

Annual Report

Faculty Development
College of Medicine

2024-2025

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UNIVERSITY OF SASKATCHEWAN

College of Medicine

FACULTY DEVELOPMENT

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About Us

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 with Purpose: Advancing
Medical and Health Professions
Education*



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.

We support the vision and mission of the College of Medicine and University of Saskatchewan



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

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

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

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



Dr. Cathy MacLean

Director Faculty Development

I am so pleased to share this year's annual report with you. We've been producing an annual report for the past nine years, and it's always a rewarding endeavor to see how we continue to expand and evolve over time. I appreciate this opportunity to publicly and sincerely thank each of you—our faculty, staff, and collaborators—who have made the past year a success and such an enjoyable ride! We've continued to grow in the depth of our programming, our reach across the College of Medicine and Saskatchewan, and in the relationships we value above all else.

This report is summarized around our strategic plan priorities. In each section, you'll find a helpful "At a Glance" summary and some of the key statistics we track to monitor our progress. I want to acknowledge the talent Amy brings to all her work in Faculty Development. In this report, we get to see her design expertise and data communication skills. We're getting the work done - and she makes us look good doing it! Thank you, Amy, for all you do in Faculty Development. Your administrative leadership is a gift, and we are very grateful for you.

Sean Polreis holds the longest track record of contribution to Faculty Development in the history of the College of Medicine. He is well known and highly respected by staff, faculty and learners alike. As a Teaching and Learning Specialist, Sean demonstrates remarkable dedication to teaching about bias and creating safe learning spaces. The number and diversity of audiences who invite him to speak continue to astound us, and this is highlighted in the report. Thank you, Sean, for all you do and for the important contributions you make every day in so many areas.

Just over a year ago, we welcomed Scott Tunison to our team as a PhD educator also supporting the Master of Physician Assistant Studies (MPAS) program. This connection has been brilliant. We are in awe of Scott's productivity and dedication in all he does. He brings curiosity, energy, and a strong advocacy for research and scholarship in education, contributing meaningfully to both Faculty Development and MPAS. Somehow, it feels like he's been part of our team forever - in all the best ways - and we're very grateful for the way he's rounded out our group.

This year has seen turnover in many key portfolios we work with. I want to thank Dr. Kent Stobart for his support and leadership, and Dr. Anurag Saxena for the wonderfully collaborative interaction with Faculty Development. Dr. Marilyn Baetz will also be missed; thank you for supporting Faculty Development, especially for new faculty, and particularly for the work done with Erin Prosser-Loose to recognize and celebrate our people.

We have a great team with amazing leadership, including Dr. Rob Woods, who continues to lead the Clinician Educator Diploma program - which I think has been transformational for the College of Medicine. Rob, you are amazing! Dr. Paul Olszynski has also been an innovative force in distributed simulation teaching across Saskatchewan, and his contributions are highly valued. A special thank you to Dr. Helen Chang, whose dedicated and long-standing leadership of Faculty Development in Regina has been - and continues to be - exceptional. Her thoughtful newsletters and creative RISE videos consistently inspire and energize our community!

As we reflect on the past year, I'm excited about what's ahead. We've listed some of our upcoming areas of focus for Faculty Development in 2025-26, which will mark the completion of my 10-year term in this role. We're currently recruiting teams to participate in micro research skill training sessions. We're also offering mindfulness training and developing a collaboration with the University of Calgary's Mindfulness in Medical Practice program. We will continue to advocate for a Faculty Development Lead in every department, which is one of my aspirational goals for the College of Medicine!

Our dedicated team will keep working hard to meet faculty development needs across Saskatchewan, and we look forward to continuing to serve and support our faculty. We're embarking on an external review this fall, and I hope you'll participate and share your feedback. We value quality improvement and want to evolve in ways that best meet faculty development needs across Saskatchewan. Your input is welcome and appreciated.

Reach out to us, send us an email, follow us on social media, come to our events, join us on Canvas anytime - day or night - sign up as a fellow in one of the Masters programs for faculty, or the Clinician Educator Diploma program - there's a whole menu of opportunities to choose from. I believe we're one of the best defenses against burnout you can find, and we're always happy to work with you! Thank you for a wonderful 2024-25!



Dr. Helen Chang

Faculty Development Lead Regina

Greetings from Regina FD!

As we wrap up our 3rd year as a full 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. Many of our faculty have stepped forward enthusiastically into new roles in UGME and PGME. Regina faculty can connect with their provincial C.E. program peers through the regular T-Time meetings – special thanks for the generosity and hospitality of those who have hosted these sessions in their own homes!

Our SAGE (Skilled Academic Generalist Educators) program continues, with its 12 generalist physicians teaching over 600 hours in 2024-25, while also devoting time to improving their own teaching and learning needs through the online SAGE and FD Canvas courses. The SAGE online course modules are accredited for Mainpro and MOC credits, including a new OSCE Remediation module this year, built in collaboration with the Academic Support Team. 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 expanding to Saskatoon campus under the leadership of Dr. Leane Pask in July!

