

# 2023



UNIVERSITY OF SASKATCHEWAN  
College of Medicine  
FACULTY DEVELOPMENT  
[MEDICINE.USASK.CA/FACULTYDEV](https://medicine.usask.ca/facultydev)

## College of Medicine Faculty Development Annual Report

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# Welcome to our 2022/23 Annual Report

## About Faculty Development

Faculty Development (FD) is here to support you in all areas of your work as a faculty member in the College of Medicine. This includes teaching (all levels of learners), research (help to get started), leadership (when you want to assume educational and other leadership roles), and well-being support.

We hope you will find this annual report interesting as we celebrate the work accomplished in the past year. We also hope this will inspire you to think about how FD can help you, your team or unit, department, and program. We are excited about our new initiatives coming up this next year and hope you will follow all FD has to offer on our website.

<https://medicine.usask.ca/facultydev/>



# Meet Our Team



**Dr. Cathy MacLean**, FCFP, MCISc, MBA, CCPE is the Faculty Development Director for the College of Medicine. Dr. MacLean is a family physician with extensive administrative, clinical and education experience. Taking on this role in 2017, she has a dedicated 0.5 FTE for Faculty Development and is the Leadership Unit Lead for the Clinician Educator Diploma program. She has focused on Coaching development for the past year and leading FD related research.



**Dr. Helen Chang**, MD, FCFP, is Faculty Development Lead for Regina and Coordinator for the SAGE (Skilled Academic Generalist Educator) pilot program. She shares the role of Y1 Regina Site Coordinator, and is an Assistant Professor, Family Medicine, teaching extensively in the UGME program. She is a student in the USask M.Ed. (HPE) program.



**Sean Polreis**, MEd, is the Faculty Development Teaching & Learning Specialist (1.0 FTE) for the College of Medicine. Sean has a passion for teaching and has extensive experience. He has been working in faculty development for the College of Medicine for over fourteen years. In addition to a wide variety of support provided to faculty, Sean chairs the TIPS Oversight Committee. Sean is also the Teaching and Learning Unit Lead for the Clinician Educator Diploma program.



**Dr. Rob Woods**, MD, FRCP, MMed, DRCPSC joined Faculty Development in 2019 as the Director of the Clinician Educator Program. He is also the Program Director for the FRCPC Emergency Medicine Training Program. He is actively involved in medical education research and serves as a Decision Editor for education scholarship for the Canadian Journal of Emergency Medicine



**Amy Winik** is the Administrative Coordinator for Faculty Development. She has been with Faculty Development since 2019, and with College of Medicine at the University of Saskatchewan since 2010. Amy manages the operations of the FD office, and the delivery of FD programming. Amy is also the Program Administrator for the Clinician Educator Diploma program.



**Randi Bodas** is Administrative Support for Faculty Development Regina. She's been supporting FD Regina since 2022. Randi also works in UGME, supporting Pre-Clerkship and Clerkship.





# Vision And Mission

Faculty Development supports the vision and mission of the College of Medicine and University of Saskatchewan.

## Vision

UNIVERSITY OF SASKATCHEWAN - We will contribute to a sustainable future by being among the best in the world in areas of special and emerging strengths, through outstanding research, scholarly, and artistic work that addresses the needs and aspirations of our region and the world, and through exceptional teaching and engagement. We will be an outstanding institution of research, learning, knowledge-keeping, reconciliation, and inclusion with and by Indigenous peoples and communities.

COLLEGE OF MEDICINE - We are leaders in improving the health and well-being of the people of Saskatchewan and the world.

## Mission

UNIVERSITY OF SASKATCHEWAN - The University of Saskatchewan advances the aspirations of the people of the province and beyond through interdisciplinary and collaborative approaches to discovering, teaching, sharing, integrating, preserving, and applying knowledge, including the creative arts, to build a rich cultural community. An innovative, accessible, and welcoming place for students, educators, and researchers from around the world, we serve the public good by connecting discovery, teaching, and outreach, by promoting diversity and meaningful change, and by preparing students for enriching careers and fulfilling lives as engaged global citizens.

COLLEGE OF MEDICINE - As a socially accountable organization, we improve health through innovative and interdisciplinary research and education, leadership, community engagement, and development of culturally competent, skilled clinicians and scientists. Collaborative and mutually beneficial partnerships with Indigenous peoples and communities are central to our mission.

# Strategic Directions



## Responsive Programming

To grow into a high-level Faculty Development program that is part of the culture of learning at the College of Medicine. We aim to have an inclusive, accessible program that engages all faculty members to improve educational practice, leadership, and scholarship.

- Explicitly identify faculty development's role to respond to the college strategic plan
- Invest in the support framework by enhancing the in-house department support
- Seek and offer creative solutions to informal and formal offerings to reflect the time and method faculty prefer
- Promote awareness of the impact of faculty development programming

## Enhanced Program Quality

To engage in ongoing and systematic evaluation of the process and impact of faculty development through reflective critique, quality improvement, educational innovation, and scholarly work.

- Completion of an evaluation framework that articulates comprehensive measurement from a lens of the user experience, overall utilization, and impact
- Promote approaches to best practices

## Building Connections & Capacity

To build a community of practice for faculty development and medical education across the province to promote continual learning opportunities and connection.

- Facilitate the creation of communities of practice
- Leverage and promote experts
- Continue to support stronger integration between faculty development and CME

## Optimizing Delivery

To provide a user-friendly experience to all participants, in-person and virtually.

- Establish confidence in the support structure for the processes so there is a focus on quality of platform and quality of experience
- Invest in communication tools to enable access/searchable functions to materials

# A message from...

## Dr. Cathy MacLean, Faculty Development Director

We have a great team that has been growing and it is exciting to see faculty development being more integrated in the day-to-day activities of the College of Medicine across the province. We are so grateful for the many contributions of faculty and support staff. In 2023 we had a lot to celebrate including more work in the area of online learning, more on EDI and antiracism and the launch of our Professionalism course in 2022. Christine Pask deserves a huge thank you for this program which qualifies for 40 Mainpro+ credits and covers modules on important topics such as psychological safety and creating safe learning environments.

We are all about change and are trying to address longstanding issues such as racism within the learning environment in Saskatchewan in medicine. There is growing momentum thanks to the work of the Division of Social Accountability and they were recognized for this work with our inaugural champions for change award. This award was named after Deirdre Bonnycastle who did so much to drive FD at USask contributing through her nationally recognized wiki on medical education. We are excited about the direction of the ART in Med Ed project (Antiracism Transformation in Medical Education) and the further changes that will inspire in the years to come. Culture change doesn't happen overnight and it doesn't happen without dialogue and awareness.

