AFMC

THE ASSOCIATION OF FACULTIES
OF MEDICINE OF CANADA

2023-2024
ANNUAL REPORT

Celebrating Collaboration:
A snapshot of successes under the 2021-2023 Strategic Plan



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MESSAGE FROM OUR PRESIDENT AND CEO

Every year, 2800 Canadian medical students become doctors, bringing their education, inquisitiveness, skills and experiences to the bedside of hundreds of thousands of patients across the country. It is no secret that new doctors begin their careers in an already strained health care system – one which immediately demands the highest levels of attentiveness, professionalism, innovation and inclusivity.

The importance of providing quality medical education within the Canadian landscape cannot be understated. The AFMC represents and supports Canada's 17 faculties of medicine – and the learners they serve – to move the needle on matters of medical education, research and social accountability. As the voice of academic medicine in Canada, the AFMC also works to provide government leaders with timely and reliable information regarding the medical education system, to help drive informed decision-making on matters related to the nation's health care system.

This work takes time. In 2023-2024, AFMC wrapped up a pace-setting Strategic Plan, under which important progress was made in all these priority areas. This year's annual report serves as a retrospective of this work, marking key achievements related to curriculum, research, policy and advocacy at a national level and across the individual faculties. Of note, key infrastructure has been established to advance our commitment to social accountability; AFMC celebrated the launch and rapid growth of the annual International Congress on Academic Medicine (ICAM); both Opioids curriculum offerings and Culture of Academic Medicine Initiative (CAMi) offerings have expanded; a new Dean Leadership Development program is underway; all faculties of medicine and more than 800 other signatories have signed on to the Declaration on Planetary Health; and AFMC's collaborative advocacy efforts helped secure federal commitments for graduate student funding.

This work requires skilled collaboration among hundreds of thought leaders, as well as active engagement among learners of all backgrounds. The accomplishments noted in this report are but a snapshot of the dedicated and effective work carried out on an ongoing basis by our Board, faculty member volunteers on our Committees and Networks, and by our staff.

AFMC initiatives touch almost every sphere of medical education and health research, from wellness culture within faculties to broader concerns related to planetary health. As the need for doctors in Canada grows and new medical campuses begin to emerge across the country, AFMC is excited to welcome even more perspectives into the fold.

It is inspiring to be at the heart of this expanding ecosystem. I want to thank our faculty volunteers, staff and partners for their continued vision, dedication and trust. We look forward to continued collaboration and success under the 2024-2027 Strategic Plan – for the health of all Canadians.

Onward!



DR. CONSTANCE LEBLANC, MD, CCFP(EM), MAED, EMBA, CCIP
President and CEO

OUR IMPACT

REPORTING PERIOD JULY 2023 – JUNE 2024

607 SIGNATORIES TO THE ACADEMIC HEALTH INSTITUTIONS' DECLARATION ON PLANETARY HEALTH

81 YEARS OF SERVICE

1,151 FACULTY VOLUNTEERS

52 AFMC STAFF

17 FACULTIES REPRESENTED

78 NON-FACULTY COLLABORATORS

37 COMMITTEES AND NETWORKS

SOCIAL MEDIA GROWTH

▲ **21.9%** FOLLOWERS

▲ **35%** ENGAGEMENT RATE

▲ **57.4%** VIDEO VIEWS

ICAM 2024

1,562 REGISTRANTS FROM **29 COUNTRIES**



MORE THAN **300** WORKSHOPS AND PRESENTATIONS

MEDICAL SCHOOLS

OVER **2,800** MD GRADUATES PER YEAR

OVER **11,500** UNDERGRADUATE STUDENTS

OVER **17,500** POSTGRADUATE STUDENTS

OVER **65,000** FULL TIME AND PART-TIME STAFF

OVER **$3.5 BILLION** DOLLARS IN FUNDING FOR RESEARCH

SUPPORTING LEARNERS

ONTARIO MEDICAL SCHOOL APPLICATION FEE WAIVER PROGRAM

499 APPLICANTS | **200** AWARDS

UNIVERSITY OF SASKATCHEWAN APPLICATION FEE WAIVER

18 APPLICANTS | **10** AWARDS

UNIVERSITY OF ALBERTA APPLICATION FEE WAIVER

37 APPLICANTS | **20** AWARDS

MEDICAL COLLEGE ADMISSION TEST® (MCAT®)

251 APPLICANTS | **214** AWARDS

LEARNERS SUPPORTED THROUGH CANPREPP

40,000

ELECTIVE APPLICATIONS THROUGH THE AFMC STUDENT PORTAL

14,443 VISITING ELECTIVE APPLICATIONS

14,948 HOME ELECTIVE APPLICATIONS

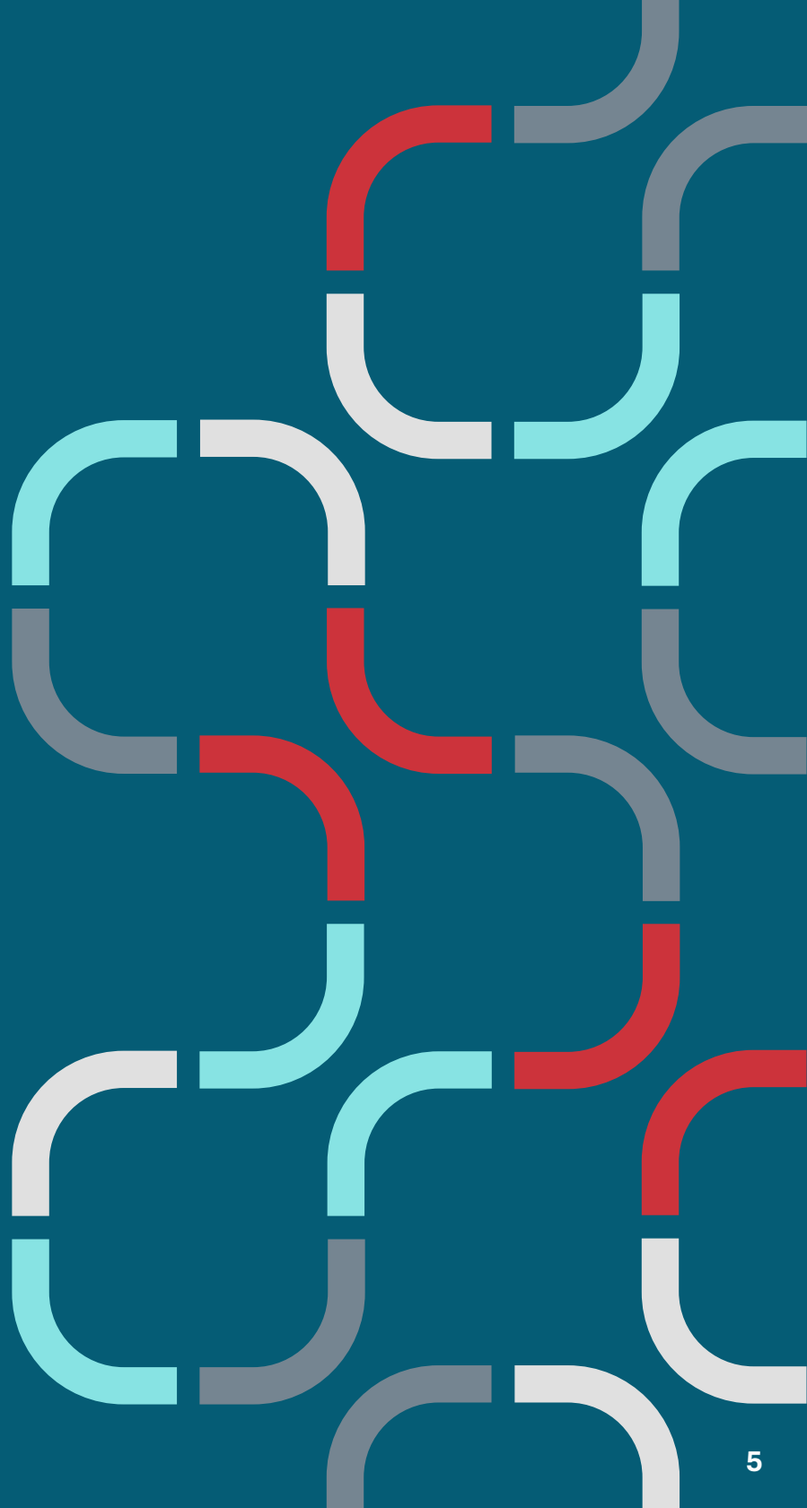
R-1 MATCH:

There were **2,943 Canadian Medical Graduates** (CMGs) matched to a residency program through the 2024 R-1 match.

Increase in ratio of PGME positions to CMGs from a low of 1.01 in 2018 to **1.09 in 2024**. The AFMC has been advocating for a minimum ratio of 1.10.

In 2024, **95%** of Graduation Questionnaire respondents indicated they agree or strongly agree that they are confident they have developed the clinical skills required to begin a residency program.

OUR WORK



SOCIAL ACCOUNTABILITY

Canadian medical schools have an important role to play in ensuring that the country's health care system responds effectively and equitably to the needs of the diverse populations it serves. AFMC's commitment to social accountability therefore underpins every initiative the organization undertakes, within its committee structure and beyond. Over the past three years, significant progress has been made to establish the infrastructure, frameworks and measurement tools necessary to effectively promote matters of equity, diversity, inclusion and belonging at medical schools across the country in a transparent manner. AFMC is also proud, as an employer, to prioritize social accountability within the organization, working to foster and support a diverse and inclusive staff team.

BUILDING A FOUNDATION FOR SOCIAL ACCOUNTABILITY

A key success under the AFMC's 2021-2023 Strategic Plan was the establishment of the Standing Committee on Social Accountability (SCSA). Led by Dean Julien Poitras at the Université Laval and other thought leaders from across Canada, this Committee has come to play a crucial role in ensuring Canadian medical schools prioritize social accountability within their education and research priorities.

Since 2021, the SCSA together with AFMC staff have developed essential frameworks to support the integration of social accountability into medical school curricula and practices. These frameworks help guide faculties in addressing barriers and fostering inclusive, community-driven approaches to medical education.

In support of this increasingly important and visible work, AFMC has expanded its team to include a Vice President of Social Accountability, a Manager of Social Accountability, and two Administrators for Committees and Networks (Social Accountability). This growth underscores AFMC's deepening commitment to equity, diversity and inclusion in medical education. A new web page has also been launched, tracking progress and providing easy access to key resources.

Additionally, the Social Accountability Network continues to foster collaboration across faculties, offering a platform to exchange expertise and address community engagement, social accountability metrics, and accreditation processes. Together, these efforts lay a strong foundation for ongoing progress in social accountability.

SOCIAL ACCOUNTABILITY FRAMEWORK KEY PRINCIPLES

Medical schools emphasize to their faculty and students the need to maintain their competence, the importance of the patient-physician relationship, and an understanding of professionalism and its obligations.

Medical schools conduct curiosity-driven research and provide evidence-based care, testing new models of practice that translate the results of research into practice.

Medical schools respond to the changing needs of the community by developing formal mechanisms to maintain awareness of these needs and advocate for them to be met.

Medical schools work together and in partnership with their affiliated health care organizations, the community, other professional groups, policy makers and governments to develop a shared vision of an evolving and sustainable health care system for the future.

AFMC STATEMENT AGAINST DISCRIMINATION

“As the voice of academic medicine in Canada, we, the Association of Faculties of Medicine of Canada, stand against racial discrimination as well as all other forms of discrimination. The AFMC is committed to working with health partners to ensure that our environments are diverse, inclusive, culturally safe and foster equity. We will implement institutional change and lead in addressing systemic racism through education and curricular innovation, research and advocacy for equity, diversity and inclusiveness.”



ACCOUNTABILITY AND LEADERSHIP IN ANTI-RACISM

AFMC is deeply committed to anti-racism and actively addressing systemic inequities in medical education and healthcare. Recognizing the impact of racism on marginalized communities, AFMC implements initiatives that promote equity and dismantle barriers. A cornerstone of this commitment is the Anti-Racism Praxis Workshop for Deans, which provides leaders with tools to confront racism in their institutions. Following the inaugural workshop in January 2023, plans for additional sessions are underway to foster ongoing learning and leadership.

To strengthen these efforts, AFMC is also developing a comprehensive anti-racism commitment for Canadian faculties of medicine, allowing for tailored action plans that reflect local contexts. Input from various committees, including the Indigenous Health and Black Health committees, ensures diverse perspectives inform this process.

AFMC also partners with organizations dedicated to equity and underrepresented communities, amplifying their initiatives and fostering inclusivity in healthcare and education. This ongoing journey reflects AFMC’s commitment to adapting its strategies to emerging challenges, ultimately improving health outcomes for marginalized communities and enhancing the healthcare system in Canada.

ADVANCING BLACK HEALTH

AFMC continues its work to advance Black health through the Committee on Black Health, Innovation, and Advancement (CoBHIA), which promotes equity and inclusivity for Black communities. CoBHIA unites leaders in Canadian medical faculties to advocate for social justice and eliminate systemic barriers in healthcare and education. CoBHIA’s Strategic Action Plan emphasizes national collaboration to combat anti-Black racism and improve health outcomes for Black individuals.

The 2021-2023 AFMC Strategic Plan also saw AFMC partner closely with the Black Medical Students’ Association of Canada (BMSAC) to address key recommendations issued in June 2020, aimed at creating safe and inclusive environments for Black medical students across Canada. Following an informal survey, BMSAC conducted a formal assessment in 2022, collaborating with AFMC’s Equity, Diversity, Inclusion, and Anti-Racism Committee to evaluate existing support systems for Black students. In September 2024, BMSAC released its inaugural Pan-Canadian Report Cards, assessing faculty responses to these recommendations and serving as accountability tools for ongoing anti-Black racism initiatives. AFMC is committed to fostering inclusivity for all medical learners.



AFMC Committee on Black Health, Innovation and Advancement

ADVANCING INDIGENOUS HEALTH

AFMC is committed to improving the health and well-being of Indigenous Peoples by ensuring that Canadian medical schools respond effectively to the Calls to Action of the Truth and Reconciliation Commission (TRC). This commitment includes training more Indigenous health professionals and fostering safe and supportive environments for Indigenous learners, faculty, and staff.

The AFMC Committee on Indigenous Health has played a vital role in facilitating national collaboration among medical schools. A significant milestone was the Joint Commitment to Action on Indigenous Health (JCAIH) Report, which serves as a roadmap for institutional change.

In 2023, AFMC established consensus-built shared indicators across medical schools to assess the effectiveness of the JCAIH recommendations, which aims to promote Indigenous health and address disparities within the healthcare sector. Additionally, AFMC's Board established a new public member role to welcome an Indigenous Member to the Board of Directors to enhance Indigenous representation and leadership within medical education.