Regina Campus participated in RISE (Research, Innovation, and Scholarship in Education) online this year on Friday, June 13th, with Regina's own Dr. Ibraheem Othman co-chairing with Dr. Cathy MacLean. Faculty from both campuses helped with the planning committee, abstract reviews, and over 85 participants joined online for a full day of learning and connecting. 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!

We work closely with the preclerkship UGME team, assisting with OSCE examiner orientation – this year, we moved to on-site orientation at both campuses. This has created a more engaged session, with lots of good questions and discussion. Examiners – thanks for being on time!

Supporting our faculty's wellness is essential – and we hope that opening the doors to mindful practice for our faculty will be part of that... more to come next year!

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



Dr. Marilyn Baetz

Vice Dean Faculty Engagement

We continue to strengthen our connection with faculty across the college, recognizing that faculty development is an important part of engaging faculty in the academic mission. A top priority remains ensuring that all faculty have equal access to high-quality teaching, research and leadership resources. When faculty feel supported, they are more engaged in their role and better equipped to thrive.

Over the past year, our teams, along with the dean and our educational leadership visited teaching sites throughout the province. These visits highlighted the range of teaching environments, gave us the opportunity to build meaningful relationships, and provided the opportunity to discuss what is working well and areas we can improve. We have listened to this feedback and worked closely with the Faculty Development team and other partners to identify and implement solutions.

The Faculty Development team has done an outstanding job tailoring programming and resources to meet the needs of our faculty through a variety of offerings such as conferences, workshops and online courses. Importantly, the team has ensured faculty are able to participate regardless of their location or schedule. A good example is the Research, Innovation and Scholarship in Education (RISE) conference, which was held virtually in June and saw strong participation from faculty across the province.

A focus continues to be welcoming new faculty and helping them feel a part of our academic community. Through individual meetings or group orientation, Faculty Engagement encourages all faculty to take advantage of this programming and encourage departments to actively promote these opportunities. These learning offerings are designed to help faculty grow as effective and innovative educators. We have been able to incorporate involvement in faculty development as part of academic promotion and advancement for medical faculty.

Finally, I would like to thank Dr. Cathy MacLean and the Faculty Development team for their incredible work. Their dedication ensures our faculty have the resources they need to be effective teachers, which positively impacts the learning experiences of our students.



Dr. Kent Stobart

Vice Dean Education

Faculty Development continues to play a vital role in supporting our faculty as educators, scholars and leaders. I want to thank the Faculty Development team for another outstanding year of programming and events.

This year was marked by growth and several new initiatives. One of the highlights was the new online Orientation to Teaching for New Faculty course, which is designed to help new educators build confidence and teaching skills. The Faculty Development team also hosted the first SaskSimSummit event, dedicated to best practices in health care simulation, along with in-person Simulation FUNdamentals workshops across the province.

Faculty Development's ongoing programs continue to have strong participation, a reflection of the team's dedication to timely and relevant programming. The Timely Topics in Medical Education (T-TIME) webinar series remains popular, offering a new theme each month. This series is part of the Clinician Educator Diploma Program and provides high-quality learning led by experts here in the province. We are also seeing continued interest in the Equity, Diversity, and Inclusion and Unconscious Bias courses, which helps faculty strengthen their understanding of these important topics.

Faculty Development also improved access to timely and popular training presentations through on-demand videos. Hosted on the college's YouTube channel, these videos cover topics like effective feedback, facilitation, and unconscious bias. New videos are posted every month.

In June, the Faculty Development team hosted the eighth annual Research, Innovation and Scholarship in Education (RISE) event. The virtual format made the event more accessible to attendees in rural areas. This was a great opportunity to celebrate the range of research and scholarship in medical education across Saskatchewan. A special highlight was a keynote address from Dean Dr. Sarah Forge.

Looking ahead, we are excited about the upcoming launch of the New Faculty Micro-Research initiative later this year. This program will provide faculty with a practical and accessible way to engage in research that addresses real-world challenges in their communities.

Finally, we are proud to recognize several faculty members who received national awards this year: Drs. Kelsey Brose, Joelle McBain, and Andries Muller for the Canadian Association of Medical Education (CAME) Certificate of Merit Awards; Dr. Cathy MacLean for the Association of Faculties of Medicine of Canada (AFMC) Award for Outstanding Contribution to Faculty Development in Canada; Dr. Valerie Verge for the AFMC Scientist Award; and Dr. Puneet Kapur for the Royal College Award for Early Career Leadership in Health Policy/Health Systems.

My sincere appreciation to the Faculty Development team for their dedication and hard work throughout the year. Your work makes a difference and continues to positively impact medical education in our province.



