

AFMC

THE ASSOCIATION OF FACULTIES OF MEDICINE OF CANADA

2023

1943

80th Anniversary Edition

2022-2023 ANNUAL REPORT

The **voice of academic medicine** in Canada



Table of CONTENT

Letter from the President and CEO 3

AFMC's Legacy 4

Our Impact | Year in Numbers 8

Our Action 12

SOCIAL ACCOUNTABILITY

- Declaration on Planetary Health 13
- MCAT Fee Assistance Program 14
- AFMC Response to the Opioid Crisis New Curriculum 16
- CAMi and Okanagan Charter Collaborative 18
- Addressing Black Health and Wellness in Academic Medicine 19

RESEARCH

- AFMC Advocacy on Health Research 20
- NIHRIC 24

EDUCATION

- Addressing Policy and Structural Challenges Affecting Educational Transitions 25
- Supporting Learners: Student Portal and CANPREPP 26
- ICAM 28

AFMC Award Winners 29

Faculty Highlights 38

AFMC Board of Directors 56

AFMC Committees and Networks 59

AFMC Team 60

Financial Snapshot 61

THANK YOU 62

Message from the PRESIDENT & CEO



Dr. Constance Leblanc



Dr. Geneviève Moineau

Eighty years ago, the Association of Canadian Medical Colleges (ACMC) was founded to address the Canadian government's request for more medical graduates during wartime. Since then, the organization, now known as the AFMC, has become a vital advocate for medical education in Canada. Today, our mission remains focused on ensuring the training of physicians meets the needs of Canadians. From the beginning, the AFMC recognized the importance of fostering collaboration among Deans and supporting one another. This spirit continues to guide us, especially during crises like the ongoing COVID-19 pandemic. We are very pleased to share this year's annual report which highlights efforts in advocating for medical education and health research and promoting social accountability.

We have advocated strongly for increasing medical school admissions to match population growth and ensuring an adequate number of residency positions. This is crucial for a sustainable healthcare system that meets the needs of Canadians. We have been actively involved in coalitions with the government to address workforce shortages in healthcare.

While we have made progress, we acknowledge the need to address equity, diversity, inclusion, belonging, and anti-racism in Canadian medical education. This remains an ongoing effort for the AFMC. Over the last year we initiated the Culture of Academic Medicine Initiative (CAMi), promoting a culture of health and well-being through equity, compassion, and respect. We are implementing the Okanagan Charter within faculties of medicine and sharing stories of positive impact to foster connection and drive change in our community.

In response to the opioid crisis, we launched the Post Graduate Medical Education (PGME) and Continuing Professional Development (CPD) curricula in pain management and substance use disorder. These curricula, developed with support from Health Canada, address gaps in current offerings and emphasize diagnosis, treatment, and management of pain.

This year, we successfully launched the inaugural International Congress on Academic Medicine (ICAM). The vision for ICAM was to bring together clinicians, scientists, learners, and leaders and all those engaged in academic medicine, for an opportunity to meet, network, share ideas and collaborate to shape a better future. We are proud that ICAM received Patient Included Status, for incorporating the experience of patients as experts in living with their condition while ensuring that they were supported in all aspects of the congress.

At ICAM, we introduced the Academic Health Institutions' Declaration on Planetary Health, calling for immediate action to mitigate the negative impact of our activities on the planet. As the world faces a code red emergency for planetary health, the AFMC is committed to implementing planetary health education, research, and transitioning to climate-resilient and low-carbon health systems. The declaration outlines an action plan for academic health institutions to address environmental, social, and structural determinants of health and advocate for public health investments and climate resilience.

Together, our Board, faculty leaders, learners and partners, we continue to advance academic medicine and improve the health of Canadians.

Sincerely,

Dr. Constance Leblanc,
President and CEO

Dr. Geneviève Moineau,
Past President and CEO, 2013-2023

AFMC Celebrates 80th anniversary



Eighty years ago, the Association of Canadian Medical Colleges (ACMC) was established by the deans of Canadian faculties of medicine. Initially formed in 1943 as a platform to address the Canadian government's request to double the number of medical graduates to meet the demands of wartime, the ACMC has since transformed into a crucial advocate for medical education in Canada. In 2005, the organization was renamed the AFMC and continues to collaborate with the Canadian government to ensure the training of a competent physician workforce, aligned with the needs of Canadians.

Over the years, the AFMC has emerged as a driving force for social accountability in medical education, tackling issues like the opioid crisis and establishing an independent accreditation system with social accountability standards.

In recent decades, the healthcare landscape has undergone significant changes, propelled by digital technology advancements and evolving care philosophies. Consequently, the AFMC has increasingly prioritized interprofessional education, acknowledging that optimal care necessitates collaboration between physicians, patients, and other healthcare professionals.

The AFMC acknowledges the need for extensive efforts to address equity, diversity, inclusion, belonging, and anti-racism in Canadian medical education. While this work is ongoing, the organization remains unwavering in its commitment to progress.

Ultimately, the AFMC firmly believes that collaboration among national organizations focused on advancing healthcare, conducting health research, and educating the health workforce is crucial for Canada's healthcare future. By working collectively, these organizations can ensure that all Canadians receive exceptional care, irrespective of their backgrounds or circumstances.

While the AFMC's roots lie in fulfilling Canada's wartime needs, it has evolved into a vital advocate for medical education, health research and healthcare in the country. Through its focus on social accountability, interprofessional education, and equity, diversity, inclusion, and anti-racism, the AFMC strives towards a future where every Canadian has access to top-quality care.

We had the honor of hosting delegates for a commemorative 80th-anniversary reception at ICAM.

"On behalf of the Black Medical Students' Association of Canada (BMSAC), I would like to congratulate the AFMC as they celebrate their 80th anniversary. As the BMSAC has engaged with the AFMC, we are pleased to see their commitment to supporting Black medical learners and faculty. The AFMC recognizes that excellence and inclusion, diversity and equity are not mutually exclusive. We are proud to partner with an organization that champions equity, innovation and collaboration, among others, as part of their core values. The BMSAC would like to wish the AFMC a Happy 80th birthday and cheers to many more successful years!"

Julianah Oguntala
Chair, Black Medical Students' Association of Canada
MD(c), Class of 2024, Temerty Faculty of Medicine University of Toronto



"My year at AFMC as its first Visiting Scholar was as informative as it was fun in documenting the roles of women in academic leadership within AFMC faculties. Around then, our Student Portal committee, comprised of students, faculty, and staff, implemented a pan-Canadian evidence-based approach to student immunization. Later, as Assistant Secretary to the CACMS, helping Canada come of age with its own medical school accreditation system became a capstone in my career! Implementing a 'made in Canada' system following a pan-Canadian consultation empowers a system that can continue to be responsive to the needs of Canadians."

Donald W. McKay, Ph.D.
Professor Emeritus
Memorial University of Newfoundland

AFMC Celebrates 80th anniversary

"The pandemic brought a once-in-a-lifetime challenge to clinical training in Undergraduate Medical Education. The timing and circumstances of clinical training interruptions varied by province, but all programs were affected. The AFMC Clerkship Network rose to the challenge, and, through regular virtual meetings, the Clerkship teams exchanged ideas, shared resources, and provided support to each other. Prior to the pandemic, a number of virtual case-based and simulation platforms were in their early stages. The pandemic allowed these tools to be refined and expanded. This ensured all Canadian medical students had the best possible training and provided a catalyst for innovation in teaching moving forward."

Jill Rudkowski, MD, FRCPC Associate Professor of Medicine
Chair, Clerkship 2017-2022
McMaster University
AFMC Clerkship Network Co-Chair 2018-2022

"I first encountered the AFMC in 1998 as a young PG Dean from Queen's University (then ACMC) and was in awe of the leaders and mentors who influenced me such as Ian Bowmer, Carol Herbert, Bob Woolard, Nick Busing and so many others who framed my development as an advocate, educator and leader. I had many opportunities as a change maker from Queen's and U of T such as leading CMF Task Force on PGY 1, developing the CanMEDS Health Advocate role and working on FMEC as consultant on PG FMEC projects. It gave me great joy to be a VP Education at the AFMC for 2.5 years and the lead for the CCME and now on the Board as a Dean of Medicine (and President of the first medical University). My journey has been fun, gratifying and inspiring."

Sarita Verma, President, Vice Chancellor, Dean and CEO of NOSM University

"When I came to Canada, the AFMC was the first national organization I encountered, and they were the only one with a focus on schools (rather than programs) and a focus on floating all the many and diverse boats of Canadian medical education. In the intervening years initiatives and projects have come and gone while others have persisted, such as the national committees and Special Interest Groups that provide essential backchannels for us all. Throughout, the AFMC has been an essential and a consistent partner and enabler for us to be able to proudly talk about 'Canadian medical education'. Long may it and we last."

Dr. Rachel Ellaway
Professor, Community Health Sciences
Director, Office of Health and Medical Education Scholarship
Cumming School of Medicine, University of Calgary



AFMC Celebrates 80th anniversary

"IMC is delighted to extend its congratulations on this important milestone. AFMC has been a significant collaborator with respect to our collective belief in the power of research, education and innovation in bringing optimal health to all. Moreover, our equal understanding and support of strong ethical standards as a foundation of our respective work has allowed for a meaningful and respectful partnership. Most recently, the leadership of AFMC in creating a new and important coalition as a voice for appropriate levels of research funding in Canada has been immensely valued. IMC members look forward to many more years of productive collaboration on behalf of our most important stakeholder – Canadians."

PAMELA C. FRALICK, M.A., M.P.A., ICD.D.
President / Présidente
Innovative Medicines Canada

"Life-altering injuries changed the course of my career when suddenly, I went from family medicine resident to medically complex patient, experiencing healthcare in a completely different light. Being immersed as patient allowed me to see the knowledge and expertise patients have, while also highlighting for me gaps that occur when patients aren't included. Becoming AFMC's patient partner lead advisor has allowed me to elevate and educate about the importance of patient partnerships in academic medicine. It demonstrates AFMC's commitment to valuing patient knowledge as important, and signals medical schools across Canada to prioritize partnering with patients in medical education."

Lynn Ashdown, Patient Partner

"The AFMC Response to the Opioid Crisis has had the AFMC as the convener bringing together 17 Canadian medical schools with clinical experts, patient subject matter experts, medical educators, and other organizational partners. With funding from Health Canada, work on this project was a truly national collaboration. This online, bilingual, evidence based, national curriculum addressing chronic pain and substance was launched for UGME in 2021 and for PGME and CPD in March 2023. In this project, the AFMC and the 17 Canadian medical schools acted together to support a project that demonstrated academic medicine's accountability to the populations we serve."

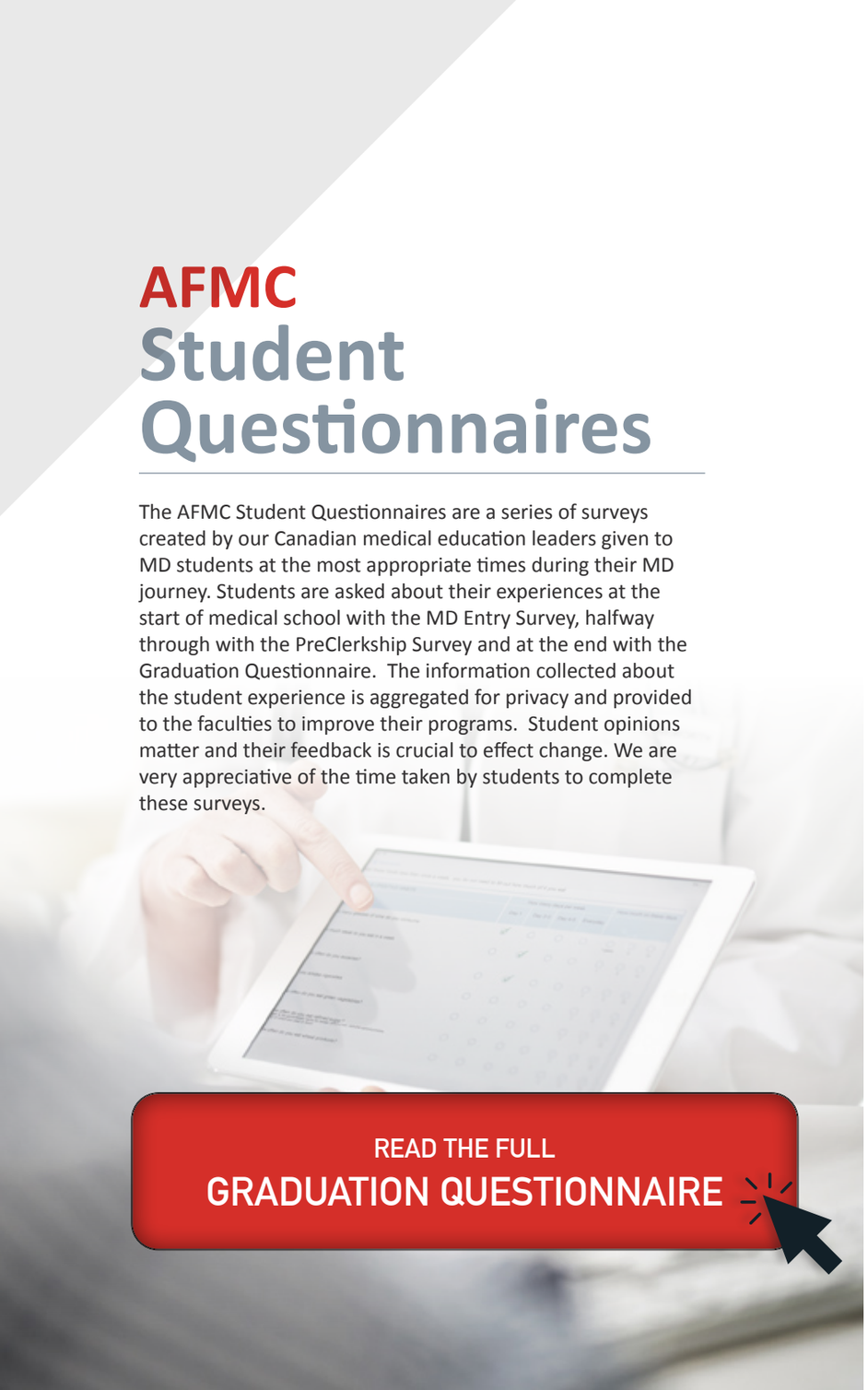
Lisa Graves MD CCFP (AM) FCFP MCl.Sc.
Professor Family and Community Medicine
Western Michigan University Homer Stryker M.D. School of Medicine



OUR IMPACT

AFMC Student Questionnaires

The AFMC Student Questionnaires are a series of surveys created by our Canadian medical education leaders given to MD students at the most appropriate times during their MD journey. Students are asked about their experiences at the start of medical school with the MD Entry Survey, halfway through with the PreClerkship Survey and at the end with the Graduation Questionnaire. The information collected about the student experience is aggregated for privacy and provided to the faculties to improve their programs. Student opinions matter and their feedback is crucial to effect change. We are very appreciative of the time taken by students to complete these surveys.



READ THE FULL
GRADUATION QUESTIONNAIRE

THE 2022 GRADUATION QUESTIONNAIRE

The findings from this year's survey reveal the positive work of the faculties in raising awareness of school policies around mistreatment.

100% of respondents indicated being aware of their school's policy regarding the MISTREATMENT OF MEDICAL STUDENTS and that they knew the procedure at their school to report such mistreatment.

Almost all students agreed/strongly agreed that they are confident that they HAVE DEVELOPED THE CLINICAL SKILLS required to begin a residency program. **94.5%**

Furthermore, in Family Medicine, ⬆ **94.6%** of students agreed or strongly agreed that they had SUFFICIENT ACCESS TO THE VARIETY OF PATIENTS AND PROCEDURES required to complete their encounter log.