STRENGTHENING FRANCOPHONE COMMUNITIES AND ADDRESSING SOCIOCULTURAL GAPS

AFMC is dedicated to strengthening Francophone communities and promoting linguistic and cultural diversity in medical education and healthcare. This includes translating key documents for Francophone students, faculty, and patients, as well as celebrating the contributions of Francophone individuals in medical schools.

In 2021, AFMC launched the Franco Doc French Certificate program to support Francophone students during their clinical training, enhancing accessibility in partnership with school-based liaison committees. Meanwhile, the AFMC Francophone Minority Network collaborates with medical faculties and Francophone organizations to recruit and support Francophone professionals, addressing the unique healthcare needs of these communities. Through these initiatives, AFMC aims to ensure that the linguistic and cultural diversity of Francophone populations is recognized and valued in medical education and practice.

ADVOCATING FOR PLANETARY AND GLOBAL HEALTH

AFMC is committed to planetary health and ecological justice, recognizing the strong connection between individual health and the health of the planet. A major milestone under the 2021-2024 Strategic Plan was the establishment of the Academic Health Institutions' Declaration on Planetary Health, which has since been endorsed by all Canadian medical faculties and over 400 additional signatories—including academic health institutions, organizations, and individuals from around the world. The Declaration calls for urgent action to promote ecological justice and sustainability. The Declaration includes a comprehensive roadmap outlining key actions for integrating planetary health into medical education and practice.

AFMC continues to collaborate with many environmental organizations to drive positive change in healthcare, serving as co-chair of the Canadian Medical Forum's Planetary Health Group to unify efforts in this area. Additionally, the Global Health Network continues to foster collaborative initiatives in global health education and research, reinforcing AFMC's commitment to sustainability and improving health outcomes locally and globally. This Network, established over ten years ago, has served as a strong example for other networks within the AFMC ecosystem.



Dr. Maria Neira, Assistant Director-General for Universal Health Coverage and Healthier Populations at the World Health Organization, delivered a pre-recorded address as a speaker during the Plenary: Planetary Health | Academic Health Institution's Declaration on Planetary Health event at ICAM 2023 in Quebec City. Video is available here.

IMPROVING ACCESS TO MEDICAL EDUCATION

- **Review of the Medical College Admission Test® (MCAT®):** The MCAT has been shown to discriminate based on ethnicity and socioeconomic status. The AFMC Board of Directors has therefore recommended that Canadian Medical Schools move towards discontinuing the MCAT as an admissions requirement and developing an appropriate process and timeline in their own contexts. This recommendation was made in an effort to enable students from varied backgrounds to pursue medical education more easily and enhance diversity in medical schools.
- **Aligning Technical Standards with Human Rights:** AFMC is committed to aligning technical standards in medical education with human rights legislation to ensure all learners are treated with dignity and respect, including those with disabilities.
- **CanPREPP:** Launched as a response to COVID-19, CanPREPP continues to guide rural and underrepresented learners through the residency match process, providing tailored resources and support. CanPREPP has also formed collaborations with equity organizations to enhance mentorship and remove barriers for underrepresented groups. Looking ahead, AFMC strives to evolve CanPREPP into an integrated portal, offering improved tools and services that ensure efficiency and equity for all learners.
- **Supporting Distributed Medical Education:** Distributed Medical Education (DME) refers to the delivery of clinical medical education outside traditional academic health centres, whereby medical schools are organized within a hub and spoke structure with a parent program and satellite sites. DME was created to help provide care to underserviced populations in rural areas, while also exposing learners and residents to the practice of medicine and life beyond Canada's urban centres. DME programs contribute significantly to Canadian medical training, with over 1,700 students, in 2022/2023, enrolled at satellite campuses. This represents approximately 15% of all enrolled medical students.

  The AFMC Board of Directors recognizes the unique challenges involved with DME and aims to better align faculty goals with broader medical education objectives. AFMC supports this work through key initiatives, including gathering data to inform policy, developing tailored accreditation standards, and advocating for equitable government funding, all aimed at enhancing DME's effectiveness in meeting the needs of medical education and health care delivery in Canada.



"Although I have just begun my work at the AFMC, it is truly inspiring to see how much has been done in the past three years to foster relationships, to build trust and to establish the foundations necessary to advance equity, diversity and inclusion in medical education. I wish to extend a heartfelt thanks to Julien Poitras and all Committee and Network volunteers for their thought leadership and ongoing commitment to social accountability. I look forward to building on these successes together under the 2024-2027 Strategic Plan."

JOSEPH LEBLANC, PHD
Vice President, Social Accountability, AFMC



EDUCATION

AFMC strives to advance medical education through collaboration and innovation. Under the 2021-2023 Strategic Plan, AFMC supported more than 20 Committees, Networks, Task Forces, partners and other allies to evolve and advance medical curriculum so that it better responds to Canada's ever-shifting health needs. This work, overseen by the Standing Committee on Education and numerous other thought leaders has kept the Canadian medical education system among the best in the world.

ADVANCING MEDICAL CURRICULUM

AFMC helps drive innovation in medical education by convening pan-national Task Forces that address key educational challenges through consultation, research and curricular recommendations. Since 2021, AFMC has supported significant transformations in medical education in a variety of key areas.

- The *Virtual Clinical Medical Education Task Force* played a pivotal role in modernizing clinical training. Their work, which included extensive environmental scans and stakeholder consultations, identified key learning outcomes necessary for virtual care. These outcomes have set the stage for the full integration of virtual clinical training in medical schools. As virtual care becomes an integral part of healthcare delivery, AFMC is ensuring that learners are equipped with the skills to provide high-quality patient care in digital environments.
- The *Task Force on Planetary Health* has led efforts to educate medical learners about the impact of climate change on health. This task force developed a comprehensive set of resources for medical faculties, helping them integrate planetary health topics into their curricula. By working closely with the Undergraduate and Postgraduate Medical Education Committees, AFMC ensures that learners across Canada will be prepared to address the health challenges posed by climate change. These efforts position Canadian medical schools as global leaders in preparing future physicians to respond to environmental health crises.
- In parallel, the *AI and Data Science Task Force* has made significant strides in incorporating cutting-edge technology into medical education. This initiative focuses on how AI can enhance clinical decision-making and improve healthcare delivery. With the approval of the Task Force's report, AFMC will move forward with the dissemination of learning materials, helping faculties adopt AI tools in their curricula. This integration ensures that learners gain critical skills to navigate the increasingly data-driven world of healthcare.
- The *Task Force on Rethinking the Final Year of Medical School* was struck in 2023 to provide recommendations that build upon the observations contained in the Consultation Report on Rethinking the Final Year of Medical School (2022). The Task Force was formed after seeking representation from diverse stakeholders, acknowledging the need to consult early and broadly with others. Following extensive consultations, incorporation of iterative feedback and support research experts. A draft report summarizing Prioritized Recommendations will be presented to the AFMC Board of Directors in October 2024. Next steps for this work will be determined following the review by the Board, but will require a commitment from the leadership at all the medical schools to work on these common goals notwithstanding that they maintain independence over their curricula as required by accreditation, are funded by different provincial governments, have different funding models, and to some degree, variable mandates.



CONTINUING MEDICAL EDUCATION

- **Response to the Opioids Crisis:** In 2021, the AFMC launched a national, bilingual, comprehensive and competency-based curriculum for medical graduates, residents and practicing physicians interested in pain management and substance use. With the support of Health Canada, this evidence-based training aims to fill gaps in education programs across Canada, including the diagnosis, treatment, and management of pain. Free modules are now available online to undergraduate students, postgraduate students and physicians. In early 2024, AFMC in partnership with Queen's University successfully released an additional accredited version of the program, for residents and practicing physicians interested in obtaining a Certificate of Completion and 22.5 continuing professional development (CPD) credits with both the College of Family Physicians of Canada (CFPC) and the Royal College.
- **International Dean Leadership Development Program (IDLDP):** Now in its second iteration, the IDLDP provides professional development to Deans of Medicine, Deans of Health Sciences Faculties, aspiring Deans and others in decanal leadership positions around the world. The program includes online facilitated sessions and culminates with a face-to-face meeting at ICAM each year.

PROMOTING WELL-BEING IN MEDICAL EDUCATION

In parallel with its efforts to improve physician training and reach broader and more diverse segments of the population, the AFMC is also working to improve the well-being of both learners and faculty members within the medical education ecosystem.

Through initiatives led by its *Wellbeing Committee* and the Culture of Academic Medicine Initiative (CAMi) over the last three years, AFMC is helping create more equitable, diverse and inclusive environments across Canada's faculties of medicine.

A key milestone has been the collaboration with faculties to implement The Okanagan Charter— An International Charter for Health Promoting Universities and Colleges. This collective effort has laid the foundation for a more supportive academic medicine culture, enhancing mental health and well-being for students and faculty alike.



Members of the Okanagan Charter Collaborative at ICAM 2023

ADDRESSING HUMAN HEALTH RESOURCES CHALLENGES

As Canada continues to face critical healthcare workforce shortages, AFMC is actively engaged in planning for the future.

Through the AFMC Resident Matching Committee, the AFMC ensures that Canada's resident match process is fair, transparent and economical.

The *AFMC AdHoc Committee on Health Workforce Planning* brings Board members and faculty administrators together to examine past, current, and future trends in the number of undergraduate and residency positions available across the country; and to develop longitudinal data products to inform our stakeholders on the human health resources crisis. These observations are shared with faculties as well as government officials, including with Health Canada, to drive data-informed decision-making when it comes to the allocation of future health resources.

As an active participant in the *Canadian Medical Forum (CMF)*, AFMC also helps foster national collaboration, strategy development, and joint action on matters of priority to physicians, their patients and the Canadian health care system.





"It has been an honour to serve on AFMC Leadership Team over the years and work alongside so many passionate, insightful faculty volunteers. As we conclude AFMC's 2021-2023 Strategic Plan, I reflect on the remarkable progress we have made in driving innovation, fostering collaboration, and addressing the evolving needs of healthcare. Over the past three years, our focus on future-forward initiatives ensures that Canadian medical education not only keeps pace with advancements in healthcare but leads in shaping it. I look forward to the year ahead with optimism."

ANNA KARWOWSKA, MDCM, FRCPC
Vice President, Education, AFMC



RESEARCH

The COVID-19 pandemic emphasized the need for ongoing, strategic collaboration in the health research space. Under the 2021-2023 Strategic Plan, AFMC renewed its focus on health research, with the goal to convene stakeholders, provide support, drive advocacy, and inspire strategy in this arena. Under the purview of the Standing Committee on Research and Innovation, which has been led by Dean Dermott Kelleher from the University of British Columbia and a number of other thought leaders, key successes include the formation of the National Integrated Health Research and Innovation Committee (NIHRIC), increased advocacy work, the expansion of ICAM to include more research offerings, and an expanded AFMC staff team.

COLLECTIVE RESILIENCE DURING COVID-19

The COVID-19 pandemic accentuated the crucial need for collaboration within the health research community. During this time, AFMC was instrumental in facilitating joint meetings among research committees, fostering the exchange of best practices and the creation of strategies to address the pandemic's challenges. These collaborative efforts not only strengthened networks but also reinforced the collective resilience of the research community, ensuring that researchers had the support and resources needed to adapt and persist during these unprecedented times.

NIHRIC: A COLLABORATIVE MILESTONE

Out of the pandemic grew the idea for AFMC's *National Integrated Health Research and Innovation Coalition* (NIHRIC). This coalition unites academia, health organizations and – uniquely – industry leaders to advocate for increased investment in the health research ecosystem, in order to attract top talent, drive meaningful discovery, and promote economic prosperity in Canada. Still under development, NIHRIC's long-term goal is to develop a cohesive national health research strategy that involves and values all sectors, including academic institutions, health authorities and industry partners. In the meantime, the coalition has been involved in a number of advocacy initiatives, including federal budget consultations.



ADVOCATING FOR FUTURE RESEARCHERS

AFMC recognizes the important role graduate students and post-doctoral fellows play in the health research ecosystem. While inflation rises in Canada and research funding remains stagnant, AFMC has prioritized advocacy related to student scholarships and stipends, both independently and in collaboration with other organizations.

Together, the AFMC *Committee of Vice Deans of Research, the AFMC Graduate Students and Post-Doctoral Scholars Committee*, and graduate student leaders met with numerous government officials, including Members of Parliament and Senators, to share data and lived experiences as emerging clinician-scientists in Canada.

As part of the *Coalition for Canadian Research (CCR)*, AFMC helped inform the 2024 federal budget, under which the government committed a $1.8 billion increase to core research grant funding over the next five years. Going forward, AFMC will keep a close watch on the delivery of this promised funding, given the imminent federal election. AFMC is also keeping abreast of developments related to the new capstone research organization proposed in the 2024 federal budget, and how it will impact the flow of health research dollars in the future.

By helping to secure necessary resources, AFMC is helping to uplift the next generation of researchers, who will contribute to Canada's long-term scientific and technological progress.

Presenting my research at the International Congress on Academic Medicine was one of the most enriching experiences of my graduate career. It was an extraordinary opportunity to participate in a conference that brought together groundbreaking basic science research and clinical research under a common objective of advancing the field of health and medicine. The conference also provided participants, such as myself, with unique mentorship, networking, and professional development experiences that have significantly enhanced my skills and academic potential. It was one of the best learning forums that I have had the privilege of participating in, and I am deeply grateful to have been a part of it.

AMINMOHAMED MANJI
Top winner of the ICAM 2023 Health Research Competition



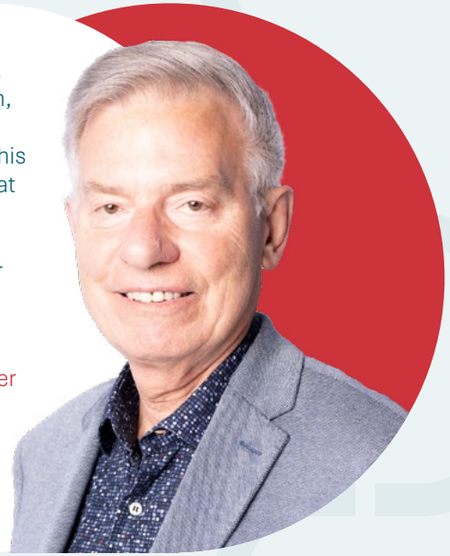
As a neuroscience researcher, the International Congress on Academic Medicine (ICAM) provided a transformative platform to present my research alongside visionary clinicians and scientists pioneering innovations in health sciences. Being honored with the Gold award led to conversations with Gairdner Awardees and globally recognized leaders, including this year's recipients of the Nobel Prize. ICAM's unparalleled convergence of talent and inspiration will undoubtedly propel medical breakthroughs and shape the future of healthcare.