Dr. James Barton

Associate Dean Continuing Medical Education

As I reflect on the past year, I am pleased to again acknowledge the Faculty Development team as one of CME's most valued and trusted partners. The work we do together is deeply meaningful, and our shared commitment to faculty excellence continues to elevate both our programs and the broader impact of the College of Medicine.

Among the strongest examples of our collaboration is the CoMPAS Coaching and Mentoring Program—an initiative at the heart of what both CME and Faculty Development stand for: the support and growth of our faculty. This past year also brought continued opportunities to deepen our partnership through the RISE conference, a cornerstone of educational scholarship in our college, and through the ongoing development of research projects that CME and FD have partnered on to advance the field of health professions education.

Faculty Development's certificate and master's programs in health professions education also continue to foster academic leadership and pedagogical excellence across disciplines. The proximity of our offices on the 5th floor symbolizes more than convenience; it reflects our shared purpose and enduring commitment to building a thriving, forward-looking academic community.

Wishing all the best to the Faculty Development team in the coming year.



Our Team



Dr. Cathy MacLean
Director

Dr. MacLean is the FD Director for the College of Medicine. She 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
Lead, Regina

Dr. Chang is the FD 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
Teaching & Learning Specialist

Sean is a FD Teaching & Learning Specialist. He has a passion for teaching and has extensive experience. He has been working in faculty development for the College of Medicine for over sixteen 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. Scott Tunison
Teaching & Learning Specialist

Dr. Tunison is a Teaching & Learning Specialist in FD, Course Co-Lead in the MPAS Program, and Unit Lead in the CEEd program. He brings extensive experience as an educator and administrator to his role in FD. He is passionate about the teaching and learning process – especially as it relates to feedback, learner assessment, and curriculum design. Along with diverse supports provided to faculty, he is also an active scholar, authored several books, chapters, peer reviewed journal articles, technical reports, and conference presentations.



Amy Winik
Coordinator

Amy has been with FD since 2019, and with the College of Medicine since 2010. Amy manages the operations of Faculty Development, and the delivery of Faculty Development programming while also serving as Program Administrator for the Clinician Educator Diploma program. She continues to expand her professional development, including recent training in Project Management and participation in national conferences.



Dr. Rob Woods
CEd Program Director

Dr. Woods joined Faculty Development in 2019 as the Director of the Clinician Educator Diploma Program (CEd). He is also the Research Director Emergency Medicine. He is actively involved in medical education research and serves as a Decision Editor for education scholarship for the Canadian Journal of Emergency Medicine.

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.

Introduction

The 2024–25 academic year marked a period of dynamic growth and innovation for the Office of Faculty Development. Our programming was shaped by a deep commitment to responsiveness—listening to the evolving needs of our faculty, learners, and partners, and delivering timely, relevant, and impactful educational experiences.

This section highlights the breadth and depth of our offerings, which spanned foundational teaching skills, leadership development, equity, diversity and inclusion, and scholarly engagement. From the launch of new initiatives like **Simulation FUNDamentals**, to the continued success of **Unconscious Bias workshops** and **T-TIME sessions**, our work reflects a culture of adaptability and excellence.

We are especially proud of the inaugural **SaskSimulation Summit**, the expansion of asynchronous learning opportunities, and the record-breaking attendance at **RISE 2025**.

Responsive programming is not just about delivering sessions—it's about fostering connection, building capacity, and empowering educators to lead change. This section celebrates the creativity, collaboration, and care that define our approach to faculty development.

At a Glance

- 61 sessions delivered
- 1,097 participants engaged
- 9 asynchronous courses available
- 85+ sessions hosted by Family Medicine FD across distributed sites
- 122 attendees at RISE 2025 (record-breaking!)
- 495+ participants in Unconscious Bias workshops
- New initiatives launched:
 - Coaching Skills for Better Learning
 - Simulation FUNDamentals
 - PROMPT-MED
 - SaskSimulation Summit

Key Themes

- Teaching & Learning
- Equity, Diversity & Inclusion
- Simulation & Innovation
- Peer Support & Mentorship
- Research & Scholarship

Core Programming

Core programming forms the foundation of Faculty Development's educational offerings, providing essential support for teaching excellence across the College of Medicine. This year, our flagship series—**Timely Topics in Medical Education (T-TIME)**—continued to anchor our programming, reaching over **175 participants** through monthly sessions featuring expert-led workshops and guest presentations. T-TIME remains a key component of the Clinician Educator Diploma Program and is open to everyone.