Faculty Development with the support of the Committee on Rural and Regional Practice committee of the Saskatchewan Medical Association and the Saskatchewan College of Family Physicians conducted focus group and key informant interviews in 2020. The paper from that work has been submitted and we are hoping for a publication. The need for more connectedness, more engagement, higher caliber offerings and more on antiracism came through and we are focusing much of our efforts on these important issues going forward. We asked, you spoke and we listened. Now we are trying to take action and we are so grateful for all those who participated and to Udoka Okpalauwaekwe for his work in leading this research.

I get the pleasure of working with Amy and Sean every week in FD. No one could ask for a better team and I want to publicly say thank you. Sean received a new FD award this year as a presenter. He is also a champion for change with his amazing presentations on Unconscious Bias. We are small but we are mighty! We are also working with such great partners including the Royal College of Physicians and Surgeons of Canada, the Association of Faculties of Medicine of Canada and others to improve and build on what we have to offer here in Saskatchewan.

We are especially keen to work with PGME as accreditation approaches. Please reach out if we can help at all. We have a lot to offer and are very willing to help faculty in any way we can. Watch this year for a new series on MicroResearch. This is a cheap, doable way to get meaningful, interdisciplinary research projects done. We will be offering new programming on the basics of research using this model as presented by Dr. Noni MacDonald at Dalhousie. We are excited by this new direction and look forward to your participation.

Please contact us, follow us on social media and visit the many resources on our website.



Amy Winik FMC Saskatoon

RISE Workshop Saskatoon

CoMPAS Training Day

RISE Workshop Saskatoon



# Dr. Helen Chang, Lead Faculty Development Regina

## Regina Campus Expansion!

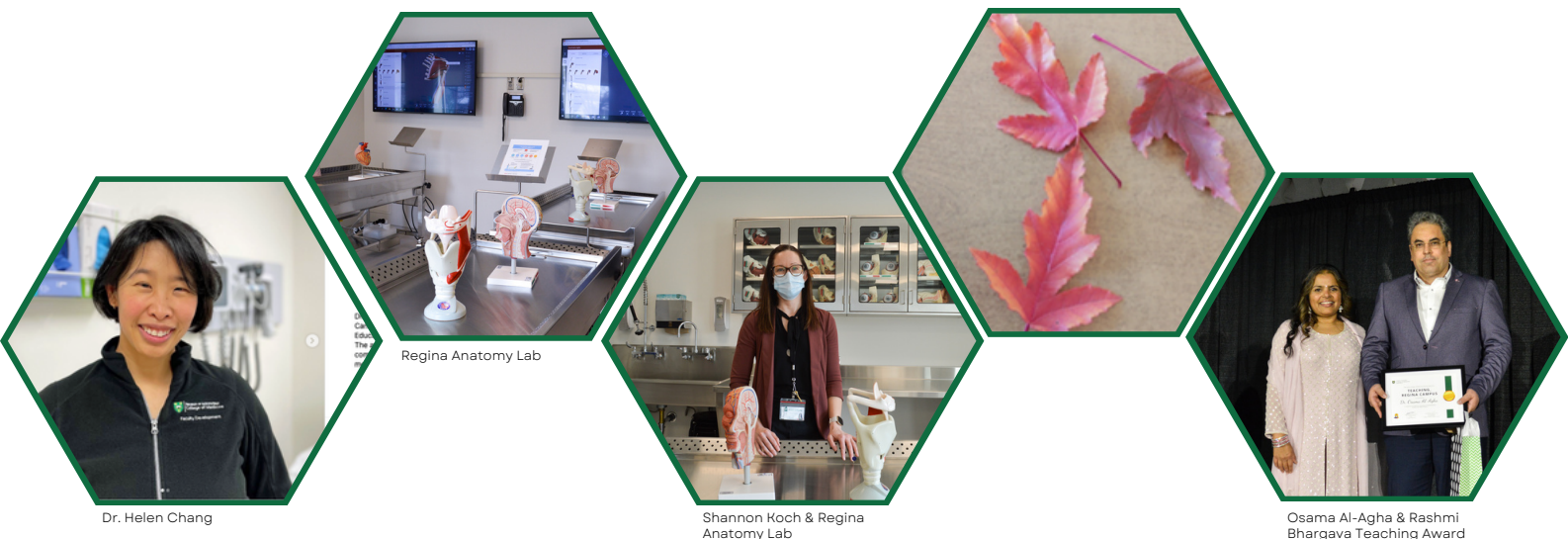
With our first class of Y1 medical students welcomed to Regina Campus, this was another year of growth for FD Regina as our faculty stretched to provide excellent teaching in new subjects.

The SAGE (Skilled Academic Generalist Educators) pilot began August 1, 2022 with 8 generalist physicians teaching in preclerkship, and the online course, available to any interested faculty, was approved for CME credits. The SAGE OSCE Training module helped provide training for examiners at both sites. Combined with the FD Professionalism course and other online courses on the way, this is a great time for online learning for our faculty!

Our faculty members continue to engage in the M.Ed. (HPE) and Clinician Educator programs. We look forward to supporting new faculty – and engaging experienced faculty – in both UGME and PGME roles!

Thanks to Randi Bodas, Kris Schoenhofen, Dr. Gill White, and our Saskatoon colleagues for their invaluable assistance, and especially to our faculty for their continued dedication to teaching!

Finally, best wishes to Kris on his new endeavours outside the College of Medicine in Regina, and welcome to Catherine MacKay-Wilson, our new Manager of Administration & Finance.



# Dr. Kent Stobart,

## Vice Dean Education College of Medicine

Faculty Development is an integral part of the College of Medicine and provides key support to our faculty. The team has achieved notable successes in the past year and continues to deliver high-quality professional development opportunities and events.

One of the major successes was the RISE Conference in June. This annual event serves as a platform for showcasing medical education research and scholarship across our province. Attendees had the opportunity to network and discuss their research, with the top-rated abstracts given the chance to present their findings. Thank you to the Faculty Development team for organizing another excellence conference.

Faculty Development is advancing the quality education and scholarship mandate. The team launched online Canvas programming, with the initial course on professionalism. Additional courses were added based on feedback and identified topics of need. Faculty across Saskatchewan can access these free courses to enhance their knowledge and skills.

Our college continues to move forward on diversity, equity, and inclusion. The Faculty Development team is actively working to advance anti-racism initiatives, collaborating with the Division of Social Accountability on anti-racism education. The Josiah Macy, Jr. Foundation has funded a three-year Anti-Racist Transformation (ART) in Medical Education project to replicate Icahn School of Medicine and Mount Sinai's (ISMMS) change-management strategy at 11 partner medical schools in the United States and Canada. The College of Medicine is the only Canadian school in this partnership. This will support change across all areas of our college. There are opportunities for faculty and others in the college to be involved in this important work.

