



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

Faculty Development College of Medicine

Annual Report
2023-2024

Table of Contents

Vision And Mission	Page 2
Strategic Directions	Page 3
Messages	Page 4
Meet Our Team	Page 9
Responsive Programming	Page 10
Building Connections & Capacity	Page 15
Optimizing Delivery	Page 20
Enhanced Program Quality	Page 23
Contact Us	Page 25



Welcome to our 2023/2024 Annual Report

About Faculty Development

Faculty Development (FD) is dedicated to supporting faculty in their various roles as a faculty member in the College of Medicine. This encompasses teaching at all levels, initiating and advancing research, assuming educational and leadership positions, and supporting well-being.

We hope you find this annual report engaging as we celebrate the achievements of the past year. We aim to inspire you to explore how FD can assist you, your team, unit, department, and program. We are enthusiastic about our upcoming initiatives and encourage you to stay updated with everything FD has to offer by visiting our website.

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

*Leading Change and Driving
Excellence in Medical and
Health Professions
Education*



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

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.

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.

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 framework enhancing support for departments
- Seek and offer creative solutions to our offerings reflecting 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 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 supports focusing on quality
- Invest in communication tools to enable access/searchable functions to FD materials

A message from...

Dr. Cathy MacLean, Faculty Development Director

What a difference a year makes! 2023/24 has really seen FD take off on multiple fronts. Faculty Development at its best acts as a change agent and much of our work in recent years has been to facilitate change to enhance our medical education work, leadership and scholarship in the College of Medicine. Over several years we have focused on cultivating the right soil conditions to allow positive growth and enthusiasm for medical education to really blossom across the province. I think there is ample evidence that this has been working within this year's report.

Faculty Development is a team sport and we are so grateful to all the individuals – faculty, staff and learners who have stepped up to dream, create, implement and evaluate FD initiatives and to all those who have participated. This year was particularly successful in demonstrating that the culture is shifting and people are actively engaging to enhance our individual and collective knowledge and skills around medical education, research and scholarship. I have seen this happen particularly at the departmental level – in family medicine and other specialties such as anesthesia and recently in pediatrics!

I have seen very diverse committees comprised of new faculty volunteers successfully tackle great projects – such as our RISE planning committee. UGME is running with its onboarding for all new educational leads. CME's COMPAS training has had such amazing uptake, and the concepts of coaching and mentorship are being integrated into our clinical practice environment across the province. TIPS presentation capacity for our residents has grown. The CED fellows are an identifiable community of practice which didn't exist a few years ago. The Unconscious Bias sessions are being taught now in the clinical practice environment to nontraditional FD audiences and since this is where our learners learn, we are extending our reach and messaging well beyond our previous limits.

We are online, hybrid, and in person. You can access FD 24 hours a day now in this province no matter where you live or work; for free... and get study credits – including Section 3 credits. All because of the amazing support we have had from the College of Medicine and all those we collaborate with in programs and departments. Together, we made 2023/24 a very successful year and I am very grateful. I am also excited as there is some wonderful new developments for 2024/25. Scott Tunison has joined FD as a PhD teaching and learning specialist. We have new collaborations with the MPAS program and new topics such as AI and programs to develop with the various expansions happening.

To continue these successes, I would like to challenge all Department Heads to identify a Faculty Development Lead for your specialty going forward. We would love to see our team grow and to continue the successes illustrated in this report. I think we need strong departmental connections to do

this. We have more work ahead and new challenges to meet but I am confident as ever especially with our expanding programs. Thank you for making 2023/24 a very successful year. Congratulations to all our award winners and thank you especially to the busy faculty who continue to get great stuff done!



Dr. Helen Chang,

Lead Faculty Development Regina

Greetings from Regina FD!

As we wrap up our 2nd year as a full four-year UGME campus, our faculty continue to grow and develop! Regina is now home to several graduates of the M.Ed. (HPE) and Clinician Educator programs. It's wonderful to see how enthusiastically our faculty have stepped forward into new roles in UGME and PGME!

Our SAGE (Skilled Academic Generalist Educators) program continues, with its 8 generalist physicians teaching over 700 hours in preclerkship in 2022-23 and again in 2023-24, while also devoting time to improving their own teaching and learning needs through the online SAGE and FD Canvas courses. SAGE faculty also participate in the PROMPT-Med (Peer Observation and Mentorship Program for Teaching in Medicine) program. We are excited to see this program expand to Saskatoon campus next year!

In June, we were delighted to host RISE (Research, Innovation, and Scholarship in Education) in person for the 2nd time here in Regina, with over 60 attendees and a full day of posters and presentations! Thanks to all the staff and faculty from both campuses whose hard work and energy put together a fun and successful celebration of local medical education research!

Thanks to Randi Bodas, Ravijot Mangat, Catherine Mackay-Wilson, Dr. Gill White, Dr. Cathy MacLean and our Saskatoon FD colleagues for their invaluable support, and especially to our faculty, for their continued dedication to teaching & learning!



Dr. Chang receiving the
Deirdre Bonnycastle Award



Dr. Marilyn Baetz,

Interim Dean College of Medicine & Vice Dean Faculty Engagement

As I reflect on the past year, I want to take the opportunity to acknowledge the outstanding work of the Faculty Development team. Their contributions are vital to helping faculty members in achieving their academic roles and enhancing the learning experiences for our students.

The Faculty Development team remains dedicated to providing high-quality learning opportunities that assist faculty in developing their skills in teaching, research and scholarship. The team helps faculty enhance their teaching skills in both classroom and clinical settings through a range of programming, events and resources that focus best practices.

Several faculty members were recognized for their contributions to Faculty Development this year through the Faculty Development Captivator of the Year Award (Dr. Andries Muller) and the Faculty Development Deirdre Bonnycastle Champion of Change Award (Dr. Helen Chang and Dr. Rob Woods). We honoured these faculty members through events at both our Saskatoon and Regina campus. These recognitions highlight our commitment to excellence in faculty development and reinforces our goal of enhancing the learning experience across medical education.

The Faculty Development team also helps nurture an environment of continuing professional learning and excellence. They play a key role in fostering connections among our faculty through mentorship and leadership development initiatives. A notable example is the PROMPT-MED program, which teaches skill development through peer observation. These professional growth opportunities not only help our faculty become more effective teachers and leaders in the college, but also help them in their career growth.

I extend my sincere appreciation to everyone who supports and facilitates medical education teaching in our college. Your efforts and dedication contribute to our college's success. Thank you for all that you do!