ALICE MORGUNOVA
Top winner of the ICAM 2023 Health Research Competition



Health Research is essential for advancing medical knowledge, building a stronger healthcare system, and enhancing the lives of Canadians nationwide. Our students are integral to this ecosystem, bringing novel perspectives that propel innovation. By supporting emerging researchers, we invest not only in the next generation of leaders, but also in a healthier and more competitive Canada.

DR. EDWIN KROEGER
Professor Emeritus, Retired Mentor, Former Assistant Dean for Graduate Studies in Medicine at the University of Manitoba & Coordinator of the Canadian Student Health Research Forum (CSHRF)



As an MD-PhD student and aspiring future clinician-scientist, I value the precious time that I currently have during my PhD training to develop the skillsets to become a rigorous scientist. In doing a highly collaborative and translational PhD project, I realize that to succeed in science requires perseverance, a strong network of support and the ability to effectively communicate and receive feedback from experts. Thus having the opportunity to present at the 2024 ICAM was an unique moment, and a highlight in my training to be able to stand alongside the best graduate students across the country and share my work with world-class scientists at such a prestigious meeting. I had an incredible experience and it was an honour to have been selected as the top presenter of the ICAM 2024 Health Research Awards. The caliber of this meeting and recognition really speaks volumes to the strong scientific environment that we have in Canada, and where I am so privilege to be able to train in Toronto.

ROBERT LAO
Top Winner of the ICAM 2024 Health Research Awards



PROMOTING HEALTH RESEARCH AT ICAM

As the convener of ICAM, AFMC is working to create a global platform for leading researchers and stakeholders to discuss key priorities and highlight groundbreaking discoveries in Canada. Momentum is building after the first two ICAM events in 2023 and 2024. As AFMC continues to foster collaboration with esteemed organizations such as the Gairdner Foundation, Canadian Society for Clinical Investigation (CSCI), the Clinician Investigator Trainee Association of Canada (CITAC) and Lindau, the goal is to build stronger research networks and shine a global spotlight on excellence in health research in Canada.



Some of winners of the Health Research Poster Competition at ICAM 2024





“As Vice President, Research at AFMC, I am excited to build on the progress of the 2021-2023 Strategic Plan. We will continue to champion a collaborative approach to advocacy and strategy, through partnerships across the academic landscape, government, and industry.”

NICOLE REDVERS, ND, MPH, DPHILC
Vice President, Research, AFMC



INTERNATIONAL CONGRESS ON ACADEMIC MEDICINE (ICAM)

Under the 2021-2023 Strategic Plan, the AFMC evolved its annual conference to create the new International Congress on Academic Medicine (ICAM), which is now going into its third consecutive year.

ICAM 2024 was held in Vancouver, B.C. and attracted a diverse group of more than 1,500 leading academics, researchers, healthcare professionals, learners and patient partners. The congress provided three days of content-rich programming, including cutting-edge plenaries which tackled global themes in academic medicine; inspiring and accredited opportunities for continuing education; more than 450 workshops, orals and poster presentations, and the annual AFMC Awards Ceremony.

Proudly sponsored by the *Canadian Medical Association, MD Financial Management, and Scotiabank*, ICAM 2024 also attracted a variety of industry partners and other exhibitors, providing innovative trade show space in which to spark discovery and build networks. Many learner organizations and other partners chose to convene at and around ICAM 2024, along with the Canadian Medical Hall of Fame.

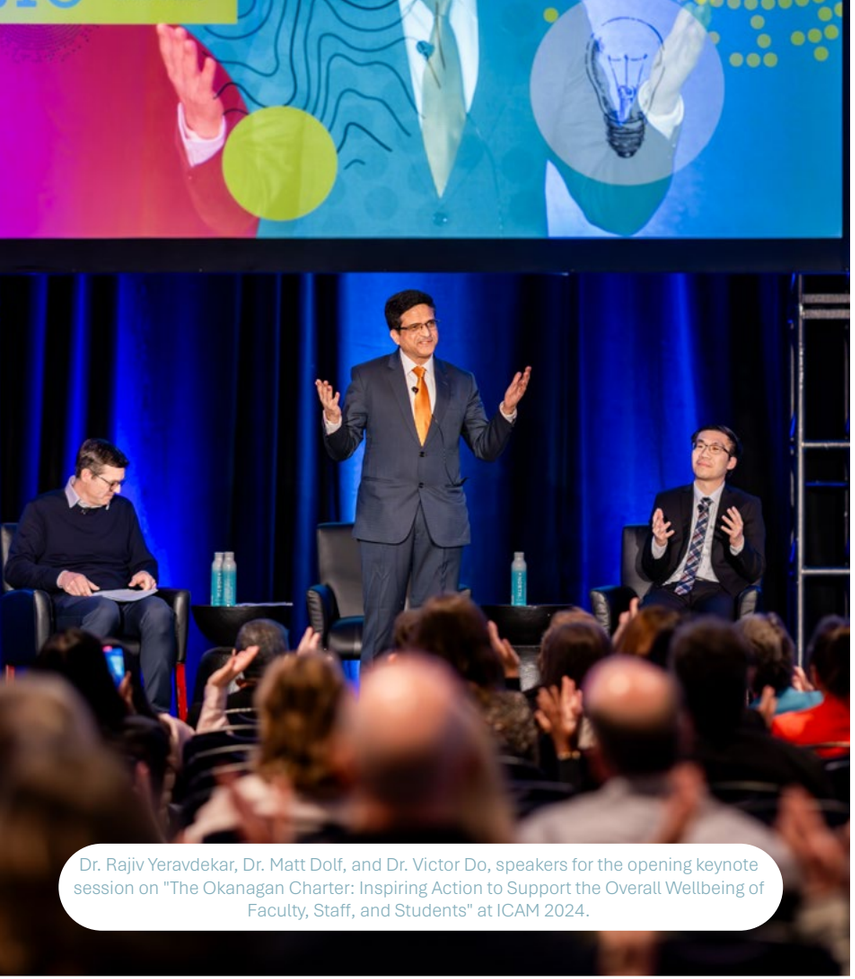
With international attendance on the rise, ICAM 2025 will be held in Halifax, N.S. on April 3 - 6, and promise to be a hub for the academic community to meet, learn, network and develop new relationships and collaborations with colleagues from around the world.

Association Médicale Canadienne / Canadian Medical Association

AFMC is grateful to the Canadian Medical Association (CMA) for their valued sponsorship of ICAM 2024, supporting the advancement of medical education and healthcare

Patients Included

AFMC is proud that ICAM has Patients Included status, emphasizing our commitment to integrating the patient voice in healthcare and medical education.



Dr. Rajiv Yeravdekar, Dr. Matt Dolf, and Dr. Victor Do, speakers for the opening keynote session on "The Okanagan Charter: Inspiring Action to Support the Overall Wellbeing of Faculty, Staff, and Students" at ICAM 2024.



Elders ceremony at ICAM 2024



Regina Holliday presenting the keynote session on *"The Art of Teaching Communication in Health Professions Education (HPE)"* at ICAM 2024



Docs with Disabilities Podcast - Panel 1: 'Breaking Barriers: Redefining Technical Standards for Disability Inclusion in Canadian Medical Education, ICAM 2024



Learner forum on "Inclusive Excellence in Learning Environments: How Leaders Can Support Sustainable Healthy Learning Systems", ICAM 2024

2023-2024 ADVOCACY PRIORITIES

AFMC is the voice of academic medicine in Canada. As a charity and registered lobbyist group, AFMC works to keep medical education high on the federal government's agenda and to ensure that medical schools serve as essential resources to government decision-makers across jurisdictions.

HEALTH HUMAN RESOURCES (HHR)

At a time when more than 6.5 million Canadians do not have regular access to a primary care provider, government efforts and resources should be focused on increasing the number of primary care providers in an efficacious and sustainable manner. To this end, AFMC encourages the federal and provincial governments to work together to:

- Adequately resource existing medical schools in Canada, especially in their ability to provide clinical teaching in both urban and rural settings.
- Increase the number of medical schools and residency positions across Canada, with equal distribution in rural and urban areas and being mindful of the needs of minority language groups.
- Improve the retention of health professionals through better working conditions, adequate funding to family medicine practices, and mental health support.
- Streamline processes for International Medical Graduates to integrate into Canadian practice, while exercising caution and respect for patients, learners and preceptors alike.

HEALTH RESEARCH

Canada invests a meagre 1.5% of its total public health spending toward health research. By comparison, Australia invests 3.3% and the U.S. invested 5.9%. Insufficient health research funding translated to low stipends for graduate students and increased financial stress, thereby hindering the emergence of research talent and discovery in Canada. This in turn reduces health innovation and security, as well as foreign investment and economic prosperity for Canada. For every dollar spent on research, Canada benefits from a $4.71 return. AFMC therefore encourages the federal government to:

- Follow through on the commitment made in the 2024 federal budget to boost core research grant funding by $1.8 billion over the next five years.
- Include health research funding among its national priorities and cultivate health research capacity in Canada.
- Expedite funding increases to graduate students, trainees, clinician-scientists and other highly skilled personnel to continue their studies without acute financial distress.
- Fund entrepreneur, management, and business streams to equip research trainees with skills to thrive outside academia.

PLANETARY HEALTH

As recently noted in *The Lancet*, "*people around the world are increasingly facing the pressing challenges of today's interconnected environmental, social, and health crisis. The emerging field of planetary health is a framework for understanding these interconnections and identifying solutions to the complex challenges confronting our civilization.*" There is an urgent need for planetary health education and research, and the transition to climate-resilient and low-carbon health systems. Academic health Institutions have a responsibility to educate, train and prepare health professionals to respond to and advocate for the health needs of society. AFMC encourages:

- Provincial governments to require undergraduate medical education (UGME) and postgraduate medical education (PGME) programs to incorporate planetary health education in their curriculum and educate future health professionals on the mitigation and treatment of health issues arising from climate change.
- The federal government to establish grants and/or funding streams reserved for research on planetary health challenges and development of associated mitigation strategies.
- All levels of government to assist in the reduction of health care's carbon footprint by increasing investment toward green infrastructure and environmentally friendly medical equipment for Canadian hospitals.

FACULTY HIGHLIGHTS

DALHOUSIE UNIVERSITY

FACULTY OF MEDICINE

MEDICAL EDUCATION

Transformation at Dalhousie Medical School

It has been a time of transformation at Dalhousie. In 2023, Dalhousie Medicine New Brunswick welcomed 40 first-year students, the largest in DMNB history. Earlier that year, a partnership was announced between Dalhousie and Cape Breton University to establish a new medical school campus in Cape Breton. The campus, the province's second and the third campus for Dalhousie Medical School, is scheduled to open in 2025 and will focus on family medicine and rural health and will train up to 30 new doctors every year. Dalhousie also welcomed the first class of 24 students to the Master of Physician Assistant Studies Program (MPAS). This new two-year program, the first in the Maritime provinces and fourth in Canada, prepares graduates to provide compassionate, evidence-based care as part of interprofessional healthcare teams.

Dalhousie Stands Out Amid National Downward Matching Trend

This year, half of Dalhousie Medical School's graduates are entering family medicine, doubling the match rate from 25 per cent in 2018. Dalhousie's Family Medicine program has also filled all residency positions, despite an increase in seats from 70 in 2022 to 91 in 2024. This achievement results from systematic changes initiated five years ago in response to a low match rate in family medicine. This accomplishment is attributed to systematic changes, such as curriculum integration and targeted initiatives, implemented over the past five years to elevate family medicine as a career choice.

HEALTH RESEARCH

Researcher tackling violence against women from inside Nova Scotia's health care system

Dr. Alexa Yakubovich is addressing Nova Scotia's high rate of violence against women by embedding within IWK Health to work closely with frontline health professionals. Her $850,000 project, funded by CIHR, aims to improve interventions and support for victims by training healthcare providers to recognize and respond to signs of abuse. Partnering with Nova Scotia Health and the provincial government, Yakubovich seeks to link existing initiatives, collect data, and develop processes for safely recording violence. Her ultimate goal is to create a supportive healthcare culture and prevent intimate partner violence through informed policy and practice changes.

A tiny device could change the game in how brain cancer is treated

Dr. Jeremy Brown, inspired by his PhD supervisor's brain tumour diagnosis, developed a revolutionary device for precise cancer treatment. The groundbreaking 3mm by 3mm high-resolution endoscopic surgical and imaging probe had been used successfully in surgeries at Queen Elizabeth II Health Sciences Centre, and provides real-time, high-resolution images for precise tumour detection and removal. It minimizes damage to healthy tissue and is approved for further clinical trials. The probe will soon feature a non-invasive tool to vaporize cancerous tissue and is being adapted for spinal surgeries, marking a significant advancement in surgical precision.

SOCIAL ACCOUNTABILITY

Indigenous and Black Learners Admissions Pathways

The Indigenous Admissions Pathway was initiated in the 2022-2023 application cycle, and the first 10 students admitted under this pathway began their studies in 2023. The Black Learners Admissions Pathway followed in the 2023-2024 cycle, with the first students beginning in 2024. We also saw the appointment of Dr. Leah Jones as the Academic Director for Black Health and Dr. Brent Young as the Academic Director for Indigenous Health, both of whom champion these pathways to support historically marginalized communities in medical school admissions.

Faculté de médecine et des sciences de la santé

MEDICAL EDUCATION

Increase in student cohorts:

The last two years have been marked by an increase in our student cohorts and by accreditation visits to postdoctoral departments, confirming the quality of their work with a few necessary adjustments. Since 2022, the University of Sherbrooke has offered a medical program in Montérégie, training several dozen students annually. This year's expansion continues, with a significant increase in cohorts at all Quebec training sites (Sherbrooke, Saguenay, Montérégie) and in New Brunswick. This increase is made possible by the excellence of our training and our collaboration with stakeholders in the healthcare network. In 2023, we have embarked on an ambitious redesign of graduate studies, which will give more space to cross-disciplinary skills by adding a professionalization track to the credits allocated to graduate studies. The aim of this redesign is to meet the needs of society and industry.

HEALTH RESEARCH

Major infrastructures project:

The new Precision Health and Translational Research Pavilion is now open! Located at the heart of the University of Sherbrooke's health campus, nearly thirty research teams focusing on front-line practices and care, aging and digital health, particularly neuroimaging and informatics, are now housed here. Now grouped together in a single pavilion, these research teams will be able to collaborate more effectively, both in optimizing clinical decision-support tools to improve healthcare trajectories, and in accelerating new knowledge and therapies for neurodegenerative and chronic diseases.