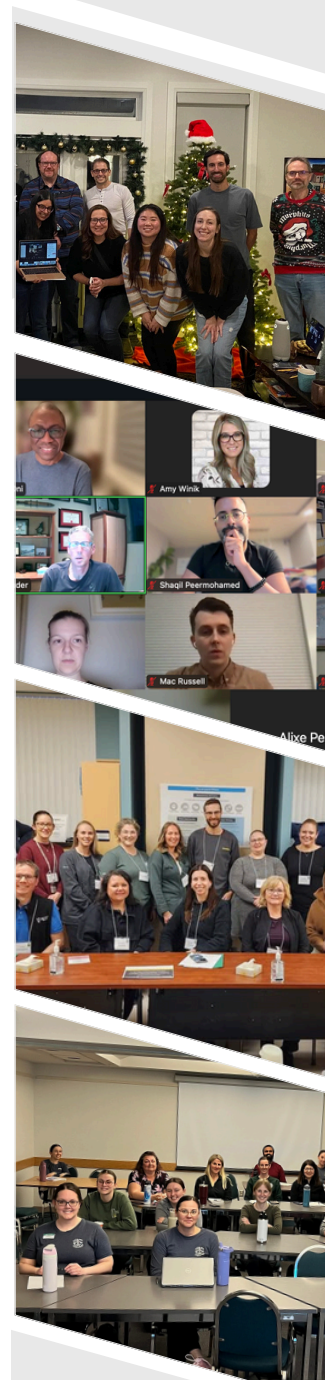
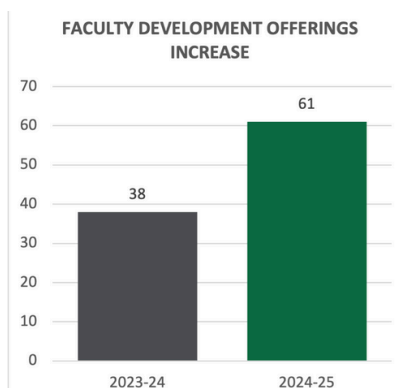
In collaboration with **Undergraduate Medical Education (UGME)**, we also delivered **biannual onboarding sessions** for new course and module directors. These sessions ensure that faculty are well-prepared to navigate their teaching roles and responsibilities with confidence and clarity.

A major enhancement this year was the launch of the **Orientation to Teaching for New Faculty course**. This asynchronous, Canvas-based offering supports new educators in developing effective teaching strategies for diverse learner groups—including medical students, residents, physician assistants, and other healthcare professionals. The course equips faculty with foundational knowledge and practical tools to mentor learners at all stages, fostering both professional growth and enriched learning experiences.

Together, these initiatives reflect our commitment to responsive, inclusive, and high-impact programming that supports faculty at every stage of their teaching journey.

At a Glance

- **175+ participants** attended T-TIME sessions
- **2 onboarding sessions** delivered in collaboration with UGME
- **19 enrollments** in the new Orientation to Teaching for New Faculty course
- **Monthly sessions** and **guest speakers** featured in T-TIME
- **Accessible online learning** via Canvas platform
- **Focus areas:** foundational teaching skills, mentorship, and faculty onboarding



Equity, Diversity & Inclusion

Equity, Diversity, and Inclusion (EDI) remain central to the mission of Faculty Development at the College of Medicine. In 2024-25, our programming continued to foster awareness, reflection, and action across the medical education continuum.

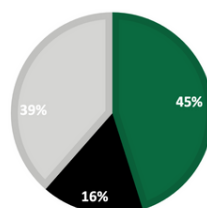
Our Unconscious Bias workshops were among the most requested offerings, engaging over 495 participants from departments and colleges across the province. These sessions addressed both general and context-specific topics, including the biological and sociocultural roots of bias, clinical decision-making, coaching and feedback, and admissions interviewing. The workshops created safe spaces for dialogue and learning, helping faculty and staff recognize and mitigate bias in their educational and clinical practices.

By integrating equity-focused content into core and specialized programming, Faculty Development continues to support a more inclusive and respectful learning environment—one that values diverse perspectives and promotes fairness in medical education.

A special thanks to Sean Polreis!

DISTRIBUTION OF ATTENDEES BY SESSION TYPE

■ Unconscious Bias ■ Core Programming ■ Other Programming



At a Glance

- **Over 495 participants** engaged in Unconscious Bias workshops
- Unconscious Bias sessions made up **45%** of total attendance
- **Delivered across departments and colleges including:**
 - Pediatrics
 - Rheumatology
 - Nurse educators
 - Surgical services
 - SIPPA assessors
 - Therapy Services
 - College of Medicine administrators
 - First-year medical students
- Topics included:
 - Biological and sociocultural roots of bias
 - Coaching and feedback
 - Clinical decision-making
 - Admissions interviewing and selection
 - Unconscious Bias & Coaching
 - Unconscious Bias Awareness
 - Strategies for improving communication and relationships
 - Implications for healthcare and education

Simulation & Innovation

Simulation-based education continues to be a cornerstone of innovation in Faculty Development. In 2024-25, we launched and expanded several initiatives that support educators in developing high-impact, experiential learning environments.

The **Simulation FUNdamentals** course, introduced in February 2024, provides healthcare educators with foundational knowledge in simulation design, delivery, and debriefing. With **over 70 participants enrolled** in the online Canvas course and **50 attending in-person workshops** across Saskatoon, Regina, Swift Current, and Melfort, this blended learning model has proven both accessible and effective.