Dr. Andries Muller receiving the Faculty Development Captivator of the Year Award

Dr. Rob Woods receiving the Faculty Development Deirdre Bonnycastle Champion of Change Award



Dr. Kent Stobart,

Vice Dean Education College of Medicine

Faculty Development plays an important role in assisting faculty members to enhance their educational practice, leadership and scholarship. The team ensures programming is available across the province and crucial work continues to ensure that all sites, programs, and distributed faculty have leadership and training opportunities.

This has been another productive and exciting year for Faculty Development, marked by several major accomplishments across medical education. The team launched a new equity, diversity and inclusion course to help faculty expand their knowledge and gain practical skills on topics like unconscious bias, inclusive language, and anti-racist medical education. This course equips faculty to create inclusive learning environments and aligns with our commitment to social accountability, ensuring that our educational practices reflect and support our diverse community's needs and values.

Simulation Fundamentals was another new course where participants explored the core principles and concepts of simulation in healthcare. In addition, ongoing programs such as the Clinician Educator program, Master of Education (Health Professions Education) and monthly Timely Topics in Medical Education webinars provide participants with the opportunity to learn on common topics related to teaching medical education.

This was also another year of successful events. The Faculty Development team organized the annual RISE Conference in June at the Regina campus. This event brings together individuals interested in medical education research and scholarship across the province. The event had a wonderful turnout, with attendees actively sharing insights on research, innovation and scholarship.

Additionally, this year several of our faculty members have been honoured with teaching awards at the national level. Congratulations to Dr. Brent Thoma for the John Ruedy Award for Innovation in Medical Education from the Association of Faculties of Medicine of Canada (AFMC); Dr. Rob Woods for the Program Director of the Year Award from the Royal College of Physicians and Surgeons of Canada (RCPSC); and Drs. Kaitlyn Hughes, Rani Kanthan and Lynsey Martin, who each received the Canadian Association of Medical Education (CAM) Certificate of Merit Award.

My sincere thanks to the Faculty Development team for their exception dedication and work to help make our college Canada's best small medical school!



Dr. James Barton,

Associate Dean Continuing Medical Education

As I look back and reflect on the past year I would like to acknowledge and thank the Faculty Development Team for their important work at the College of Medicine and identify them as one of CME's most important collaborators and friends.

The entire Faculty Development team remain committed to supporting our valued Faculty at the College of Medicine. The high-quality education and learning engagements that flow from Faculty Development ensure our faculty maintain and elevate their skills and knowledge to serve our students, staff and other faculty to the best of their ability. A vibrant, engaged faculty that is committed to staying current and forward thinking is the backbone of our college and we are grateful to Faculty Development for their focus to this important group.

Important collaborations that CME has with Faculty Development are too numerous to mention but all are very important and valuable to CME, and the College. CME's Coaching and Mentoring Program (CoMPAS) is in its second year, and we are grateful to Faculty Development who continue to lead the development and delivery of the educational curriculum for our coaches and mentors.

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 and Faculty Development offices are located next to one another on the 5th floor of the B wing in the Health Sciences for a reason. It allows us to stay connected such that we are able to focus our efforts on programs and experiences that elevate our faculty and in turn, the work and impact of our College on staff, learners and those we are committed to care for.

My sincere thanks to the entire Faculty Development Team for another great year.



USASK
CONTINUING
MEDICAL
EDUCATION



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, M.Ed. is Faculty Development Lead for Regina, and Coordinator for the SAGE (Skilled Academic Generalist Educator) program. She is a Y1 Regina Site Coordinator, Medical Arts & Humanities Module Director, and an Associate Professor, Family Medicine, teaching extensively in the UGME 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 fifteen years. In addition to a wide variety of support provided to faculty, Sean chairs the TIPS for Residents Oversight Committee. Sean is also the Teaching and Learning Unit Lead for the Clinician Educator Diploma program.



Dr. Rob Woods, MD, FRCP, MMed, DRCPC 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.



Ravi Mangat is Administrative Support for Faculty Development Regina. She joined Faculty Development in May 2024. Ravi has a background in software development and was previously providing IT support on Regina Campus. Welcome, Ravi!

Responsive Programming

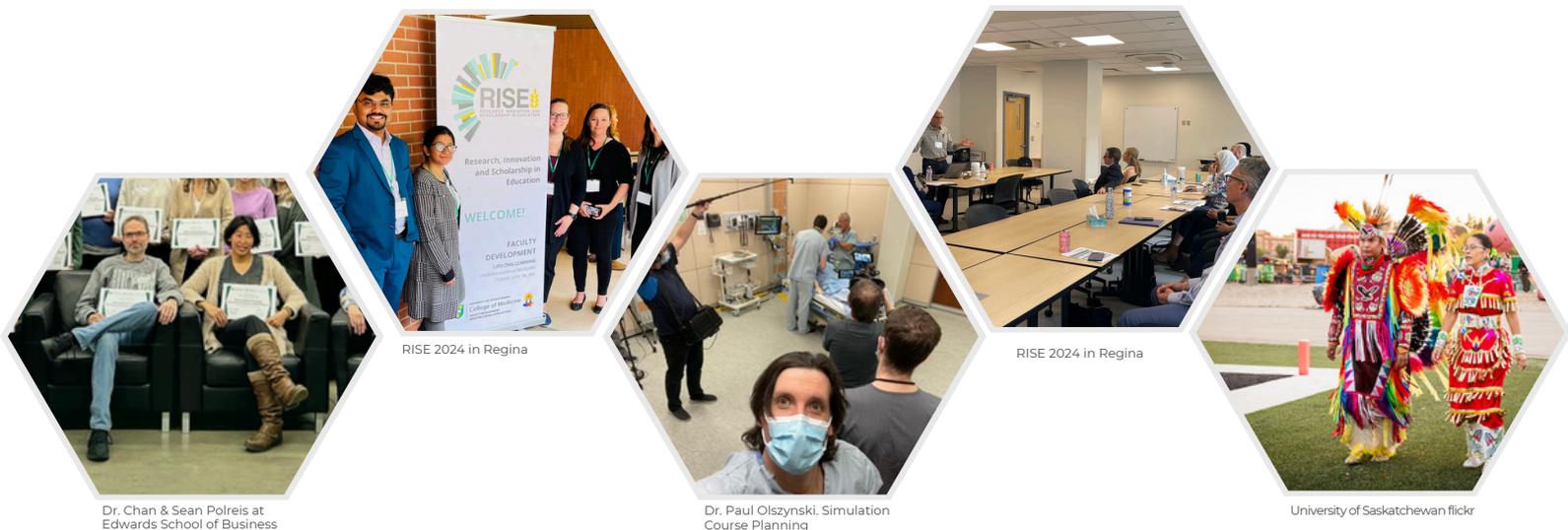
To grow into a high-level Faculty Development program that is part of the culture of learning at the College of Medicine. We aim to have an inclusive, accessible program that engages all faculty members to improve educational practice, leadership and scholarship.