Redesign of doctoral research programs:

The FMSS doctoral research programs are getting a makeover. We plan to create three new programs designed to meet the needs of a rapidly evolving health research environment that requires global, interdisciplinary and technologically advanced approaches. These programs will better meet students' needs in terms of preparation for diversified career paths.

SOCIAL ACCOUNTABILITY

Through its Social Accountability Office, the Faculty continues to fulfill its mandate of federating forces and accelerating the development of individual and collective capacities to address the concerns of citizens. As such, it is working increasingly closely with communities (patient and citizen partners, community organizations).

Skills development:

The Faculty organizes training sessions, conferences and workshops, including 3 annual mobilization days on social responsibility in healthcare, to analyze our situation, set our next steps and identify priority concerns on which we can work with and in communities.

Citizens' forums:

In 2024-2025, we are organizing citizen forum-style discussion and co-development days at three of our faculty sites in the Eastern Townships, Montérégie and Saguenay-Lac-Saint-Jean, to create dynamic and inclusive spaces for exchange and learning from the perspective of the social determinants of health. It's an opportunity to better understand the diversity of social and health issues experienced in each of the communities we serve, notably through their experiential knowledge.

Self-assessment of our social accountability:

A process is in place within our programs, based on the *Indicators for Social Accountability Tool* (ISAT), with a view to implementing action plans reflecting the recommendations of the various stakeholders. The MD program's approach is the first completed in a French-speaking university anywhere in the world, leading to the publication of an article in *Social Innovations Journal*.

Spotlight on crucial issues:

Increasing equity and reducing health inequities are at the heart of our focus through specific themes such as Indigenous Health and Well-Being, Equity, Diversity and Inclusion, Ecoresponsibility, Humanism and Global Health.

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

MEDICAL EDUCATION

McGill's Campus Outaouais, offering the complete trajectory of medical training complete in French, opened its doors in 2020 during the throes of the COVID-19 pandemic. In May 2024 it graduated its first cohort.

A new Graduate Certificate in Translational Biomedical Science Research, offered through the Department of Pharmacology and Therapeutics launched in 2023. The course connects clinicians with grad students throughout McGill with an interest in translational research.

Designed by Indigenous students and allies, and led by Indigenous instructors, the Indigenous World Views in Health Delivery and Research was added to the McGill course catalogue in September 2023.

HEALTH RESEARCH

Two McGill MD–PhD students played a key role in two large collaborative projects that described the interactions between tumour and immune cells in samples from more than 600 patients with lung or brain cancer, using a novel technology called 'imaging mass cytometry'. The goal for one study was to better predict the chance of cancer recurrence following surgery in lung cancer patients, while the second sought to compare immune-cancer interactions in metastatic brain tumours with glioblastoma, a primary brain tumour that arises in the brain itself. The results were shared in two simultaneous publications in *Nature*.

As part of a study, published in the journal *Advanced Materials*, researchers from McGill University were able to manufacture a lab-on-a-chip from a digital file using a 3D printer in just 30 minutes. This technology could offer new potential avenues for producing diagnostic tests.

Scientists at the Research Institute of the McGill University Health Centre (RI-MUHC) discovered a surprising facet about a century-old vaccine for tuberculosis, Bacillus Calmette Guérin. Their study, published in the journal *Nature Immunology*, uncovered a previously unknown mechanism that extends the vaccine's shield to combat influenza A virus—the most prevalent flu strain.

SOCIAL ACCOUNTABILITY

One of the most underrepresented groups in medicine is the Black community. Systemic racism and discrimination have stacked the odds against prospective Black students, who have historically made up less than two percent of students admitted into McGill's medical school. The Faculty of Medicine and Health Science's Social Accountability and Community Engagement Office is working on increasing that number through the creation of the Community of Support program and the McGill Black Candidate Pathway, which resulted in a 400% increase in the number of incoming Black medical students in the first year of its existence.

The Quebec Network Environment in Indigenous Health Research, with the collaboration of Unité de Soutien SSA Québec, the Office of Joyce's Principle and McGill's Department of Family Medicine with the support of the Indigenous Health Professions Program, unveiled the results of their report on cultural safety in the context of Indigenous health research, thought to be the first of its kind in Quebec.

Evolving from an assignment in their Foundations of Health Promotion course, two McGill students spearheaded the design of a social media campaign called WeCanVax to promote COVID-19 vaccine confidence in historically underserved or racialized communities throughout Canada. A $10,000 grant from the Public Health Agency of Canada's Vaccine Community Innovation Challenge, allowed the students to implement WeCanVax in Parc Extension, one of Montreal's most diverse boroughs, with one of the lowest vaccination rates at the time.

McMaster University | Health Sciences

MEDICAL EDUCATION

- In partnership with Mohawk College, Hamilton Health Sciences and St. Joseph's Healthcare Hamilton, McMaster opened the Centre for Integrated and Advanced Medical Imaging (CIAMI), a new facility for educational training, imaging research, and increased magnetic resonance imaging (MRI) access for patient care.
- McMaster's Midwifery Education Program celebrated 30 years. The program welcomes 45 students annually and graduating students are involved in approximately 100 births and are required to act as the primary midwife at 40 births. In addition, the Midwifery Education Program's new Master of Science (MSc) degree for midwives – the only of its kind in Canada – celebrated its first three graduates at the Spring 2024 Convocation.
- The Bachelor of Health Sciences (Honours) Integrated Rehabilitation and Humanities (IRH) program – a unique collaboration between McMaster's Faculty of Health Science and the Faculty of Humanities – launched and is the first of its kind in Canada and globally. The undergraduate program involves a unique blend of coursework that reflects the complex nature of health and well-being while considering what it means to be human at its most fundamental level.
- McMaster launched a Master of Biomedical Innovation (MBI) program, the first graduate health-care entrepreneurship program of its kind in Canada, boosting McMaster's role as a hub for biomedical innovation, entrepreneurship and global health.

HEALTH RESEARCH

- Antibiotic resistance research at McMaster made headlines around the world in 2023 and was named one of the year's most important scientific and technological advances by The New York Times. In collaboration with researchers from Massachusetts Institute of Technology, McMaster researchers used AI to discover a new antibiotic which could be used to fight a deadly, drug-resistant pathogen that strikes vulnerable hospital patients.
- McMaster researchers are proceeding with Phase 2 human trials for a next-generation, inhaled COVID-19 vaccine with the support of $8M in federal funding.
- 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, CP2H 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.

SOCIAL ACCOUNTABILITY

- The Indigenous Health Learning Lodge (IHLL) at McMaster opened as a response to the Truth and Reconciliation Commission of Canada's Report. The lodge is a hub for training and curriculum development and provides a safe space with access to Traditional Knowledge Helpers and a student lounge to study and socialize.
- The Biochemistry & Biomedical Sciences Summer Scholars Program (SSP), which strives to promote diversity in STEM research, launched and has since graduated three cohorts of students. The highly competitive program fully funds students to conduct research at McMaster during an intensive two-week research skills training boot camp and a 10-week lab placement.
- Pfizer Canada invested in McMaster to support the university's commitment to inclusive excellence in research by training emerging scholars from equity-deserving groups in the field of vaccinology, as well as students conducting vaccine research focused on populations who are especially vulnerable to infectious diseases.

MEMORIAL UNIVERSITY

FACULTY OF MEDICINE

MEDICAL EDUCATION

Regional campus on PEI

In 2021, Memorial and the University of Prince Edward Island (UPEI) announced they were developing a joint Doctor of Medicine degree. This first-in-Canada collaboration combines the strengths of both institutions, including rural and family medicine, and increases training opportunities for future doctors and generalist specialists across Atlantic Canada.

As we work collaboratively toward a joint program, Memorial is opening a regional campus at UPEI to offer a Memorial Doctor of Medicine degree. The first cohort of 20 students will begin their program in PEI in the fall of 2025.

Expanded seats and full accreditation for UGME

Memorial's Doctor of Medicine (MD) program received a full eight-year accreditation in 2022. The program also expanded the class size by five seats in 2024, with an additional five seats coming in 2025.

New family medicine stream

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

The seats have been reserved for international medical graduate (IMG) applicants. The new residents began training in 2023.

HEALTH RESEARCH

Heart disease research receives funding boost

Dr. Jessica Esseltine, an assistant professor of cancer and development, received $837,676 from the Canadian Institutes of Health Research for Molecular mechanisms underlying inherited Arrhythmogenic Right Ventricular Cardiomyopathy (ARVC) in Newfoundland.

ARVC is a heart disease where 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.

First gene for common hearing loss identified

In 2021, Memorial and Western University researchers published their discovery of the first gene for a common cause of hearing loss in adults in Human Genetics.

They identified a causative gene, FOXL1, for autosomal dominant otosclerosis in an affected extended family in Newfoundland and Labrador. The same mutation was also identified in an otosclerosis case in Ontario. They are currently looking for other genes related to otosclerosis in other families, in hopes of mapping them with techniques used in this study.

SOCIAL ACCOUNTABILITY

Repeatedly recognized as leaders in rural medicine

For the third year in a row, Memorial has received the Rural Medical Education Award from the Society of Rural Physicians of Canada (SRPC). It is presented to the program matching the most graduates to rural family medicine residencies.

The SRPC also awarded the Keith Award to Memorial in 2021, 2022 and 2023. The distinction is awarded to the Canadian Faculty of Medicine which has trained the greatest number of family physicians still practicing in rural areas 10 years after graduation.

Elevating opportunities to support EDI-AR

The Equity, Diversity, Inclusion and Anti-Racism Project Team organized a speaker series and accessibility fair in 2023. Dr. Jessica Dunkley, the first deaf Metis physician in Canada was the guest speaker.

In recognition of Black History Month/African History and Liberation Month in 2024, Dr. Richard Elcock, co-chair of the team, published an op-ed in the Gazette.

New strategic plan

A new strategic plan, *Grounded in Excellence* (2024-2027), was launched in 2024. It builds on the successes from our previous plan and provides opportunity to re-focus on new and key priority areas, including excellence in education, research and scholarship, and social accountability.

Université de Montréal

MEDICAL EDUCATION

Programs: accreditation status, program renewals and new programs

The MD Program received full accreditation until 2030, while the majority of residency programs received full accreditation from the Royal College. Several programs have been renewed or created, including a new competency-based bachelor's degree in nutrition, a specialized diploma in sleep medicine as well as master's and doctoral degrees in psychiatry and addictology. An innovative partnership with UQTR enables us to offer the bachelor's-master continuum in physiotherapy on the Trois-Rivières campus.

Medical program renewal and new facilities

In response to the Ministry of Health and Social Services' request for a significant increase in medical admissions, the Faculty has implemented a number of measures, including the development of new teaching environments, the creation of integrated longitudinal clerkships and the recruitment of new professors.

The Faculty also overhauled its MD program to incorporate innovative teaching methods and updated content. To accommodate its newly expanded cohort, the Faculty has planned to move its preclinical activities to a new pavilion in downtown Montreal for the start of the 2024 academic year.

Technology shift for residency internship assessment

A new residency internship management system has been introduced for documenting residents' Entrustable Professional Activities (EPAs). More user-friendly, this mobile version promotes rapid evaluation and feedback.

HEALTH RESEARCH

Promoting fundamental research through the new Biomedical Innovation Center

The Centre d'innovation biomédicale (CIB) (Biomedical Innovation Center) was created to bring together on the Mount Royal campus the strengths of the Faculty of Medicine's five basic science departments around different themes and cutting-edge technological platforms.

Driving AI in healthcare

Major funding of $124.5 million, supported by UdeM, has been awarded to IVADO's IAR^3 project to develop a robust, reasoning and responsible artificial intelligence. This initiative will promote the discovery of new drugs and the emergence of learning healthcare systems.

Multidisciplinary collaborations

The Bissonnette Center for dermatology research was created to stimulate research and encourage innovative multidisciplinary collaborations.

SOCIAL ACCOUNTABILITY

Strategic planning focused on social accountability

The Faculty integrated a Community Partnerships department into its structure, in line with the new 2021-2026 strategic plan. The Faculty continued its Health, Science and Society Symposium series on themes encompassing teaching, research and social responsibility, including community partnerships.

Two initiatives to promote access to healthcare training

The Faculty has strengthened its social commitment through two action plans in collaboration with various partners: one to promote access to health professions for Indigenous candidates and the other one to promote the representation of students from Black communities in health sciences.

Sustainable health initiatives

An interfaculty initiative on urban health was launched in collaboration with other UdeM faculties. The Department of nutrition created a School for seniors, and the Bureau Point de repère expanded its support for students. The Faculty has also adopted important policies on equity, diversity and inclusion, and anti-discrimination. A Climate Health Committee has been struck to address environmental health issues and develop training programs, among other things.

MEDICAL EDUCATION

CNOSM University announced the appointment of Dr. Michael Green as incoming President, Vice-Chancellor, Dean and CEO, effective November 1, 2024. Dr. Green assumes the role following the retirement of Dr. Sarita Verma.

All 69 eligible NOSM University MD students were matched to residency programs. Critically, 38 of those students were matched to family medicine (55%)—the highest proportional rate in Canada. Importantly, 36 of the graduating MDs (52%) will be doing their residency training at NOSM University. This is significant as about 90% of learners who complete both their MD and residency in the North, stay in the North.

West Nipissing General Hospital (WNGH) is the newest hospital training location in Northern Ontario for third-year medical students who must complete a Comprehensive Community Clerkship (CCC). Students are assigned to live and learn in mid-sized communities across the north where—along with gaining practical experience—they enhance their clinical skills and perspectives so that they become suited to medical practice in remote, rural, and underserved communities, as well as to urban practice. West Nipissing becomes NOSM University's ninth bilingual clerkship site.

- On April 1, 2022, the Northern Ontario School of Medicine became NOSM University, Canada's first independent medical university.
- With an historic expansion to the number of medical seats announced by the Ontario government, NOSM University is working to expand to 108 seats for the MD program and 123 residency positions by 2028.

HEALTH RESEARCH

The grand opening of the Dr. Gilles Arcand Centre for Health Equity on June 10, 2024 signals another major step forward in the improvement of health and wellness for all Northern Ontarians. Through policy leadership and advocacy, research and innovation, and education that better aligns medical training with community needs, this multidisciplinary, one-of-a-kind Centre in Canada will ultimately help people who both need and deserve better access to health care services across the region and beyond. NOSM University also extended Dr. Erin Cameron as Director of the Dr. Gilles Arcand Centre for Health Equity.