We also hosted the inaugural **SaskSimulation Summit: Best Practices in Healthcare Simulation** on **January 31, 2025**. This virtual half-day event brought together **over 80 participants** from across the province, including simulation leaders, educators, and healthcare professionals. The summit featured plenary sessions, interactive workshops, and networking opportunities, fostering a vibrant community of practice and sparking new collaborations.

These initiatives reflect our commitment to advancing simulation pedagogy and supporting educators in delivering immersive, learner-centered experiences. Simulation & Innovation programming continues to evolve, offering faculty the tools and community needed to lead transformative educational practices.

A special thanks to Dr. Paul Olszynski!

At a Glance

- **Simulation FUNdamentals**
 - 70+ online course enrollments
 - 50 in-person workshop participants
 - Locations: Saskatoon, Regina, Swift Current, Melfort
- **SaskSimulation Summit**
 - Held virtually on January 31, 2025
 - 80+ attendees from across Saskatchewan
 - Focus: best practices, collaboration, and innovation
- **Key Themes**
 - Simulation design & debriefing
 - Experiential learning
 - Faculty skill-building
 - Community of practice



Peer Support & Mentorship

Peer support and mentorship are foundational to Faculty Development, fostering collaboration, reflection, and continuous growth. In 2024–25, we strengthened these pillars through targeted programming that supports educators in developing their teaching practice through observation, feedback, and coaching.

The **PROMPT-MED** (Peer Observation and Mentorship Program for Teaching in MEDicine) provides faculty with flexible, context-specific peer observation and feedback. Participants are matched with experienced educators and receive constructive, evidence-based input in a safe and supportive environment. Integrated into the SAGE initiative, PROMPT-MED strengthens teaching capacity province-wide.

Coaching Skills for Better Learning, facilitated by Dr. Marcel D'Eon and Sean Polreis, ran its first course from January to May 2025 with 14 participants. Focused on coaching-style feedback and debriefing, the course will return in Fall 2025 to continue supporting reflective teaching and learner development.

TIPS for Residents, a required PGME course for all first-year residents in Saskatchewan, introduces core teaching principles and encourages lifelong application. Guided by the TIPS Oversight Committee with Sean Polreis as Chair, the program evolves through continuous feedback and serves as a pathway to advanced programs like the Clinician Educator Diploma and Masters in Education.

Together, these programs reflect our commitment to cultivating a supportive teaching community—one that values mentorship, feedback, and shared learning.

Special thanks to Dr. Greg Malin, Dr. Marcel D'Eon, and Sean Polreis!

At a Glance

- **PROMPT-MED**
 - Peer observation tailored to teaching context
 - Integrated with SAGE
 - Supports growth through mentorship and reflection
- **Coaching Skills for Better Learning**
 - 14 participants (Jan–May 2025)
 - Fall 2025 course planned
 - Focus: coaching-oriented feedback and debriefing
- **TIPS for Residents**
 - Mandatory for first-year residents
 - Emphasizes foundation teaching skills
 - Continuous improvement via feedback
- **Key Themes**
 - Mentorship
 - Peer observation
 - Feedback strategies
 - Reflective teaching practice



Scholarship & Engagement

Faculty Development continues to champion scholarly engagement and innovation in medical education. In 2024–25, our programming provided platforms for educators, learners, and researchers to share their work, build networks, and celebrate excellence.

The highlight of the year was the **8th annual RISE** (Research, Innovation, and Scholarship in Education) event, held virtually on June 13, 2025. With a theme of **Health Professions Education in a Digital World**, RISE 2025 welcomed a **record-breaking 122 attendees**. The event featured **30 high-quality abstract presentations**, two engaging feature sessions, and a **keynote plenary** by **Dr. Sarah Forgie, Dean of Medicine**. Topics ranged from artificial intelligence in medical education to the development of the MPAS program.