Most students ⬇ **83%** agreed or strongly agreed that they were appropriately trained to care for individuals from diverse backgrounds and felt prepared to provide CULTURALLY COMPETENT CARE.

Students have reported that they want MORE INFORMATION about the changing workforce environment.



The median amount of debt that has been accumulated directly to this graduating class's medical studies is



$90,000

At the top end of this scale, 12% of students reported having more than $200,000 in debt.

12% more than **$200,000**

Our Impact

Support for Canadian Faculties of Medicine

Faculties of Medicine of Canada are particularly interested in both the behaviours and outcomes of Canadian Medical Graduates.

2 in 3

Canadian Medical Graduates RATED THE QUALITY OF THEIR MEDICAL EDUCATION AS VERY GOOD OR EXCELLENT when completing the 2022 Graduation Questionnaire.

1.08 → 1.1

1.08 is the ratio of Canadian Medical Graduates to Canadian Medical Graduates residency quota. AFMC HAS BEEN ADVOCATING FOR A 1.1 RATIO to Federal and Provincial governments.

141

Canadian Medical Graduates went unmatched in the 2023 residency match, including 56 who withdrew after the first iteration, 31 who were unmatched previous year Canadian Medical Graduates and 64 current year unmatched Canadian Medical Graduates.

Guiding Schools to Transition to Climate-Resilient and Low-Carbon Health Systems for a Sustainable Future

398 organizations, academic institutions and individuals have SIGNED ON TO THE PLANETARY HEALTH DECLARATION

Engagement as part of National Integrated Health Research and Innovation Coalition

4 MEETINGS HELD

12 PARTNERS ENGAGED

Support for aspirants by reducing barriers to medical school

191 AWARDS given as part of the Medical School Application Fee Waiver Program

Support for healthy learning and work environment

A winter 2023 poll conducted by Abacus Data on behalf of AFMC revealed that 52% of respondents somewhat agree that Faculties of Medicine have the necessary policies to CREATE A POSITIVE CULTURE IN ACADEMIC MEDICINE

52%

12/17

Faculties of Medicine in Canada have signed the Okanagan Charter

University of British Columbia 2016	University of Calgary 2016	University of Saskatchewan 2016	McMaster University 2017
Memorial University 2019	Queen's University 2019	Northern Ontario School of Medecine 2021	Université Laval 2021
University of Alberta 2021	University of Ottawa 2021	Dalhousie University 2022	Université de Sherbrooke 2023



Our Physician Resource Planning Advocacy Efforts

Since 2010, the Canadian population has increased by 12% while Canadian admissions to medical school has only increased by 6% during the same timeframe. Additional family medicine residency positions, especially in rural and underserved communities, are needed to increase the number of primary care providers available to Canadians.

AFMC is asking the Government of Canada to work with provincial and territorial governments to increase admissions to medical school to match population growth and ensure the right number of residency positions for the system.

AFMC is a member of the Coalition for Action for Health Workers, which was established by Health Canada and reports to the Deputy Minister of Health. This Coalition provides a forum for discussion on complex issues related to health workforce planning and management. Together, members identify innovative approaches to driving pan-Canadian action on the health workforce as well as identify opportunities and make recommendations to different levels of government on potential actions.

The AFMC Board approved the creation of an Ad Hoc Committee on Health Workforce Planning to help AFMC advocate for changes related to the health workforce crisis. This committee also supported and informed the work of Health Canada's Coalition for Action for Health Workers.

CANADIAN POPULATION INCREASED BY 12%

ADMISSIONS TO MEDICAL SCHOOL INCREASED BY 6%



OUR ACTION

Academic Health Institutions' Declaration on Planetary Health unveiled at ICAM 2023



The Academic Health Institutions' Declaration on Planetary Health was officially unveiled at the International Congress on Academic Medicine (ICAM) 2023. The declaration calls on all academic health institutions to take immediate action to halt both the negative impact of their activities on the planet's natural systems and to institute adaptive and regenerative measures. It details an action plan for academic health institutions to advance planetary health education, research, and advocacy.

The declaration is just a start and there is still so much work to be done. The AFMC is strongly committed to developing resources for our faculties of medicine to meet the commitments of the declaration. We have established a new AFMC Planetary and Global Health Committee to act as a national collective to enable and support implementations of the declaration across Canadian medical schools. We also focused our annual AFMC Board of Directors' Invitational Event during ICAM 2023 on the importance of academic health institutions' role in addressing the impact of climate change on health through education, research and institutional behaviour. During this event, participants identified ways their organization could contribute to enacting the commitments of the planetary health declaration. We are also working with national learner organizations to support a planetary health collaborative with the members of the Canadian Medical Forum to promote coordinated action.

The declaration is intended for and welcomes sign-on from all academic health institutions, relevant organizations, healthcare professionals, and concerned individuals throughout the world. We hope that the declaration may inspire the academic health community across the world to find ways in our own lives and professions to join in the work towards achieving worldwide environmentally sustainable health systems.

READ THE
DECLARATION

Social Accountability

Medical School Application Fee Waiver Program

The Medical School Application Fee Waiver Program offers awarded students with free medical school applications to participating Canadian medical schools in Ontario, Alberta and Saskatchewan. This program was developed to support medical school applicants facing financial barriers to applying to medical school.

APPLICATION FEE WAIVER PROGRAM 2023

Program name	Application Submitted	Eligible	Ineligible	Awards
Ontario Medical School Application Fee Waiver Program	311	257	54	175
Saskatchewan Fee Waiver Program	12	6	6	6
University Of Alberta Fee Waiver Program	24	18	6	18

Application Submitted: Represent the number of applications submitted.

Eligible: Represent the number of students who met the eligibly criteria below.

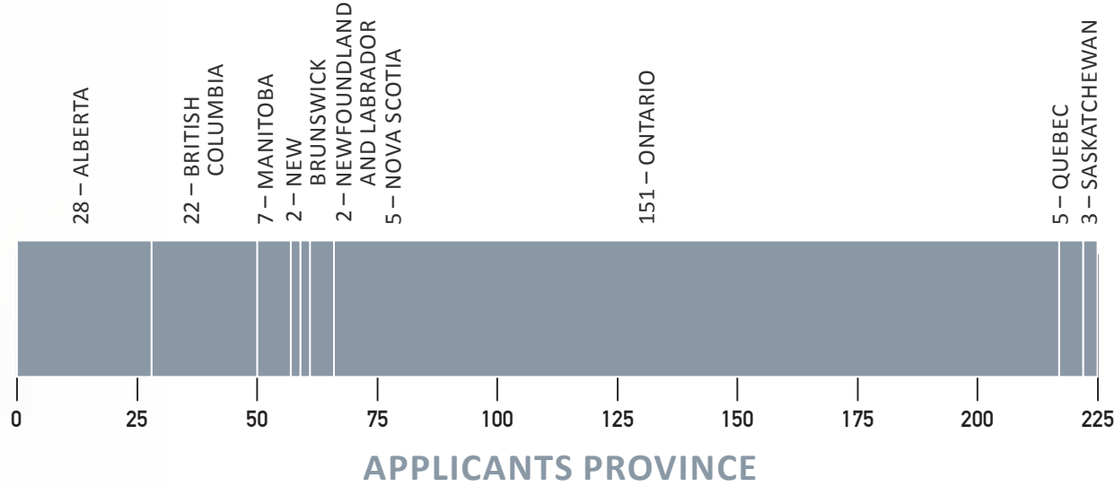
Awards: represent the number of vouchers sent to students

MCAT Fee Assistance Program

In our continuing efforts to support an increasingly diverse physician workforce, the AAMC and AFMC provide support to Canadian students who would be unable to take the Medical College Admission Test® (MCAT®) without financial assistance.

MCAT FEE ASSISTANCE PROGRAM 2022-2023 APPLICATION CYCLE

Number of applicants	**225**
Total number of awardees	**187**



The MCAT:

A Barrier to Admissions to Medical School



The AFMC Standing Committee on Social Accountability (SCSA) has taken a strong stance on the Medical College Admission Test (MCAT) as a serious barrier to admissions in medical schools for underrepresented and structurally marginalized populations. With clear evidence of the significant difference in MCAT scoring results based on ethnicity and socioeconomic status, the SCSA highlighted to the AFMC Board the need to move away from its use. Some racialized communities, particularly Black and Indigenous communities, face structural barriers that impact educational outcomes as measured by standardized tests including the MCAT. These structural barriers include unequal education opportunities rooted in school funding differences, financial barriers to extra academic or extracurricular experiences, housing and income insecurity, etc. As such these differences shown by race are not a measurement of individual capacity but rather of differential systems performance in the education of racialized, under-resourced and other learners.

In addition to ethnic disparities, the financial burden associated with the MCAT poses a challenge for many applicants. The cost of time, registration, travel to examination centers, and preparatory materials or courses can amount to thousands of dollars. Furthermore, the MCAT is only available in English, excluding French-speaking applicants and potentially limiting their opportunities for medical education. This lack of accessibility contradicts the idea of a national standard in Canada and the ability to provide evaluation consistency across applicants.

According to the SCSA, the MCAT's current use as a cognitive evaluation metric does not align with the social accountability mandates of Canadian medical schools. The MCAT serves as a significant barrier to admissions, perpetuating access inequities to medical education. To ensure fair access and promote diversity, the SCSA recommended that medical schools re-evaluate their admissions processes and eliminate the MCAT. By adopting holistic approaches and exploring alternative assessment methods, medical schools can create a more inclusive and equitable environment that aligns with their social accountability missions. In the end, Canadians from diverse groups will benefit from better outcomes.

The AFMC Board supports the recommendation that Canadian medical schools move toward discontinuing the MCAT as an admissions requirement and to develop an appropriate process and timeline to do so in consideration of their own schools' contexts.

Social Accountability

AFMC's Response to Opioid Crisis Project Launches New Curriculum

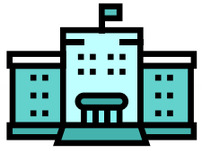
Following the 2021 launch of the Undergraduate Medical Education (UGME) curriculum, the AFMC has launched the Post Graduate Medical Education (PGME) and Continuing Professional Development (CPD) curriculum in pain management and substance use disorder.

With support from Health Canada through its Substance Use and Addiction Program (SUAP), AFMC's Response to Opioid Crisis project received $5.2M in funding to develop an Undergraduate Medical Education (UGME), Postgraduate Medical Education (PGME), and Continuing Professional Development (CPD) curricula. The PGME and CPD curricula consist of 16 online bilingual modules that respond to the opioid crisis in Canada, address gaps in current educational offerings and highlight overarching subjects of diagnosis, treatment and management of pain.

Further, the following tools were collaboratively created to provide learners, physicians and patients with support to better understand the modules and subject matter:

The Faculty Development Tools

Four tools and online resources developed in partnership with Faculty Development experts to help resident and practicing physicians gain further knowledge about opioid use disorder (OUD), pain management, opioid stewardship.



The Simulation Playbook

Six case-based scenarios developed in partnership with the Royal College of Physicians and Surgeons of Canada to support future and practicing physicians with hands-on learning.



The Patient-Physician Partnership Toolkit

Developed in collaboration with the Centre of Excellence on Partnership with Patients and the Public (CEPPP), clinicians, pharmacists, and patient partners. The toolkit is designed to provide patients and caregivers with tools for navigating care, managing opioid use disorder, opioid prescription and chronic pain.



The Self-Assessment Tool

Co-created in collaboration with Queen's University, the self-assessment tool is an online self- evaluation survey for learners to identify modules that are related to areas of interest and expertise.



The PGME and CPD modules are hosted on the Queen's University Learning Management System and can be accessed freely at opioids.afmc.ca.

Social Accountability

New curriculum allows Canadian medical students, residents and practicing physicians to be better equipped in the diagnosis, treatment and management of pain.

"AFMC is pleased to be releasing a competency-based curricula for medical students, residents and practicing physicians. This will lead to better care and more effective treatment for patients, improving health outcomes."

Dr. Lisa Graves, Project Lead

"Sharing my patient lived pain experience perspective on the AFMC Response to Opioid Crisis project resonated with me deeply and it has been a privilege to work on the development of the curricula. Seeing first-hand these efforts of the medical community to improve care for chronic pain patients and opioid prescribing gives me such hope in tackling related biases and stigma."

Jennifer Daly-Cyr, Person with Lived Pain Experience, Subject Matter Expert

"The curricula were developed in co-construction with patient-experts, who contributed to the content by sharing their experiential knowledge, their life experiences with chronic pain and opioid use, and their challenges that patients can face. This provides a solid foundation for a patient-physician partnership based on mutual trust, essential to optimize treatment success and partnership, and reduce the risk of substance use disorder that, in part, causes the present crisis. By doing so, medical knowledge and experiential knowledge are incorporated in more realistic modules. This approach proposes to consider the patient as a caregiver and as a full partner in pain management."

Catherine Lemyze, Patient with Lived Experience, Subject Matter Expert

"As a physician Subject Matter Expert for the AFMC Response to Opioid Crisis Project, I worked collaboratively with a patient with lived experience to create curriculum content and I firmly believe we made a far better teaching tool than I could have developed alone. I cannot say how important I felt this was for our medical trainees and in fact all healthcare professionals whose work is touched by patients using opioids whether prescribed or taken recreationally. Those of us in the pain and addiction communities have been crying out for years about developing curriculum to help healthcare providers safely manage all aspects of opioid use. With the guidance of AFMC, we have developed a comprehensive, world class program."

Dr. Lydia Hatcher, Associate Clinical Professor McMaster University, Clinical Associate Professor Memorial University of Newfoundland

AFMC Launches the Culture of Academic Medicine Initiative

The Culture of Academic Medicine Initiative (CAMi) aims to create a culture of health and well-being through equity, compassion, and respect. CAMi was created to address the urgent and ongoing health and wellbeing needs of physicians, researchers, faculty, administrators and learners in academic medicine. At the institutional level, this involves the implementation of the Okanagan Charter: An International Charter for Health Promoting Universities and Colleges within faculties of medicine. The initiative also seeks to highlight stories of learners, educators, researchers, and administrative staff who are making a positive impact on those around them so that we can, together, foster connection and contribute to the change that we all want to see in our academic medicine community.

This initiative is made possible thanks to a grant from the Physician Wellness+Initiative, an initiative by Scotiabank, the Canadian Medical Association (CMA), and MD Financial Management (MD), and the support of the Canadian Federation of Medical Students (CFMS). To learn more about CAMi visit https://cami-icmu.ca/

Okanagan Charter Collaborative

The Okanagan Charter Collaborative (OCC) was established to advance CAMi's institutional strategy with representatives from all seventeen faculties of medicine as well as a patient representative, a LGBTQ2S+ representative, a graduate student representative and members of Canadian Federation of Medical Students (CFMS), Black Physicians of Canada, the Indigenous Physician Association of Canada (IPAC) and the Canadian Association of Physicians with Disabilities (CAPD). The OCC develops resources and shares best practices to enable the implementation of the Okanagan Charter: An International Charter for Health Promoting Universities and Colleges within Canadian Faculties of Medicine.

An in-person meeting of the OCC was held during the International Congress on Academic Medicine (ICAM) on April 13. The meeting was an opportunity for OCC representatives to discuss equity, diversity, inclusivity, anti-racism and anti-colonialism in the implementation of the Okanagan Charter and work together to develop resources for an implementation toolkit.



Addressing Black Health and Wellness in Academic Medicine

The AFMC Board has approved the creation of a Committee on Black Health, Innovation and Advancement to provide support and advice to the AFMC Board, through the Standing Committee on Social Accountability (SCSA), on strategic and operational matters related to Black health and wellness in academic medicine. The Committee brings together leads from across Canadian faculties of medicine to facilitate national collaboration among Canadian medical schools to equip faculties with best-practice tools and solutions to address systemic and structural anti-Black racism.