In the 2023-24 academic year, the Office of Faculty Development organized or presented **38 sessions**, attracting over **1,258 participants**. The programming covered key themes in faculty development: Teaching and Learning, Leadership, Professional/Career Development, and Research Skills Development. We were particularly pleased to host our annual RISE (Research, Innovation, and Scholarship in Education) event in person in Regina, marking our first in-person RISE since 2019, with an excellent turnout.

Our Unconscious Bias workshops, facilitated by Sean Polreis, continue to be highly sought after. These workshops were provided to a range of departments and colleges across the province, including Family Medicine, Pediatrics, Oncology, Admissions Committee members, first and second-year medical students, nurse educators, post-anesthesia care nurses, and frontline staff and administrators at St. Paul's Hospital.

Sessions were organized for medical students, residents, faculty, and staff, including department-specific meetings and rounds. Additionally, the Department of Academic Family Medicine held faculty development events across its distributed learning sites in La Ronge, Moose Jaw, North Battleford, Prince Albert, Regina, Saskatoon, South East, and Swift Current. These events included over **100 sessions** with more than **750 participants**. Congratulations and thank you to all the Faculty Development site leads in Family Medicine!

We continue to expand our online asynchronous programming, now offering seven courses with more in development. Each of our core T-TIME sessions was approved for 1.5 Maintenance of Certification (MOC) Section 1 credits, and several of our online courses have been approved for MOC Section 3 and Mainpro+ credits.



Dr. Chan & Sean Polreis at Edwards School of Business

RISE 2024 in Regina

Dr. Paul Olszynski. Simulation Course Planning

RISE 2024 in Regina

University of Saskatchewan flickr



Launched in September 2020, Timely Topics in Medical Education (T-TIME) forms a key component of the Clinician Educator Diploma Program's core curriculum and is accessible to all interested participants. T-TIME sessions are held monthly, excluding the summer months (June through August), and feature either two 45-minute workshop presentations or a 1.5-hour guest speaker presentation. Conducted primarily via Zoom, some sessions are offered in a hybrid format. T-TIME addresses fundamental topics within the CEd program, and sessions are regularly recorded and made available on the Clinician Educator Diploma website. Over the past year, guest speakers included Dr. Stephanie Sebok-Syer from Stanford, Dr. Andrew Hall from the University of Ontario, and Dr. Karen Schultz from Queen's.



Awareness, acceptance, and understanding of unconscious bias is a necessary initial step in addressing many of the societal inequities that can result from our decisions and actions. FD offers training on unconscious bias in order to begin conversations around bias and its impact within healthcare. Sessions can be very general (biological and socio-cultural roots of bias, examination of personal bias, and thinking framework for addressing bias) or more specific, focused on various aspects of Medicine; for example coaching and feedback, clinical decision-making, or admissions interviewing and selection. In 2023-24 we held 12 workshops in different departments and Colleges across the province.



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.



'Simulation FUNdamentals', launched in February 2024, is an online course to help healthcare providers and educators understand core principles and concepts of healthcare simulation. Participants apply new knowledge about session structure and debriefing through quizzes and recorded case vignettes. After completion they are able to attending a 1-day workshop where they will practice debriefing skills and develop and facilitate simulation sessions with peers. Over 30 people have enrolled in the online course and in-person workshops are being scheduled in Saskatoon, Regina, Swift Current and Melfort later in 2024.



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. PROMPT is fully integrated in the SAGE program where SAGE faculty engage in peer observation and feedback to support growth in their teaching. PROMPT-MED collaboration 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, Departments, or teaching teams interested in the PROMPT program, please contact Dr. Greg Malin (greg.malin@usask.ca) in the College of Medicine.

Some of the past year's presenters & guest speakers



At a Glance

Responsive Programming

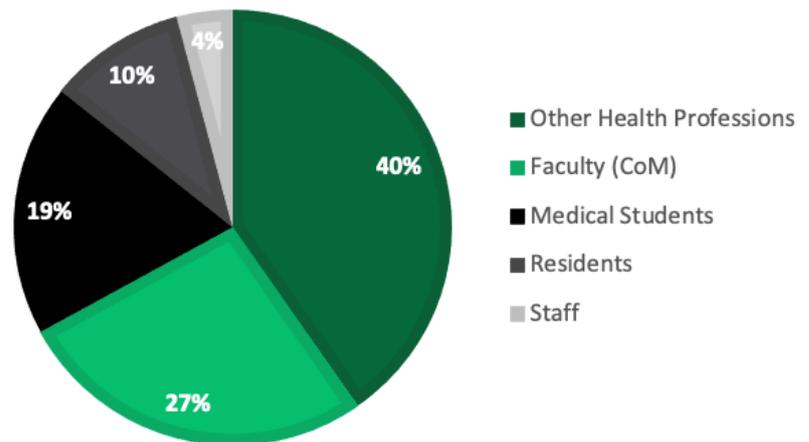
Highlights - Virtual delivery for all programming on multiple platforms

- CoMPAS
- Presentation Skills
- Coaching
- Conflict Management
- Unconscious Bias
- Accreditation Prep
- Feedback
- CoMPAS
- Simulation
- UGME Onboarding
- PROMPT-MED
- Family Medicine FD Events
- T-TIME
- RISE

DISTRIBUTION OF ATTENDEES BY PROFESSIONAL GROUP

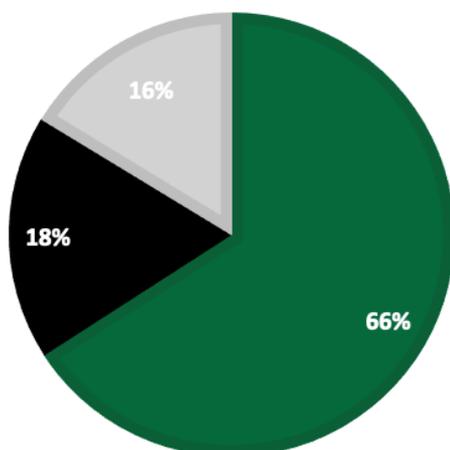
In 2023-24, Faculty Development hosted **38** sessions with **1258** participants.