Dr. Sujeenthar Tharmalingam, Assistant Professor, was awarded $600,000 by NSERC's Alliance Missions program to support his research project studying how Gallium, a critical mineral, can be mined more efficiently. Gallium is a vital element in the production of semiconductors, which are used in all kinds of electronic devices. Recently, a global semiconductor shortage has highlighted the need for alternative sources of gallium.

Drs. Barb Zelek and Brianne Wood at the NOSM University Research Toward Health Hub (NORTHH)—part of the Dr. Gilles Arcand Centre for Health Equity—are supporting a new national initiative, the PREPARED project. It is led by Dr. Andrew Pinto at Upstream Lab, Unity Health Toronto, with support from researchers and research and industry partners in six provinces. The project has received $18.9 million from the Canada Biomedical Research Fund to protect Canada against future pandemics.

Learn more about the work of Canada's first independent medical university by reading previous versions of the *President's Report* or our 2023 Research Annual Report, *Impressions*.

SOCIAL ACCOUNTABILITY

Dr. Joseph LeBlanc is the AFMC's new Vice-President, Social Accountability. Dr. LeBlanc will hold this role concurrently with his work at NOSM University as Associate Dean, Equity and Inclusion and Assistant Professor, Indigenous Health.

NOSM University is the proud co-recipient of a national prize for excellence in Francophone community engagement. The Prix de l'engagement de la communauté, awarded annually by the Société Santé en français, recognizes success in ensuring quality services for the Francophone community in a minority-language context. The award goes to organizations that have engaged Francophones in evaluating their needs and determining the kind of services they require.

- NOSM University is a stalwart champion of BIPOC women (Black, Indigenous and People of Colour) in medicine—including those who are trans and non-binary—and making scholarships available to them during their academic journey is an ongoing priority.
- Our anti-racism strategy and Equity, Diversity and Inclusion initiatives are reported in a 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.
- Read more about NOSM University's commitment to social accountability in *The NOSM Challenge 2025*.

MEDICAL EDUCATION

Family Medicine develops innovative educational resources for broader good

The Department's digital, shareable learning tools harness a spirit of collaboration in Canada's ever-evolving primary care landscape.

New Clinical Science and Translational Medicine program the first of its kind in Canada

The hands-on graduate-level program invites those with an ambition to create, translate, and innovate to grow their career potential in the emerging field of clinical and translational research.

University of Ottawa's Faculty of Medicine welcomes first cohort in pharmacy program

The Faculty of Medicine has launched its new undergraduate doctor of pharmacy program, taught solely in French. For the first time, Francophones in Canada wishing to become pharmacists can study in French outside Quebec.

CiMED: Stepping forward as leaders in medical education

Plans are underway to create a new Centre for Innovation in Medical Education, poised to cement uOttawa's Faculty of Medicine as a world leader in the field.

HEALTH RESEARCH

Preparedness Hub receives more than $115M to boost Canada's capacity for home-grown vaccines & biotherapeutics

The Canadian Pandemic Preparedness Hub (CP2H) has been awarded more than $115 million to boost Canada's capacity to develop and manufacture lifesaving biotherapeutics, including vaccines, gene therapies and cell therapies.

The University of Ottawa's new Advanced Medical Research Centre will accelerate discovery and new treatments

Aligning cutting-edge research with patient needs is exactly what Drs. Sharon Johnston and Jason Berman aim to do every day. The AMRC will fuel innovation that can revolutionize how health care is delivered here in the nation's capital and beyond.

Pioneering brain–heart research in Ottawa is redefining patient care

Supported by a $109-million grant from the Canada First Research Excellence Fund, the Brain–Heart Interconnectome aims to accelerate the prevention, detection, treatment and care of brain–heart disorders. And not just here in Ottawa or Ontario, but across Canada and around the world.

Faculty of Medicine grant to move innovative research from the lab to the market

With a paradigm-shifting grant, the uOttawa Faculty of Medicine is supporting new innovative research projects as more investigators in our vibrant bio-innovation ecosystem seek to translate their most exciting ideas and inventions into tangible commercial applications that can benefit the world.

SOCIAL ACCOUNTABILITY

Today's ideas, tomorrow's solutions: Medical students showcase projects at CityStudio Ottawa's 2024 HUBBUB competition

It's been less than two years since CityStudio launched its Ottawa branch, but already the creativity of local students has sparked innovative solutions designed to tackle social challenges and improve the well-being of the city's residents.

The Empathy Project: Experiencing homelessness to better understand it

As part of an exercise led by the Alliance to End Homelessness Ottawa in partnership with the Office of Social Accountability and Francophone Affairs, first-year medical students had the chance to experience a situation that is unfortunately lived by many and understood by few.

Family Medicine's first-of-its-kind learning circle features VR film ahead of the National Day for Truth and Reconciliation

uOttawa Chancellor Claudette Commanda co-led activities calling upon participants to bear witness to inequity and explore approaches to better health care.

A Canadian university first: uOttawa appoints a director of planetary health

Dr. Husein Moloo's new position and portfolio is a first nationwide, and comes at a time when the climate crisis has been declared a public health emergency of unprecedented proportions by the WHO.

MEDICAL EDUCATION

- Spring 2024: New MD Program admissions process announced to create a more inclusive entry point for all applicants, minimize systemic barriers to becoming a doctor, and increase student diversity and social accountability. The process includes a pathway for lower socioeconomic status applicants and a lottery system to ensure any qualified candidate has the potential to reach the interview stage.
- Fall 2023: Grand opening of the Queen's University Discovery Labs. The new, collaborative research and teaching spaces will train the next generation of biomedical scientists to work collectively and conduct interdisciplinary research.
- Fall 2023: Launched a new, unique medical education model designed to address the shortage of family doctors. The Queen's-Lakeridge Health MD Family Medicine Program is based at the Queen's satellite campus in Oshawa. As of September 2024, the program has enrolled 40 students.
- Winter 2023: 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 starting as early as Fall 2026.
- 2022: Meeting the clear need for health professionals with expertise in infection prevention and control (IPAC), the Queen's Master of Public Health program launched a new IPAC track – the first specialty training of its kind in Canada.

HEALTH RESEARCH

- Spring 2024: Cancer research is transformed by $25M landmark gift to the newly named Cara & Murray Sinclair Cancer Research Institute at Queen's Health Sciences (QHS). The investment will build research capacity, establish advanced facilities, create training opportunities, and work to improve cancer care and treatments at home and abroad.
- Fall 2023: QHS establishes Research Excellence Clusters (RECs) – small groups of researchers with similar focus and objectives – to help increase funding and mentorship opportunities, and foster collaboration, integration, and research leadership. REC's include Cancer Immunology & Immunotherapy; Aging in Communities; and Strengthening Primary Care.
- 2022: With a $30M commitment, the Canadian Cancer Society (CCS) renewed its support of the Canadian Cancer Trials Group, the Canadian academic research group which is based within SCRI.
- Since launching in 2023, QHS has built a digital collection of 24 Cinq à Sept Research Talks – an online home for personal, compelling stories behind the faculty's groundbreaking health research.

SOCIAL ACCOUNTABILITY

- Fall 2023: Unveiling of a new Queen's Remembers plinth commemorating those impacted by a 1918 ban that prevented the admission of Black students to Queen's medical school up until 1965. In 2019, the university moved to confront its past actions, issuing a formal apology for the racist policy in an official ceremony and committing to ongoing efforts to support Black student access to, and success in, medical professions.
- Spring 2023: Dr. Sarah Funnell was appointed inaugural Associate Dean and Chair, Indigenous Health. Her role includes oversight of the faculty's new Office of Indigenous Health and follows the 2022 appointment of Dr. Colleen Davison as the first Associate Dean, Equity and Social Accountability, and the 2022 opening of The Nest, a physical space for EDIIA initiatives at the School of Medicine.
- 2023: Launch of QHS EDIIA Action Plan, which includes equity and diversity goals in research, recruitment, mentorship, professional development, curriculum, and more.
- 2022: First annual Outreach and Summer Program for local high school students from traditionally under-represented groups, which are provided with mentorship and educational opportunities.

Schulich MEDICINE & DENTISTRY

Western

MEDICAL EDUCATION

The School continues to develop innovative programming, strong experiential learning, clinical training and research opportunities to prepare tomorrow's health care leaders to tackle the grand challenges of our time.

- Our first-of-its kind MD+ program gives students the time, financial and academic support to pursue professional and graduate training while completing a medical degree. This type of innovative programming helps us to develop well-rounded future health care leaders with the diverse skills and perspectives required to respond to tomorrow's challenges.
- Working with our regional partners to provide learners with meaningful, immersive training experiences across southwestern Ontario remains a critical priority. Whether leveraging existing partnerships to expand immersive clinical training opportunities in rural and regional areas, or developing new partnerships that give learners valuable, real-world experience, we're preparing our grads for future success while serving the needs of our region.
- A testament to the ongoing excellence the School upholds in education and training, this year, our MD program received full accreditation for the maximum eight-year term.

HEALTH RESEARCH

By investing in innovative tools and technology, strengthening partnerships and recruiting top-tier talent, the School continues to build its international research profile – while improving the health and well-being of people around the globe.

- From fighting future pathogens to honing in on precision medicine and making clinical trials faster, cheaper and more effective, our world-renowned researchers are joining forces across disciplines – and countries – to solve the greatest health challenges of our time. Supported by a record amount of research funding last year – $164 million – the School is delivering on its strategic mandate to maximize its research impact.
- Attracting high-calibre scientific talent drives innovation, collaborations and impact. Among other prestigious recent recruits, last year we welcomed a powerhouse talent to build and lead Canada's first-ever research program focused on understanding the impact of infectious diseases on cognition and the human brain. Dr. Robyn Klein is the new Canada Excellence Research Chair (CERC) in Neurovirology and Neuroimmunology.
- Supporting groundbreaking research with the right tools and technology is critical. Among our recent investments, last year's purchase of a new 15.2T MRI – one of the world's most powerful MRI systems – is enabling our researchers to study the brain with unprecedented resolution.

SOCIAL ACCOUNTABILITY

The School continues to champion policies, programs and initiatives that strive to ensure everyone has access to quality care, equitable health outcomes, and improved services.

- Not everyone has access to the same enriched opportunities and experiences that can lay the foundation for a career in science – which is why the School's X-LABS program was developed. The innovative program introduces talented high school students from diverse backgrounds to potential careers in the biomedical sciences via an immersive two-week program.
- In line with our commitment to developing future health-care teams that reflect the diversity of the Canadian population and the communities we serve, the School recently introduced a Black Applicant Pathway (BAP) to streamline the application process for qualified Black students. The new pathway complements existing Access and Indigenous pathways intended to remove barriers for those who are under-represented in medicine, while ensuring equitable access for all.
- Supporting the health, wellbeing and inclusion of everyone in our community requires structural change and strong leadership – which is why we've created several new Decanal positions focused on supporting our learners, faculty and staff. Among the recently created roles are an Associate Dean of Equity, Diversity and Inclusion, as well as an Assistant Dean of Faculty Wellbeing.

UNIVERSITY OF ALBERTA

MEDICAL EDUCATION

New rural medical training centre launching in Grande Prairie

In partnership with the University of Alberta and Northwestern Polytechnic, the Grande Prairie Rural Medical Education Program Training Centre will allow medical students to do their training in northern Alberta. The first cohort starts in fall 2025, with a focus on preparing graduates for family medicine and primary care in underserved regions.

MD program receives full accreditation

The MD program is prioritizing supportive learning environments, with a renewed focus on social accountability and equity, diversity and inclusivity to develop competent and compassionate physician leaders who will better serve the health needs of all Canadians.

MD program strategic plan

The MD program undertook a three-phase process to develop a strategic plan. Collaborating with students, faculty members and staff, as well as stakeholders in the community, we revised our mission, goals and values to reflect our bold vision for the future.

HEALTH RESEARCH

New provincial research funding for U of A aims to create made-in-Alberta vaccine and drug development pipeline

The Government of Alberta invested $55.1 million to support upgrades and new facilities critical for the drug "pipeline": discovering promising compounds, testing them and running clinical trials at the university before they are manufactured and distributed as commercial products.

Drug manufacturing facility gets green light thanks to federal dollars

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

U of A secures $100 million for pandemic preparedness research

University of Alberta researchers have been awarded nearly $100 million in federal funding to lead the PRAIRIE Hub for Pandemic Preparedness, developing vaccines, diagnostic tests, and treatments for emerging infectious diseases in collaboration with universities and industry partners across Western Canada.

SOCIAL ACCOUNTABILITY

Wâpanachakos Indigenous Health program

The Faculty of Medicine & Dentistry's Wâpanachakos Indigenous Health Program advances Indigenous health through researchers, students and communities, grounded in the FoMD Indigenous Health Program Strategic Plan and Braiding Past, Present and Future: University of Alberta Indigenous Strategic Plan.

Black Health lead

Eniola Salami, whose interests include curriculum and program development and anti-racism education, is the inaugural MD program Black health lead. The program's expanded curriculum includes seminars on anti-Black racism in medicine, as well as an introduction to anti-racism for medical students beginning clerkship.

Getting to the root of historical wellness issues in the health-practitioner community

As the Faculty of Medicine & Dentistry's inaugural chief wellness officer, Melanie Lewis examines policies and procedures with the aim to shift to a more supportive culture. This significant change will encompass everything from faculty promotion processes to work-life balance.

U of A Indigenous researchers develop guidelines for equitable inclusion in clinical trials

With Inuk health researcher Wayne Clark as co-chair, Indigenous researchers are leading a national initiative to create guidelines for including First Nations, Métis, and Inuit communities in Canadian clinical trials. Funded by the Canadian Institutes of Health Research, this project aims to address historical distrust and ensure equitable access for Indigenous people.

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 social accountability lead. Dong will develop, implement and evaluate a social accountability framework and support socially accountable activities and programs within the faculty.

THE UNIVERSITY OF BRITISH COLUMBIA

Faculty of Medicine

MEDICAL EDUCATION

The UBC Faculty of Medicine is educating, training and mentoring students, health practitioners and educators who can work together effectively to serve society's evolving health needs. Highlights include:

- Largest MD class in B.C.'s history: In 2024, the Faculty welcomed 328 first-year MD students. UBC's world-class distributed medical undergraduate, residency and health professions programs continue to transform education and health across B.C. and Canada.
- Launch of a new rural family medicine residency program that will train family medicine resident doctors in Indigenous, rural and remote communities across B.C.
- Expanding opportunities for students in life sciences and technology programs, including in the School of Biomedical Engineering.
- UBC's Indigenous and Black Student MD Admissions Pathways continue to play a pivotal role creating new opportunities for Indigenous and Black students to pursue a career in medicine, helping to transform medical education — and health.