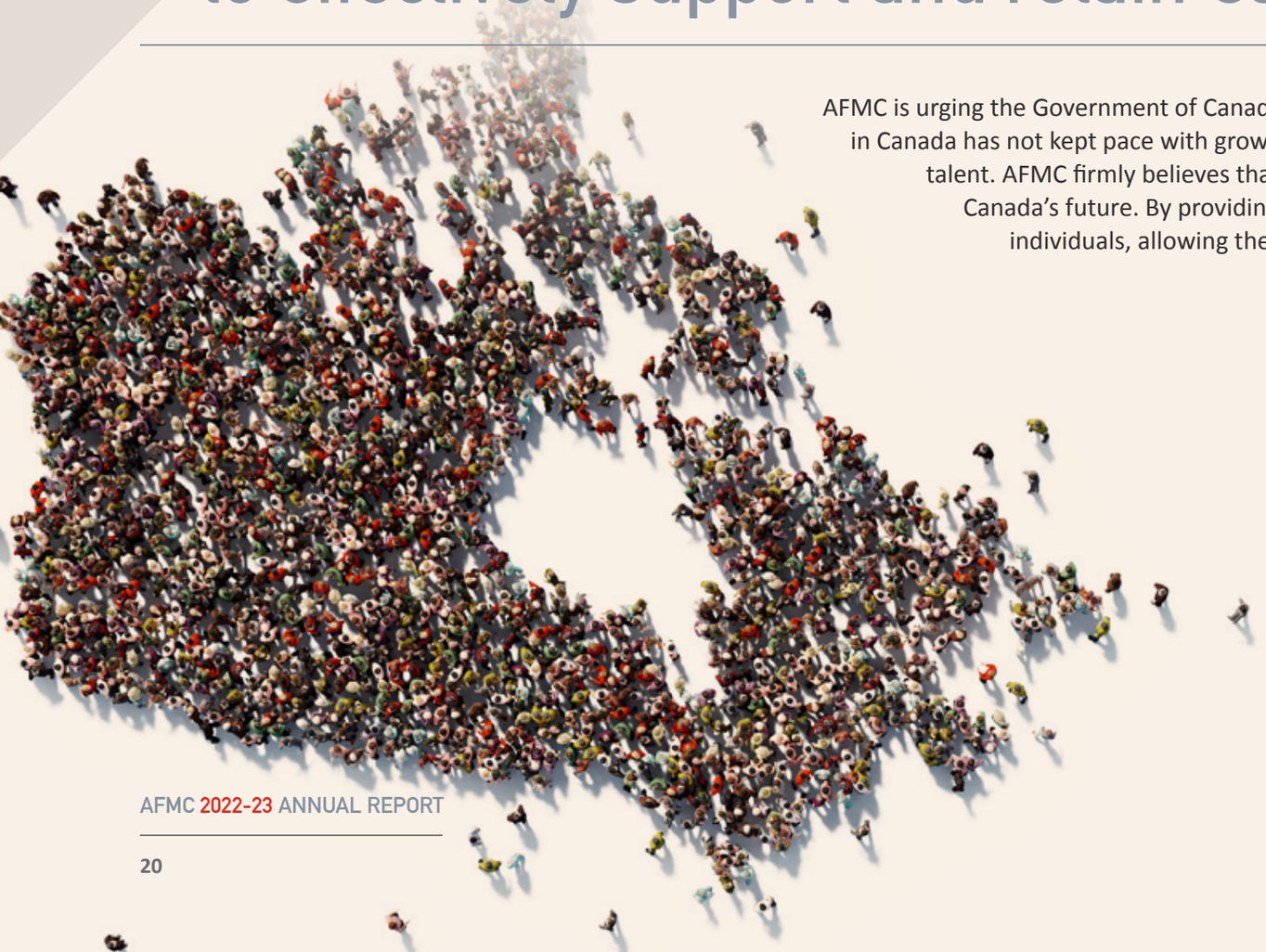
The committee identifies opportunities to illuminate anti-Black racism in academic medicine and advocate for learner competence in anti-racist, anti-oppressive, and culturally safe care through an intersectional lens. Through their work, the Committee on Black Health, Innovation, and Advancement will support the elimination of systemic barriers in the medical education system that sustain and perpetuate all forms of racism and marginalization.

“This is a tremendous opportunity for Black physician leaders at their respective medical institutions to come together, build community, and ensure that the health and wellness of Black physicians, learners, patients, and scholars become an established medical education priority in Canada.”
Dr. Kannin Osei-Tutu, Chair, AFMC Committee on Black Health, Innovation and Advancement.



AFMC Advocacy on Health Research

AFMC calls on the Government of Canada to increase funding to effectively support and retain Canada's top research talent



AFMC is urging the Government of Canada to prioritize and increase funding for research and talent. Research funding in Canada has not kept pace with growth in the system, effects of inflation and the importance of retaining research talent. AFMC firmly believes that investing in graduate students and post-doctoral fellows is an investment in Canada's future. By providing increased funding, the Government of Canada can support these promising individuals, allowing them to focus on their research, contributing to groundbreaking discoveries and technological advancements.

> "We need to train and educate highly qualified personnel, invest in them at competitive levels, and provide them with excellent training and diverse environments that promote collaboration and team-based approaches to discovery and translation."

Dr. Dermot Kelleher, Chair of the AFMC Standing Committee on Research and Innovation and Dean of Medicine, UBC

As I near the completion of my PhD this year, I find myself confronted with a challenging choice: to either completely depart from academia or explore more financially advantageous opportunities abroad. While I once harbored dreams of establishing my own research laboratory, I am now considering alternative career paths due to the current state of research funding in Canada. The obstacles extend beyond just leading a lab, encompassing the challenges of securing sizable federal grants, recruiting research scholars, and the burden of guilt about compensating them well below the minimum wage.

Una Goncin, PhD Candidate, University of Saskatchewan



The funding environment in Canada makes research a difficult career choice for many graduate students. The lack of research funding has made it increasingly difficult for aspiring scientists to pursue their dreams.

Mehnaz Munir, M.D. graduate and PhD student McMaster University, Hamilton, Canada



The current funding climate, including the lack of responsiveness from funding programs, makes me question whether our contributions are truly of value and, furthermore, question the viability of graduate study programs. Our contributions to cutting edge research and discoveries during our time as student-researchers, the comprehensive set of skills and competencies we are forging will support Canada in its bid to continue to develop a specialized workforce.

Gabriel Lemieux, Graduate Student, Université de Sherbrooke



Our universities rely on graduate students for innovation – and yet graduate students are currently paid well under minimum wage for their research work. I have faced food insecurity often in the time I've been a graduate student. Upon defence of my dissertation, I will have to consider whether staying in Canada is the best decision for my career.

Cassy Appelt, Ph.D. Candidate, University of Saskatchewan



The lack of funding for research hamstrings our students, leaving them without access to the newest technologies and the tools to carry out the world-class research for which Canada has been known. I fear that we will start seeing a "brain-drain" as our trainees leave Canada for better opportunities in Asia, Europe and the USA.

Dr. Nader Ghasemlou, Associate Professor and Director, Pain Chronobiology & Neuroimmunology Laboratory, Queen's University



Given the current research funding amounts for PhD students, I have had to divert some of the time needed for my research and mental rest towards part-time jobs to earn more money that will meet my academic and living costs. It is impossible to pay tuition, bills, and living costs from the current funding amounts for graduate students, and this is getting worse every year given the rising cost of living that is not accompanied by any increments in student stipends/funding.

Fabrice Njotu, Ph.D. student, University of Saskatchewan



Being able to hire staff long-term to provide continuity of expertise, being able to make strategic, long-term planning possible - these are prerequisites to getting the best return out of your investment in research. However, a lot of the current funding environment is short-term (1-2 years) which requires a hodgepodge of funding to support even the duration of a single graduate student's tenure in the lab.

Dr. Alexander Hynes, Assistant Professor, Farncombe Family Chair in Phage Biology, Farncombe Family Digestive Health Research Institute, McMaster University



I am fortunate to be supported by the Frederick Banting and Charles Best Canada Graduate Scholarship - Doctoral Research Award from CIHR since 2021 and this has been helpful as I could concentrate on my graduate studies with less stress regarding financial issues. However, I have a lot of colleagues that are not that fortunate and live difficultly with the current scholarship rates. I am less and less motivated as before to become an academic researcher in Canada if student financial supports do not increase. I am more and more interested in industry work or establishing myself in other countries even if Canada is a great leader in medical research.

Jérémy Bernard, Ph.D. candidate in Clinical and Biomedical Science, Institut Universitaire de Cardiologie et de Pneumologie de Québec - Université Laval



It would be beneficial if the funding levels were increased. This would have several advantages: more grants could be funded in each cycle, reducing the need for repeated grant submissions. Additionally, it is essential to raise the dollar amount in grants to ensure proper compensation for our trainees and to accommodate inflation.

Dr. Deborah M. Kurrasch, Professor of Medical Genetics at the University of Calgary with her student Parisa Moazen.



Research

4 MEETINGS

were held during the year. NIHRIC created a written submission for the 2023 Federal pre-budget consultations, op-eds, joint advocacy messages.

"To compete globally in health research and innovation, Canada must develop a long-term strategy and bold vision that build on the core strengths of the Canadian research and innovation ecosystem. This vision should focus on transformational, long-term, and sustainable investment at scale in health research and innovation, ensuring the appropriate infrastructures are in place, and attracting and retaining top-tier talent"

Quote from NIHRIC Op-Ed

National Integrated Health Research and Innovation Coalition

The National Integrated Health Research and Innovation Coalition brings together leaders of organizations engaged in Canada's major national health research and innovation ecosystem to improve the health and economic wellbeing of Canadians. By working together, we can build a health research and innovation ecosystem that promotes health, better healthcare, and economic outcomes for Canadians.

BIOTECanada

AFMC THE ASSOCIATION OF FACULTIES OF MEDICINE OF CANADA / L'ASSOCIATION DES FACULTÉS DE MÉDECINE DU CANADA

Medtech Canada

HealthCareCAN SoinsSantéCAN

MitacS

Réseau de recherche sur les données de santé du Canada
Health Data Research Network Canada

Quark venture

INNOVATIVE MEDICINES CANADA MÉDICAMENTS NOVATEURS CANADA

Addressing policy and structural challenges affecting educational transitions

CREATION OF A TASK FORCE FOR THE FINAL YEAR OF MEDICAL SCHOOL

The AFMC Board Invitational event held on April 23, 2022, during CCME 2022 focused on rethinking the final year of medical school. The event brought together leaders in medical education to discuss the challenges and effectiveness of the final year. Key challenges identified were electives, the match process, transition to residency, generalism, student health and wellness, and community needs. A new task force was created to determine recommendations for addressing the challenges identified with the final year of medical school.

READ THE CONSULTATION REPORT



Supporting Learners

Student Portal
Portail étudiant



STUDENT PORTAL

Due to the COVID-19 pandemic, visiting electives were suspended and the Student Portal was closed for two years. The AFMC team used that time as an opportunity to refresh and upgrade the portal to a new, more robust solution.

The new AFMC Student Portal (Portal 2.0) went live on May 13, 2022, with new features including an easy-to-access dashboard that displays the status of placement requests, placements completed, and to-dos required for applications in progress. A demo of the new portal was presented at the Canadian Conference on Medical Education (CCME) in April 2022.

With the new portal, students can browse electives prior to paying the registration fee, quickly accept or withdraw offers, easily update documents, and view and apply for specialties from their cell phone, tablet, laptop, or PC. From the school's perspective, staff can set capacity levels by location with the ability to see how many requests are pending and how many have been accepted, can upload documents such as contracts and generate a survey for students and preceptors to complete at the end of the placement. The verification process is now simpler as schools can upload students that have already been verified by their home school verifier.

All universities are live offering almost all electives in a limited capacity. AFMC is working with the universities to expand their electives offering for the Fall of 2023.

All schools have uploaded their Class of 2024 students and have started to load their Class of 2025 students for a total of 4,000 students who are eligible to apply for visiting electives. In addition, there are 1,000 international students. As of July 2023, we have received a total of 1,900 student applications.

CANADA'S PORTAL FOR RESIDENCY PROGRAM PROMOTION

PORTAIL PROMOTIONNEL DES PROGRAMMES DE RÉSIDENCE CANADIENS

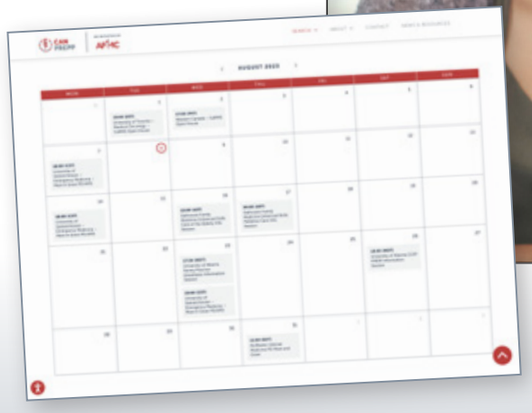
CANPREPP

CANPREPP's National Events Calendar hosted over 500 events over the R1 match cycle this year, providing an easily accessible and no-cost opportunity for students to plan their future medical careers and learn more about the Canadian residency programs offered across all 17 Canadian Faculties of Medicine.

To further support learners and stakeholders, CANPREPP has been busy over the past year with the rollout of several important updates to the webtool. In the Fall 2022, fundamental improvements were made to the site, including an overhaul of the calendar and events scheduling system, allowing residency programs to plan and modify events directly through the site user interface. We have also improved program profiles on CANPREPP adding more content for learners, such as the addition of post-graduate salary information and explore locations to support learners as they take the next important step in their medical careers.

Most recently, CANPREPP added subspecialty programs to the tool, allowing Medicine Subspecialty, Family Medicine/Enhanced Skills, and Pediatric Subspecialty programs to host events and promote their subspecialty training programs. As always, the CANPREPP team is incredibly grateful for the feedback and support we have received from our users and stakeholders. As the site continues to evolve, we are continuing discussions for how to further improve the site – stay tuned!





Education

International Congress on Academic Medicine
Shines Bright with Unprecedented Success

The vision for ICAM was to bring together all those engaged in academic medicine, clinicians and scientists, learners to leaders, for an opportunity to meet, network, share ideas and learn from one another. Over 1,500 delegates joined us both in-person in Québec City and virtually from 45 countries. Over the course of 6 days, delegates shared ideas, heard thought-provoking presentations, and celebrated milestones and achievements.

ICAM delegates witnessed the outstanding research underway by research trainees, scientists and international leaders, and the Gairdner Laureates. International plenaries on One Health and the launch of the International Academic Health Institutions' Declaration on Planetary Health considered the role Academic health institutions must play to pave a way for us to address the impacts of human disruptions to Earth's natural systems on human health and all life on this planet. The plenary on Health Workforce Planning gave delegates a new understanding of global health workforce trends and their implications as well as the interconnectedness between workforce training and admissions in the health professions.

The AFMC was proud that ICAM received Patient Included Status which means that we committed to incorporating the experience of patients as experts in living with their condition while ensuring that they are neither excluded nor exploited in all aspects of the congress.

ICAM succeeded at being a breeding ground for rich exchange of information and views. It succeeded in bringing to the forefront challenges faced by Canadian medical schools as well as the Canadian healthcare system. And it can only get better from here.

ICAM 2024 will be held in beautiful Vancouver from April 12 to 15, 2024.