Attendance increased by **97.8%**.



DISTRIBUTION OF ATTENDEES BY SESSION TYPE

■ Unconscious Bias ■ Core Programming ■ Other Programming



Unconscious Bias sessions remain popular, making up **66%** of our attendees.

“Hi Sean, I’m just on sabbatical and went through your Fun-damentals of teaching and small groups sessions. They were great. Thanks!”

At a Glance

Responsive Programming

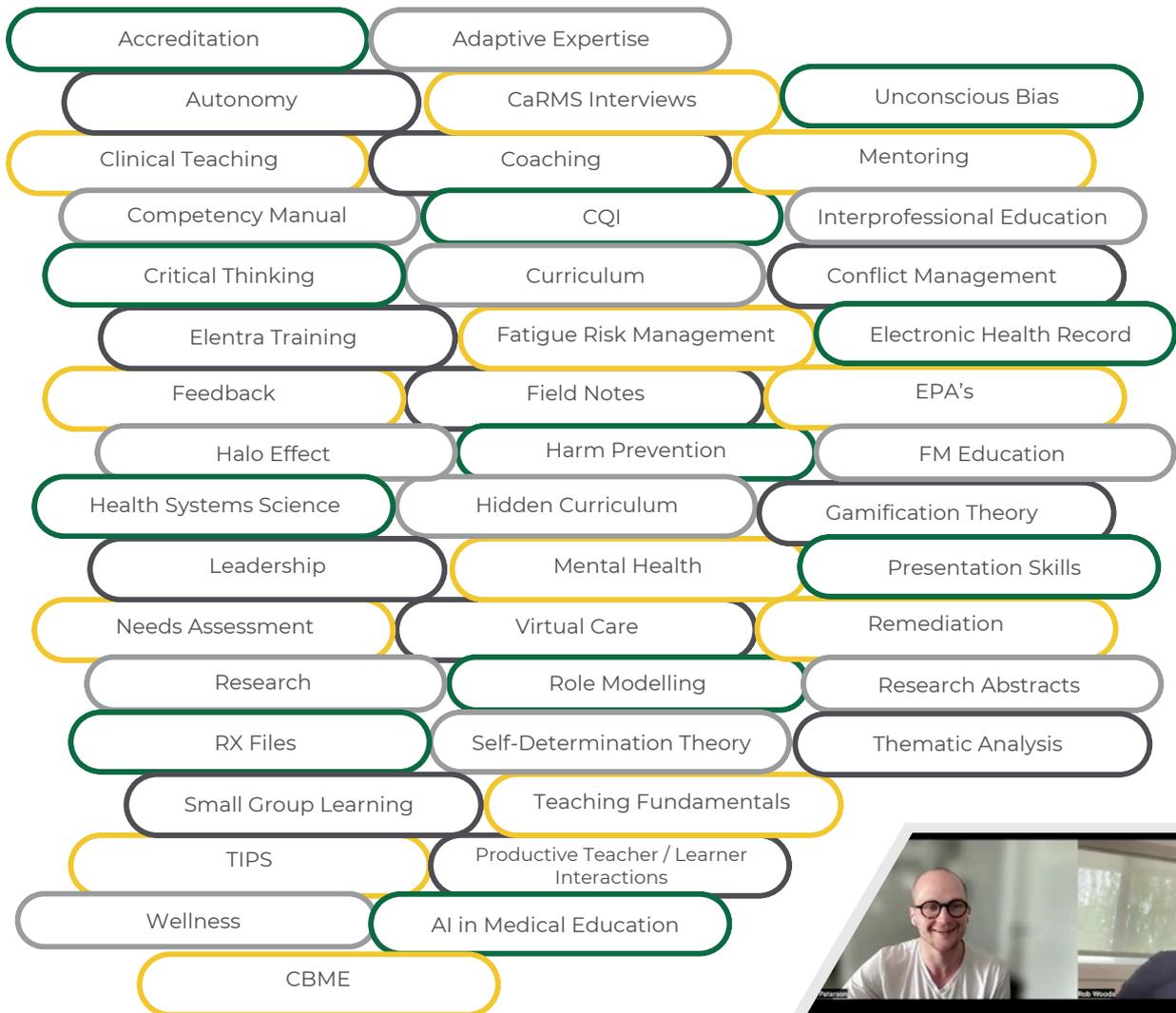
In 2023-24, **Family Medicine** Faculty Development hosted over **100** sessions with over **750** participants.

“Very engaging presentation with plenty of opportunity for interaction!”

“Great content and delivery!”

“Session was very insightful and provided a great perspective as a new physician entering the education world!”

In 2023-24, Faculty Development sessions covered topics such as:



Research, Innovation and Scholarship in Education (RISE)

Faculty Development was pleased to present its **7th** annual Research, Innovation, and Scholarship in Education (RISE) event held on June 14, 2024, in Regina, SK. This year marked a significant milestone as we hosted our first in-person conference since 2019.

This year's event saw a great turnout with over 60 attendees. Twenty-seven attendees made the trip from Saskatoon to Regina via bus, with breakfast provided and a game of 'Bingo on the bus.' We were honored to have Regina Mayor Sandra Masters, MLA Alana Ross, and Dr. Helen Chang welcome everyone. A keynote plenary was delivered by Dr. Rob Woods, titled "Medical Education: The Past, Present, and Future."

The program included 13 oral presentations and 6 poster presentations, demonstrating exceptional quality throughout. Special recognition goes to Romaisa Ismaeel, Sarah-Marie Durr, and Barada Mohanty for presenting the top 3 abstracts.

Congratulations to Barada Mohanty for winning the RISE 2024 award for the top abstract: "Impact of individual factors on situational judgement tests: implications for admissions to postgraduate medical education." Dr. Andries Muller, Dr. Helen Chang, and Dr. Rob Woods were recognized as the 2024 Faculty Development award recipients.

Our gratitude goes out to all those involved in organizing this event—from both the Saskatoon planning committee and the Regina planning sub-committee—to abstract reviewers and Continuing Medical Education. Thank you also to our session facilitators, CoM staff, faculty, and IT, who were instrumental in making the day run smoothly.