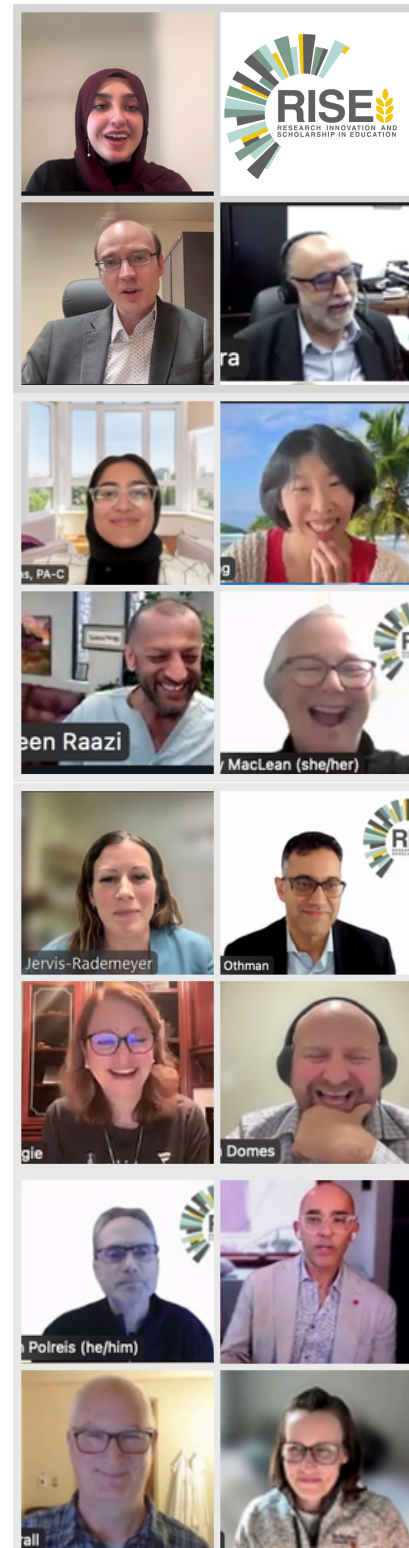
We also recognized outstanding contributions through the **RISE 2025 Award**, presented to **Dr. Bryan Johnston** for his work on generative AI in pathology education. In addition, Faculty Development celebrated several award recipients for their leadership, innovation, and service in medical education.

Our sincere thanks go to the planning committee, abstract reviewers, Continuing Medical Education team, session facilitators, and the dedicated College of Medicine staff and faculty who ensured the event ran smoothly. Most importantly, thank you to all who attended and presented—your engagement made RISE 2025 a truly enriching experience. A special thank you to Dr. Helen Chang for her spooky and creative promotional videos that added a fun and memorable twist to this year's 'Friday the 13th' event!

These initiatives reflect our commitment to fostering a vibrant scholarly community—one that values inquiry, collaboration, and the advancement of teaching and learning across the health professions.

At a Glance

- **RISE 2025**
 - Held virtually on June 13, 2025
 - Theme: Health Professions Education in a Digital World
 - 122 attendees (record-breaking)
 - 30 abstract presentations
 - Keynote: Dr. Sarah Forgie
 - Feature sessions on AI and MPAS program development
- **Award Highlights**
 - RISE 2025 Award: Dr. Bryan Johnston
 - Faculty Development Awards: Dr. Kalyani Premkumar, Dr. Asma Gargoum, Dr. Paul Olszynski
- **Key Themes**
 - Educational scholarship
 - Digital innovation
 - Faculty recognition
 - Community building



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.

Introduction

As the Faculty Development office within the College of Medicine, our mission is to foster excellence in teaching, learning, and leadership across the medical education continuum. This section of the annual report highlights the strategic initiatives, collaborative partnerships, and capacity-building efforts that have shaped our work in 2024–25.

In response to growing demands in undergraduate, postgraduate, and rural medical education, we have expanded our programming to support educators in diverse settings—from small group facilitation and clinical teaching to inclusive curriculum design and scholarly engagement. The rollout of the SAGE program in Saskatoon, the launch of new Canvas-based courses, and our continued support for rural research initiatives exemplify our commitment to responsive, province-wide faculty development.

We are proud to work alongside academic leaders, site coordinators, and teaching faculty who share our vision of cultivating a connected and capable teaching community. Through these efforts, we continue to build a strong foundation for medical education in Saskatchewan—one that is inclusive, innovative, and deeply collaborative.

Leadership Voices

"Our shared commitment to enhancing residency education through continuous quality improvement has been a cornerstone of our joint efforts."

Dr. Anurag Saxena
Associate Dean
Postgraduate Medical Education

"Faculty Development continues to be a key partner in delivering the programming that supports SAGE faculty in their professional growth."

Dr. Meredith McKague
Associate Dean
Undergraduate Medical Education

"This marks the beginning of a fruitful partnership to bring rural research to a forum where it can be shared and supported."

Dr. Tara Lee
Associate Dean
Rural Medicine

"These collective efforts underscore our unwavering commitment to supporting our faculty and enhancing the quality of family medicine education."

Dr. Andries Muller
Academic Family Medicine
Faculty Development Director

Dr. Anurag Saxena

Associate Dean Postgraduate Medical Education

As I conclude my term as Associate Dean of Postgraduate Medical Education (PGME), I want to reflect on and celebrate the strong and collaborative relationship we have enjoyed with the Faculty Development (FD) team, led by Dr. Cathy MacLean. Our shared commitment to enhancing residency education through continuous quality improvement has been a cornerstone of our joint efforts, ensuring we provide high-quality and meaningful learning experiences for our residents.