HEALTH RESEARCH

UBC Medicine researchers and learners are creating, translating and implementing new knowledge across a range of research areas to promote individual and population health in Canada and globally. Highlights include:

- Enhancing Canada's pandemic preparedness: Canada's Immuno-Engineering and Biomanufacturing Hub, a UBC-led national research hub, received a $140 million federal investment to support transformative research projects that are bolstering the biotech sector and Canada's readiness to respond to future pandemic threats.
- Mpox outbreak underscores urgent need for rapid-response capability in Canada: Opinion: By Dr. Dermot Kelleher
- Creating more opportunities for biomedical research in the North: The Northern Centre for Clinical Research is bringing together academic and community partners to expand capacity for biomedical research and clinical trials.
- Expanding clinical trial capacity in B.C., including the establishment of a new UBC research chair in clinical pharmacology and therapeutics.
- Improving outcomes for organ transplant recipients: Thanks to a new project being led by UBC researchers, B.C. will become the first jurisdiction in the world to test an innovative method of matching donor organs to recipients.

SOCIAL ACCOUNTABILITY

The Faculty continues to work towards its vision of transforming health for everyone. Highlights include:

- Improving the health and wellbeing of Indigenous populations: The Faculty and the Australian National University signed a historic agreement to collaborate on efforts to improve the health and wellbeing of Indigenous populations.
- Explore highlights from mid-term report, featuring stories of how faculty, clinical faculty, staff and learners are turning strategy into action and helping to transform health for everyone.
- Increasing opportunities in STEM: An innovative UBC summer research program is strengthening STEM pathways for Indigenous youth.
- Advancing the Faculty's commitments to the Truth and Reconciliation Commission of Canada's Calls to Action: The Indigenous Speaker Series attracted thousands of viewers from around the world and continues to create opportunities for Indigenous people to share their truth and experiences.
- Virtual care technology to support healthcare providers and improve health outcomes in rural, remote and Indigenous communities.
- Reframing disability and increasing inclusion: A new workshop, supported by the Faculty's Strategic Initiative Fund, is helping to increase awareness and understanding of disability in the workplace.
- Using drone technology to strengthen healthcare in rural, remote and Indigenous communities.
- Addressing the effects of climate change: 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.

UNIVERSITY OF CALGARY
CUMMING SCHOOL OF MEDICINE

AWARDS AND APPOINTMENTS

Congratulations the following award recipients within the CSM:

- Five of our researchers have been inducted into the Canadian Academy of Health Sciences; Drs. Andre Buret, MSc'88, PhD'91, Linda Carlson, PhD, BSc'91, Nathalie Jette, MD, Kathy McCoy, PhD, Man-Chiu Poon, MD. Read more.
- Cumming Research Award recipients, Drs. Kathy McCoy, PhD, Gerald Zamponi, PhD'94, and Michael Hill, MD, MSc'03. This award celebrates overall research achievement, representing the top one per cent of the faculty. Read more.
- Drs. Nathalie Jette, MD, Deborah Marshall, PhD, and Keith Sharkey, PhD, were elected Royal Society of Canada (RSC) Fellows and Dr. Bukola Salami, PhD, named a member of the RSC College of New Scholars, Artists and Scientists. Read more.
- Drs. Nicole Culos-Reed, PhD, Charlene Elliott, BA'94, MA'96, PhD, Matthew James, MD, PhD'11, Ian Lewis, PhD, Shalina Ousman, PhD, Pere Santamaria, PhD, Shane Sinclair, PhD'09, Mea Wang, PhD have been appointed UCalgary Research Excellence Chairs. Read more.
- The CSM is proud to highlight two UCalgary ARCH Award recipients this year — congratulations Drs. Asha Hollis, BHSc'17, MD'22, MSc'22 and Monty Ghosh, BSc'03, MBT'04, MD'09.

- The CSM has announced several new chairs and professorships. These individuals contribute exceptional expertise and leadership to medical research supported by philanthropy. A complete list of current positions can be found here.
- The CSM Alumni of Distinction nomination deadline is Oct. 25. Read more.
- The CSM Staff Excellence Awards offer up to 10 award recipients to AUPE and MaPS staff each year. The deadline to submit a nomination is Oct. 31. Read more.
- We are delighted to welcome Dr. Ian Walker, MD'98, as director of the Pathways to Medicine Scholarship Program, fostering opportunities for students from underrepresented communities.

EVENTS AND ACTIVITIES

- The CSM's Indigenous Local & Global Health Office is hosting Reconciliation Through Art on Sept. 26. This Science in the Cinema screening showcases a documentary on the augmented reality Indigenous Mural located in Foothills campus. The film highlights the mural's role as a catalyst of Indigenous reconciliation on campus. Register today.
- Check out the Medical Record Keeping course, registration open until Sept. 20, and other great offerings from the CSM's Continuing Medical Education and Professional Development Office. Read more.
- The CSM's Office of Faculty Development is hosting EDI Moments – Train the Trainer on Sept. 19 for Equity, Diversity and Inclusion champions to help expand programming in their departments. Read more.
- Discovery Day in Health Sciences is Oct. 23. Hosted each year by the Canadian Medical Hall of Fame, Discovery Day provides secondary school students with the opportunity to explore career options in medicine and health sciences. Read more.
- Congratulations to Well Doc Alberta on the announcement of $5 million in new funding from the Canadian Medical Association, MD Financial Management Inc. and Scotiabank to expand the physician wellness initiative beyond Alberta. Read more.
- Throughout 2024, we have been thanking our donors for helping to spark healthier lives and showcasing the medical school's life-changing discoveries to audiences in Alberta and beyond. Read amazing stories of philanthropy and impact.

Looking to get more involved in the CSM? Check out the calendar of all upcoming events. Read more.

WELLNESS SUPPORTS

Mental health resources for learners, faculty, staff and postdoctoral scholars:

- Student Advocacy and Wellness Hub
- Office of Resident Affairs and Physician Wellness

Additional resources, including access to informal discussions with a trusted peer or support resource, are available through the CSM's Precision Equity and Social Justice Office and Indigenous Health Program.

For local 24/7 mental health support, you can call the Distress Centre at 403-266-4357 to speak with a highly trained volunteer who can connect you to further resources.

UNIVERSITÉ LAVAL | Faculté de médecine

MEDICAL EDUCATION

Official inauguration of two new teaching sites

The new cohorts of students began their medical training in September 2022 at the start of the Aventure médecine. These new sites offer training adapted to regional practice. The inaugurations in Lévis and Rimouski took place in the Spring of 2023.

Three new integrated longitudinal clerkships in regional areas

Since the Fall of 2022, a community-based longitudinal integrated clerkship (LIC) has been offered in the Chaudière-Appalaches region. The second LIC is taking place at the Hôpital de Notre-Dame-du-Lac, and the third at Hôpital d'Amqui in the Bas-Saint-Laurent region.

Family medicine celebrates its 50th anniversary

The Department of Family Medicine and Emergency Medicine commemorated its 50th anniversary as a family medicine program. Read the story.

Future physicians experience an extraordinary internship

Université Laval's Faculty of Medicine and the CISSS Côte-Nord gave 24 future doctors the opportunity to spend ten days in the forest, enjoying a unique immersive experience. Read the story.

Patients share their experiences to improve medical training and research

Five discussion workshops with 14 patients helped enhance the MED-1210 - Physicians, Medicine and Society course, with a view to supporting the development of communication and professionalism skills, as well as fostering critical thinking among students. Read the story.

HEALTH RESEARCH

Two new Canada Excellence Research Chairs

One will focus on the biology and control of pandemic respiratory viruses, and the other on neuroscience and sustainable mental health. Read the story.

Two pioneering research chairs renewed

The Research Chair in Image-Guided Brachytherapy and the Research Chair in Laboratory-Guided Reconstructed Organs and their Clinical Applications are the source of real medical breakthroughs. Read the story.

Creation of a new Leadership Chair in Healthy Lifestyle Promotion

Read the story.

A pan-Canadian training network for patient-oriented research

The Canadian Institutes of Health Research (CIHR) have confirmed $5.25 million in funding for the establishment of the National Training Entity in Patient-Oriented Research. Read the story.

A patient partner pushing back the boundaries

The participation of a patient partner in a doctoral thesis defense committee could well be a world first. Read the story.

SOCIAL ACCOUNTABILITY

Mini-Health Science Schools meet First Peoples communities

A visit to the Côte-Nord in April. An inspiring visit for the youth of the Uashat Mak Mani-Utenam community. A meaningful visit to Pessamit in November.

A lively student choir for the elderly

The MEDissimo choir charms Lac-Saint-Jean.

Innovative healthcare knowledge transfer platform provides free access to knowledge

Partnership between Wikimedica and Laval University.

Supporting our Madagascan partners in their efforts to strengthen community and outreach care

Multifaceted mission to Madagascar.

The Faculty Council welcomes its first two citizen collaborators

This innovative collaboration illustrates the Faculty's desire to get closer to its citizens. Félix Joyal-Lacerte. Nancy Jourdain.

MEDICAL EDUCATION

In early 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.

In mid-2023, it was announced that a new building will provide state-of-the-art learning spaces to accommodate the growing enrolment at the medical college. The Manitoba government committed $40 million toward the structure, slated to open in 2027.

In 2023, the Max Rady College of Medicine marked 140 years since it was founded in 1883 as Western Canada's first medical school. Four hundred supporters of the college celebrated the anniversary at a gala that raised $96,000 for student bursaries.

In 2024, the Rady Faculty launched RadyVerse, an initiative that is expanding the use of virtual reality (VR) simulations in teaching. The Max Rady College of Medicine is exploring VR's potential to immerse learners in virtual settings where they can practise responding to health-care scenarios.

HEALTH RESEARCH

In 2020-21, UM's Dr. Ryan Zarychanski co-led a global clinical trial that found that full-dose heparin treatments benefited moderately ill patients hospitalized for COVID-19. The findings were published in the prestigious New England Journal of Medicine.

In 2022, a five-year investment of US$87 million from the Bill & Melinda Gates Foundation ensured that the UM Institute for Global Public Health and the Government of Uttar Pradesh will continue working in partnership to strengthen reproductive, maternal and child health in India's most populous state.

In 2022, the Manitoba SPOR Support for People and Patient-Oriented Research and Trials Unit received $6.6 million in Phase 2 federal funding. The investment, which reached $30 million with contributions from within Manitoba, ensured that patients will continue to have input into health research and health service delivery.

In 2023, UM's Dr. Meghan Azad received 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.

In 2024, nearly $10 million in federal funding was announced for a new Containment Level 3 laboratory on UM's Bannatyne campus. The lab will allow researchers to study emerging infectious diseases and develop vaccines in a secure space that meets high standards for biosafety.

SOCIAL ACCOUNTABILITY

In 2022, an on-campus Family Centre opened to serve health sciences students, staff and faculty. The facility provides support services, resources and networking to those who are balancing work or school with parenting or other caregiving.

In 2023, Manitoba became the first province to systematically ask patients to voluntarily declare their race, ethnicity or Indigenous identity when they receive care at hospitals. The initiative is led on behalf of Shared Health (Manitoba) by Dr. Marcia Anderson, vice-dean Indigenous health, social justice and anti-racism of UM's Rady Faculty of Health Sciences.

In 2023, more than 60 people attended Caring Queerly, the first Rady Faculty symposium on queer health. The two-day event included student presentations and a drag performance. Dr. Jake Pyne from York University gave the keynote lecture on the challenges faced by transgender youth.

In 2024, the Rady Faculty of Health Sciences partnered for the fifth time with Habitat for Humanity to help construct a home for purchase by a Winnipeg family. About 60 student, faculty and staff volunteers contributed labour to the "Key to Health" build project.

UNIVERSITY OF SASKATCHEWAN
College of Medicine
MEDICINE.USASK.CA

MEDICAL EDUCATION

Undergraduate and postgraduate medical education growth

The Regina campus welcomed its first cohort of Year 1 MD students in 2022 and students can now complete their entire four-year degree in either Regina or Saskatoon. Our undergraduate medical education program increased from 100 in 2022/23 to 108 seats for the 2024/25 academic year. The college continues to make changes to the admissions approach to draw applicants that reflect Saskatchewan's population and ultimately stay and practice medicine here. This includes implementing Admissions Pathway programs to better reflect the population of the province.

Residency and fellowship programs have expanded to include additional family medicine seats and new programs such as medical oncology and dermatology. The number of postgraduate residency seats increased to 135 in 2024.

New training opportunities

Three new training programs will be established in the college including Physician Assistant Studies, Speech-Language Pathology and Occupational Therapy. These developments will improve access to care in Saskatchewan.

HEALTH RESEARCH

Scientific recruitment increases research productivity and impact

Over the past three fiscal years, the college has successfully onboarded 13 research scientists, including five clinician scientists. Although these researchers are relatively new to the college, they are making remarkable contributions in their fields. Collectively, they have secured over 40 external research awards, including 17 Tri-council Grants.

Their work spans critical areas, ranging from major health challenges—such as breast cancer, cystic fibrosis, epilepsy, multiple sclerosis and Crohn's disease—to addressing issues directly relevant to the people of Saskatchewan. These include initiatives on Indigenous health and wellness, northern transportation equity, rural and farm safety, and the prevention and treatment of substance use disorders.

SOCIAL ACCOUNTABILITY

Expanding the Office of Vice Dean Indigenous Health

The college recruited its first Vice Dean Indigenous Health in 2022 to bring Indigenous health and issues more fully to the forefront in college priorities, while also serving to improve how these critical areas are addressed. In October 2023, the Division of Social Accountability joined the Office Vice Dean Indigenous Health to consolidate and strengthen efforts. This unit recently welcomed three physician leads to accelerate work and co-create an Equity Diversity and Inclusion Strategy with students, staff, and faculty.

New Department of Indigenous Health and Wellness

The Department of Indigenous Health and Wellness was launched in 2023—the first department of its kind in a Canadian medical school. This Indigenous-led department aims to improve the health outcomes of Indigenous Peoples in Saskatchewan through academics and education.

Establishing the Good Medicine People Cultural Space

The miyo maskihkêwiyiniwak (Good Medicine People) cultural space was opened in early 2024. This welcoming space in the University of Saskatchewan's Health Sciences Building is for Indigenous and non-Indigenous students, faculty, and staff who wish to undertake cultural learning.

TEMERTY FACULTY OF MEDICINE
UNIVERSITY OF TORONTO

MEDICAL EDUCATION

Breaking ground on a building to train health professionals in Scarborough

The University of Toronto began construction on a much-needed new integrated health academy. The Scarborough Academy of Medicine and Integrated Health will include undergraduate health sciences education programs along with the expansion of training for about 40 physicians, 60 physician assistants, 30 nurse practitioners and 40 physical therapists per year in Scarborough, to serve the region.