1,536
Delegates

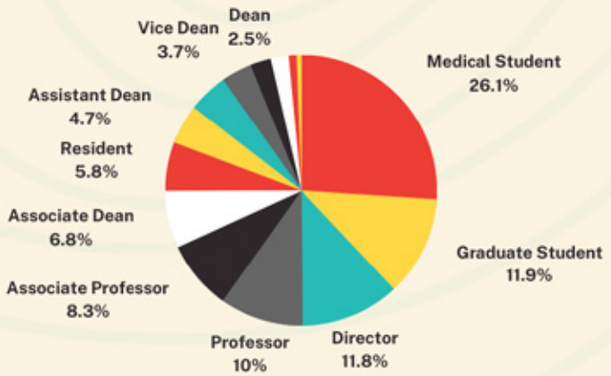
45
Countries Represented

ORGANIZATIONS
201

MEDICAL AND GRADUATE STUDENTS
367

12
PATIENT PARTNERS

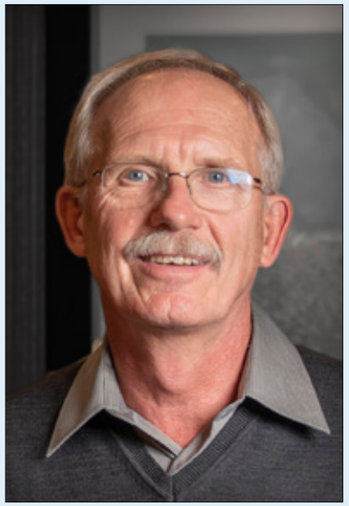
DELEGATE ROLE IN ACADEMIC MEDICINE





AFMC AWARDS

AFMC Awards



AFMC Administration Award

This award celebrates the contributions of the administration within a faculty of medicine where efforts and work have contributed to national discourse and the betterment of Canadian Academic Medicine. The award is aimed at celebrating and showcasing the contributions of non-academic, administrative staff in a Canadian medical school.

WINNER: **Joe Lipinski**

Joe was a key leader at NOSM University for 18 years. Hired when the University was established, Joe was the first, and only, Director of Finance and was instrumental in building a strong financial foundation for the organization.

A member of the Institute of Chartered Accountants of Ontario, Joe also sat on various provincial and national committees. His expertise and wisdom were sought out and valued by colleagues.

Joe's greatest passions were his wife, children, and grandchildren. His hobbies included participating in dog shows with his prized Dalmatian pups and golfing.

Joe was a rare individual who is irreplaceable and missed by many at NOSM University and in the Thunder Bay community.

AFMC Award for Outstanding Contribution To Faculty Development In Canada



The AFMC Award for Outstanding Contribution to Faculty Development in Canada recognizes excellence in faculty development by an individual faculty member in a Canadian Faculty of Medicine. This award is intended to emphasize the importance of faculty development in academic medicine.

WINNER: **Miriam Boillat**

Miriam Boillat, MDCM, CCFP, FCFP is Associate Professor of Family Medicine, McGill Faculty of Medicine and Health Sciences. Dr. Boillat was the Family Medicine Residency Program Director from 1995-2004. She then served as Director of Faculty Development (2004-2009) and Interim Chair (2010-2012) of the Department of Family Medicine. She was the Associate Dean of Faculty Development for the Faculty of Medicine and Health Sciences from 2011-2020. She served as Chair of the Section of Teachers of the College of Family Physicians of Canada from 2011-2014. Her educational contributions span undergraduate and postgraduate medical education, and faculty development. She practices and teaches family medicine at St. Mary's Hospital in Montreal.

QUOTE FROM NOMINATION

"Dr. Boillat is one of the most beloved members of the Department of Family Medicine, admired by learners and colleagues alike. She is a role model and mentor to countless students, residents and peers and is continuously rated as an excellent teacher. She advocates tirelessly for more family medicine teachers and role models in medical schools, a better understanding of family medicine by colleagues from other disciplines, and a greater recognition of family medicine by organization leaders."

Marion Dove, Associate Professor and ChairDepartment of Family Medicine, McGill University
David Eidelman, Vice-Principal (Health Affairs), Dean of the Faculty of Medicine & Health Sciences, McGill University

AFMC Clinical Teacher Award



The AFMC Clinical Teacher Award recognizes excellence in clinical teaching by an individual faculty member in a Faculty of Medicine in Canada. This award was established in 2014 and is intended to emphasize the importance of clinical teaching in academic medicine.

WINNER: **Shaheen Darani**

Dr. Darani completed her medical degree at McMaster University, her psychiatry residency training at the University of Toronto, and a fellowship in forensic psychiatry at Yale University.

Dr. Darani is an assistant professor in the Department of Psychiatry at the University of Toronto and staff psychiatrist at the Centre for Addiction and Mental Health (CAMH). She is a treasured and passionate educator serving as the Director of Faculty Development in the Department of Psychiatry, past Site Director for Postgraduate Education at the Centre for Addiction and Mental Health, and Associate Director of Postgraduate Learner Affairs, in the Office of Learner Affairs, in the Temerty Faculty of Medicine at the University of Toronto (UofT). Nationally, she is a member of the Royal College of Physician and Surgeons of Canada Forensic Subspecialty Examination Board as well as the Specialty Committee in Psychiatry. Internationally, she sits on the executive board of the Association for Academic Psychiatry where leads mentorship activities within the organization and Chairs their Career Development Committee.

Dr. Darani has led several education innovations, notably an award-winning correctional officer mental health training to improve the lives of inmates presenting with mental illness and a successful unconscious bias education program that reached almost 600 faculty in the Department of Psychiatry at UofT. She is an award-winning teacher, having received the American Psychiatric Association Irma Bland Award for Excellence in Resident Education, the Dr. Robert Conn Resident Advocacy Award from the Professional Association of Residents of Ontario, the Association for Academic Psychiatry's Early Career Development Award, the University of Toronto as well as the Department of Psychiatry's Ivan Silver Innovation Award for Continuing Mental Health Education, and the Department of Psychiatry's Robin Hunter Award for Postgraduate Teaching and Marie Mara Award for Residency Advocacy.

QUOTE FROM NOMINATION

"Dr. Darani is a highly impactful educator whose positive influence and teaching excellence has extended beyond the residents she supervises and teaches, to the resident body as a whole in the psychiatry department, as well as with healthcare professionals nationally and internationally."

Trevor Young, Dean, Temerty Faculty of Medicine & Vice Provost, Relations with Health Care Institutions, University of Toronto

Sanjeev Sockalingam, President, Education and Interim Physician-in -Chief, Centre for Addiction and Mental Health, Vice-Chair, Education and Professor of Psychiatry, Department of Psychiatry, University of Toronto

AFMC Charles Boelen International Social Accountability Award



This award – named after Dr. Charles Boelen, a world leader in Social Accountability – celebrates individuals, groups of people or organizations whose professional accomplishments reflect the principles of social accountability as defined in the Global Consensus for Social Accountability of Medical Schools.

WINNER: **Ahmed Maherzi**

Ahmed Maherzi is a graduate of the Faculty of Medicine at the University of Tunis El Manar, Head of the Department of Pediatrics at the Mongi Slim University Hospital in La Marsa (1999-2017) and Dean of the Faculty of Medicine in Tunis (2011-2017).

Visiting Professor, he is Director of the Office of social accountability at the Faculty of Medicine of the University of Montreal since September 2017; he notably led the Committee that led to the ASPIRE International Recognition in Social accountability awarded to the Faculty of Medicine of the University of Montreal in August 2019.

Dr. A Maherzi is a founding member and Secretary General of the International Francophone Network for Social Accountability in Health (RIFRESS) and President of the Strategic Council of the International Conference of French-speaking Deans and Faculties of Medicine (CIDMEF).

QUOTE FROM NOMINATION

"Through his leadership and sustained involvement in the Faculty of Medicine of the University of Montreal and more broadly in provincial, national and international organizations, Dr. Maherzi has undoubtedly contributed to making social accountability an essential value of the mission, like a beacon, of the faculties of medicine and the health sciences more broadly."

Patrick Cossette, Dean of the Faculty of Medicine, University of Montreal

AFMC Awards



AFMC Clinician-Scientist Award

The Clinician-Scientist award emphasizes the importance of excellence in all pillars of health research in advancing knowledge and recognizes an individual in Canada who has provided an exceptional research training environment for medical students, residents, fellows, health research graduate students and post-doctoral fellows.

WINNER: **Scott Halperin**

Dr. Scott Halperin is a Professor of Pediatrics and Microbiology and Immunology at Dalhousie University in Halifax, Nova Scotia. His area of expertise is pertussis, and his research addresses key issues in the diagnosis, treatment, and prevention of pertussis and other vaccine-preventable diseases across all age groups. As Director of the Canadian Center for Vaccinology and Nominated Principal Investigator of the Canadian Immunization Research Network, Dr. Halperin has played a foundational role in the establishment of these and other Canadian collaborative research networks undertaking evaluative vaccine research that informs public health policy and practice.

QUOTE FROM NOMINATION

"Dr. Halperin is an exceptional clinician-scientist and leader in the national and international vaccinology communities, clearly evidenced by his long list of accomplishments.
As a member of the National COVID-19 Immunity Task Force leadership team, and co-chair of the Vaccine Surveillance Reference Group established by PHAC, Dr. Halperin's contributions have been vital to the success of local and national efforts in the COVID-19 pandemic response."
David Anderson, Dean, Faculty of Medicine, Dalhousie University

AFMC Gold Humanism Award and Lecture

The AFMC Gold Humanism Award and Lecture was created in 2018 to emphasize, reinforce and enhance the importance of humanistic qualities among medical school students and faculty.



WINNER: **Julie Bruneau**

Dr Julie Bruneau holds the Canada Research Chair in Addiction Medicine, is Professor in the Department of Family and Emergency Medicine at Université de Montréal and clinical scientist at the Centre Hospitalier de l'Université de Montréal (CHUM) research center. She is the scientific director of the Quebec node of the Canadian Research Initiative on Drug Misuse.

Dr. Bruneau is recognized nationally and internationally for her studies on the prevention of HIV, HCV and other drug-related harms among people who use drugs, and for her research and clinical involvement to address inequities in quality care for people who use drugs.

QUOTE FROM NOMINATION

"Involved in teaching our students for the past 25 years, Dr. Bruneau has always been committed to passing on her knowledge. Her achievements have had a decisive impact on knowledge in her discipline, on the development of new treatments for opioid dependencies and on the implementation of a syringe distribution network, thus reducing the risks of blood-borne diseases."
Patrick Cossette, Dean of the Faculty of Medicine, University of Montreal

AFMC Indigenous Health Advocacy Award



The Indigenous Health Advocacy Award recognizes and celebrates the outstanding efforts of an Indigenous person in medical education and/or health research who has worked to improve the health of Indigenous Peoples situated in Canada. This award recognizes the outstanding dedication of an individual or faculty member towards the dismantling of anti-Indigenous racism and the advancement of cultural safety, advocacy, health equity and wellness of First Nations, Métis and Inuit people.

WINNER: **James Andrew**

James Andrew, a member of Lil'wat Nation's Mount Currie Band, has been with the University of British Columbia for more than 25 years. Twenty-one of those years has been with the Faculty of Medicine as the Indigenous Student Initiatives Manager where his role was to recruit and support the Indigenous medical students thru the Indigenous Pathway. The Indigenous Pathway program recently celebrated its 20-year anniversary in November 2022. To date, UBC Faculty of Medicine's MD program has graduated more than 120 Indigenous physicians. He is currently the Associate Director of Indigenous Initiatives, Office of the Vice Dean, Education, Faculty of Medicine.

QUOTE FROM NOMINATION

"James Andrew is a far-reaching mentor within the university, various Indigenous communities, and for many medical schools across the country.

James has been a true model of excellence, respect and decency throughout his humble career and productive career. He has inspired, and will no doubt continue to inspire, the next generation of Indigenous physician leaders."

Dermot Kelleher, Professor, Department of Medicine, Dean, Faculty of Medicine, Vice-President, Health, The University of British Columbia

AFMC John Ruedy Award for Excellence In Graduate Health Professions Education Scholarship



The AFMC John Ruedy Award for Excellence In Graduate Health Professions Education Scholarship recognizes learners for their scholarly potential in health professions education (HPE).

WINNER: **Catherine Patocka**

Catherine completed medical school and residency at McGill University and a Masters in Health Professions Education through Maastricht University. She is an emergency physician, emergency medicine residency program director, and a doctoral candidate in Community Health Sciences at the University of Calgary. Her doctoral studies, under the supervision of Dr. Rachel Ellaway, have thus far focused on conceptual work informing the use of pattern in elaborating the many fragmented conversations and conceptions of feedback in medical education. She hopes this work will inform maintenance of competency frameworks and lay the foundation for improving the implementation of data-driven performance feedback among practicing medical practitioners.

QUOTE FROM NOMINATION

"Dr. Patocka's doctoral work has tremendous scholarly potential both with regards to knowledge generation and innovation. I believe their work will substantially impact workplace based continuing professional development at our institution and beyond. Dr. Patocka is well positioned for success in their studies through experience, a supportive supervisory environment, and other educational roles."

Todd Anderson, Dean, Cumming School of Medicine

AFMC Awards

AFMC John Ruedy Award for Innovation In Medical Education



To honour Dr. John Ruedy on his retirement as Dean of Medicine at Dalhousie University in 1999, the Faculty of Medicine established a national award in his name. The AFMC – John Ruedy Award for Innovation in Medical Education will be awarded to an individual or group who has developed innovative print materials, electronic learning aids or other teaching aids.

WINNER: **Joan Sargeant**

Joan Sargeant, PhD is Professor, Continuing Professional Development and Medical Education, Faculty of Medicine, Dalhousie University, Halifax, NS and is now in a post-retirement position. She is past Head, Division of Medical Education, Dalhousie University and continues to be active as an educator, researcher and mentor. Her research program of 20 years on feedback and coaching explores engaging learners and practitioners in relationship-based feedback and coaching conversations that foster growth and development, and includes researchers and educators from various universities and countries. She is also interested in understanding how feedback and coaching can lessen the angst of feedback for faculty and learners and foster learner wellness.

QUOTE FROM NOMINATION

"It is thanks to Dr. Sargeant's leadership and the varied expertise, contributions, and commitment of the R2C2 team over the years that the R2C2 model has been widely disseminated and adopted – creating a better and more constructive setting for medical education to advance."

Dr. David Anderson, Dean, Faculty of Medicine, Dalhousie University

AFMC Learner Changemaker Awards



The two Learner Changemaker Awards each celebrate an exceptional 1) medical learner (medical student/resident) and 2) a health research graduate student/post-doctoral scholar who has created real and meaningful change for those training in Canadian faculties of medicine or health sciences faculties.

WINNER: **Thomas Brothers**

Thomas (Tommy) Brothers, MD CISAM is a subspecialty resident in General Internal Medicine and the Clinician-Investigator Program at Dalhousie University. He is also a PhD student in Epidemiology and Public Health at University College London (UK). His clinical and research work focuses on improving health care for people with substance use disorders, including integrating addiction treatment and harm reduction into general medical settings. Tommy helped to organize and lead an unofficial, trainee-run hospital inpatient addiction medicine consultation service and Halifax's first supervised injection site. With community partners (including people with lived experience), he contributes to many clinical, educational, and research initiatives to improve health care for people with substance use disorders.

QUOTE FROM NOMINATION

"Dr. Tommy Brothers has an incredible ability to inspire others. He does so with his fellow residents, his mentors, and other colleagues, and he does so with his patients. He truly wants to make a difference and has already done so through his research, outreach, and volunteer efforts."

Dr. David Anderson, Dean, Faculty of Medicine, Dalhousie University

AFMC May Cohen Equity, Diversity and Gender Award



This award recognizes the outstanding effort or achievement of an individual, program, department or faculty in improving the gender-equity environment and diversity in academic medicine in Canada. Named after May Cohen, the award is to exemplify the characteristics that she represents.

WINNER: **Jayna Holroyd-Leduc**

Dr. Jayna Holroyd-Leduc is an academic geriatrician, Professor and Head of the Department of Medicine at the University of Calgary. As a medical leader, she supports and champions a number of EDI initiatives across the Cumming School of Medicine. She is working to create inclusive leaders within her department through initiatives such as including EDI moments within departmental leadership meetings. She brings outstanding scholarship to her work in addressing inequities, as demonstrated by her publications and funded research. She is dedicated to mentoring and sponsoring the next generation, giving of her time to trainees and junior faculty. Her focus on EDI within academic medicine is helping to improve long-standing inequities.