A special thank you is due to everyone who attended or presented at this year's event; your participation made RISE an enriching experience for all involved. **Next year's RISE will be held on June 13, 2025.**

This event is an Accredited Group Learning Activity (Section 1) as defined by the Maintenance of Certification (MOC) program of the Royal College of Physicians and Surgeons of Canada and accredited by the Division of Continuing Medical Education, College of Medicine, University of Saskatchewan for up to 4.0 MOC credit hours

Learn more about the event and access handouts and resources on our website.



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...

Postgraduate Medical Education

Dr. Anurag Saxena,

Associate Dean, Postgraduate Medical Education

The Postgraduate Medical Education office (PGME) continues to enjoy a collaborative relationship with Faculty Development and their education team, led by Dr. Cathy MacLean sharing in important work to enhance the education and success of residents. The shared vision of Continuous Quality Improvement has allowed FD and PGME to work together to provide excellence in deliverables in residency education.

Equity, Diversity and Inclusion and areas around Wellness of Faculty and residents allows opportunities to bring faculty, staff, and resident learners together in various ways. The Unconscious Bias Workshops presented by Mr. Sean Polreis to faculty, program directors and program administrators is still a vital way to continue the important work to be done towards reconciliation. These workshops are beneficial to residency training and PGME as they provide opportunities to recognize and help to steer changes in residency admissions and are valuable in assisting with providing development in coaching opportunities as well as ensuring all individuals are treated in a fair and respectful manner.

FD and PGME work jointly to develop and offer the TIPS/Residents as Teachers course. This mandatory learning for our incoming residents to PGME works to ensure our residents are prepared for providing guidance and teaching with peers and junior residents as they progress through their training and beyond when they hopefully remain as faculty.

The annual Research, Innovation and Scholarship in Education (RISE) conference is a welcome opportunity, organized and facilitated by FD to provide PGME residents, faculty and staff the opportunity to come together and present in areas of interest and work throughout the year. PGME was privileged to share three presentations on, with one of these receiving the highest rated award of \$500.00 to attend a medical conference. We look forward to continuing to have a presence at the RISE conference and allowing all of those involved in resident education to show their excellent work.

I am excited to continue the many avenues of collaboration PGME and FD enjoy as we work together to train excellent and competent physicians sharing in the mission and vision of the way forward in Medical Education and taking care of our diverse population.



Undergraduate Medical Education

Dr. Meredith McKague,

Associate Dean, Undergraduate Medical Education

Faculty Development continues to be an important partner in helping us effectively educate our province's medical students. With a class size expansion of 8%, we continue to need skilled and engaged teachers for small group, large group and clinical teaching around the province. Faculty development programming supports faculty to enhance teaching skills and learn new approaches to effective teaching, from facilitating skills to incorporating active learning strategies for in-person and remote learning.

The SAGE (Skilled Academic Generalist Educator) program in Regina helps ensure a dedicated cohort of teachers to assist with program delivery in Regina, and we will be expanding the SAGE program to Saskatoon in the coming year. Faculty Development is a key partner, supporting the programming that helps SAGE faculty develop their skills.

The Undergraduate Medical Education (UGME) program continues our work to support learning environments that are inclusive and welcoming, and new Canvas course offerings from FD are assisting all of us with this important work. UGME is very grateful that faculty development is responsive to the needs of the many faculty around the province teaching our undergraduate medical students - we look forward to ongoing collaboration.



Rural Medicine

Dr. Tara Lee,

Associate Dean, Rural Medicine

Over the last couple of years I have witnessed a huge shift in faculty development in our rural teaching communities. The pandemic ushered in and normalized virtual meetings and learning. This improved access to faculty development sessions and also to be involved in faculty development committees. With the ability to increase access to CME and faculty development online, this has opened up the opportunity for our rural faculty to be more engaged which fosters a sense of connection to the College of Medicine.

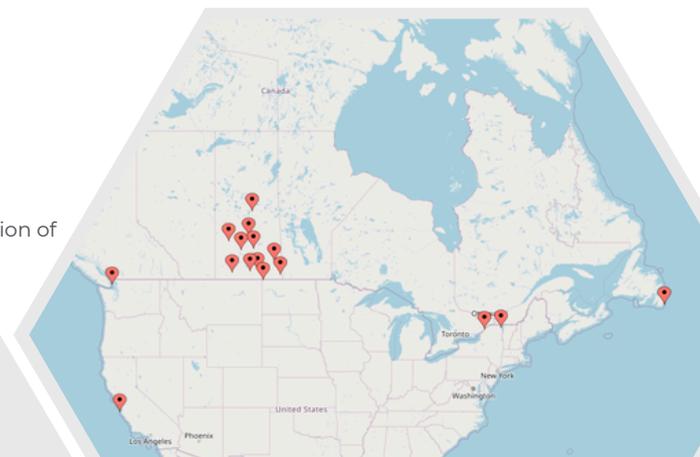
I want to thank the Faculty Development team for always moving forward and adding to the repertoire of new topics and events. You contribute to the standard of excellence at the University of Saskatchewan, College of Medicine.



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



Family Medicine Faculty Development

Dr. Andries Muller,

Academic Family Medicine Faculty Development Director

The Department of Academic Family Medicine (DAFM) Faculty Development program is committed to supporting the professional growth of its members across Saskatchewan. This past year, we offered a diverse range of educational sessions tailored to the specific needs of faculty members in various training sites throughout the province.

Responding to Community Needs

A core principle of our program is ensuring its relevance to the practicing family physician. We actively solicit feedback from faculty members in each training site to identify areas where they require additional support. This year, topics addressed through these sessions included:

- Community-specific challenges: Sessions were designed to address challenges unique to each region, such as rural practice management or working with Indigenous populations.
- Clinical updates: We offered sessions on recently published clinical guidelines and emerging best practices relevant to family medicine.
- Educational methods: Workshops were held on effective teaching strategies and utilizing new technologies in the classroom.

Meeting Accreditation Standards and Technological Advancements

Faculty Development also recognized the importance of keeping pace with evolving accreditation standards and educational technologies. Sessions were offered on:

- Accreditation updates: We provided workshops on the latest accreditation requirements from the College of Family Physicians of Canada (CFPC) to ensure our faculty members are well-equipped for accreditation visits.
- Assessment tools: Training sessions were held on new software platforms used for assessment within the College of Medicine curriculum, facilitating a smooth transition for faculty members.

Program Delivery and Impact

The DAFM Faculty Development program utilized a flexible delivery model, with sessions offered both in-person and virtually, allowing for participation from faculty members across the province, regardless of location. This approach ensured accessibility and maximized program reach.