New strategic plan for integrated medical education programs

Temerty Medicine's inaugural Medical Education Strategic Plan 2023-2025 includes nine strategic initiatives and implementation actions, focused on opportunities for alignment and integration across the continuum of medical education — anchored by the foundational principle of yearly status updates.

Changes expand access to supports for doctors in training

Creation of the Office of Learner Affairs offers more services to MD students, residents, fellows and health-professions students, including academic, professional and personal supports — guided by the principles of equity, diversity and inclusion. The office's expanded Learner Experience Unit addresses mistreatment and other concerns, and issues annual Learner Experience Reports.

HEALTH RESEARCH

Preventing the Next Pandemic: U of T's EPIC Consortium

Temerty Medicine's Toronto High Containment Facility is now at the heart of the Emerging and Pandemic Infections Consortium — a U of T Institutional Strategic Initiative that unites top university, hospital and global experts across disciplines to safely study high-risk pathogens, including SaRS-CoV-2 and mpox.

Infectious diseases hub awarded $72 million

The Canadian Hub for Health Intelligence and Innovation in Infectious Diseases, a U of T-led research coalition of over 90 partners administered by Temerty Medicine, received $72 million in federal funding to boost Canada's biomanufacturing capacity and readiness to respond to emerging health threats.

Study identifies new roles for glucagon-like peptide-1 in the brain

University Professor Daniel Drucker and his team at Sinai Health's Lunenfeld-Tanenbaum Research Institute discovered a gut-brain-immune network that controls inflammation across the body and affects organ health. The work builds on Professor Drucker's earlier GLP-1 research, which has paved the way for the drugs Ozempic and Wegovy and helped revolutionize treatments for obesity and diabetes.

SOCIAL ACCOUNTABILITY

Celebrating 30 years of the Summer Mentorship Program

The University of Toronto's Summer Mentorship Program, administered by Temerty Medicine's Office of Access and Outreach, celebrated its 30th anniversary this year. For four weeks every summer, students from Black, Indigenous and other groups historically under-represented in medicine and health professions learn through hands-on activities, shadowing, guest speakers alongside assignments.

Reckoning with historic antisemitism in medical education

The Dean of Temerty Medicine formally apologized to the community in Fall 2022 for the use of antisemitic quotas to cap the number of Jewish students accepted to study medicine at U of T in the postwar period. Senior leaders from The Hospital for Sick Children and University Health Network joined in an evening of atonement and reflection, alongside leaders from Sinai Health.

Building cultural respect through community connections

Temerty Medicine's Office of Inclusion and Diversity hosted several Community Connection events, which provided safe spaces for cultural learning and interaction, and for the sharing and discussion of socio-demographic survey results. Topics included Islamophobia, anti-East Asian racism, and discrimination against Trans, Gender-Diverse, LatinX and Caribbean community members.

AFMC AWARD WINNERS 2024



AFMC ADMINISTRATION AWARD

PAMELA BOURQUE

Over her impressive 40-year career in academic medicine, Pam has served in leadership roles in both the undergraduate and postgraduate medical education programs. In 2009, she was appointed as the inaugural Chief Operating Officer of Dalhousie Medicine New Brunswick (DMNB), playing a pivotal management role implementing Dalhousie's distributed undergraduate program across the province. Pam is known for her solution-oriented mindset, bringing a logical approach and positive attitude to every endeavor. Her contributions have earned her numerous awards, recognizing her as a distinguished leader and innovator. Having recently retired, Pam now dedicates her days to friends, family, travel and curling.



AFMC CHARLES BOELEN INTERNATIONAL SOCIAL ACCOUNTABILITY AWARD

MOHAMED ELHASSAN ABDALLA ELSAYED

Mohamed Elhassan Abdalla Elsayed, MB.BS, MHPE, PhD, FAcadMed Associate Professor of Medical Education, School of Medicine-University of Limerick, Ireland graduated with an MB.BS from the Faculty of Medicine, University of Gezira, Sudan and then got a master's and PhD degrees and a fellowship in Health Professions Education. His PhD thesis on social accountability was one of the first theses on the topic internationally.

Dr Mohamed Elhassan has memberships and affiliations to regional and international organizations that work in Health Professions Education and Social Accountability.

Dr Mohamed Elhassan's publications and research interests are in the areas of social accountability, Teaching and learning, Accreditation and Cost and Value.



AFMC CLINICIAN-SCIENTIST AWARD

MARC CARRIER

Dr. Marc Carrier, M.D., MSc, FRCPC, is Head of the Division of Hematology at The Ottawa Hospital, a Professor in the Faculty of Medicine, Department of Medicine and Senior Scientist in the Clinical Epidemiology Program of The Ottawa Hospital Research Institute. He holds a Tier 1 Research Chair in Venous Thromboembolism and Cancer from the Faculty of Medicine at the University of Ottawa. His clinical research is focused in venous thromboembolic disease and cancer, including cancer screening, prevention and management.



AFMC CLINICAL TEACHER AWARD

JEFFREY WISEMAN

Jeffrey Wiseman MD, FRCPC, MAEd is an Assistant Professor of Medicine and Health Sciences Education, a specialist in General Internal Medicine and a Health Professions Educational Scholar. He has been awarded multiple local and national awards for his clinical teaching skills for undergraduate and postgraduate learners.

He is currently Director of Education at the McGill Steinberg Centre for Simulation and Interactive Learning, as well a Core Faculty Member of the McGill Institute for Health Sciences Education and Director of Faculty Development for the McGill Undergraduate Medical Education Program. He created highly sought after local and national conflict management and teamwork educational leadership education modules and a popular McGill course component that uses the "deteriorating patient" teaching method to prepare 4th year medical students for their first on-call experiences as residents.



AFMC GOLD HUMANISM AWARD AND LECTURE

J. DONALD BOUDREAU

Donald Boudreau is an Associate Professor at the Institute of Health Sciences Education (IHSE) in the Faculty of Medicine & Health Sciences at McGill University. He is a physician educator and a recently retired respirologist. He has previously served as Associate Dean of Medical Education & Student Affairs and Interim Director of the IHSE.

Dr. Boudreau's research career has focused on undergraduate medical education, notably on professionalism and the humanities in medicine. He has published approximately 70 peer reviewed articles or book chapters.



AFMC INDIGENOUS HEALTH ADVOCACY EMERGING LEADER AWARD

PAMELA ROACH

Dr. Roach is an Assistant Professor in the Departments of Family Medicine and Community Health Sciences, citizen of the Métis Nation of Alberta. She holds a Tier 2 Canada Research Chair in Indigenous Health Systems Safety with a focus on dementia and brain health. Her program of research examines the intersection of health services, policy and upstream determinants of health in order to improve the health of individuals and populations. This work includes characterizing anti-Indigenous bias in the health care system and working with communities to drive forward solutions, as well as supporting and advocating for Indigenous student success across the medical school.



AFMC INDIGENOUS HEALTH ADVOCACY LEARNER AWARD

RILEY PLETT

Riley Plett is a Saulteaux Métis Anishinaabek with Indigenous and settler ancestry. She is a proud band member of Pine Creek First Nation. She was raised in Hudson Bay, Saskatchewan and lives in Saskatoon, Saskatchewan. Riley completed her Master's of Pharmacology at the University of Saskatchewan. She has just finished her 4th year of medical school at the University of Saskatchewan. She aspires to become a Child and Adolescent Psychiatrist.



AFMC INDIGENOUS HEALTH ADVOCACY LIFETIME CONTRIBUTION AWARD

LYNDEN (LINDSAY) CROWSHOE

Lynden (Lindsay) Crowshoe, MD is a Blackfoot primary care physician and researcher, member of the Piikani First Nation, Associate Professor of Medicine and Assistant Dean Indigenous Health at the University of Calgary Cumming School of Medicine. He provides clinical service at the Elbow River Healing Lodge, an AHS primary health care (PHC) clinic for the urban Indigenous population of Calgary. He focuses on building and sharing knowledge for transforming our health care system to enable best outcomes with Indigenous Peoples through primary health systems research, medical education and institutional leadership.



AFMC JOHN RUEDY AWARD FOR EXCELLENCE IN GRADUATE HEALTH PROFESSIONS EDUCATION SCHOLARSHIP

VICTORIA LUONG

Dr. Victoria Luong is a research associate and Interdisciplinary Ph.D. candidate at Dalhousie University. She completed her medical degree at the Université de Sherbrooke and her M.Ed. in Health Professions Education at Acadia University. While she regularly contributes to multiple research projects related to the sociocultural components of medical education, her doctoral work focuses on underperformance and remediation in undergraduate medical education. By leveraging what qualitative methodologies have to offer and seeking more sophisticated understandings of the lived experience of struggle, she hopes that this work will help improve current approaches to supporting students who are underperforming academically.



AFMC JOHN RUEDY AWARD FOR EXCELLENCE IN GRADUATE HEALTH PROFESSIONS EDUCATION SCHOLARSHIP

VINCENT WONG

Dr. Vincent Wong is a family physician based in Vancouver, BC. He completed his BScPharm, MD, and MHA at the University of British Columbia. He is the Co-Site Director, Vancouver-Fraser Site, and the Assessment Portfolio Co-Director, of the UBC Family Practice Residency Program. He is serving as the President for the BC College of Family Physicians in 2023-24. He is currently a graduate student in the Masters in Health Professions Education program at Maastricht University, and his master's thesis focuses on the development of teacher identity in family physician preceptors in a community-based practice context.



AFMC JOHN RUEDY AWARD FOR INNOVATION IN MEDICAL EDUCATION

BRENT THOMA

Dr. Brent Thoma is the interim Associate Dean of Postgraduate Medical Education at Toronto Metropolitan University and a Professor at the University of Saskatchewan. He works clinically as an emergency physician and trauma team leader. He recently completed his PhD studies focused on the use of competency-based assessment data for organizational development. He lives in Saskatoon with his wife, two boys, and a golden retriever.



AFMC LEARNER CHANGEMAKER AWARD

HADAL EL-HADI

Dr. Hadal El-Hadi is a first-generation immigrant from Sudan and is a second-year resident in Public Health and Preventive Medicine. Her interests and experiences are focused on structural and systemic inequities and their impacts on health equity, health promotion, and access to culturally safe care for marginalized communities, including Black as well as immigrant and refugee health.

Dr. El-Hadi's interests in advocacy and equity has motivated her in multiple facets of her career. She strongly believes in the importance of educating and motivating people into taking notice of injustices and working as a team to improve the lives of those around us. One of the biggest reasons she pursued medicine as a career was because she wanted to be part of a collective that helps children and adults in Canada and globally have a fighting chance to be happy. Her interests include working with national non-profit organizations to address anti-Black racism in Canada, as well as conducting health equity research.



AFMC LEARNER CHANGEMAKER AWARD

JASMINE MAH

Jasmine Mah is an internal medicine resident with a deep passion for geriatric care. She holds an MD from the University of Ottawa and an MSc from the London School of Economics and London School of Hygiene and Tropical Medicine. She operates at the intersection of medicine, research, and policy with her current work on transplant systems in Europe. Her PhD research examines social vulnerability and frailty among older adults in Nova Scotia, dedicated to ensuring that people can live and age with dignity and maintain autonomy despite challenging circumstances. Jasmine is also the co-founder of Let Science Connect, a social enterprise bridging academia to society through effective science communication.



AFMC MAY COHEN EQUITY, DIVERSITY AND GENDER AWARD

AYELET KUPER

Dr. Ayelet Kuper MD DPhil FRCPC is an Associate Professor in the Department of Medicine, Temerty Faculty of Medicine, University of Toronto and an Internist at Sunnybrook Health Sciences Centre. She is a Scientist and Associate Director at the Wilson Centre for Research in Education and is cross-appointed to the Institute for Health Policy, Management and Evaluation, to the Ontario Institute for Studies in Education, and to the Anne Tanenbaum Centre for Jewish Studies (all at the University of Toronto). A child and grandchild of Holocaust survivors, she received a doctorate in Holocaust literature from the University of Oxford as a Rhodes Scholar prior to her medical training, and she continues to advocate against antisemitism in all its forms. She has been teaching and doing committee work related to social justice for a wide range of equity-seeking groups for many years; she has published over 100 peer-reviewed papers, many of which are related to power, equity, and inclusion in medical education, and is frequently invited to speak on such topics internationally.



AFMC MENTORSHIP AWARD

BRADEN MANNS

Dr. Braden Manns is the Svare Professor in Health Economics and a Kidney Specialist at the University of Calgary in the Faculty of Medicine. He has expertise in Applied Health Economics, and his current research interests include examining the cost-effectiveness of health care policies for managing patients with chronic disease, and assessing the impact of different physician payment models. He holds a CIHR Foundation award in health system funding and was the co-PI of a CIHR funded patient-oriented research network in chronic disease (www.Cansolveckd.ca). He has experience in health system administration, having recently served as Alberta Health Services Associate Chief Medical Officer and Interim Vice President for Provincial Clinical Excellence.



AFMC AWARD FOR OUTSTANDING CONTRIBUTION TO FACULTY DEVELOPMENT IN CANADA

DAVID KEEGAN

David Keegan is a family doctor and professor of Family Medicine in the Cumming School of Medicine at the University of Calgary. David served as Associate Dean of Faculty Development and Performance from 2015 to 2023. He is the founding editor of both LearnFM/ApprenezMF, the collaborative Canadian family medicine curriculum for medical students, and PIVOT MedEd, AFMC's nascent educational scholarship platform. He's a practice goalie for his kids' hockey teams and has played a number of roles in community musical theatre including Pharoah in Joseph, Gaston in Beauty and the Beast, and Captain von Trapp in the Sound of Music.



AFMC PRESIDENT'S AWARD FOR EXEMPLARY NATIONAL LEADERSHIP IN ACADEMIC MEDICINE

KENT STOBART

Dr. Kent Stobart is the Vice-Dean of Education at the University of Saskatchewan's College of Medicine and a pediatric oncologist. He joined USask in 2015 from the University of Alberta where he served as the associate dean, undergraduate medical education and was appointed as a provost fellow.

Dr. Stobart received his medical degree from the University of Toronto and went on to pursue postgraduate medical training at the University of Ottawa and University of British Columbia. He also holds a master's degree in epidemiology from Queen's University.

Dr. Stobart's extensive experience leading medical education programs and initiatives have made him a leading expert on medical education accreditation in Canada. He has served as a special advisor to the president at Toronto Metropolitan University, is a past president of the Canadian Association for Medical Education and is a Certified Canadian Physician Executive.