QUOTE FROM NOMINATION

"Dr. Holroyd-Leduc is a Department of Medicine (DOM) and Cumming School of Medicine (CSM) leader in the implementation of changes that have greatly improved equity and inclusion within academic medicine at the University of Calgary. The first woman to be the Head of the DOM at the University of Calgary (UofC), she effectively role models what an inclusive medical leader is, helping to promote counter-stereotypes and challenge societal norms."

Todd Anderson, Dean, Cumming School of Medicine

AFMC Mentorship Award



The AFMC Mentorship Award recognizes a faculty member who demonstrates an exemplary and sustained commitment to providing outstanding mentorship, guidance, and inspiration to colleagues within Canadian faculties of medicine. This award acknowledges the time mentors dedicate to providing guidance for career development in clinical work, teaching, education, research, leadership, and advocacy.

WINNER: **Bertha Garcia**

Dr. Garcia received her MD from Cayetano Heredia University (Peru, 1972) and completed her residency training in general and anatomical pathology at the University of Calgary in 1981 where she was appointed as faculty. She joined the Department of Pathology at Western University in 1985 and held the role of Chair/Chief for the Department and London Hospitals from 2001 to 2011.

She is recognized as an exceptional and passionate medical educator. She has received numerous awards in recognition of her mentorship and leadership in education including the 3M Teaching Fellowship. As an educator, she has been a mentor to generations of faculty members across disciplines. As a colleague she has advocated for and supported dozens of colleagues through their academic journeys and promotion.

QUOTE FROM NOMINATION

"Dr. Garcia's career is the product of strength, determination, hard work, and talent despite the obstacles that she faced as a woman aspiring to senior leadership. One of the truly remarkable and outstanding characteristics of Dr. Garcia is her unrelenting and generous commitment to mentor, to guide, to inform, and to support others, regardless of the stage of their career and without expecting anything in return."

John Yoo, Dean, Schulich School of Medicine & Dentistry, Western University

AFMC Awards



AFMC President's Award for Exemplary National Leadership in Academic Medicine

This award recognizes individuals for their excellence and exemplary national leadership in advancing the AFMC's vision for academic medicine in either research or education.

WINNER: **Lorelei Lingard**

Lorelei Lingard is Professor in the Department of Medicine and Senior Scientist at the Centre for Education Research & Innovation, both at Western University. For 25 years she has led a research program to understand how team communication patterns shape collaborative healthcare and novice socialization. In 2018 she was the first woman to be recognized with the Karolinska Institutet Prize for Research in Medical Education. In 2021 she was made an honorary fellow of the Royal College of Physicians and Surgeons of Canada in recognition of the impact of her research on healthcare and medical training in Canada.

QUOTE FROM NOMINATION

"Dr. Lingard is the role model for the field of medical education research. She has been instrumental in cementing Canada's place as a global leader in the field."

John Yoo, Dean, Schulich School of Medicine & Dentistry, Western University

AFMC Scientist Award

The AFMC Scientist Award emphasizes the importance of excellence in all pillars of health research in advancing knowledge and recognizes an individual in Canada who has provided an exceptional research training environment for undergraduate students, medical students, graduate students, residents, fellows, and post-doctoral scholars.



WINNER: **V. Wee Yong**

Dr. Wee Yong is a Professor at the University of Calgary. His research interests in neuroimmunology are guided by multiple sclerosis, glioblastoma and intracerebral hemorrhage. His bench results have been translated into eight clinical trials. Dr. Yong has published 380 manuscripts which have been cited >37,000 times (h-index of 109). He has mentored numerous trainees and he directs the Americas and Global Schools for the International Society of Neuroimmunology. Dr. Yong is an elected fellow of the Canadian Academy of Health Sciences and the Royal Society of Canada. He is a recipient of the Allyn Taylor International Prize in Medicine.

QUOTE FROM NOMINATION

"I am tremendously proud to have Dr. Yong in my faculty. He has been outstanding in all aspects of his work: research, clinical translation, leadership, mentorship, and collegiality. His outstanding ability to bridge silos of neuroscientists, neurosurgeons, neurologists and oncologists to collaborate on bench-to-bedside clinical trials is his defining characteristic to achieve lasting benefits for patients."

Todd Anderson, Dean, Cumming School of Medicine



AFMC Wellness Award

The AFMC Wellness Award recognizes an individual in Canada who has shown dedication to the promotion and advancement of the wellness of physicians, medical students, residents, fellows, and/or researchers, graduate students, and post-doctoral scholars.

WINNER: **Mamta Gautam**

Mamta Gautam, MD, MBA, FRCPC, CPDC, CCPE, CPE is an internationally renowned psychiatrist, consultant, certified coach, author and speaker. Focused on Physician Health and Well-being since 1990, she is a trailblazer in this field and is known as the "The Doctor's Doctor". Since 2000, she has expanded her work to include Physician Leadership Development to better address system-level factors that impact the wellbeing of her colleagues.

She is the recipient of numerous prestigious awards for her innovative work to support and mentor her medical colleagues, and has been awarded Distinguished Fellowships in both the Canadian and American Psychiatric Associations.

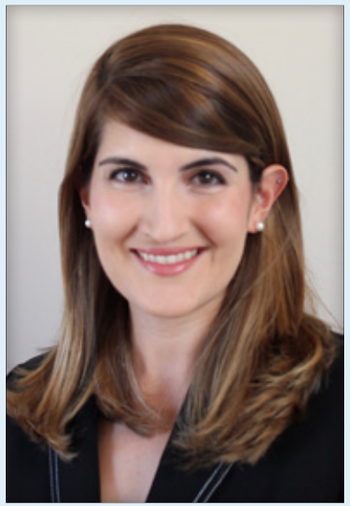
QUOTE FROM NOMINATION

"Dr. Gautam's contributions in the fields of psychiatry and physician health, and her direct impact on countless physicians and trainees, are beyond awe-inspiring, and I cannot imagine anyone being more deserving of this award."

Bernard Jasmin, Dean and Professor, Faculty of Medicine, University of Ottawa

AFMC Young Educators Award

The AFMC Young Educators Award recognizes the outstanding effort or achievements of an individual within their first seven years as a faculty member who produced change within their Faculty of Medicine or the general medical community.



WINNER: **Deanna Chaukos**

Dr. Deanna Chaukos is a psychiatrist at Mount Sinai Hospital, and Assistant Professor at the University of Toronto, Temerty Faculty of Medicine. She completed her MD at the University of Toronto, residency in Psychiatry at Massachusetts General Hospital/McLean Hospital, and fellowship in Consultation Liaison psychiatry at Massachusetts General. She is the Associate Program Director for the University of Toronto Psychiatry Residency. She leads portfolios including assessment, resident wellbeing, and resident leader mentorship. Her education scholarship aims to elucidate how we effectively teach residents an approach to ambiguity in the care of complex patients, and prepare them for future uncertain practice.

QUOTE FROM NOMINATION

"Dr. Deanna Chaukos is an emerging leader in psychiatric education and already led novel and innovative education programs in Psychiatry wellness, resiliency and professionalism. She has also demonstrated a commitment to building capacity and cultivating expertise in HIV Psychiatry to better serve the complex needs of this underserved patient population."

Trevor Young, Dean, Temerty Faculty of Medicine & Vice Provost, Relations with Health Care Institutions, University of Toronto

Sanjeev Sockalingam, Vice President, Education and Interim Physician-in-Chief, Centre for Addiction and Mental Health, Vice-Chair, Education and Professor of Psychiatry, Department of Psychiatry, University of Toronto



FACULTY HIGHLIGHTS

MEMORIAL UNIVERSITY

FACULTY OF MEDICINE

Education

Anatomy lab upgrades provides enhanced learning opportunities

Following 18 months of renovations to our anatomy lab suite, medical education can now offer more options for how students learn and engage with anatomy.

The hands-on learning lab has resulted in highly engaged medical learners and is expected to improve learner retention of anatomical information. Students say the enhancements also help them practice collaboration skills and to appreciate the complexity of the human body and the differences between bodies.

Full accreditation for undergraduate medical education

Memorial University's Doctor of Medicine (MD) program has continued to demonstrate its success in medical education by receiving a full eight-year accreditation – the longest term possible.

Typically, the accreditation site visit team conducts two in-person visits. However, because both visits were completely virtual due to the COVID-19 pandemic, it required faculty, staff and learners to be creative and flexible when the accreditors met with them to discuss aspects of the undergraduate program. This included creating videos to provide virtual tours of key spaces usually reviewed by the accreditation committee. You can view the videos at: https://www.youtube.com/watch?v=ptbuPfeao9Q

New family medicine stream

In August 2022, Memorial University and the Government of Newfoundland and Labrador announced funding to increase the university's family medicine residency seats by five.

The Discipline of Family Medicine will now account for 40 of the 80 residency seats at Memorial. Its program is divided into five streams: eastern, central, western, northern and Nunavut. Each provides unique teaching and learning experiences related to their communities.

The new seats have specifically been set aside for international medical graduate (IMG) applicants. The IMG match stream is connected to the eastern stream cohort and the five additional residents began their training on July 1, 2023.

Health Research

Tumour 'fingerprints' just one part of promising cancer research

Dr. Thomas Belbin is the GlaxoSmithKline Chair in Oncology Research in the Discipline of Oncology, and an associate member of the Beatrice Hunter Cancer Research Institute. He specializes in the genomes of head and neck cancer cells, which occur in tumours found in various parts of the nose, mouth or throat.

Last year, 7,500 Canadians were diagnosed with some form of this cancer. Part of his research focuses on the genes and genetic changes that enable cancer to form, grow and spread. In addition to studying how tumours behave towards cancer-suppressing genes, the group is also gathering insight into what makes these tumours tick.

Heart disease research receives funding boost

Dr. Jessica Esseltine, an assistant professor of cancer and development in the Division of BioMedical Sciences, received $837,676 for the project, Molecular mechanisms underlying inherited Arrhythmogenic Right Ventricular Cardiomyopathy (ARVC) in Newfoundland. The project is one of five at Memorial awarded $1,921,253 in grants from the Canadian Institutes of Health Research.

ARVC is a heart disease where streaks of fat and scar tissue invade the heart muscle, leading to sudden cardiac death and heart failure. Newfoundland and Labrador is home to the largest concentrated population of ARVC patients in the world, caused by a mutation within the TMEM43 gene.

As part of her project, Dr. Esseltine and her collaborators will take skin cells from ARVC patients and reprogram them into induced pluripotent stem cells.

Social Accountability

Rural medicine excellence

For the third year in a row, Memorial University has received the Keith Award from the Society of Rural Physicians of Canada (SRPC). This is the tenth time Memorial has received the award since it was established in 2000. The distinction is awarded annually to the Canadian Faculty of Medicine which has trained the greatest number of family physicians still practicing in rural areas 10 years after graduation.

Memorial also received the Rural Medical Education Award from SRPC. This annual award recognizes a Canadian undergraduate medical program which has excelled in producing graduates headed for a career in rural medicine in the Canadian Resident Matching Service (CaRMS) matching program. This is the fourth time Memorial has received it in the past five years and the fourth since the award was established in 2006.

Destination Excellence supporting internationalization

As part of our strategic plan, *Destination Excellence*, this past year saw our Internationalization Team develop a strategy for the Faculty of Medicine that aligns with Memorial University's internationalization goals. The Equity, Diversity and Inclusion (EDI) Project Team was also created to develop an EDI strategy. It includes a new public speaker series to engage faculty, staff and learners.

DALHOUSIE UNIVERSITY

FACULTY OF MEDICINE



Education

Dalhousie Medical School is pivotal for quality health care in the Maritimes. Building on our reputation for educational excellence, we aim to continue producing outstanding undergraduate and graduate physicians and scientists by building on innovative programs and other targeted areas of focus.The areas include prioritizing a medical education that is responsive to the health needs of Maritimers, and developing capabilities across the education continuum to leverage medical education and accelerate health system transformation. There is a renewed focus on creating a learning environment that fosters health, engagement, and respect.

- Province funds new medical school campus in Cape Breton
- Office of Professional Affairs aims to evolve learning environment
- Medical school curriculum refresh prepares students to meet ever-changing healthcare needs
- Parent Tot program engages Dalhousie's youngest employees

Health Research

Research is integral to achieving our vision of healthier communities, and Dalhousie medical researchers are committed to solving serious health challenges impacting people in the Maritime Provinces and beyond. We have been devoted to strengthening existing relationships and building new collaborations to ensure a healthy and vibrant research community within the Faculty of Medicine.

Our renewed research strategy focuses on creating partnerships to establish momentum that is responsive to the emerging areas of research and community need, and identifying and mobilizing research potential. We are focused on strengthening not only research translation and impact, but also the infrastructure and financial support that allow our researchers to be successful.

- Dal researcher leads international team studying conditions that fuel poxvirus outbreaks
- Dal postdoc wins Mitacs entrepreneurship award for world's first at-home test to measure muscle health
- Dalhousie researchers discover existing drug can disrupt coronavirus replication

Social Accountability

The Faculty of Medicine can improve health in the Maritimes in ways that exceed its traditional roles of educating physicians and conducting leading-edge research. Our intentions are to examine and redefine the medical school's interactions with historically marginalized communities, and to work with our government partners and external stakeholders to meaningfully catalyze system change.

In an effort to alter the composition of our medical school to better reflect the communities we serve, we have initiated admissions pathways for Indigenous and Black students. Ten Indigenous applicants were offered a seat at Dalhousie Medical School under the new Indigenous Admissions Pathway this spring and will begin their training in September. The Black Learners Admissions Pathway was also approved and will be initiated in the 2023-2024 application cycle.

- Dalhousie Medical School admits first students under Indigenous Admissions Pathway
- Black Learners Admissions Pathway approved by Dalhousie Medical School

To support the Black Learners Admissions Pathway, and lead in co-developing and overseeing the direction for the Faculty of Medicine to engage African Nova Scotian and Black populations in the Maritimes, Dr. Leah Jones was named the Academic Director for Black Health.

- Dr. Leah Jones appointed first Academic Director, Black Health, at Dalhousie Medical School

We continue to recognize the need for change, and we are making concerted efforts to respond to the healthcare needs of diverse communities in our region. co-developing and overseeing the direction for the Faculty of Medicine

UNIVERSITÉ LAVAL | Faculté de médecine



Education

Official inauguration of two new pavilions in Lévis and Rimouski

The new student cohorts began their medical training in September 2022 at the start of the new medical school year. These new sites enable us to offer training adapted to regional practice. The new pavilions in Lévis and Rimouski were inaugurated in the Spring of 2023.

Two new regional settings for Longitudinal Integrated Clerships

Since the Fall of 2022, a community-based Longitudinal Integrated Clerkship (LIC) is taking place in the Chaudière-Appalaches region, in Thetford Mines. The second LIC is being held at the Notre-Dame-du-Lac Hospital, in the Bas-Saint-Laurent region.

Project yourself in a medical clinic

As part of the Clinical Approach 1 course, 200 medical students have already been immersed in virtual reality. Complementary to traditional teaching methods, simulated practices are becoming a highly advantageous digital interaction tool for skills acquisition.

Health Research

Inria international research chair in health-related artificial intelligence

Professor Arnaud Droit will head a research chair awarded by the National Institute for Research in Digital Science and Technology, in collaboration with the Université Côte d'Azur. His team will work with mathematicians and computer scientists to propose innovative learning methods.

The Faculty and research centers' Research Days prove a success

Nearly 800 people attended the event. Research students, residents and postdoctoral fellows shared their research projects.