Looking Forward

The DAFM Faculty Development program remains committed to continuous improvement and will continue to adapt its offerings based on ongoing feedback and emerging needs. We are excited to explore innovative approaches to program delivery and look forward to fostering a vibrant learning community within the Department of Academic Family Medicine.



At a Glance

Building Connections & Capacity

Faculty Development plays a significant role on various committees and working groups throughout the medical education continuum. We maintain robust connections both nationally and internationally and actively collaborate with multiple locations across the province on a daily basis

International Committees

- AMEE ASPIRE Panel Member
- AMEE Faculty Development Interest Group
- AMEE Technology Enhanced Learning Committee

National Committees

- AFMC Faculty Development Committee
- AFMC Standing Committee on CPD
- CFPC Faculty Development Interest Group
- CFPC Fellowship Council Committee
- RCPSC Coaching Over Time Working Group
- ICRE Planning Committee
- AFMC Opioid Response Project Oversight Committee

College of Medicine

- RISE Planning Committee
- CH&E Graduate Teaching Committee
- Faculty Council
- ART in MED Ed
- CH&E Wellness Lead
- EDI Curriculum Planning Committee
- Indigenous Health Committee
- Faculty Engagement Advisory Committee
- Education Executive Team
- Department of Academic Family Medicine Provincial FD Committee
- Masters in Health Professions Education Working Group

UGME

- EPA Working Group
- IPE CS Subcommittee
- Clinical Skills Sub-Committee
- Curriculum Delivery Subcommittee
- Y1 Planning Committee
- Student Academic Management Committee
- Yr1 Planning, Promotions, Foundations, and Anatomy Committees
- Strategic Renewal Teaching & Learning Working Group

CME

- Advisory Committee
- CoMPAS Program Co-Developer
- CME CoMPAS Steering Committee

PGME

- PGME Committee
- Residency Program Committees
- TIPS Oversight Committee

Dr. Cathy MacLean, Natalya Mason, Erin Walling, and Amy Winik



We are proud to celebrate some of our peers' provincial and national award achievements this past year. Their dedication enhances both Faculty Development and the University of Saskatchewan. These awards reflect our vision of Leading Change and Driving Excellence in Medical and Health Professions Education. We are fortunate to have such talented and inspiring professionals on our team. Congratulations!

- **Dr. Andries Muller** - 2024 CoM Faculty Development Captivator of the Year Award
- **Dr. Helen Chang** - 2024 CoM Faculty Development Deirdre Bonnycastle Champion of Change Award Regina.
- **Dr. Rob Woods** - 2024 CoM Faculty Development Deirdre Bonnycastle Champion of Change Award Saskatoon.
- **Dr. Barada Mohanty** - 2024 Faculty Development RISE 2024 Award
- **Dr. Kaitlyn Hughes** - 2024 Canadian Association of Medical Education Certificate of Merit Award
- **Dr. Lynsey Martin** - 2024 Canadian Association of Medical Education Certificate of Merit Award
- **Dr. Brent Thoma** - 2024 Association of Faculties of Medicine of Canada John Ruedy Award for Innovation in Medical Education
- **Dr. Rob Woods** - 2023 International Residency Education Program Director of the Year Award from the Royal College of Physicians and Surgeons of Canada

Dr. Barada Mohanty & PGME Team at RISE 2024

Dr. Rob Woods, FD Deirdre Bonnycastle Champion of Change Award



Dr. Helen Chang, FD Deirdre Bonnycastle Champion of Change Award

Representing USask at the 2023 ICRE Awards Dinner

Dr. Kaitlyn Hughes, 2024 CAME Certificate of Merit Award

Dr. Lynsey Martin, 2024 CAME Certificate of Merit Award



Dr. Brent Thoma, AFMC John Ruedy Award

Dr. Andries Muller receiving the FD Captivator of the Year Award

Optimizing Delivery

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

At Faculty Development, our goal is to create a seamless and user-friendly experience for all participants, whether they join us in person or virtually. We are committed to delivering innovative and accessible programming that meets the evolving needs of our community. From our comprehensive online Canvas courses to our resourceful website, Faculty Development Library, active social media presence, we strive to support and enhance the professional growth of faculty and learners across the College of Medicine. The Clinician Educator Diploma Program, and our collaborative efforts, including the Masters in Health Professions Education, are all part of our dedication to excellence and capacity building in medical and health professions education.

Online Canvas Programming

Since 2023, Faculty Development has focused on creating longitudinal programming on Canvas, allowing faculty to access courses asynchronously throughout the year. These courses address areas of need, including Professionalism, Professional Identity Formation and Ethics (90 enrollments); Small Group Facilitation Skills (18 enrollments); Teaching FUNdamentals (28 enrollments); Unconscious Bias (25 enrollments); SAGE (9 enrollments); Equity, Diversity, and Inclusion (116 enrollments); Simulation FUNdamentals (32 enrollments); and AFMC's Response to the Opioid Crisis (3 enrollments). Courses continue to be developed, with future offerings including an Orientation for New Faculty and Clinical Teaching Tips. We are excited to build on these initiatives throughout 2024 and are pleased to see increased enrollment over the past year. This work has involved numerous contributors, and we are very grateful for their efforts on behalf of Faculty Development. These programs are offered for free to all faculty, learners, and staff.

Faculty Development Website

We are continually updating our website to provide the most up-to-date content, supports, resources, and programming. Visit our website at: <https://medicine.usask.ca/facultydev/>.

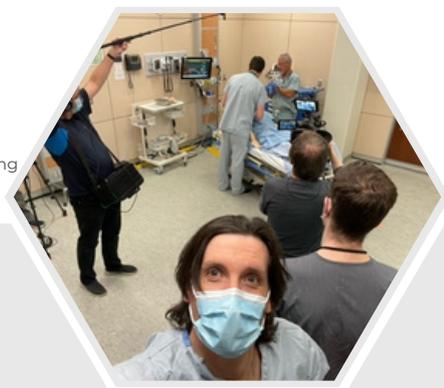
Faculty Development Library

We have our own library with over 200 books available to borrow. Browse our inventory online (<https://cmfdlibrary.librarika.com/>), and contact us if you see a title you'd like to borrow.

Social Media

With the help of Continuing Medical Education, Faculty Development has been growing its social media presence on Instagram and 'X' since January 2022. If you haven't already, give us a follow and see what we're up to!