AFMC SCIENTIST AWARD

SUSAN HOWLETT

Susan Howlett is Distinguished Research Professor of Pharmacology and Geriatric Medicine at Dalhousie University in Halifax where she has taught for decades. She leads discovery research into how age and sex steroid hormones affect cardiac function and predispose towards heart diseases. Her laboratory pioneered measurement of frailty in aging animals with a "frailty index" tool. Her work shows that frailty can be exacerbated by polypharmacy, attenuated by deprescribing, exercise and treatment with drugs known as "geroprotectors". A translational scientist, she has used results from studies in animals to develop a new laboratory-based tool to measure frailty in people.



AFMC WELLNESS AWARD

TREENA WILKIE

Dr. Treena Wilkie is an Associate Professor in the Department of Psychiatry at the University of Toronto, and the Associate Chief Medical Officer at the Centre for Addiction and Mental Health (CAMH). She has been qualified as a specialist in forensic psychiatry by the Royal College of Physicians and Surgeons of Canada, and is the Chief of the Forensic Service, in the Complex Care and Recovery Program at CAMH. Dr. Wilkie is a clinician and educator of psychiatry residents. Her clinical and scholarship interests include the alignment of risk assessment and management principles with recovery based care, and physician wellness and professionalism initiatives.

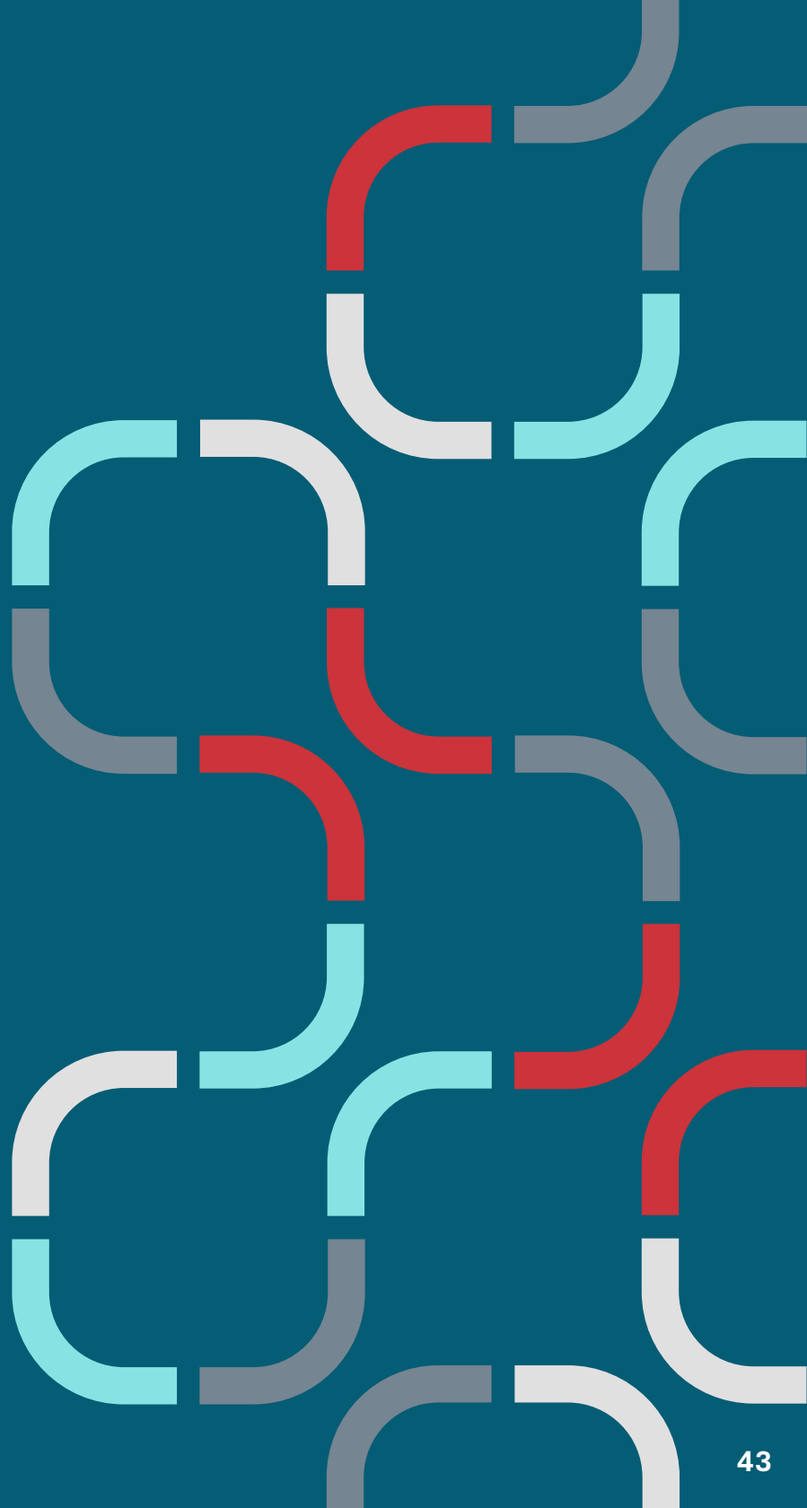


AFMC YOUNG EDUCATORS AWARD

TARYN S.M. TAYLOR

Dr. Taryn S.M. Taylor, MD, PhD, FRCSC, is an Assistant Professor in Obstetrics & Gynecology at London Health Sciences Centre and a Scientist at the Centre for Education Research & Innovation (CERI), Schulich School of Medicine & Dentistry. She completed her PhD in Health Professions Education at Maastricht University during her residency at Western University, followed by a Simulation Fellowship at the University of Ottawa. Dr Taylor's scholarly focus on sociological fidelity in simulation seeks to mirror the complex social dynamics in healthcare teams that impact care delivery and patient outcomes, striving for a more equitable and inclusive healthcare environment.

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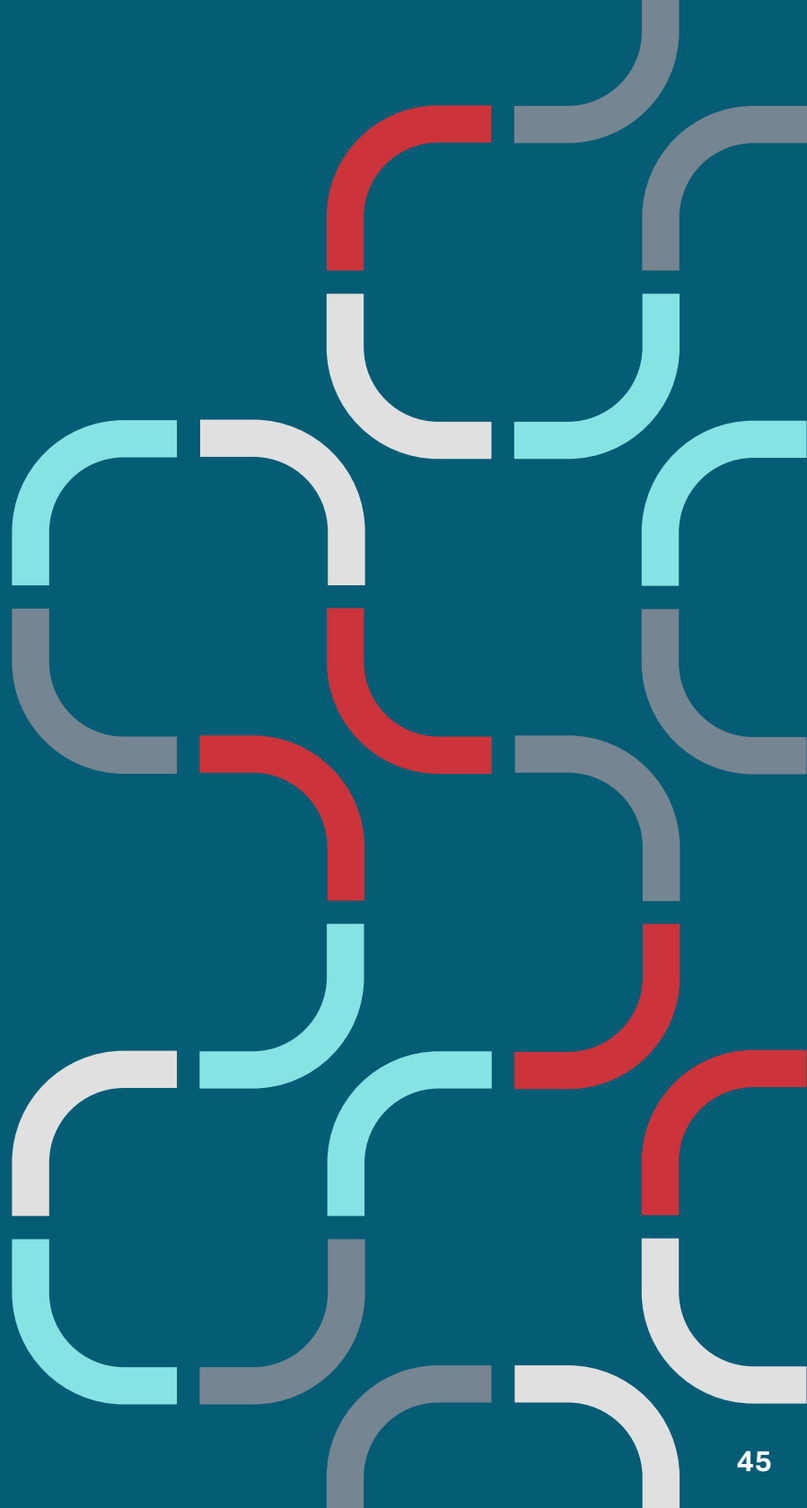
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KAYLYNN PURDY

Public Member

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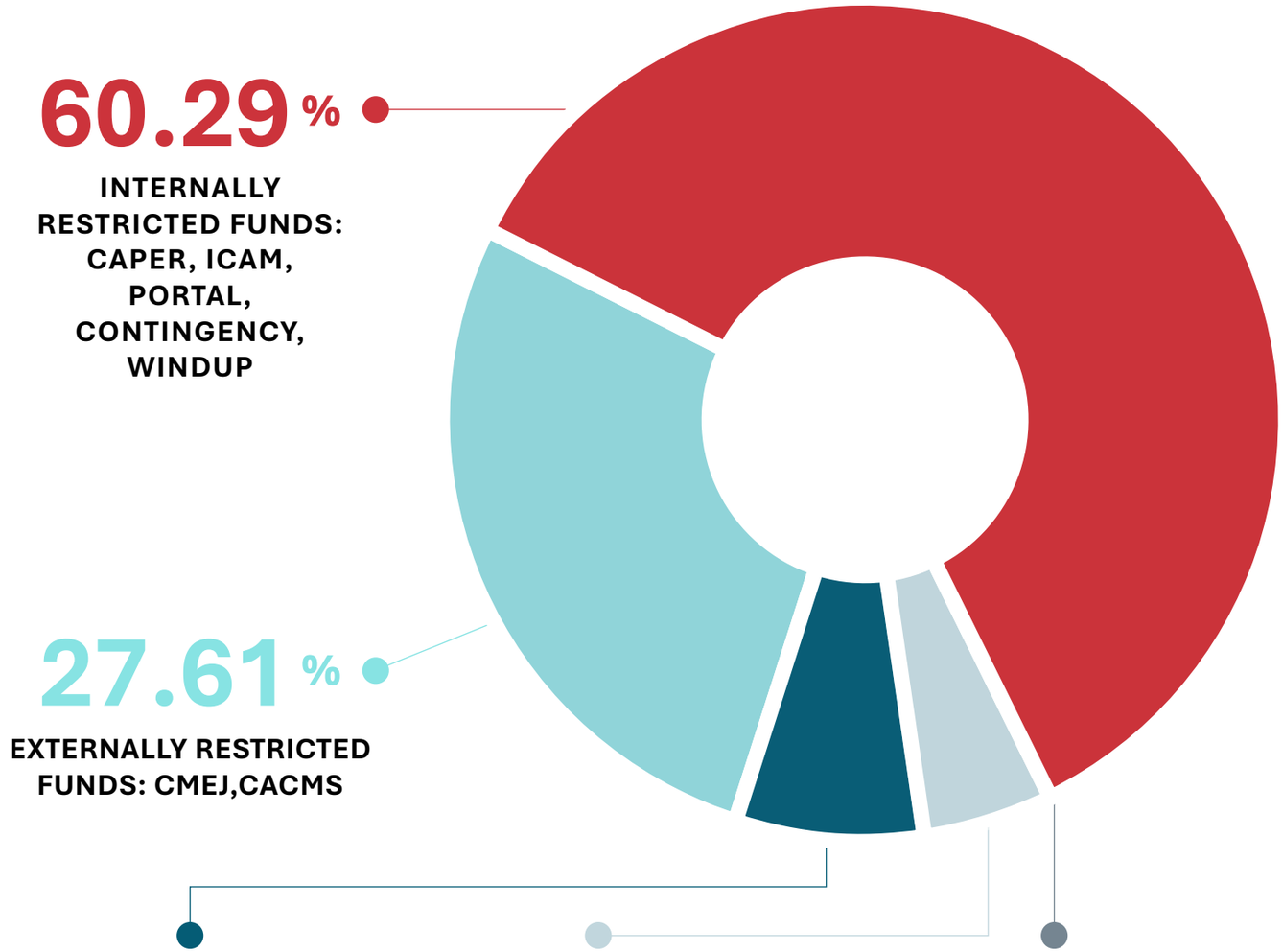
AFMC STAFF



FINANCIAL SNAPSHOT

INVESTED IN TANGIBLE ASSETS	$1,756	0.04%
UNRESTRICTED NET ASSETS	$310,032	7.38%
RESTRICTED FOR ENDOWMENT PURPOSES	$196,407	4.68%
INTERNALLY RESTRICTED	$2,531,981	60.29%
EXTERNALLY RESTRICTED	$1,159,540	27.61%
TOTAL	$4,199,716	100%





THANK YOU

“AFMC is, at its core, the convener and supporter of hundreds of faculty leaders and volunteers in medical schools across Canada who are all committed to pursuing excellence in medical education, research and social accountability for the benefit of all Canadians. AFMC’s role is to uplift, coordinate and leverage the work of these dedicated and innovative thought-leaders, so that we may all advance together as learners, practitioners, patients and communities. On behalf of the entire staff team at AFMC, I would like to thank everyone who has contributed to AFMC initiatives under the 2021-2023 Strategic Plan. I look forward to our continued collaboration to improve the health of all Canadians.”



MELISSA SHAHIN
Chief Strategy Officer, AFMC

