



March 12, 2024

**Re: Dr. Helen Chang Letter of Nomination Faculty Development Deirdre Bonnycastle Champion of Change Award**

We are writing to nominate Dr. Helen Chang for the Faculty Development Deirdre Bonnycastle Champion of Change Award. Dr. MacLean and Sean have been working with Dr. Chang for the past seven years since she assumed the role of Faculty Development Lead for the Regina Campus in 2017, and Amy has been working with Dr. Chang since 2019. Working with Helen has been a pleasure, and we would like to specifically comment on her many contributions in education and scholarship initiatives since assuming this leadership role in the College of Medicine.

Dr. Chang is a thoughtful, reflective educator who has assumed multiple education and leadership roles in Regina supporting both medical student education and faculty development. She is also enrolled in the Master of Education (Health Professions Education) and has been applying this work to her various roles bringing an element of scholarship and academic rigor to her educational leadership positions. She has also attended a Harvard Macy Institute on Systems Assessment. This shows her commitment to her own professional development. She is delightful to work with, highly collaborative and always enthusiastic, kind, and creative. These characteristics help her build effective relationships and contribute to the success of her various endeavors. She works well with others and is very productive.

Helen has delivered extensive UGME content (through dozens of different courses) and is also involved in curriculum design and evaluation beyond her faculty development role. She has explored very unique areas such as faculty mistreatment by students where there is very little literature. When this topic was presented at a national group of faculty developers, there was widespread interest identifying it as a much needed but neglected area of study.

Her committee work includes: CDSC, Assessment Subcommittee (Fall 2021), Clinical Skills Subcommittee; SAC (Aug – Dec 2021); EDI Working Group; Medicine Faculty Engagement network; RISE planning committee; SAGE planning committee; Y1 Planning Committee; FD Retreat Planning Committee; Curriculum Committee; and the Y1 Anatomy Subcommittee. She is also involved in the Anti-Racism Transformation Project. The College of Medicine is the only Canadian medical school chosen to participate in this multiphase, multiyear program to address racism in medical education.

One of the most instrumental areas of Helen's focus has been in the development of the SAGE (Skilled Academic Generalist Educators) program for Regina. This has involved a great deal of work, educational planning, and program implementation. The recruitment to this program, which will support the education of pre-clerkship students in Regina from Med 1, has been very successful. SAGE has been accredited for Mainpro and MOC and will be evaluated. There are online asynchronous elements to the course on Canvas as well. Helen's leadership has really shone in this initiative.

Over the last few years, through the various commitments she has taken on, Helen has grown as an academic leader. As a meeting chair, she is effective and inclusive. She makes regular contributions that focus on EDI and universal design. Her contributions are instrumental in creating needed change, always in a positive and encouraging manner. She has been an active participant in planning the RISE (Research Innovation and Scholarship in Education) conference, particularly leading the local organizing committee when the conference was held in Regina in 2019 and again for the upcoming 2024 RISE conference in Regina. She has been a peer reviewer for research abstracts for this conference. She has also had the following publications in the RISE Abstracts which is peer reviewed and published annually:

- 2023 - The OSCE Training Module: developing skilled examiners in undergraduate medical education
- 2022 - SAGE (Skilled Academic Generalist Educators)
- 2021 - Design & Implementation of a Simulated Patient Performance Assessment (SP-Pass)

Dr. Chang has several key roles in UGME and Faculty Development. She is a strong educator and medical education leader. Helen takes a scholarly approach to her work and her growth in the last couple of years has been substantial. She is a fellow of the College of Family Physicians of Canada. She has been an amazing champion for medical education in our college.

Sincerely,



Dr. Cathy MacLean MD, FCFP, MCISc (Family Medicine), MBA, CCPE  
Faculty Development Director College of Medicine



Sean Polreis,  
Faculty Development Teaching & Learning Specialist



Amy Winik,  
Faculty Development Administrative Coordinator



Dear College of Medicine Awards Selection Team,

I am very pleased to provide this nomination letter for Dr. Rob Woods for the Deirdre Bonnycastle Champion of Change Award. In this letter I will outline several of Dr. Woods' significant contributions that exemplify the intention of this award.

### ***Clinician Educator Program***

The most significant contribution as it relates to this award nomination is his work as the Program Director for the Clinician Educator Diploma program, an area of focused competence through the Royal College of Physicians and Surgeons of Canada. This program has had over 20 fellows since its start in 2020. All the fellows in this program have some form of educational leadership role in the College of Medicine and are distributed across our province. The purpose of the program is to give them the knowledge and the skills to become expert education consultants to support day-to-day training of learners and general program development, grounded in educational principles and theory. One can then begin to imagine the ripple effects that training these educational leaders has on the colleagues they work with and programs they work within. This Clinician Educator Program is a massive contribution to medical education for the province.

### ***T-TIME***

Timely Topics In Medical Education – is a seminar-style faculty development session, held once per month. This activity was initially intended to supplement the activities of the clinician educator program, where the fellows in each cohort have the opportunity to learn specific content and present topics; however, all faculty in the College of Medicine are invited and it has captured broad interest. Dr. Woods has used it as an opportunity to invite colleagues with special expertise from other institutions to present, which has supported its popularity.

### ***Social Media***

Dr. Woods has also made an impact in in faculty develop using social media – specifically blogs, where he written on topics ranging from clinical management to time management, medical education to education scholarship. Knowing Deirdre Bonnycastle, this work would hold a special place in her heart.

### ***EM Program Director***

As noted by my colleagues in their letter of support, Dr. Woods was the founding Program Director for the 5-year Royal College EM residency training program. The nomination has less to do with the fact that he was the program director, but rather the work that he did to start the program years ago and the ongoing work through the years to make it the strong program that it is today with faculty within the department strongly engaged. The emergency medicine program was an early adopter for CBD, which was in large part because of Dr. Woods' ability to put processes and significant faculty development in place to support faculty success and thereby learner success. Dr. Woods is recognized nationally for his leadership, and he is a willing collaborator with colleagues across the country.





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Dr. Woods has made (and continues to make) a substantial contribution to the educational landscape of the College of Medicine and would be deserving candidate for this award.

Thanks for your consideration.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read 'Greg Malin'.

Greg Malin MD PhD  
Associate Professor, Academic Director, UGME Program