I'd like to take the opportunity to acknowledge members of the Faculty Development team who have been recognized for their exceptional contributions. Congratulations to Drs. Cathy MacLean and Helen Chang, who received the Canadian Association for Medical Education (CAME) Certificate of Merit. Congratulations also to Sean Polreis, who received a Faculty Development award for his presentation and engagement work.

Finally, I would like to express my sincere appreciation to our clinical preceptors, educational leaders, and support staff around the province. Thank you for your important contributions and exceptional commitment in delivering quality medical education. Your dedication to our learners and active involvement are vital to improving our teaching and enhancing our overall impact to health care in Saskatchewan.



# Dr. James Barton,

## Associate Dean Continuing Medical Education

Looking back, March of 2020 seems like a long time ago, but this year feels different somehow, full of promise and possibility. The lessons of the pandemic remain with us, the importance of staying connected and supporting one another and its more THAT we do it versus if we do it in person or virtually.

Faculty Development has remained a constant, supporting figure in our academic landscape and CME routinely collaborates and supports the great work of Faculty Development. CME's new provincial Coaching and Mentoring Program (CoMPAS) is grateful to Faculty Development who leads the development and delivery of the educational curriculum for our coaches and mentors. We have worked hard to create this exciting new program that has a provincial scope and lens.

CME is pleased to support Faculty Development's annual Research, Innovation and Scholarship in Education (RISE) conference with event planning management, logistical, registration and accreditation support. It is an important event that brings us together and allows us all to celebrate the educational research and scholarship across our college.

CME is pleased to enhance the quality of Faculty Development's educational engagements through the collaborative use of CME's talented educational design team where one sees the real value of an educational designer with the EDI programming enjoying a modern and functional appearance. So too, the media savvy team in CME is pleased to lend its expertise to support Faculty Development in social media and learner engagement, if you are not following USask Faculty Development on Instagram, click now!

We remain co-located on the fifth floor of the Health Sciences B wing with touch down spaces available for our faculty and learners. It has enhanced our ability to collaborate which translates into relevant and modern education that supports you, your teams, your learners, and your patients. Please join me in congratulating the Faculty Development team for their important contributions over the past year.

Congratulations.





# Responsive Programming

*To grow into a high-level Faculty Development program that is part of the culture of learning at the College of Medicine. We aim to have an inclusive, accessible program that engages all faculty members to improve educational practice, leadership and scholarship.*

Over thirty sessions were organized by, or presented through, Faculty Development in 2022-23 with over 630 participants. Programming covered FD themes: Teaching and Learning, Leadership, Professional/Career Development, and Research Skills Development. We were pleased to present our annual RISE (Research, Innovation and Scholarship in Education) event virtually again this year and plan to hold RISE in-person in Regina on June 14, 2024.

Sessions were organized for medical students, residents, faculty, and staff. We also worked with several departments and provided sessions as a part of departmentally-based meetings and rounds.

Faculty Development's **Unconscious Bias** workshops facilitated by Sean Polreis remain in high demand. These were offered to various departments and Colleges in the province including Neonatology, Anesthesiology, Pediatrics, Admissions Committee and interviewers, departmental administration, as well as the 1st Year Medicine and Society students.

Each of our core programming **T-TIME** sessions were approved for 1.5 MOC credits. These credits can be claimed by both Royal College specialists and family physicians (through Mainpro).

There were also a number of Department of Academic Family Medicine Faculty Development-specific events that ran in their distributed learning sites in La Ronge, Moose Jaw, North Battleford, Prince Albert, Regina, Saskatoon, South East, and Swift Current. Congratulations and thank you to all the FM-FD site leads!

