits and engagement with diverse stakeholders
Increase high impact teaching practices, including universal design, differentiated teaching, meta-cognition and simulation	<ul style="list-style-type: none"> Deliver a relevant and timely curriculum that meets the needs of stakeholders Promote learners to become trauma and violence-informed and safe practitioners Revise and amend curriculum using evidence-informed strategies Facilitate faculty work balance requirements for teaching, service, scholarship, and clinical practice Review models in other midwifery education programs regarding management of workload, service requirements and clinical practice Explore adjustment to teaching responsibilities related to faculty requisite practice requirement with Mount Royal Faculty Association for next contract negotiations
Expand opportunities for interdisciplinary and interprofessional education	<ul style="list-style-type: none"> Work with interprofessional care providers (e.g., nursing, obstetrics, social work, etc.) to improve learning and teaching experience

GOALS AND OBJECTIVES

HCE GOAL: INSPIRE ENGAGED LEARNERS CONT.

SoNM Objectives	BMID Objectives
<p>Monitor student selection, retention and success to optimize admission and support strategies</p>	<ul style="list-style-type: none"> • Explore strategies to select future midwifery students using diverse information, such as success potential, personal suitability, motivation and character • Collaborate with stakeholders (i.e., National Aboriginal Council of Midwives) to incorporate admissions best practices • Create admissions pathways for diverse candidates and individuals from rural and remote regions in Alberta and by collaborating with Admissions team and stakeholder groups • Explore ways to support midwifery students in sustainability of placements
<p>Explore strategies to increase access to scholarships and bursaries</p>	<ul style="list-style-type: none"> • Seek opportunities with with Office of Advancement and stakeholder organizations for equitable and merit-based student funding
<p>Meet or exceed health professions practice competencies and accreditation standards</p>	<ul style="list-style-type: none"> • Ensure resources are in place to meet/exceed accreditation criteria • Align program outcomes/graduate profile and with national and provincial midwifery competencies • Create program outcomes/graduate profiles that reflect change in competencies with Alberta Midwifery Regulation move to Health Professions Act (2019) and revision of the Canadian Midwifery Regulators Council Competencies • Create strategies for sustainable and effective Bachelor of Midwifery leadership position/role • Develop strategies for building capacity when faculty on leave and for balancing workload • Advocate for professional recognition of faculty contribution to the profession/required practice hours with full time teaching responsibilities as equivalent to clinical practice



GOALS AND OBJECTIVES

HCE GOAL: STRENGTHEN SCHOLARSHIP & RESEARCH

We support the scholarship of faculty and students to inspire intellectual curiosity, elevate evidence-based teaching, and inform professional practice and community partnerships.

SoNM Objectives	BMID Objectives
Identify and implement ways to increase student involvement in scholarship	<ul style="list-style-type: none"> • Increase the number of midwifery students engaged in the research process • Mentor undergraduate students in all aspects of ethical research
Increase the number of research and scholarship activities that inform teaching, professional practice and community partnerships	<ul style="list-style-type: none"> • Create method to collect publications and external grants over past three years • Support faculty in completion of terminal degrees or other educational activities
Encourage the increase in external funding received for scholarship through training and creating connections with stakeholders	<ul style="list-style-type: none"> • Seek support from the HCE Associate Dean, Research Scholarship and Community Engagement to provide training and create connections with internal and external stakeholders • Encourage faculty to apply for grants and collaborate with stakeholders to engage in meaningful research
Embed a culture of inquiry and life-long learning amongst students that embraces critical thinking and reasoning skills	<ul style="list-style-type: none"> • Create learning opportunities that resonate with learners needs and desires to enhance midwifery knowledge and skill



GOALS AND OBJECTIVES

HCE GOAL: ENGAGE WITH CHANGEMAKING

We respect equity, diversity, inclusion and accessibility to support the flourishing of all people. We contribute to Mount Royal's Ashoka designation, connecting and partnering with other Mount Royal teams.

SoNM Objectives	BMID Objectives
Expand opportunities to promote and support equity, diversity, inclusion and accessibility	<ul style="list-style-type: none"> • Work with stakeholder organizations to support learning content focused on equity, diversity and inclusion (EDI) and accessibility
Expand opportunities to integrate Indigenization and decolonization, anti-racism and SOGIE (sexual orientation, gender identity and gender expression) into curricula	<ul style="list-style-type: none"> • Explore opportunities for integration of Indigenous pregnancy and childbirth knowledge, beliefs and practices • Collaborate with National Aboriginal Council of Midwives to map Indigenous Midwifery Competencies into the curriculum • Develop course objectives to integrate Indigenous content into midwifery courses • Invite Elders and Indigenous Knowledge Keepers to share knowledge and experience
Support students in developing leadership competencies to engage and inspire others in achieving optimal health outcomes	<ul style="list-style-type: none"> • Increase opportunities for student leadership through use of case-based curriculum, Mount Royal University community and stakeholder engagement and nominations for scholarship opportunities



GOALS AND OBJECTIVES

HCE GOAL: PROMOTE HEALTHY LEARNING COMMUNITY

We value and prioritize the well-being of our faculty, staff and students.

SoNM Objectives	BMID Objectives
<p>Foster a safe and healthy environment that empowers our SoNM community to fulfil our mission and vision</p>	<ul style="list-style-type: none"> • Promote wellness and safety for students, faculty, instructors, preceptors, staff and care recipients • Create hub for student and practitioner wellness to counterbalance negative stimuli and burnout • Implement methods to increase engagement with junior and senior midwifery students. • Collaborate with Mount Royal University Wellness Centre regarding the unique needs of midwifery students and opportunities for wellness events • Audit the current courses to understand where the gaps are in relation to self care content
<p>Analyse and adjust employee and student recruitment, mentorship, and engagement plans as needed to ensure practices are socially accountable and build sustainable and relevant programs</p>	<ul style="list-style-type: none"> • Analyze and adjust strategies to foster equity, diversity and inclusion in student and employee recruitment and retention strategies and opportunities • Meet or exceed Indigenous admissions targets • Complete needs assessment for future program options <ul style="list-style-type: none"> • Bridging Program for Internationally Educated Midwives • RN to RM Accelerated Degree • Diplomas for added competencies



GOALS AND OBJECTIVES

HCE GOALS: CONNECT WITH EXTERNAL COMMUNITIES

We build meaningful connections with our future employers, practica and clinical agencies, and the communities that support our students.

SoNM Objectives	BMID Objectives
<p>Be socially accountable to the communities we serve through meaningful and inclusive engagement with internal and external stakeholders</p>	<ul style="list-style-type: none"> • Advocate and engage with communities from trauma and violence informed lens • Increase support for community mentors and preceptors by development and support for the staff and faculty practicum coordinator role • Seek potential grants for preceptor honorarium to attend continuing professional development in clinical teaching
<p>Maintain and enhance the reputation of our programs through a comprehensive program evaluation process</p>	<ul style="list-style-type: none"> • Work with the SoNM Program Evaluation Committee to develop innovative ways to increase participation in student, faculty and stakeholder data collection • Increase advocacy for contribution of academic midwifery to the profession • Seek evidence-informed methods to collect feedback from preceptors and employers on student readiness for practice and practica
<p>Increase Indigenous community and land-based learning opportunities</p>	<ul style="list-style-type: none"> • Explore opportunities for Indigenous students to engage in culturally based health practices, • Provide student opportunities for immersive experiences in Indigenous ways of knowing





A STEP TOWARDS...



ENVISIONING THE FUTURE