A national hub for capacity building in patient-oriented research

Professor Annie LeBlanc will head this national hub, which brings together some 100 people from over 50 organizations around the world involved in the Strategy for Patient-Oriented Research (SPOR) .

Social Accountability

First citizen participation

The first participation of a citizen collaborator on the Faculty Council is a reflection of our commitment to the sustainable health and well-being of individuals and populations.

New MOOC on the health of Indigenous peoples

Available to all, the eight online modules were developed with the First Nations of Quebec and Labrador Health and Social Services Commission (FNQLHSSC)

ExploRÉA Partner Tour

Supported for over a year, the ExploRÉA project promotes rehabilitation internships in Eastern Quebec through financial measures and the implementation of activities.

Mini-Health Science Schools reach out to isolated communities

Led by students, this project aims to curb school dropout by presenting various health disciplines and in-class workshops promoting healthy lifestyle habits.

Faculté de médecine et des sciences de la santé



Education

Two major projects mobilized our energies this year. The pressure remained on undergraduate medical training, as the government raised expectations in terms of admissions numbers. The pre-clinical and clinical challenges are numerous, but the faculty is up to the task. The decentralized Montérégie campus now accommodates 72 students just three years after the initial reflections, and our main campus is preparing to welcome a further 20 students this autumn.

For their part, the post-doctoral teams were called in for an accreditation visit, the results of which confirmed the hard work of our teams: only a few adjustments will be necessary. The visiting residents once again noted the exceptional culture of respect and the central role played by learners.

Home to a school of rehabilitation and a school of nursing, FMSS is a key driver of quality care in the Eastern Townships and throughout Quebec.

Health Research

MAJOR INFRASTRUCTURE PROJECTS: The new Pavillon de santé de précision et de recherche translationnelle (Precision Health and Translational Research Pavilion) and the Carrefour du savoir (Knowledge Hub) scheduled for completion in 2024, will provide the University of Sherbrooke's Health Campus with a new infrastructure that will optimize the strategic grouping of our research strengths around future directions in digital health, notably projects focusing on the exploitation of clinical and epidemiological data, artificial intelligence and machine learning. These infrastructures will consolidate the Pôle universitaire de santé numérique (Digital Health University Center) of the Eastern Townships, created in collaboration with the CIUSSS de l'Estrie-CHUS.

REVAMPING GRADUATE RESEARCH PROGRAMS: Updating the structure of our research-type programs will enable us to keep pace with the profound transformations taking place in the world of research, so as to prepare the next generation of scientists to be competitive and able to meet the challenges of the future of health research.

Social Accountability

Conferences and workshops at the 2e Rendez-vous de mobilisation pour la responsabilité sociale en santé (2nd Mobilization Rendezvous for Social Accountability in Healthcare) were attended by over 150 people.

The MD program has embarked on the ISAT (Indicators for Social Accountability Tool) self-assessment process. An action plan will be drawn up over the coming months.

ECORESPONSIBILITY: One of 11 Canadian sites to offer the Summer Institute on Sustainable Health Systems – Cascades Canada to build knowledge, skills, leadership and professional and interdisciplinary student networks.

- **Equity, Diversity, Inclusion:** The *Inclusive Practices in Participatory or Partnership-based Research with socially excluded persons* and the podcasts series aim to improve the equity of the healthcare system by encouraging the involvement of a diverse range of people in research.
- **Humanities:** The Chaire de recherche en sciences de la compassion pour humaniser les soins de santé (Research Chair in Compassionate Sciences to humanize healthcare) was launched, with the aim of decompartmentalizing theory, research and practice.
- **First Nations health and wellness:** In partnership with aboriginal collaborators, an action plan has been developed. Faculty and student training addresses history, culture and safety in care, notably with the Blanket exercise. The annual results of the consultation group speak for themselves.
- **Global Health:** The team at the PAHO/WHO Collaborating Centre on Health Science Education and practice works to advance social responsibility and interprofessional education in support of other universities.

McGill | Faculty of Medicine and Health Sciences | Faculté de médecine et des sciences de la santé



Education

New graduate certificate in Foundations in Health Sciences Education

The Institute for Health Sciences Education launched a joint initiative designed for practicing health professionals in a wide range of disciplines. The certificate's five courses cover current education and psychology theories, health sciences curriculum design, instruction, assessment, program evaluation, and concepts of educational leadership and scholarship.

McGill launches professional biomedical engineering master's program

The one-year, 45-credit professional training program, provides candidates with an accelerated pathway to become industry professionals in the design, development, and commercialization of biomedical engineering technologies.

New certificate program brings grad students and clinicians together

The Graduate Certificate in Translational Biomedical Science is open to grad students throughout McGill with an interest in translational research. As part of the program students are encouraged to think about how their own research might be turned towards solving some of those unmet clinical needs that they will have described to them.

Health Research

McGill researchers' studies offer promise for lung and brain cancer treatment

Two seminal studies using innovative highly multiplexed imaging to create sophisticated immune atlases of lung and brain tumours and demonstrate how big data and artificial intelligence are the future of cancer research and clinical care, were published in the same issue of Nature.

Genes shed light on why men and women experience different depression symptoms

In a study of more than 270,000 individuals, researchers found that sex-specific prediction methods were more accurate in forecasting an individual's genetic risk of developing depression than prediction methods that did not specify sex.

McGill study identifies link between obesity and COVID-19 severity

Researchers used human genetics and proteomics to identify a circulating protein mediator of this relationship and showed that reducing body fat mass and increasing lean mass can lower the protein levels and reduce COVID-19 severity risk.

Social Accountability

Towards self-determination of an Inuit health system

The INQ-McGill Northern Research Chair in Respiratory Health & Health Services intends to work with the population of Nunavik and the regional health authority to lay the groundwork for a system for lung health care that is culturally relevant to the needs of Nunavik communities.

Moving towards a more inclusive approach to medicine

A McGill researcher is among a large group of scientists who published an article in Nature about the first generation of a new type of reference genome, called a pangenome, that represents 47 individuals that are as genetically diverse as possible, from Africa, Asia, and the Caribbean, to name just a few regions.

Forging a path towards diversity in medicine

Community of Support program and Black Candidate Pathway celebrate their first year with a 400 percent increase in incoming Black medical students.

Faculté de médecine

Université de Montréal



Education

Ensuring program quality
The undergraduate medical program has been granted full accreditation status by CACMS, through to 2030. For postgraduate medical studies, the programs in pain medicine, neuroradiology, forensic psychiatry, interventional radiology and adult echocardiography have received full CanRAC accreditation.

Dealing with cohort increases
To accommodate a greater number of students in its doctoral programs, the Faculty has adopted several measures: developing new teaching environments, setting up centralized clerkships, establishing an integrated longitudinal clerkship in Amos and recruiting and training new professors.

Expanding physiotherapy training in Trois-Rivières
Starting in fall 2024, UdeM's Faculty of Medicine will offer physiotherapie in Trois-Rivières, a bachelor's/master's continuum, thanks to a partnership with the Université du Québec à Trois-Rivières.

Health Research

Promoting basic research with the new CBI
The Center for Biomedical Innovation (CBI) brings together the strengths of the five basic science departments on the UdeM campus around a variety of themes and cutting-edge technological platforms. The 1st Scientific Symposium of the CBI marked the official launch of this flagship project for the Faculty.

Supporting young researchers
The 2022 competition of the Salary support program for clinical researchers at the start of their career achieved an 80% success rate at the FRQS; the CIFAR Azrieli Global Scholars progam selected Guillaume Dumas and Catherine Duclos in the Brain, Mind and Consciousness category.

Boosting AI in healthcare
Major funding of $124.5 million, supported by UdeM, has been granted to IVADO's IAR3 project to develop robust, reasoning and responsible artificial intelligence. This initiative, which will benefit researchers in the Faculty of Medicine in particular, will foster the discovery of new drugs and the emergence of learning healthcare systems.

The year 2023 undoubtedly marks the start of a new era of discoveries at the Faculty. Here are three of them:
- Using intelligent neuroprostheses to treat motor disorders
- A new surgery gives quadriplegic patients the use of their hands and arms
- HIV reservoirs are established earlier than expected

Social Accountability

School for seniors
The Department of Nutrition successfully staged its first nutrition-focused Spring school for seniors. The popular science activity involved students in nutrition and occupational therapy.

Community partnerships
A symposium on community partnerships highlighted the importance of academic and community collaboration within the health and social services ecosystem.

Student resources
The *Point de repère* office has been revamped, and is now able to offer students in the Faculty a wide range of psychosocial, academic and career support.





Education

CiMED: Stepping forward as leaders in medical education

Plans are underway for a new centre poised to cement the uOttawa Faculty of Medicine as a world leader in medical education.

The School of Pharmaceutical Sciences becomes a member of the FIP

The International Pharmaceutical Federation is a global leader in the field of pharmacy education.

Faculty of Medicine to collaborate with the Royal College on health research and education

A new agreement between the University of Ottawa Faculty of Medicine and the Royal College of Physicians and Surgeons of Canada will facilitate and expand collaboration in key priority areas of health research and education.

Health Research

Meeting medicine's 21st century challenges: uOttawa's bold new research centre taking shape

At uOttawa, we have a vision to enhance our competitive edge with the creation of the new Advanced Medical Research Centre.

With biggest grant in its history, uOttawa launching a world-first vision to transform brain–heart health

In Canada alone, one person dies from heart disease, stroke or vascular cognitive impairment every five minutes. With this investment, the goal is nothing less than revealing the underlying intricacies and links of brain–heart conditions that will lead to better treatments and save many lives.

The University of Ottawa and McMaster University join forces to prepare Canada for future pandemics

Building on the knowledge gained after three years of the COVID-19 pandemic, the University of Ottawa and McMaster University are joining forces with partners to create the Canadian Pandemic Preparedness Hub (CP2H). This innovative partnership between academia, industry and the health care sector will ensure Canada is best prepared to protect the health of Canadians should another epidemic or pandemic emerge.

Social Accountability

New Research Chair in Gay Men's Health aims to break down barriers to care

Dr. Paul MacPherson has just been named Clinical Research Chair in Gay Men's Health, a new academic role at the Faculty of Medicine and The Ottawa Hospital that is also the first of its kind in any Canadian hospital.

First-in-Canada MOU with College of Family Physicians to advance global training and research

Building on its preferred partnerships, the Faculty is poised to share resources with CFPC's Besrour Centre and its international network of collaborators.

Taking a pulse on equity, diversity and inclusion at the Faculty of Medicine

A survey and environmental scan, circulated to learners, staff and faculty members, has shed light on the equity, diversity and inclusion (EDI) climate in the Faculty of Medicine. Respondents opened up about the key EDI challenges and opportunities that they experience, and an action plan is underway to respond to these findings.

Queen's University | FACULTY OF HEALTH SCIENCES



Education

- Prepared to launch a new, unique medical education model designed to address the shortage of family doctors. Starting September 2023, the Queen's-Lakeridge Health MD Family Medicine Program will be based at the Queen's satellite campus at Lakeridge Health's Oshawa Hospital in Durham Region.
- Announced the Queen's Weeneebayko Health Education Program in partnership with the Weeneebayko Area Health Authority (WAHA) and the Mastercard Foundation. The initiative will develop university health professions training for Indigenous youth in the western James Bay region.
- Ongoing implementation of plans to see 20% of curricula delivered in an interdisciplinary context by 2026, which will help learners better collaborate inside and outside the classroom.

Health Research

- Officially launched the Queen's Kaleidoscope Institute, a collaborative research institute for global and population health grounded in anticolonialism.
- Researchers awarded $1.75 million from the New Frontiers in Research Fund (NFRF) to support projects that will advance new therapies, diagnosis and medical technology.
- Secured $22.8 million from the Canada First Research Excellence Fund as part of an $105 million initiative with York University called Connected Minds: Neural and Machine Systems for a Healthy Just Society.
- Five projects awarded over $29 million from the Canadian Cancer Society's Breakthrough Team Grants.
- Eight researchers received a total of $5.94 million from the Canadian Institutes of Health Research (CIHR) for projects spanning from cancer to autism and social determinants of health.

Social Accountability

- In October 2022, the QHS Equity, Diversity, and Inclusion Office opened a physical office space in the School of Medicine building for EDIIA initiatives: The Nest – a safe and inspiring space where everyone feels welcome and supported.
- The faculty's EDIIA Action Plan was officially launched in March 2023, charting a path on everything from research to recruitment, mentorship to professional development, and culture to curriculum.
- In June 2023, Dr. Sarah Funnell, was appointed inaugural Associate Dean and Chair, Indigenous Health.
- Launched The Harbour podcast to discuss issues related to the health sciences and Equity, Diversity, Inclusion, Indigeneity, and Accessibility (EDIIA).
- Progress towards the goal of making all faculty spaces and programs fully accessible and inclusive for everyone. Current focus on disability accessibility (physical and informational).

TEMERTY FACULTY OF MEDICINE
UNIVERSITY OF TORONTO



Education

The Office of Medical Education convened a robust engagement process over the past year to inform the development of its inaugural Medical Education Strategic Plan 2023-2025, which includes nine strategic initiatives and implementation actions focused on opportunities for alignment, integration and/or harmonization across the continuum of medical education. In the MD program, Temerty Medicine also graduated its first cohort of MD/MBA graduates in 2023. The joint program allows learners to complete both degrees in five years, setting a strong foundation for future leaders in problem-solving, persuasion and change management. For postgrad medical learners, a 2022-23 priority was improving the onboarding experience across the teaching hospitals of the Toronto Academic Health Science Network (TAHSN). PGME now has nine modules accepted by the network, eliminating repetition, saving time and improving cohesion as learners move between hospitals. And in Continuing Professional Development over the past year, 225 programs and conferences were accredited and 40,439 learners from around the world participated in Temerty Medicine CPD offerings.

Health Research

In a world first, a team of Toronto researchers and physicians used MRI-guided focused ultrasound to open the blood-brain barrier and deliver chemotherapy to treat an aggressive and terminal form of paediatric brain tumour. In this Phase I clinical trial, low-intensity focused ultrasound technology – pioneered at Sunnybrook Health Sciences Centre and backed by Temerty Medicine's renowned Medical Biophysics Program – is used to temporarily open the blood-brain barrier with the power of soundwaves, allowing drug treatment to cross and treat the brain tumour. Elsewhere, in cardiac research, the Rogers Foundation announced a $90-million gift—matched with $94.2 million in institutional support and additional fundraising—to sustain, advance and significantly expand the reach of the Ted Rogers Centre for Heart Research, a partnership between SickKids, University Health Network and the University of Toronto. In an era of precision medicine, the aim is to harness the ability to treat each person according to their unique genetic, biological, and environmental profiles to better diagnose, correct, predict and prevent heart failure.

Social Accountability

2022 marked an important step forward, deepening Temerty Medicine's culture of respect and inclusivity, as Dean Trevor Young formally apologized for the use of antisemitic quotas to cap the number of Jewish students accepted to study medicine at the University of Toronto in the postwar period. CEOs of SickKids and University Health Network joined in an evening of atonement and reflection, alongside leaders from Sinai Health, a haven for Jewish physicians in Toronto for 100 years.

Heritage Toronto and Temerty Medicine also co-presented two commemorative plaques celebrating two of Canada's first Black doctors, Alexander Augusta and Anderson Abbott. Rejected by U.S. medical schools, Augusta became the first Black medical student in Canada West when he was granted admission to U of T's Trinity College in the early 1850s. Abbott, one of Augusta's mentees, earned his medical licence in 1861, becoming the first Canadian-born doctor of African descent.

McMaster University | Michael G. DeGroote SCHOOL OF MEDICINE



Education

McMaster launched a Master of Biomedical Innovation (MBI) program, the first graduate healthcare entrepreneurship program of its kind in Canada, boosting McMaster's role as a hub for biomedical innovation, entrepreneurship and global health.