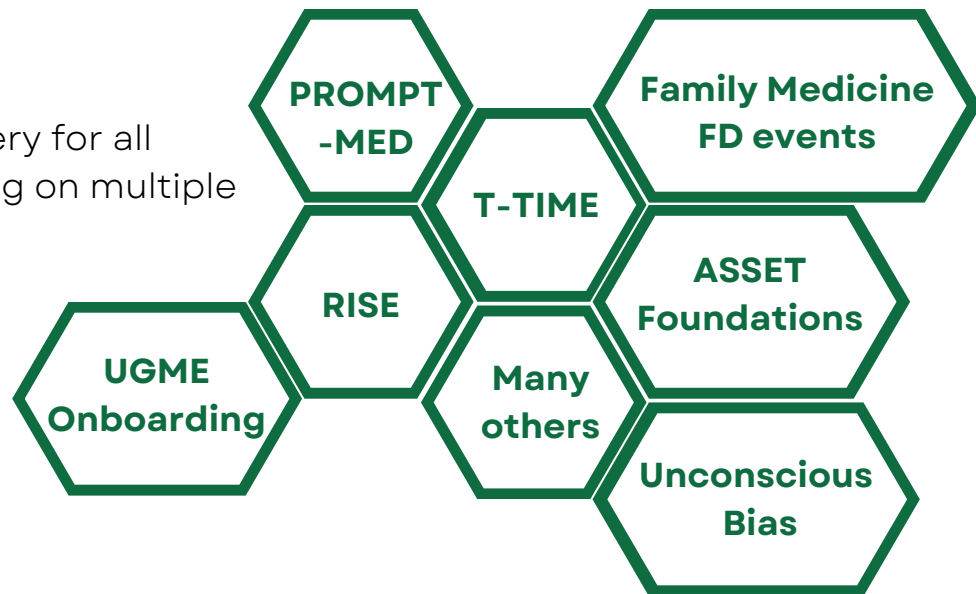


# At a Glance

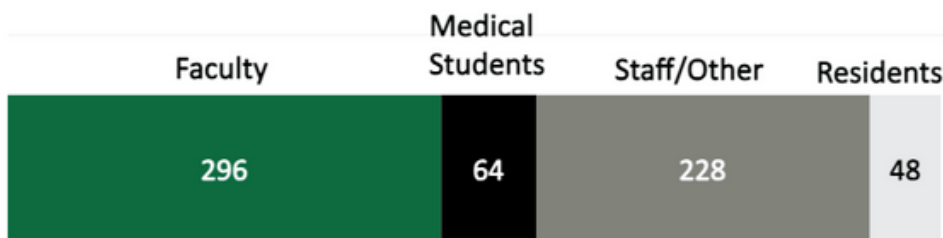
## Responsive Programming

### Highlights

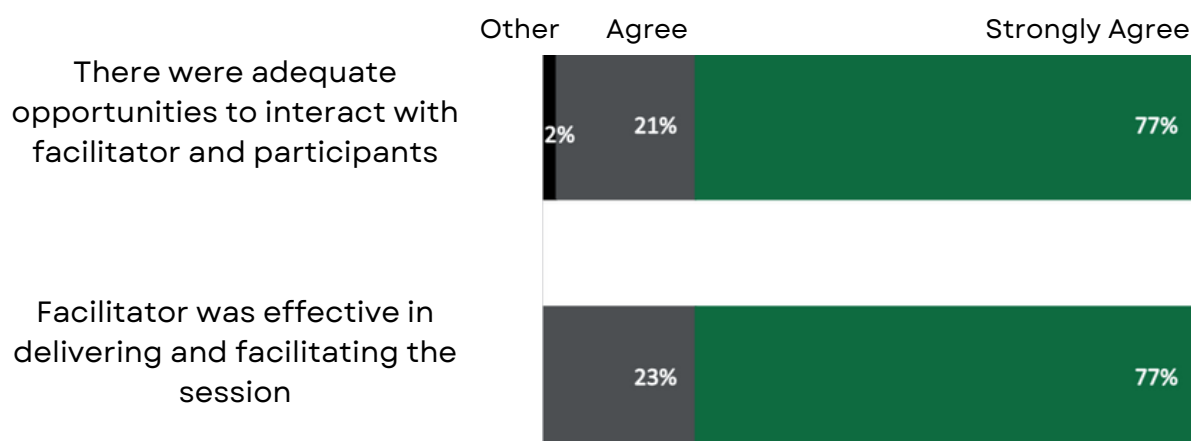
- Virtual delivery for all programming on multiple platforms



In 2022-23, Faculty Development hosted 33 sessions with 636 participants. 46.5% of our participants are faculty.



Feedback on the 13 T-TIME presentations has been positive – participants felt that interaction levels were high and the facilitator was effective.



## Responsive Programming Contd...



**T-TIME** was launched in September 2020 and is part of the core curriculum for the Clinician Educator Diploma Program. It is open for anyone to attend. T-TIME occurs monthly (excluding June - August). Sessions consist of two 45-minute workshop presentations or a 1.5hr guest speaker presentation. Sessions take place virtually via Zoom with a few being hybrid in-person sessions. T-TIME covers core topics within the CEEd program. Sessions are regularly recorded and posted on the Clinician Educator Diploma website. In the past year T-TIME had guest speakers Dr. Will Bynum (Duke), Dr. Jonathan Sherbino (McMaster), Dr. Lorelei Lingard (Sulich) and Dr. Catherine Patocka (UofC).



**Unconscious Bias** sessions focus on the role of inclusion and diversity in the workplace. Sessions are grounded in self-reflection and enable participants to examine how experiences and identities shape their biases. Participants develop awareness of their first impressions to improve decision-making in the workplace. There were 10 workshops held in 2022-23 across different departments and Colleges in Saskatoon and Regina.



Since 2018 FD has been working with **UGME** to deliver an **onboarding** session to all new course and module directors. Onboarding took place in March this year and will continue to occur bi-annually in March and September.



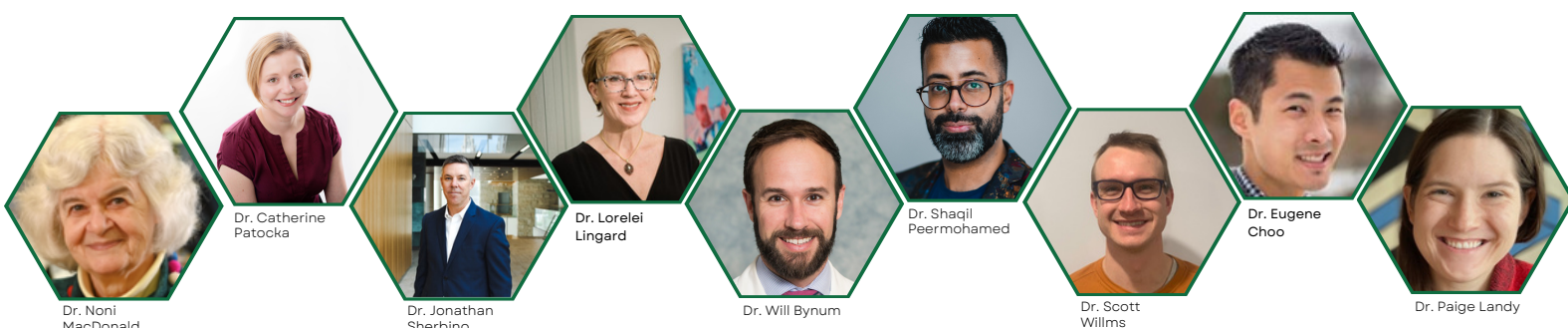
**ASSET** stands for Advanced Skills for Simulation Educators and Teachers. ASSET teaches faculty to effectively use simulation as a teaching modality with a focus on feedback and debriefing. ASSET was held in Regina this spring and will run in Saskatoon this fall. Stay tuned for USask's own Simulation FD courses including Intro to Sim, Simulation A-Z, Simulation Debrief Refreshers, and Advanced Simulation Topics, which plan to be launched this fall.



**Teaching Improvement Project Systems (TIPS)** is a required course for **all first-year residents in Saskatchewan**. The program had previously been facilitated by Sean Polreis who now chairs the TIPS Oversight Committee and delivery of TIPS is now facilitated by PGME. We hope to continue to work with Departments to ensure residents apply the teaching principles they learn in TIPS. We emphasize that TIPS is the start of a lifelong journey in medical education with many future opportunities to grow their knowledge and skills, particularly with the introduction of the Master of Education (with two certificate routes) and the Clinician Educator Diploma.



The **Peer Observation and Mentorship Program for Teaching in MEDicine (PROMPT-MED)** provides opportunities for faculty to grow their skillset in teaching through peer observation. It is a flexible program that can be tailored depending on the predominant type of teaching the faculty member does. The program will match the faculty member with a peer who has the appropriate teaching experience for the teaching context. The goal is to provide constructive, practical, and evidence-based feedback in a safe and supportive environment. This past year, PROMPT was integrated in the SAGE program, where SAGE faculty engaged in peer observation and feedback to support SAGE teacher growth. In addition, PROMPT-MED collaborated with the Department of Anesthesia to provide peer observation and feedback to several Anesthesia faculty engaged in resident half day teaching. We will be collecting data from this pilot engagement with Anesthesia to inform processes and support PROMPT program improvement. Individual faculty interested in this program, or Departments, or teaching teams interested in PROMPT, please contact Dr. Greg Malin ([greg.malin@usask.ca](mailto:greg.malin@usask.ca)) in the College of Medicine.