Our partnership has thrived in areas such as Equity, Diversity, and Inclusion (EDI), as well as faculty and resident wellness – work that brings together faculty, staff, and learners in impactful and transformative ways. One notable initiative has been the Unconscious Bias Workshops delivered by Mr. Sean Polreis. These sessions have been instrumental in promoting awareness and reflection among faculty, program directors, and administrators. They continue to influence positive change in residency admissions and coaching practices, reinforcing fairness and respect across our learning environments.

Together, PGME and FD have also developed and delivered the TIPS/Residents as Teachers course – essential training for incoming residents that prepares them to take on teaching and mentorship roles as they progress in their careers, and hopefully, become future faculty members.

The annual Research, Innovation, and Scholarship in Education (RISE) conference, organized by FD, has become a valued platform for PGME learners, faculty, and staff to share their work and engage in scholarly exchange. I'm proud of the contributions PGME has made to RISE and am confident this tradition of excellence will continue.

It has been a privilege to work alongside the Faculty Development team and many others in our shared mission to train capable, compassionate, and forward-thinking physicians. I leave this role with gratitude and optimism for the future of postgraduate medical education and the continued collaboration between PGME and FD in advancing excellence in medical education for the benefit of our diverse communities.



Dr. Meredith McKague

Associate Dean Undergraduate Medical Education

Faculty Development continues to play a pivotal role in supporting the education of Saskatchewan's future physicians. In response to our 8% increase in undergraduate medical student enrollment, the demand for skilled and engaged educators in small group, large group, and clinical teaching settings continues to grow.

To meet this need, Faculty Development has expanded its programming to help educators enhance their teaching effectiveness. Offerings include:

- Facilitation skills training
- Active learning strategies for both in-person and remote environments
- Sessions on providing effective feedback, a cornerstone of learner development

A major highlight this year is the expansion of the SAGE (Skilled Academic Generalist Educator) program. Originally launched in Regina, SAGE has successfully supported a dedicated cohort of clinical teachers. We are proud to announce that the SAGE program is now rolling out in Saskatoon, further strengthening our teaching capacity across the province. Faculty Development continues to be a key partner in delivering the programming that supports SAGE faculty in their professional growth.

In addition, new Canvas-based courses are helping educators foster inclusive and welcoming learning environments—an essential component of the Undergraduate Medical Education program's commitment to equity and excellence.

We are deeply grateful for the ongoing collaboration with Faculty Development and their responsiveness to the evolving needs of our teaching community involved in medical student education around the province.

Dr. Tara Lee

Associate Dean Rural Medicine

Faculty development continues to be an integral part of engaging our rural teaching communities. They provide up-to-date online learning, contribute to local initiatives and conferences. This year, a focus was on supporting rural research through the beginning of micro research ideas and supporting our up and coming rural research collaborative. Another exciting event was a rural research stream at RISE. This marks the beginning of a fruitful partnership to bring rural research to a forum where it can be shared and supported.

I look forward to the ongoing collaboration and new ideas this group continues to offer our province.



Dr. Andries Muller

Academic Family Medicine Faculty Development Director

The Department of Academic Family Medicine is pleased to present this update on our comprehensive faculty development initiatives over the past year. A cornerstone of our strategy has been the continued success and effective functioning of our established hub-and-spoke model for delivering faculty development across all resident training sites throughout Saskatchewan. This decentralized approach has consistently enhanced accessibility to essential training and support for our dedicated faculty members, ensuring that high-quality development opportunities are available regardless of geographic location. We are particularly proud to note that many of our Site Leads, empowered by this model, proactively extended their support and expertise to neighboring rural sites, further strengthening the network of medical education across the province.

In our continuous effort to foster a vibrant academic community and promote ongoing learning, we successfully launched a monthly Family Medicine Grand Rounds series. Delivered virtually, this initiative has provided a consistent platform for faculty and residents to engage with diverse clinical topics, research updates, and educational best practices, fostering collaborative learning and knowledge exchange across all sites. Furthermore, we are delighted to announce the appointment of Dr. Danielle Frost as the new Site Lead for the Enhanced Skills program, a crucial addition that will undoubtedly bolster the development and delivery of this vital component of our training. We also welcome Colie Thomas to our Division as the new Coordinator, Faculty Development, a role that will significantly enhance our capacity to plan, organize, and execute our faculty development initiatives. These collective efforts underscore our unwavering commitment to supporting our faculty and enhancing the quality of family medicine education at the University of Saskatchewan.

