

## We will grow. It will show.

Completed in 2022-23

Recruit a minimum of 2-3 scientists (and provide supporting resources) in current areas of strength that are tied to emerging areas of research excellence. Drs. [Nancy Young](#), [Zakia Djaoud](#), Izabella Pena recruited.



Enhance current policies and processes to increase appointee accountability and support for institutional activities. A range of policies and processes have been updated to increase appointee accountability.



Determine new metrics that comprehensively outline the value of all research outputs and their impact. A new KPI focused on evaluating the success of post-doctoral fellows after they have completed their training at the RI was selected.



Enhance commercialization work at the RI and CHEO through the Innovation and Commercialization Core. Learn more [here](#).



Secure funding and grow research through research chairs. Drs. [Rochelle Einboden](#), [Nicole Racine](#), and [Kusum Menon](#) were appointed as research chairs.



## As we teach, the heights we'll reach!

Develop and implement a formal research mentorship program. The first annual mentorship workshop held in February 2023 was a success and six early career mentees have been paired with mentors.



Develop and evaluate new programs for research education and training. A total of 24 sessions were held with approximately 1,000 attendees overall. All sessions were evaluated by participants.



Redefine and implement clear areas of child health research excellence and emerging excellence to improve impact and outcomes. The creation and implementation of a new programmatic structure, consisting of [seven research teams](#), is up running with dedicated team captains and established processes and evaluations in place.



## Don't give up, we need support from you all! Join in the research no matter how small!

Ensure that all CHEO children, youth and families will be given the opportunity to participate in research by implementing a CHEO permission to contact program, and that their participation is easily searchable in EPIC. The CHEO and CHEO RI board of directors approved an opt-out model for a permission to contact program. Implementation planning is underway.



Create and evaluate a pilot CHEO Research Champion program in a minimum of two areas of the hospital. The Research Champion program is being piloted in Orthopedics and Eating Disorders.



## One tech, two tech, old tech, new tech.

Partner with clinicians to implement machine learning and predictive analytics into clinical workflows to improve outcomes. New Artificial Intelligence (AI) Data Scientist hired and AI and machine learning research computing environment procured. The RI has also launched a [Research Data Management strategy](#).



Complete an extensive IT review resulting in a solution-based report and implement recommended solutions. Review is complete and recommendations continue to be implemented, including elimination of mailbox sizes and the migration of the RI onto SharePoint and the Microsoft Office 365 platform.



Optimize external communications so CHEO Research becomes a community resource for families and donors. Watch our revamped [Discovery Minute](#) video series and explore our [newsroom](#).