Dr. Noni MacDonald

Dr. Catherine Patocka

Dr. Jonathan Sherbino

Dr. Lorelei Lingard

Dr. Will Bynum

Dr. Shaqil Peermohamed

Dr. Scott Willms

Dr. Eugene Choo

Dr. Paige Landy



# Responsive Programming Contd...

## Other FD Events

How People Learn (Pediatric AHD)  
August 18, 2022

Rock n' Rolling in Research  
September 15, 2022

CEd Lunch & Learn  
October 13, 2022

Coaching Learners for Success  
October 20, 2022

CEd Practice Eligibility Workshop  
November 1, 2022

Sharpening the Coaching Skills in your Educational Toolbox  
Toronto (FMF conference)  
November 9, 2022

FD Presentation (PM&R Provincial Dept meeting)  
March 3, 2023

FD for Pediatric AHD  
March 30, 2023

MicroResearch: Decolonizing & Democratizing Community-Focused Research  
April 4, 2023

## Family Medicine FD Events

**La Ronge, SK**  
Year-end self-reflection  
June 13, 2023

10 Things  
June 24, 2023

10 Things Part 2  
July 6, 2023

10 Things Part 3  
July 11, 2023

Fear  
July 20, 2023

Intro to Radical Candor  
July 26, 2023

SBI Feedback Model  
August 4, 2023

Situation Behaviour – Impact Part 3  
August 18, 2023

Radical Candor Intro  
October 2, 2023

Caring Personality  
October 10, 2023

Challenging Directly  
October 17, 2023

Learn Like a Pro  
November 1, 2023

**Moose Jaw, SK**  
RXFiles – Migraines  
June 23, 2023

Common Pitfalls to Feedback  
July 20, 2023

EPA Review  
October 5, 2023

Overview of MJ residency with roundtable perspectives on challenges  
October 31, 2023

**North West**  
Strategies for Teaching the Learner in Difficulty  
June 28, 2023

Giving Effect and Efficient Feedback  
July 18, 2023

Periodic Reviews and Faculty Advisors  
August 17, 2023

Effective Feedback  
October 20, 2023

**Prince Albert**  
EPAs  
June 1, 2023

FD Update  
June 20, 2023

OAT Program Meeting  
September 7, 2023

Nexplanon Training Session  
October 6, 2023

One on One sessions  
November 1, 2023

**Regina**  
RX Files – Migraine Update  
June 8, 2023

Faculty Advisor Role Refresher  
July 13, 2023

RX Files – Etoh Use Disorder  
September 14, 2023

RX Files  
October 5, 2023

**Saskatoon**  
Newcomer Health  
July 21, 2023

Supporting Residents by Writing Good SAMPs  
October 20, 2023

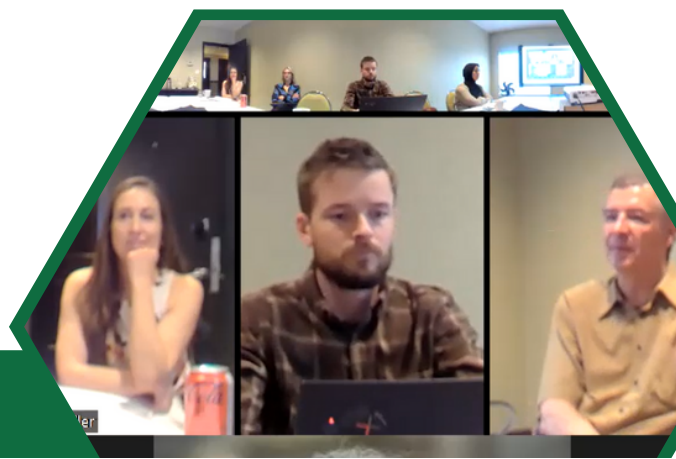
**Swift Current**  
The Learner in Difficulty  
June 1, 2023

Family Medicine Objectives  
June 7, 2023

AFPC Meeting  
July 19, 2023

Narrative Feedback  
October 18, 2023

Family Medicine FD Session



## Responsive Programming Contd...

# Research, Innovation and Scholarship in Education (RISE)

Faculty Development was pleased to present its 6th Annual RISE event on June 9, 2023. RISE was presented virtually for the third year in a row and is scheduled to take place in-person in Regina for 2024! RISE is a sharing event to celebrate the medical education research and scholarship work done in medicine and across the health professions in Saskatchewan. Starting in June 2017, this event is offered annually and showcases work by staff, faculty, and learners across the province.

RISE 2023 saw 89 participants and featured 11 oral presentations and 18 electronic poster presentations. Dr. Viren Naik, Chief Assessment Officer Medical Council of Canada, presented a plenary on “The Leadership We Need for Healthcare & Scholarship: It’s in All of Us”. Dr. Shelley Ross, Past President CAME, Director Research & Innovation CBAS Support Program, Department of Family Medicine Faculty of Medicine & Dentistry, presented a mini plenary “Improving and advancing postgraduate health professions education through research and scholarship” and post-event hybrid workshop “What if program evaluation was exciting instead of scary (or boring)? Approaching continuous quality improvement from a curiosity perspective”.

Congratulations to our award winner Dr. Rob Woods for his presentation on “Your comment is not as helpful as it could be...do you still want to submit? Using natural language processing to identify the quality of supervisor narrative comments in competency based medical education”. (Access the QuALity of your feedback by running your narrative through [www.commentquality.com](http://www.commentquality.com)).

We would like to acknowledge Tammy Glynn and her team at CME for making this virtual event happen, and to everyone who attended and presented. We hope to see you at next year’s in-person RISE in Regina!

Learn more about the event and access handouts and resources [here](#).



# Building Connections & Capacity

*To build a community of practice for faculty development and medical education across the province to promote continual learning opportunities and connection.*

## A message from...

### Faculty Development & Family Medicine

**Dr. Andries Muller**, Department of Academic  
Family Medicine Faculty Development Director

At the DAFM, we firmly believe that faculty development plays a pivotal role in cultivating an environment of excellence in teaching, research, and scholarly activities. It is our commitment to empower our faculty members with the necessary resources, support, and opportunities to continuously enhance their skills, expand their knowledge, and stay abreast of the latest pedagogical advancements and disciplinary developments. We aim to promote a culture of lifelong learning among our faculty, ensuring their sustained professional development and engagement with their respective disciplines. We are continuously working on various projects in the department, including faculty assessment, faculty orientation, preparing for CaRMS, increasing awards, and preparation for accreditation.

We remain committed to promoting excellence in teaching, research, and professional growth, and we extend our gratitude to all who have contributed to the success of our faculty development endeavors.

Thank you for your continued support and commitment to the advancement of our faculty members.



### Faculty Development & Rural Medicine

**Dr. Tara Lee**, Associate Dean, Rural Medicine

A Faculty Development trip to Estevan October 20, 2022 on the topic of Unconscious Bias was well received by the SLIC faculty.