Students from the Faculty of Health Sciences partnered with students from the School of the Arts in a new interprofessional education (IPE) dissection course. The collaboration between art and science has seen students from two Faculties not only learning from the specimen in front of them, but also from each other.

In 2022, after extensive consultation and collaboration with program leaders, community partners, and Black medical students, physicians, and scholars, the Black Equity Stream (BESt) was established for the MD program. The option to apply through BESt was introduced in the 2022/2023 MD application cycle and, as a result, we are welcoming 20 students for the MD program's Class of 2026.

Health Research

Seven McMaster-led research projects received a total of $61M from the Canadian Institutes of Health Research to advance medical research, training and innovation. The Clinical Trials Fund will enhance Canada's clinical trials ecosystem from discovery to implementation.

McMaster launched the Schroeder Allergy and Immunology Research Institute, merging allergy research and consolidating new and existing collaborations in a centralized place.

McMaster has a leading role in a federal initiative to protect Canadians against future pandemics and emerging threats, the Canadian Pandemic Preparedness Hub CP2H — co-led by McMaster and the University of Ottawa — is one of five major research hubs and part of a $10M investment from Stage 1 of the integrated Canada Biomedical Research Fund and Biosciences Research Infrastructure Fund.

Researchers uncovered a key mechanism for promoting weight loss and maintaining the burning of calories during dieting. Published in *Nature*, the finding is a significant step towards solving the obesity crisis.

Social Accountability

McMaster launched Canada's first graduate diploma in community and public health. The part-time program, delivered exclusively online, provides students with the necessary skills and knowledge to forge a rewarding career in community and public health.

Mending Broken Hearts "Odayimann" Project aims to help Indigenous women feel confident and capable in the self-management of their heart health and well-being by educating healthcare providers about Indigenous women's lives and how they think about health.

McMaster research program, Thriving Together, explores the mental health of newcomer children and families in Hamilton, engaging participants beyond data collection through an unexpected method: art. Through a series of workshops, participants reflect on their new lives and their hopes for the future.

COVID CommUNITY – South Asian study led by McMaster researchers found South Asian communities living in the Greater Toronto Area suffered disproportionately from COVID-19 in the first year of the pandemic.

Schulich MEDICINE & DENTISTRY Western



Education

Schulich Medicine & Dentistry continues to evolve and grow our educational programs through innovative, forward-thinking programming and curriculum design:

- More future doctors will be training at the School with the Province announcing it will significantly expand medical education and residency training spots. With these additional spots, we can train more doctors to serve communities in greatest need.
- There is a continued focus on distributed education and experiential learning opportunities. Discovery Week is a prime example – which recently celebrated its 25th anniversary – immersing thousands of students in communities with severe physician shortages. Our Windsor Campus also celebrated 15 years of impact. Since opening its doors, Windsor has seen an increase in family physicians by 35 per cent and a 31-per-cent increase in specialists.
- Enhancing our Bachelor of Medical Sciences program by focusing on students' career goals, growth, and internationalization is a top priority. We've made progress on our goal to expand this program to over 1,300 first-year students, which will be complemented with a new Bioconvergence Centre.

Health Research

Our researchers are collaborating across disciplines and with colleagues nationally and internationally to address some of the biggest human health issues today:

- The ImPaKT Facility, which aligns top researchers and state-of-the-art tools to combat deadly pathogens, received $16 million in federal funding to expand its state-of-the-art biocontainment facility.
- Dr. Amit Garg, Associate Dean, Clinical Research and his team received $3.4 million to help develop more efficient ways to conduct clinical trials. Dr. Garg was also part of the pan-Canadian clinical trials consortium that received $39 million to help strengthen Canada's ecosystem of randomized controlled trials.
- Western is positioned to lead the fight against neurodegenerative diseases with $24 million in support from the federal New Frontiers in Research Fund. Led by Professor Ravi Menon, a team of researchers has developed a groundbreaking approach to identify promising therapies for diseases, such as Alzheimer's and Parkinson's, and speed up their journey to market.

Social Accountability

The School continues to be a driving force for greater health equity, through policies, programs and initiatives that support more equitable health outcomes, access to services and quality of care for all:

- As a reflection of our commitment to embedding equity, diversity, inclusion and decolonization (EDID) principles into all that we do, the School appointed its inaugural Associate Dean of EDID, Dr. Sukhveer Bains.
- Through the The Medical Science Community Outreach (MaSCot) program, students gain important skills outside the classroom while helping meet the needs of volunteer organizations that serve the community.
- Schulich Dentistry works to address the unmet needs of underserved individuals, with the goal of lowering barriers to care. The dental clinic program offers fourth-year Dentistry students, under the supervision of a community dentist, the opportunity to serve vulnerable patients in the Oxford County community.

NOSM UNIVERSITY

UNIVERSITÉ EMNO

ᐃᓕᐱᑭᓂᐦᐊᒪᓀᐦᐃᑎᓴᐦᑎᐢ



On April 1, 2022, NOSM University became Canada's only independent medical university. Dr. Cindy Blackstock became the inaugural Chancellor on May 26, 2023, when we also conferred degrees to the MD class of 2023 for the first time as a university.

Education

With an historic expansion to the number of medical seats announced by the Ontario government in March and April 2022; NOSM University will be expanding to a total of 108 seats for our MD program; and will go from 60 postgraduate positions to 123 by 2028.

Dr. Céline Larivière was named NOSM University's inaugural Provost and Vice President Academic for a five-year term beginning February 1, 2023.

The NOSM University residency stream has partnered with the University of Toronto's Temerty Faculty of Medicine Obstetrics and Gynecology to meet the growing need for OB/GYN specialists across Northern Ontario.

NOSM University also launched two new enhanced skills medical residency programs in Addiction Medicine and Sport and Exercise Medicine. Available to resident doctors from across Canada, the programs will help improve equitable access to health care for Northerners.

Health Research

NOSM University enhanced research partnerships with Lakehead University and Laurentian University. As well, recently signed a collaboration agreement with Algoma University responds to community needs related to mental health and addiction.

NOSM University researchers have received funding from the Canadian Space Agency. Drs. Chris Thome and Doug Boreham and graduate student Mike Lapointe received a $150,000 grant to study the effects of space cosmic radiation on genetic material. Dr. David MacLean received $150,000 to study the effects of space flight on the human body and gain insights into whether a dietary supplement can counteract the damaging effects of space travel and protect the body's tissues.

Read more in our Research Annual Report, *Reflections*.

Social Accountability

Our anti-racism strategy and Equity, Diversity and Inclusion initiatives are reported in the Winter issue of the President's Report. NOSM University is leading Canada's admissions in Indigenous and Francophone students and addressing socio-economic barriers to access to health professions.

We launched the Centre for Social Accountability (CFSA) this year. Dr. Alex Anawati is now the Clinical Lead in Social Accountability Advocacy Leadership and Policy. The Academic Director of the CFSA, Dr. Erin Cameron, represented NOSM University on multiple national groups such as the Canadian Medical Education Research Centre Directors Group and the Association of Faculties of Medicine of Canada (AFMC) Social Accountability Network.

In collaboration with NOSM University, a new complementary online training module added to activeoffertraining.ca was created by the Réseau du mieux-être francophone du Nord de l'Ontario.

Read more about NOSM University's commitment to social accountability in *The NOSM Challenge 2025*.

University of Manitoba | Rady Faculty of Health Sciences



Education

Dr. Peter Nickerson, a prominent physician and researcher in the field of organ transplantation, was appointed dean of UM's Rady Faculty of Health Sciences and Max Rady College of Medicine in July 2022.

In February 2023, the Manitoba government announced funding for 40 new undergraduate physician-training seats at UM, as well as additional seats in the UM programs for internationally educated physicians and internationally educated medical students.

A gala was held in May 2023 to celebrate the 50th anniversary of the UM department of family medicine. Health journalist and author André Picard, guest speaker at the gala, said family medicine holds the key to healing the health-care system.

The Max Rady College of Medicine's admissions administrator spent the summer of 2023 at the Indigenous Student Centre on the Fort Garry campus, providing in-person support to students interested in applying to medicine.

Health Research

A team led by UM's Dr. Meghan Azad received a grant of US$2.5 million from the National Institutes of Health for a leading-edge study of breast milk samples. The project aims to generate the world's largest and most detailed dataset of mothers, infants and breast milk.

A study co-authored by UM researchers found that critically ill Black, Asian and Hispanic patients receive less supplemental oxygen than white patients – a discrepancy associated with a flaw in pulse oximeter devices.

Scientists from UM and the Democratic Republic of the Congo have joined forces for a $2.8-million study of the global spread of mpox (formerly known as monkeypox) and the evolving virus that causes the illness.

Heart & Stroke, Research Manitoba and UM have partnered to fund a new UM research chair in neurological stroke. Neurologist Dr. Nishita Singh has been appointed to the five-year position.

UM health researchers received nearly $9 million in project grants from the Canadian Institutes of Health Research in the Fall 2022 round of funding. Recipients' research areas range from land-based healing to cardiovascular health, mental health, spinal cord injury and rheumatoid arthritis.

Social Accountability

Recent initiatives to support Indigenous inclusion, equity and advancement across UM's Rady Faculty of Health Sciences include partnerships with Indigenous communities, efforts to increase the enrolment of Indigenous learners, and recognition of Indigenous achievement in research, education, health services and student leadership.

Manitoba is the first province in Canada to ask patients to voluntarily declare their race, ethnicity or Indigenous identity when they receive care at hospitals. The purpose of amassing and analyzing the data is to address racial inequities in health care. The initiative, announced in February and launched in May 2023, is led on behalf of Shared Health by Dr. Marcia Anderson, vice-dean Indigenous health, social justice and anti-racism of UM's Rady Faculty of Health Sciences.

In March 2023, the Manitoba Medical Students' Association organized its first conference focused on equity, diversity and inclusion in health care. The event was co-sponsored by Doctors Manitoba.

UNIVERSITY OF SASKATCHEWAN

College of Medicine

MEDICINE.USASK.CA



Education

The College of Medicine Regina campus welcomed its first cohort of Year 1 medical doctor students in August 2022. Students can now complete their entire four-year degree based in Regina, as well as Saskatoon. We are expanding the undergraduate medical doctor program by adding four seats to the fall 2023 intake of medical students, increasing the total number of seats from 100 to 104, with a further expansion of four more seats planned for 2024.

The college also recently increased postgraduate residency seats from 120 to 128, including the addition of family medicine seats to the southeast area of the province. A new residency program in medical oncology welcomed its first resident in July 2023. We are engaged in developing new residency and fellowship programs, including in dermatology and clinical chemistry. Development work on various other new programs continues. The CoM continues to be fully accredited across all its education programs; preparations are well underway for a full accreditation review of postgraduate medical education in November 2023.

Health Research

Medical research led and supported by the college and its researchers continues to grow in presence and impact. Important progress has been made across critical areas of health including heart and stroke, multiple sclerosis, cystic fibrosis, ovarian cancer, childhood epilepsy, COVID-19, and much more.

Social Accountability

In April, after years of work by many contributors, and led by our new interim vice-dean Indigenous health, a new Department of Indigenous Health and Wellness in the College of Medicine has been approved by our university.

The goals of this Indigenous-led department will be to meaningfully address:

- existing health inequities
- the scarcity of strength-based Indigenous health research
- knowledge translation in community; and
- systemic racism in the health system and health education system.

In March, the college and the Saskatchewan Human Rights Commission (SHRC) released a report that will help us understand and address systemic inequity and injustice in the college. We will work with the issues and recommendations identified in the report, with what we have learned from a recent college-led EDI survey, from the college's Indigenous Health Committee and new Department of Indigenous Health and Wellness, from our Anti-Racist Transformation in Medical Education (ART in Med Ed) initiative, and with ongoing discussions with our college and campus community to become a more equitable and diverse college.

UNIVERSITY OF ALBERTA



Education

MD program receives full accreditation

The MD program is prioritizing fostering supportive learning environments for students with a renewed focus on social accountability and equity, diversity and inclusivity to develop diverse, competent and compassionate physician leaders that will better serve the health needs of all Albertans and across Canada.

Wâpanachakos Indigenous Health program

The Faculty of Medicine & Dentistry's Wâpanachakos Indigenous Health Program (WIHP) is committed to creating a learning environment that fosters new discoveries and learning with compassion and care. Advancing Indigenous health through researchers, students and communities by creating supportive opportunities is grounded in the FoMD Indigenous Health Program Strategic Plan and Braiding Past, Present and Future: University of Alberta Indigenous Strategic Plan.

Training more new doctors in Alberta

New provincial funding will allow U of A to train more medical students and residents who will practise in rural communities, ensuring all Albertans receive top-quality health care.

Health Research

Researcher takes another step toward discovering how a brain molecule could halt MS

Anastassia Voronova's latest research brings her one step closer to showing the potential of a brain molecule called fractalkine to stop and even reverse the effects of multiple sclerosis.

Drug manufacturing facility gets green light thanks to federal dollars

The Canadian Critical Drug Initiative (CCDI) — a partnership between the not-for-profit Applied Pharmaceutical Innovation (API) and the University of Alberta's Li Ka Shing Applied Virology Institute (LKSAVI) — to create an integrated research, development and manufacturing cluster in Edmonton.

Machine learning programs predict risk of death based on results from routine hospital tests

Computer analysis can help the health-care system "learn" by providing information vital to improving care, says researcher.

Social Accountability

U of A Indigenous researchers lead process to create new guidelines for including Indigenous people in Canadian clinical trials

Inuk health researcher Wayne Clark is taking a lead role in a new national initiative to ensure that first nations, métis and inuit communities and individuals have equitable access to participate in clinical trials — and benefit from them.

New social accountability lead inspired by a powerful vision for better relationships with communities

The Faculty of Medicine & Dentistry has created a new role dedicated to its social accountability mandate, welcoming Kathryn Dong as the social accountability lead. Dong will develop, implement and evaluate a social accountability framework and support socially accountable activities and programs within the faculty.

An Rx against racist behaviour in Alberta emergency departments

U of A researchers are collaborating with eight first nations organizations to create an anti-racism intervention that will ensure patients in Alberta emergency departments are treated equitably and with dignity.

UNIVERSITY OF CALGARY
CUMMING SCHOOL OF MEDICINE



Education

Expanding medical schools and residency seats
The Cumming School of Medicine (CSM) will increase the number of new doctors it trains through additional medical school seats and residency spots funded by the province of Alberta. The provincial government is planning to fund 30 new medical school seats per year at the CSM by 2025 and it announced funding for 36 new medical residency seats per year at the CSM. The funding will help address health equity by expanding health care availability, especially in rural and Indigenous communities.

Medical student curriculum update
Medical learners in the CSM's Class of 2026 started their program in July with a new curriculum. The curriculum update, named Re-Imagining Medical Education or RIME, was developed through extensive consultation with partners, including many learners. The refined structure and delivery of RIME offers more experiential learning and is designed to better prepare learners to provide high quality, patient-centred care to diverse populations.

New Master of Physician Assistant Program
The Alberta government announced a province-wide post-secondary targeted enrollment expansion. This includes funding 40 seats (20 per year) to create a new Master of Physician Assistant program at the CSM to support physicians in acute and primary care.

Precision Health Program
The Precision Health Program welcomed its second cohort in September 2022. The transdisciplinary program prepares clinicians, educators, innovators and leaders to skillfully respond to our changing health care ecosystem, and thoughtfully codesign person-centered care. This fully online master's degree allows participants to specialize in one of four streams.

Health Research

One Child Every Child
The University of Calgary was awarded the largest grant in its history, $125-million from the Government of Canada for child health and wellness research, launching One Child Every Child, a Canada-first research initiative with a vision for all children to be healthy, empowered and thriving. The investment will advance child health research including projects led by investigators in the CSM's Alberta Children's Hospital Research Institute.