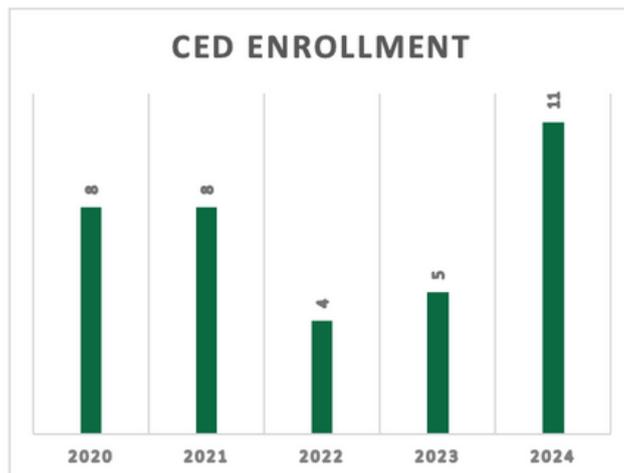
Dr. Paul Olszynski creating content for Simulation FUNdamentals



Clinician Educator Diploma Program

The Clinician Educator Diploma program has made significant strides with 26 faculty members currently participating, including 23 based in Saskatoon and 3 in Regina, representing seven College of Medicine departments: Medicine, Emergency Medicine, Psychiatry, Family Medicine, Pediatrics, Pathology, and Surgery. The program has celebrated the graduation of three fellows, while 31 fellows are currently enrolled, including the 2024 cohort. These fellows span eight of the 14 College of Medicine departments, with representation from Family Medicine, Emergency Medicine, Psychiatry, Physical Medicine & Rehabilitation, Surgery, Pediatrics, Anesthesia, and Pathology. The program aims to eventually include fellows from all departments across training sites throughout the province. Most fellows are actively engaged in educational leadership roles within the college, serving as clerkship and course directors, professors, and coordinators for pre-clerkship and resident training. Of the fellows, six are senior residents, while the rest are faculty members. The successful accreditation visit in November 2023 secured a regular review cycle every eight years.

Enrollment in the program has grown steadily over the years, reflecting the increasing demand for clinician educators. In 2020, the program welcomed eight fellows from various departments, including Emergency Medicine, Family Medicine, Physical Medicine & Rehabilitation, and Psychiatry. The following year, another eight fellows joined from departments such as Anesthesia, Emergency Medicine, Family Medicine, Infectious Disease, Internal Medicine, Pathology & Lab Medicine, and Surgery. In 2022, four fellows from Emergency Medicine and Psychiatry enrolled. The 2023 cohort saw five fellows from Clinical Genetics, Internal Medicine, Pediatrics, and Surgery. The upcoming 2024 cohort is set to be the largest yet, with 11 fellows starting in June, representing departments such as Anesthesiology, Cardiology, Emergency Medicine, Family Medicine, Gastroenterology, and Psychiatry. This growth underscores the program's success and its vital role in fostering educational leadership within the College of Medicine.



Masters in Health Professions Education

Launched in Fall 2021 by the College of Education, the Masters in Health Professions Education program offers both Masters and Certificate options. This collaborative initiative involves the Colleges of Nursing, Medicine, Veterinary Medicine, Dentistry, School of Public Health, School of Rehabilitation Sciences, Pharmacy & Nutrition, and Kinesiology. Since its inception, the program has celebrated several graduations: eight students in Spring 2022, two students in Fall 2022, sixteen students in Spring 2023, and four students in Fall 2023.

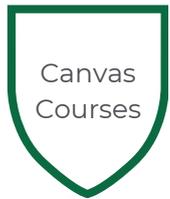
Currently, 57 students are enrolled in the Masters program, with 23 in Nursing, 16 in Medicine, 4 in Veterinary Medicine, 4 in Dentistry, and the rest in Nutrition, Health Education, Physical Therapy, Medical Science/Education, Psychology, Pharmacy, and Paramedic fields. The Certificate program has six students, with representation from Nursing, Medicine, Veterinary Medicine, Dentistry, and Massage Therapy. With deadlines approaching for the next intake, the program continues to grow, emphasizing the importance of interprofessional communication, teaching, and learning.

USask representation at ICRE 2023 in Halifax



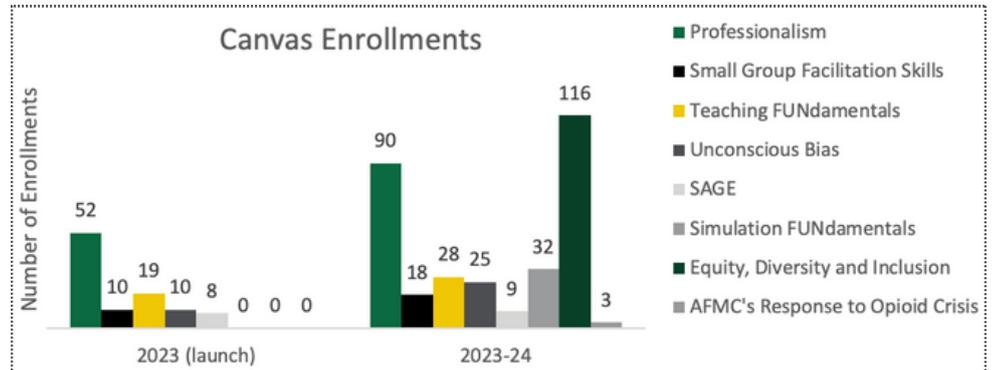
At a Glance

Optimizing Delivery



321 enrollments (over a **200% increase** from last year)

New Canvas programming continually being created



Clinician Educator Diploma program

- **31** fellows enrolled in program representing 8 of 14 CoM Departments. (6 senior residents)
- **26** faculty representing 7 of 14 CoM Departments
- **3** graduates
- Fellows are engaged in educational leadership in the CoM:
 - Clerkship and course directors
 - Professors
 - Preclerkship and resident training coordinators

Social Media followings continue to rise

318 Followers
5,283 Post Impressions



178 Followers
17,334 Post Impressions



Faculty Development Library

- **218** Titles



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

Provincial

- La Ronge, SK
- Moose Jaw, SK
- North Battleford, SK
- Prince Albert, SK
- Regina, SK
- Saskatoon, SK
- Swift Current, SK
- Yorkton, SK
- Weyburn, SK
- Moosomin, SK
- Humboldt, SK

National

- Montreal, QC
- Ottawa, ON
- St. John's, NFL
- Vancouver, BC

International

- Stanford, CA



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 is actively advancing our strategic plan and enhancing our overall program evaluation. We are particularly focused on meeting the ASPIRE criteria, an international standard established by the Association for Medical Education in Europe (AMEE) that honors excellence in medical, dental, and veterinary education. We are continually seeking ways to improve our evaluation methods to align with these high standards.