I appreciate many collaborative/consulting sessions provided by Dr. MacLean to me since starting my role in August 2022. Dr. MacLean has also kindly accepted to be a member of the planning committee for the first Saskatchewan Rural Conference that is planned for October 2024. Her experience and wealth of knowledge is an absolute benefit on this team.



### Family Medicine FD Site Leads:

**La Ronge** - Dr. Jeff Irvine

**Moose Jaw** - Dr. Rob Haver

**North Battleford** - Dr. Mike Barnett

**Prince Albert** - Dr. Alanna Kurytnik

**Regina** - Dr. Asma Gargoum

**Saskatoon** - Dr. Emily Sullivan

**South East** - Dr. Mahmood Beheshti

**Swift Current** - Dr. Tara Lee

Map representation of  
attendees to FD programming





## Building Connections & Capacity Contd...

# A message from...

### Faculty Development & Faculty Engagement

#### Dr. Marilyn Baetz, Vice-Dean Faculty Engagement

Faculty development and faculty engagement are intrinsically linked, each requiring the other to succeed in their missions. In faculty engagement we focus on “People”, “Processes” and “Praise”. On the “People” side, we aim to build caring relationships with our faculty through connecting with individuals across the province and supporting their stated needs. Faculty development is a key factor for engagement as it allows for timely, relevant, and high-quality resources and support. Research shows that rural faculty, in particular, cite faculty development opportunities as a key factor in feeling engaged with the academic institution. The FD team members are always willing to reach out, travel to present, and welcome feedback. We see “Processes” as the bedrock of engagement. Strong processes must be in place to adequately support our people, and the Faculty Development programming has substantially contributed to many of these such as onboarding, mentorship, and leadership development through the continuous development of new material and updating of existing information, always ensuring a robust offering. Regarding “Praise”, we aim to recognize our faculty throughout their careers and celebrate milestones. Dr. MacLean and her team are exceptional in acknowledging the contributions of our faculty, from thanking people for their day-to-day actions through the Appreciation Alert, to working with us to develop Faculty Development awards. In summary, the Faculty Engagement team is grateful to have a skilled Faculty Development team in the College who provide our faculty with such high-quality and creative resources to support their development and ultimately, engagement.



### Faculty Development & Undergraduate Medical Education

#### Dr. Meredith McKague, Associate Dean Undergraduate Medical Education

This year, Year 1 of the MD program was offered on the Regina campus for the first time, with 40% of the class now completing their full MD program in Regina. Regina faculty engaged in teaching in an expanded way, and Faculty Development support was essential to helping faculty build their teaching skills for this expanded teaching role. The SAGE (Skilled Academic Generalist Educator) program in Regina helped ensure a dedicated cohort of teachers to assist with program delivery in Regina; with Faculty Development a key part of the program, under the leadership of Dr. Helen Chang.

Across both campuses, a renewed curriculum was rolling out this year, starting in Year 1. Faculty have need to enhance their teaching skills in new ways for new methods of delivery. FD has assisted with programming to support small group facilitation and remote teaching, and more is planned.

As UGME continues our work to ensure learning environments are inclusive and welcoming, new offerings from FD are assisting all of us to get better at this important work.

We look forward to continued partnership with FD – we could not educate our province’s medical students without the help of Faculty Development!



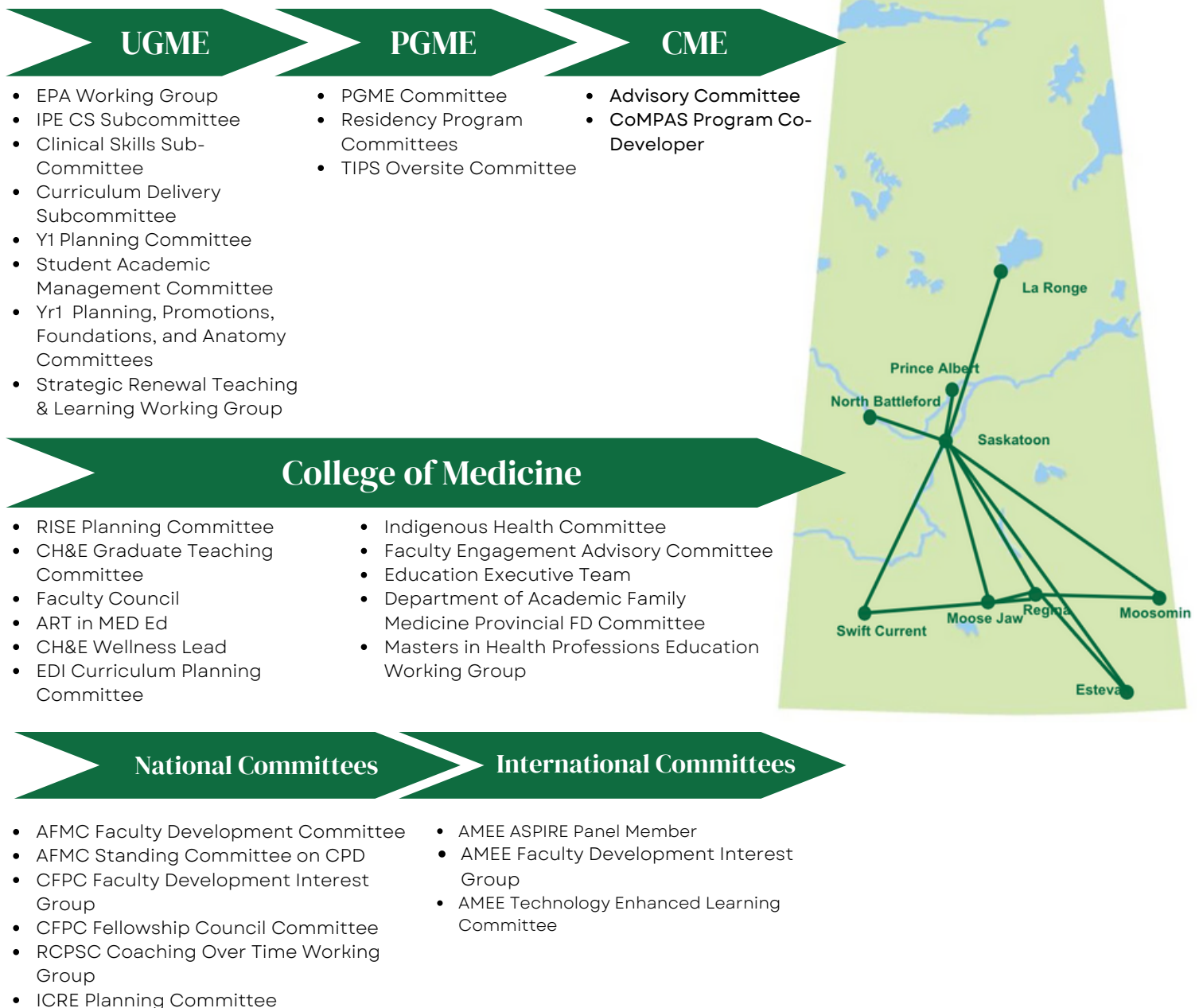
# At a Glance

## Building Connections & Capacity

Faculty Development is well-represented on committees and working groups across the medical education continuum. Faculty Development also has strong links nationally and internationally, and we engage with multiple sites across the province daily.