Cancer Centre gets new name
The new cancer centre in Calgary got a name change after a transformational $50 million donation from the Arthur J.E. Child Foundation. Announced by the Alberta Cancer Foundation, Alberta Health Services and the University of Calgary, the Arthur J.E. Child Comprehensive Cancer Centre will be the largest comprehensive cancer centre in Canada and a world-leading health-care facility for research and education in oncology, delivering fully integrated cancer care under one roof. The centre is schedule to open in 2024.

Centre for Health Policy launched
The CSM's O'Brien Institute for Public Health launched the Centre for Health Policy, designed to be a national hub for the development of evidence-based policy options that advance public health.

Order of Canada honourees and Hall of Fame inductee
CSM stroke researcher Dr. Michael Hill, MD, was named an Officer of the Order of Canada. Stem cell neurobiologist Dr. Sam Weiss, PhD, was appointed as a Member of the Order of Canada and inducted into the Canadian Medical Hall of Fame. Elder Harley Crowshoe was appointed as a Member of the Order of Canada.

Pacemaker innovation
The CSM is a growing training hub for an advanced pacemaker, following approval of the new technology by Health Canada. The approval is the culmination of a decade of brainstorming, research and clinical trials, allowing the device to be used in Canadian patients beyond a clinical research program.

Social Accountability

Celebrating Indigenous culture
An Indigenous mural was unveiled at the CSM to promote dialogue about the historic exclusion of Indigenous peoples, including in medicine, and the path toward Indigenous reconciliation. The mural was painted by local Indigenous artists and developed together with Indigenous Elders and community members.

Heath Equity
Dr. Kannin Osei-Tutu, MD, is CSM's inaugural senior associate dean, Health Equity and Systems Transformation. In this role, he will develop policies and actions that support equity culture across the faculty and advance health equity in the community. A new office, the Precision Equity and Social Justice office, has been inspired by his leadership.

The CSM is also participating in UCalgary's Inclusive Excellence Cluster Hiring Initiative. Qualified scholars will be hired for tenure-track positions as part of a university-wide approach to have more professors from equity-deserving groups.

THE UNIVERSITY OF BRITISH COLUMBIA

Faculty of Medicine



Education

The UBC Faculty of Medicine is educating, developing and mentoring health practitioners, educators and researchers who can work together to serve society's evolving health needs. Highlights from the year include:

- UBC's MD undergraduate program and residency programs are expanding to create more opportunities for students and resident doctors to learn, train and stay on to practise in communities across B.C. and Canada.
- UBC's health profession programs are expanding to meet the needs of British Columbians and Canadians, including an additional 20 midwifery program seats and the occupational therapy program expansion into northern B.C.
- The Faculty celebrated 20 years of the Indigenous MD Admissions Pathway and the Indigenous Family Medicine Residency Program, whose graduates now serve communities across the province and beyond.
- UBC welcomed 186 new family resident doctors, marking the 10th consecutive year that UBC's family medicine residency program filled all its positions.
- Faculty learners joined the Healthcare Travelling Roadshow on a province-wide tour to inspire rural high school students to pursue healthcare careers.

Health Research

UBC Faculty of Medicine researchers are creating, translating and implementing knowledge across a range of research areas to increase global impact and promote individual and population health. Highlights from the year include:

- A new UBC-led national biomedical innovation hub will accelerate the development and manufacturing of lifesaving medicines and strengthen Canada's pandemic preparedness.
- A UBC-led team received more than $23 million in federal funding to develop precision radiopharmaceuticals that promise to transform cancer treatment.
- With a $33M gift to multiple sclerosis research, UBC researchers are improving MS treatment and working to even possibly reverse the devastating effects of the disease.
- A breakthrough UBC study showed that common levels of traffic pollution can impair human brain function in only a matter of hours.
- Brain health researchers at UBC are using advanced neuroimaging to map the brain in order to understand, diagnose and treat mental health disorders and concussions.

Social Accountability

The UBC Faculty of Medicine continues to chart a course toward health equity for all with innovative initiatives aimed at improving the health and well-being of people and populations. Highlights from the year include:

- The latest edition of the Faculty's award-winning Pathways Magazine showcases how UBC faculty, staff and learners are working to future-proof health in a changing climate and building adaptable, equitable and sustainable healthcare systems.
- UBC researchers helped lay groundwork for free contraception in B.C. through research, advocacy and implementation planning with the provincial government and other partners.
- Derek Thompson – *Thlaapkiituup* was appointed Director, Indigenous Engagement for the Faculty of Medicine and will help advance the Faculty's efforts to establish meaningful, mutually beneficial relationships with Indigenous Peoples, nations, communities and organizations.
- UBC resident Dr. Hadal El-Hadi was recognized by Resident Doctors of Canada award for her work to address systemic anti-Black racism in medical education and to promote health equity and culturally safe care.

AFMC Board of Directors



AFMC welcomes Dr. Peter Nickerson as Board Chair-Elect

Dr. Peter Nickerson, the dean of the Rady Faculty of Health Sciences and dean of the Max Rady College of Medicine at the University of Manitoba, was elected to the position of Board Chair Elect. He will begin his term as Board Chair on January 1, 2024, ending in April 2026.

AFMC

Board of Directors



Margaret Steele, Dean of Medicine, Memorial University of Newfoundland, Chair of the AFMC Board



David Anderson, Dean of Medicine, Dalhousie University



Julien Poitras, Dean, Faculté de médecine, Université Laval



Dominique Dorion, Dean, Faculté de médecine et des sciences de la santé, Université de Sherbrooke



Patrick Cossette, Dean, Faculté de médecine, Université de Montréal



David Eidelman, Vice-Principal (Health Affairs) and Dean Faculty of Medicine and Health Sciences, McGill University



Bernard Jasmin, Dean and Professor, Faculty of Medicine, University of Ottawa



Jane Philpott, Dean, Faculty of Health Sciences, Queen's University



John Yoo, Dean, Schulich School of Medicine & Dentistry, Western University



Paul O'Byrne, Dean & Vice-President, Faculty of Health Sciences, McMaster University



Trevor Young, Dean, Temerty Faculty of Medicine, University of Toronto



Sarita Verma, President, Vice-Chancellor, Dean and CEO of NOSM University



Peter Nickerson, Vice-Provost (Health Sciences) and Distinguished Professor, Dean, Rady Faculty of Health Sciences, Dean, Max Rady College of Medicine



Preston Smith, Dean, University of Saskatchewan



Brenda Hemmelgarn, Dean, Faculty of Medicine & Dentistry, University of Alberta



Todd Anderson, Dean, Cumming School of Medicine



Dermot Kelleher, Professor, Department of Medicine, Dean, Faculty of Medicine, Vice-President, Health, University of British Columbia



Anne McFarlane, Public Member



Kaylynn Purdy Public Member



Brent Norton Public Member



Foluke Laosebikan Public Member

AFMC

Board of Directors

Anti-Racism Praxis Workshop for Academic Medicine Leaders

Dr. Saleem Razack led a targeted workshop for the AFMC Board of Directors, initiated by the AFMC EDI & Anti-Racism Committee. The goal was to combat racism in education and healthcare.

The session focused on analyzing three case studies in breakout groups, offering valuable insights into the impact of racism on academic medicine. The board members found the workshop highly beneficial and expressed interest in continuing this important work.

DR. SALEEM RAZACK (LEAD), Past Director, Social Accountability and Community Engagement, McGill University - Chair of the AFMC EDI & Anti-Racism Committee

DR. RITIKA GOEL, Past Anti-Oppression, Social Justice and Advocacy Lead, University of Toronto - Member of the AFMC EDI & Anti-Racism Committee

DR. HELLY GOEZ, Past Assistant Dean, Diversity, University of Alberta - Member of the AFMC EDI & Anti-Racism Committee

DR. MARIA HUBINETTE, Past Assistant Dean, EDI, University of British Columbia - Member of the AFMC EDI & Anti-Racism Committee

DR. SOMTOCHUKWU IBEZI, Vice-President, Black Physicians of Canada - Member of the AFMC EDI & Anti-Racism Committee

DR. MALA JONEJA, Education Leader-in-Residence (Anti-Racist Pedagogy), Queen's University - Member of the AFMC EDI & Anti-Racism Committee

DR. JOSEPH LEBLANC, Associate Dean, Equity and Inclusion, NOSM University - Member of the AFMC EDI & Anti-Racism Committee

DR. UMBERIN NAJEEB, Vice-Chair, Culture and Inclusion, Department of Medicine, University of Toronto - Invited External Content Expert



Engagement Session with Learner Organizations

During the April AFMC Board of Directors meeting, representatives from various learner organizations participated in an engagement session with the Board where they addressed the question, "From your organization's perspective, what is the one thing that the AFMC could do as an organization to support your members?"

The discussion was an opportunity for learners to share their concerns and offer recommendations to the deans on how to better support learners throughout their academic journey.

Participating in this session were representatives from Resident Doctors of Canada (RDoC), Canadian Federation of Medical Students (CFMS), Fédération médicale étudiante du Québec (FMEQ), Indigenous Medical Students' Association of Canada (IMSAC), Black Medical Students' Association of Canada (BMSAC), Clinical Investigator Trainee Association of Canada (CITAC) as well as a representative from graduate students.

The learners voiced their concerns about several issues, including the final year of medical school, the match timeline, mental health and well-being. Students also discussed how Equity, Diversity and Inclusion (EDI) could be more integrated into the curriculum and the need to increase funding for research at all institutions.

AFMC Committees and Networks

AFMC Committees

Black Health, Innovation & Advancement

Chair: Kannin Osei-Tutu, University of Calgary

Continuing Professional Development

Chair: Vernon Curran, Memorial University of Newfoundland

EDI & Anti-Racism

Chair: Saleem Razack, McGill University

Faculty Development

Chair: Joanne Hamilton, University of Manitoba

Graduate Students & Post-Doctoral Scholars

Chair: Aimee Ryan, McGill University

Indigenous Health

Co-Chair: Marcia Anderson, University of Manitoba

Co-Chair: Darlene Kitty, University of Ottawa

Planetary and Global Health

Chair: Nicole Redvers, Western University

Postgraduate Medical Education

Chair: Ravi Sidhu, University of British Columbia

Vice-Chair: Parveen Wasi, McMaster University

Research

Vice-Deans: Marek Radomski, University of Saskatchewan

Student Affairs

Co-Chair: Aviva Goldberg, University of Manitoba

Co-Chair: Natasja Menezes, McMaster University

Undergraduate Medical Education

Chair: Claude Labrie, Université Laval

Vice-Chair: Cheryl Holmes, University of British Columbia

Wellness

Co-Chair: Leslie Flynn, Queen's University

Co-Chair: Cathy Vardy, Memorial University

AFMC Networks

Admissions

Co-Chair: Owen Prowse, Northern Ontario School of Medicine

Co-Chair: Rabiya Jalil, University of Calgary

Clerkship

Chair: Norah Duggan, Memorial University

Clinical Skills

Chair: Barbara Power, University of Ottawa

Distributed Medical Education

Chair: Sharon Hatcher, Université de Sherbrooke

Elective Coordinators

Chair: John Lee, McMaster University

Faculty Affairs & Professionalism

Chair: Andrea Lum, University of Toronto

Faculty Undergraduate Accreditation Leads (FUAL)

Chair: Joanne Rodgers, University of Alberta

Francophone Minorities

Chair: Danielle Barbeau-Rodrigue, Northern Ontario School of Medicine

Global Health

Chair: Tasha Ayinde, Memorial University of Newfoundland

Informatics

Chair: Sean O'Neill, Memorial University of Newfoundland

Institutional Advancement

Chair: Geneviève Bhérer, Université Laval

Interprofessional Education

Co-Chair: Gayle Adams-Carpino, Northern Ontario School of Medicine

Co-Chair: Moni Fricke, University of Manitoba

Libraries

Chair: Jennifer McKinnel, McMaster University

Postgraduate Affairs

Co-Chair: Amanda Condon, University of Manitoba

Co-Chair: Pamela Bere, Western University

Pre-Clerkship

Chair: Anne McLeod, University of Toronto

Senior Administrators

Co-Chair: Greg Power, University of Saskatchewan

Co-Chair: Anne Weeden, Dalhousie University

Senior Education Deans

Chair: Roger Wong, University of British Columbia

Social Accountability

Co-Chair: Erin Cameron, Northern Ontario School of Medicine

Co-Chair: Claire Kendall, University of Ottawa

Co-Chair: Erin Walling, University of Saskatchewan

AFMC Team

FRONT ROW, FROM LEFT TO RIGHT: Yury Berestetsky, Annie Barrette, Jacqueline Burke, Cindy Brassard, Kayla Kidd, Marty Huynh, Ashley Mahoney, Ola Ayoub, Lan Ying Gu, Stephanie Sewell, Nada Strathearn, Todd Senn.

MIDDLE ROW, FROM LEFT TO RIGHT: Susan Blackmer, Angela Kojok, Melissa Shahin, Amelia Hagen, Meaghan Mallory, Geoff Barnum, Mallory Scott, Vanessa Raposo Da Silva, Maria Giancioppi, Aïda Bangoura, Geneviève Moineau, Natalie Mason, Fran Kirby, Anna Karwowska, Luisa Marini.

BACK ROW, FROM LEFT TO RIGHT: Alison Donnelly, Marie Horton, Olivier D'Amours, Jon Kimball, Les Forward, Helen Lefebvre, Reham Abdalla, Aarzoo Nathani, Lawrence Patterson, Claudine Le Quellec, Andrea Segal, Tara Beattie.

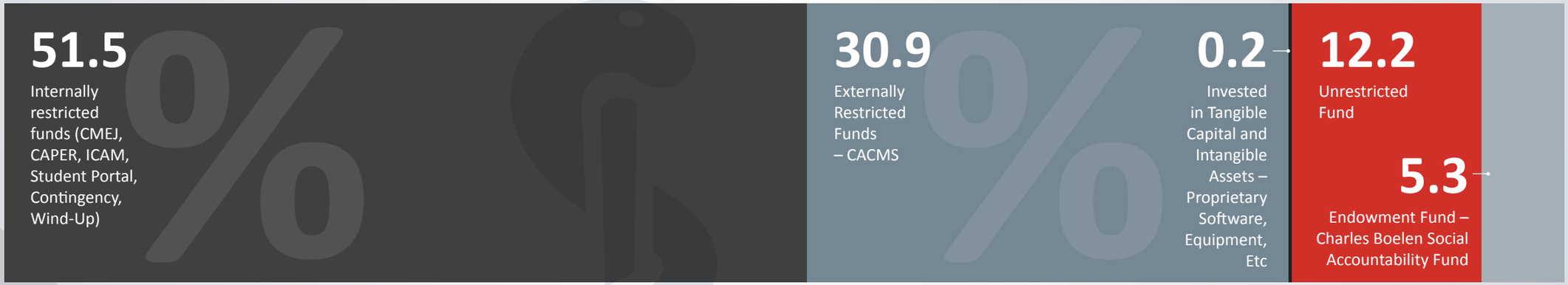
ABSENT FROM PHOTO: Hussein Noureddine, Marianne Morwick, Carley Caines, Chelsea Zielinski, Saba Rashid, Adriana Cull, Colin Alldritt, Rob Van Hoorn, Joyce Katshunga, Nimra Lalani, Mary Cunningham, Fatou Thioune.



Financial
SNAPSHOT 2022-23

The 2022-2023 fiscal year closed with the AFMC in an overall stable financial position. Audited financial statements are available to all members upon request.

Net assets as of June 30, 2023



As a registered charity, the general public can see further details of AFMC's financial information through the Government of Canada.

As we celebrate the 80th anniversary of the AFMC, we are filled with gratitude for the remarkable contributions of our community in advancing academic medicine and improving the health of Canadians through research, education and social accountability. Our accomplishments are made possible by the dedication of every member, partner and learner that has contributed to AFMC's mission. We recognize and celebrate your efforts and successes and look forward to our continued collaboration.

THANK YOU