Our programs at both the College of Medicine and department levels offer formal accredited study credits. This includes our monthly core faculty development sessions and our online asynchronous programming hosted on Canvas. The Division of Continuing Medical Education (CME) has played a pivotal role in approving faculty development applications for Maintenance of Certification (MOC) and Mainpro+ credits, supporting us in achieving these milestones. In the 2023-24 academic year, we provided a total of **108.75** credit hours through our various programs.

In addition to our educational initiatives, Faculty Development is deeply involved in research and scholarship. Over the past year, our members have contributed to several publications, presentations, and posters, showcasing our commitment to academic excellence.

Scholarly Work *(continued on next page)*

- **Okpalauwaekwe, U.**, Holinaty, C., Smith-Windsor, T., **MacLean, C.**, **Barton, J.** From field of dreams to back to the future? Exploring barriers to participating in continuing professional development (CPD) programs. *BMC Med Educ* 24, 106 (2024). <https://doi.org/10.1186/s12909-024-05038-5>
 - Background: In 2009, Yvonne Steinert et al., at McGill University, published a study exploring barriers to faculty development (FD) participation among urban faculty. Over a decade later, we set out to replicate and expand on that study to learn what has changed in continued professional development (CPD) and what the current barriers are to participation in CPD for specialists and family physicians in rural and urban locations.

Sean Polreis, Amy Winik, Dr. Cathy MacLean, Dr. Jim Barton

“I appreciate the role of Faculty Development, and especially Dr. MacLean in promoting a culture of leadership and innovation at UofS, CoM.”



At a Glance

Enhanced Program Quality

Highlights

108.75 Accredited hours between MOC Section 1, MOC Section 3 and Mainpro+

80.5 Mainpro+ Credits



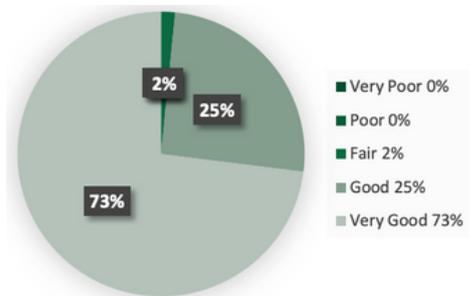
20.75 MOC Section 1 Credits

7.5 MOC Section 3 Credits



- **7th** Annual Event
- **61** participants
- **13** oral presentations
- **6** poster presentations

98%
of participants
rated our core
programming
"good" or "very
good"



Other Scholarly Work

- **Rob Woods** (@robwoodsuoofs), Jeff Elder (@JeffreyDElder). "Context...Performance...Recommendation and Reinforcement (CPR2): Bringing Supervisor Narrative Comments to Life in Competency Based Medical Education. ICE BLOG, International Clinician Educators, February 6, 2024, <https://icenet.blog/2024/02/06/contextperformancerecommendation-and-reinforcement-cpr2-bringing-supervisor-narrative-comments-to-life-in-competency-based-medical-education/>
- Sikon JR, Hess EP, **Woods R**. Simulation for assessment: ready for prime time? CJEM. 2024 Mar;26(3):137-138. doi: 10.1007/s43678-024-00661-z. PMID: 38436909.
- **Thoma B**, Bernard J, Wang S, Yilmaz Y, Bandi V, **Woods RA**, Cheung WJ, Choo E, Card A, Chan TM. Deidentifying Narrative Assessments to Facilitate Data Sharing in Medical Education. Acad Med. 2024 May 1;99(5):513-517. doi: 10.1097/ACM.0000000000005596. Epub 2023 Dec 19. PMID: 38113414.
- Spadafore, Maxwell MD; Yilmaz, Yusuf PhD; Rally, Veronica; Chan, Teresa M. MD, MHPE, MBA; Russell, Mackenzie MD; **Thoma, Brent** MD, MA, PhD; Singh, Sim MD; Monteiro, Sandra PhD; Pardhan, Alim MD, MBA; Martin, Lynsey MD, MHPE; Monrad, Seetha U. MD; **Woods, Rob** MD, MMed. Using Natural Language Processing to Evaluate the Quality of Supervisor Narrative Comments in Competency-Based Medical Education. Academic Medicine 99(5):p 534-540, May 2024. | DOI: 10.1097/ACM.0000000000005634
- **Thoma, Brent**. Leveraging Assessment Data to Improve Medical Education. Flinders University of South Australia (Australia) ProQuest Dissertations & Theses, 2023.30689764.
- Language-generative AI can transform medical education. University of Saskatchewan Blog. **C. MacLean** and J. Elder.
- Moon H, **Marcel D' E**. A practical model of faculty development in medical education: make it accessible, versatile, and easy to use! Can Med Educ J. 2024 Feb 29;15(1):80-82. doi: 10.36834/cmej.77076. PMID: 38528905; PMCID: PMC10961120.

Contact Us

SASKATOON

Cathy MacLean | FD Director | cathy.macleam@usask.ca

Sean Polreis | Teaching & Learning Specialist | sean.polreis@usask.ca

Scott Tunison | Teaching & Learning Specialist | scott.tunison@usask.ca

Amy Winik | Administrative Coordinator | medicinesfaculty.development@usask.ca

Rob Woods | Program Director CEd Program | rob.woods@usask.ca

Kalyani Premkumar | Master of Education (HPE) | kalyani.premkumar@usask.ca

Greg Malin | Peer Observation Program (PROMPT-MED) | greg.malin@usask.ca

Paul Olszynski | ASSET Foundations Program | p.olszynski@usask.ca

REGINA

Helen Chang | Lead Faculty Development | woodrabbit@sasktel.net

Ravi Mangat | Administrative Support | reginafaculty.development@usask.ca

 306 966-5171

 medicinesfaculty.development@usask.ca

 medicine.usask.ca/facultydev

 [@usask_com_fac_dev](https://www.instagram.com/usask_com_fac_dev)

 [@USaskCoMFacDev](https://twitter.com/USaskCoMFacDev)

 5B57 B Wing, HSc Building, Saskatoon

 linktr.ee/usaskcomfacdev





UNIVERSITY OF SASKATCHEWAN

College of Medicine

FACULTY DEVELOPMENT

[MEDICINE.USASK.CA/FACULTYDEV](https://medicine.usask.ca/facultydev)

Annual Report

2023-2024