### Highlights

- Two new College of Medicine Faculty Development Awards:
  - FD Captivator of the Year (Congratulations to Sean Polreis, 2023 recipient)
  - FD Deirdre Bonnycastle Champion of Change (Congratulations to Dr. Valle Castro and the DSA, 2023 recipient)





# Optimizing Delivery

*To provide a user-friendly experience to all participants, both in-person and virtually.*

**Online Canvas Programming** - This past year, Faculty Development has been focused on developing longitudinal programming on Canvas that can be accessed by faculty asynchronously throughout the year. These courses are based on areas of need and include Professionalism, Professional Identity Formation and Ethics (52 enrolments); Small Group Facilitation Skills (10 enrolments); Teaching Fundamentals (19 enrolments); Unconscious Bias (10 enrolments), SAGE (8 enrolments); and Equity, Diversity and Inclusion (pilot phase). Courses continue to be developed. Future courses include, an Orientation for New Faculty, Clinical Teaching Tips, Intro to Sim, Simulation A-Z, Simulation Debrief Refreshers, and Advanced Simulation Topics. We look forward to building on these throughout 2023 and will be engaged in program evaluation as well. This work has involved a large group of contributors and we are very grateful to them for the work they have done on behalf of Faculty Development. **These programs are offered for free to all faculty, staff, residents and students.**

**Faculty Development Website** - We are continually updating our website to provide the most up-to-date content, supports, resources, and programming. Visit our site [here](#). Leave us a [suggestion](#) of how we could improve our site.

**Faculty Development Library** - Check out our online [Faculty Development Library](#). If we have titles of books or medical education articles you might be interested in borrowing, contact [medicinefaculty.development@usask.ca](mailto:medicinefaculty.development@usask.ca) to make arrangements. If there are great titles related to medical education that you think we should have, let us know. We welcome your suggestions.

**Clinician Educator Diploma Program** - The Clinician Educator Diploma Program launched in 2020 at the University of Saskatchewan. It is an Area of Focused Competence (AFC) through the Royal College of Physicians and Surgeons of Canada. This program aims to train physicians in medical education and is only the second accredited program in Canada. The program is open to RCPSC members and family physicians. The program has 27 faculty from across the province representing 8 Departments (Family Medicine, Internal Medicine, Psychiatry, Pediatrics, Surgery, Emergency Medicine, Anesthesia, and Pathology) as well as education specialists. The fourth cohort of fellows have just been accepted and will start in June 2023 for a total of 23 fellows enrolled in the program. Fellows have come from nine Departments (Family Medicine, Emergency Medicine, Internal Medicine, Psychiatry, Physical Medicine & Rehabilitation, Surgery, Pediatrics, Anesthesia, and Pathology). In 2022-23 we had our first three graduates from the program. Congratulations to Dr. Nicole Shedden (Saskatoon), Dr. Dawn De Souza (Saskatoon), and Dr. Kaitlyn Hughes (Regina). T-TIME rounds continue monthly. In 2022-23 we had several guest presenters including Dr. Jonathan Sherbino (McMaster), Lorelei Lingard (Schulich) and Dr. Catherine Patocka (UofC). This program will raise the level of education expertise in the College of Medicine. We will be open for applications for the 5th cohort in January of 2024. We will consider off-cycle applicants as well. For anyone interested, contact [amy.winik@usask.ca](mailto:amy.winik@usask.ca) to learn more about the program.

**Social Media** - With the help of Continuing Medical Education, Faculty Development was able to launch on Instagram and Twitter in January 2022. The sites continue to gain traction. If you haven't already, give us a follow and see what we're up to!

# At a Glance

## Optimizing Delivery

### Highlights

- Launch of Canvas programming
- Social Media followings continue to rise (Instagram 262 followers and Twitter 147 Followers)
- First graduates of the Clinician Educator Diploma Program



**147**  
Followers



**262**  
Followers



**99**  
Enrolments

### Clinician Educator Diploma program

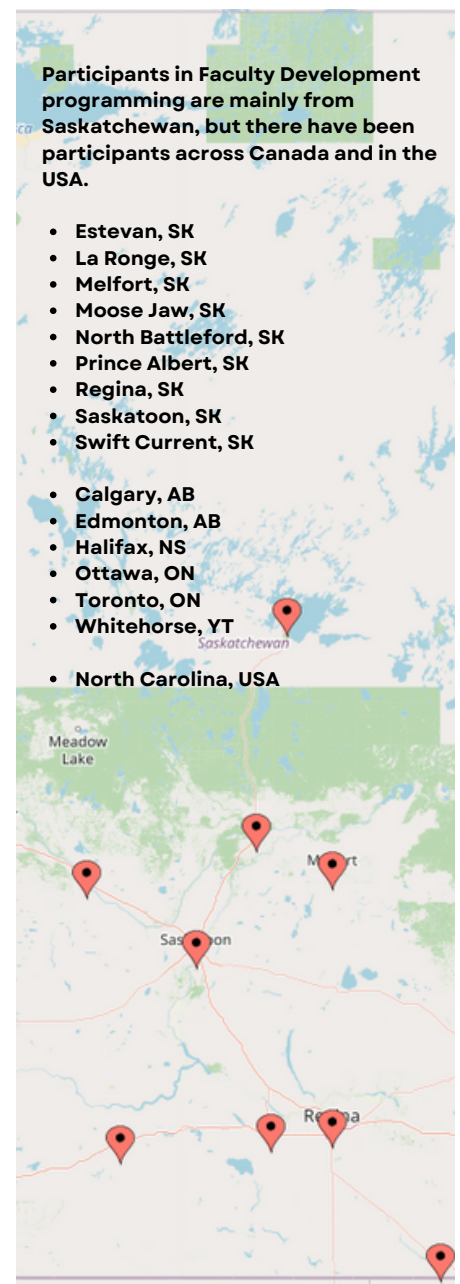
- This is the second CED accredited program in Canada.
- **27** faculty from across the province representing **8** Departments
- **4** Fellows accepted in June for 2022/23. **23** fellows total
- **3** graduates
- Most of these fellows are engaged in educational leadership in the college:
  - Clerkship and course directors
  - Professors
  - Preclerkship and resident training coordinators



The Fellows represent 9 of 14 College of Medicine departments (FM, EM, IM, Psychiatry, PM&R, Surgery, Pediatrics, Anesthesia, and Pathology). Our goal is to have fellows from all departments.

Participants in Faculty Development programming are mainly from Saskatchewan, but there have been participants across Canada and in the USA.

- Estevan, SK
- La Ronge, SK
- Melfort, SK
- Moose Jaw, SK
- North Battleford, SK
- Prince Albert, SK
- Regina, SK
- Saskatoon, SK
- Swift Current, SK
- Calgary, AB
- Edmonton, AB
- Halifax, NS
- Ottawa, ON
- Toronto, ON
- Whitehorse, YT
- North Carolina, USA



### Faculty Development Library (Librarika)

- **202** Titles

### New Arrivals





# Enhanced Program Quality

*To engage in ongoing and systematic evaluation of the process and impact of faculty development through reflective critique, quality improvement, educational innovation, and scholarly work.*

Faculty Development continues to work on our strategic plan, overall FD program evaluation and improving our metrics towards the ASPIRE criteria. ASPIRE is an international award through the Association for Medical Education in Europe (AMEE) that recognizes excellence in medical, dental and veterinary schools. We are actively seeking ways to improve our program evaluation.

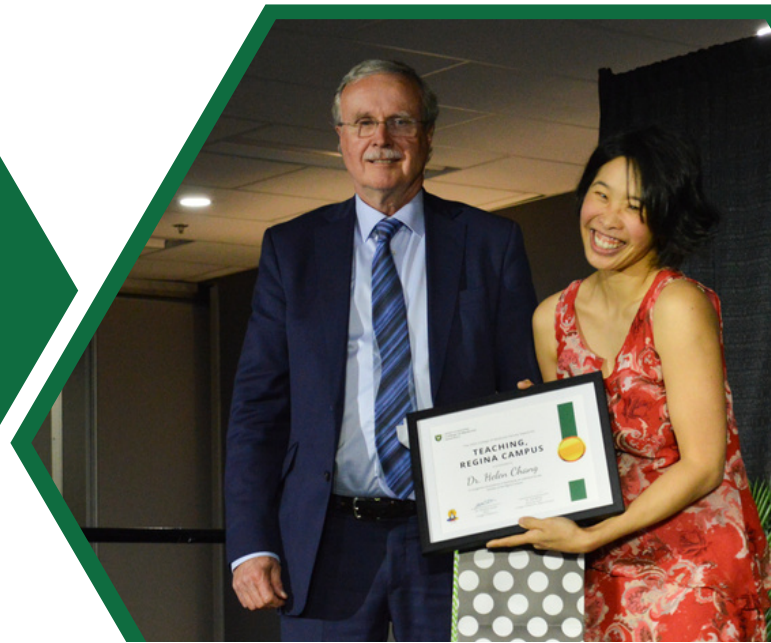
Several of our FD programs at the College of Medicine and Department level have had formal accredited study credits, including our monthly core faculty development sessions and our online asynchronous canvas programming. The Division of CME has been responsible for approving faculty development applications for MOC and Mainpro+ and has been a helpful partner to achieve this. In 2022-23 we offered a combined total of **116 credit hours** between our programming.

Faculty Development is involved with research and scholarship. Our members have several publications over the last year, presentations and posters.

## Congratulations to...!

- **Dr. Cathy MacLean** - 2023 CAME/ACEM Certificate of Merit Award recipient
- **Dr. Helen Chang** - 2023 CAME/ACEM Certificate of Merit Award recipient
- **Dr. Helen Chang** - 2023 Regina Faculty Teaching Award recipient
- **Dr. Brent Thoma** - Early Career Leadership Award, RCPSC
- **Dr. Rob Woods** - Top three nominee - 2023 Royal College/JGME Top Research in Residency Education award

Dr. Gill White & Dr. Helen Chang - Faculty Teaching Award



# At a Glance

## Enhanced Program Quality

### Highlights

- A total of **116** accredited hours between MOC Section 1, MOC Section 3 and Mainpro+



**13.5** MOC Section 1 Credits &  
**33.5** MOC Section 3 Credits



**69** Mainpro+ Credits

**99%**

of participants rated our core programming "good" or "very good"



**June 9, 2023**  
6th Annual Event  
**89** participants  
11 presentations  
18 posters

### Scholarly Work

- Yusuf Yilmaz, Michael Gottlieb, Mary Rose Calderone Haas, **Brent Thoma**, Teresa M Chan. 2022. Remote collaborative writing: A guide to writing within a virtual community of practice. JGME, 14(3), 256-259.
- Rob Woods**, Sim Singh, **Brent Thoma**, Catherine Patocka, Warren Cheung, Sandra Monterio, Teresa M Chan, QuAL Validation collaborators. 2022. Validity evidence for the quality of assessment for learning score: a quality metric for supervisor comments in CBME, CMAJ, 13(6), 19-35.
- Premkumar, K.**, Ramasamy, R., Ramasamy, M. & Aiyer, H. (2023). Little Doctors: Agents of change in Indian rural communities. Medical Teacher, April 2023: 1-5.
- Umaefulam, V., **Premkumar, K.** & Koole, M. (2022). Perceptions on mobile health use for health education in an Indigenous population. Digital Health
- Premkumar, K.**, Othman, I. & Aiyer, H. (2022). Twelve Tips for using ePosters as an active learning strategy Medical Teacher, October 24: 1-8.
- Udoka Okpalauwaekwe**, Tom Smith-Windsor, Carla Holinaty, James Barton, **Cathy MacLean**. Enhancing physician engagement in continued medical education and faculty development: perspectives from rural physicians. [abstract/poster]. Presented at RISE Conference and FMC
- Udoka Okpalauwaekwe**, Tom Smith-Windsor, Carla Holinaty, James Barton, **Cathy MacLean**. "When you feel you don't belong, you withdraw": an in-depth analysis of data exploring barriers to physician non-participation in continued professional development programs. [abstract/poster]. Presented at RISE Conference and FMC
- Udoka Okpalauwaekwe**, Tom Smith-Windsor, Carla Holinaty, James Barton, **Cathy MacLean**. Teaching and Learning Practices among Physicians: Facilitators, Style Preferences, Expectations, and Recommendations for Improvement. [abstract/poster]. Presented at RISE Conference and FMC
- Udoka Okpalauwaekwe**, Tom Smith-Windsor, Carla Holinaty, James Barton, **Cathy MacLean**. From Field of Dreams to Back to the Future? Exploring barriers to participating in continuing professional development (CPD) programs. Original research manuscript currently submitted and under review with BMC Medical Education.

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