Family Medicine FD Site Leads:

- La Ronge: Dr. Jeff Irvine
- Moose Jaw: Dr. Rob Haver
- North West: Dr. Mike Barnett
- Prince Albert: Dr. Alanna Kurytnik
- Regina: Dr. Asma Gargoum
- Saskatoon: Dr. Emily Sullivan
- South East: Dr. Mahmood Beheshti
- Swift Current: Dr. Alta Van Breda

Enhanced Skills FD Lead:

- Dr. Danielle Frost



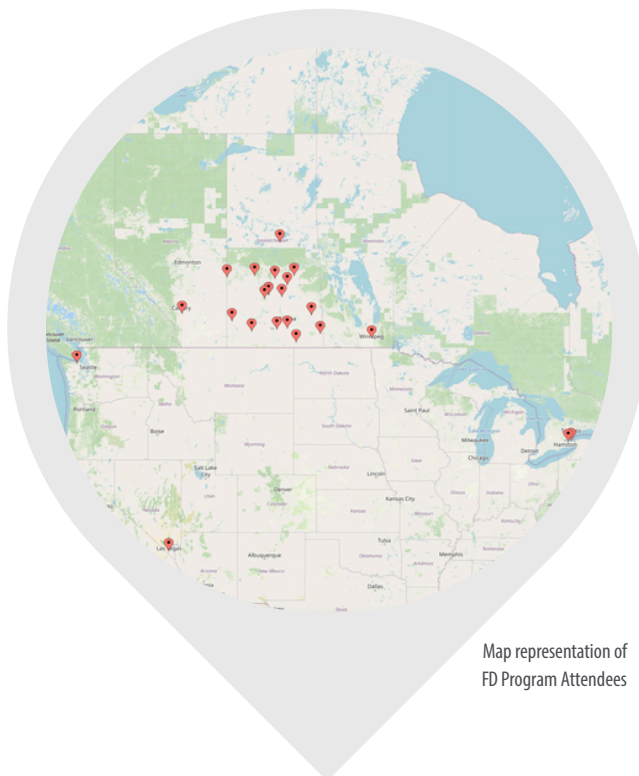
Map representation of
Family Medicine
Training Sites

Connecting Locally, Nationally, and Globally

This year, Faculty Development continued to lead and collaborate across the medical education continuum, strengthening connections provincially, nationally, and internationally. Our team actively contributed to over **30 committees and working groups**, including:

- **National Committees:** Association of Faculties of Medicine of Canada (AFMC) Faculty Development Committee, College of Family Physicians of Canada (CFPC) Faculty Development Interest Group, Royal College of Physicians and Surgeons of Canada (RCPSC) Coaching Over Time Working Group, and more.
- **International Engagements:** The International Association for Health Professions Education (AMEE) Technology Enhanced Learning Committee.
- **College of Medicine & Provincial Initiatives:** Faculty Council, Art in MED Ed, Indigenous Health Committee, Master of Physician Assistant Studies (MPAS) Program Advisory Council, Department of Academic Family Medicine (DAFM) Provincial Faculty Development Committee, Education Executive Team and more.
- **UGME & PGME Contributions:** Curriculum Delivery, Clinical Skills, Year 1 Planning, Residency Program Committees, Teaching Improvement Project Systems (TIPS) Oversight, and more.

These collaborations reflect our commitment to capacity building, innovation, and excellence in medical education.



Map representation of
FD Program Attendees



Celebrating Our Champions



We are proud to recognize individuals who are actively engaged with Faculty Development—whether through core initiatives, teaching, leadership, or collaborative efforts—and who have received notable recognition this year. These awards, granted by provincial and national organizations, highlight the diverse contributions of those connected to our work and the broader educational community.

- **Dr. Cathy MacLean** – Association of Faculties of Medicine of Canada Award for Outstanding Contribution to Faculty Development in Canada
- **Dr. Anurag Saxena** – Duncan Graham Award for Outstanding Contribution to Medical Education
- **Dr. David Petrishen** – Canadian Association for Medical Education (CAME) Rising Star Certificate of Excellence
- **Dr. Andries Muller** – CAME Certificate of Merit Award
- **Dr. Paul Olszynski** – Faculty Development Deirdre Bonnycastle Champion of Change Award
- **Dr. Kalyani Premkumar** – Faculty Development Captivator of the Year Award (Saskatoon)
- **Dr. Asma Gargoum** – Faculty Development Captivator of the Year Award (Regina)
- **Dr. Bryan Johnston** – Faculty Development RISE 2025 Award
- **Dr. Ibraheem Othman** – Regina Campus Teaching Award and Continuing Medical Education Teaching Excellence Award
- **Dr. Madhav Sarda** – Continuing Medical Education Teaching Excellence Award
- **Dr. Joshua Lloyd** – Sydney Inskip Service Award
- **Dr. Shane Wunder** – Program/Site Director of the Year Award
- **Dr. Nicole Shedden** – Keith Ogle Award for Teaching in Family Medicine – Urban
- **Dr. Jessie Baptiste** – Provincial Head Awards – Administrator of the Year
- **Dr. Jacqueline Kraushaar** – Provost's College Teaching Award
- **Dr. Greg Malin** – Distinguished Teacher Award

We extend our congratulations and appreciation to these individuals for their contributions and for helping advance the goals of Faculty Development.

With Gratitude and Best Wishes

Dr. Kalyani Premkumar has been a dedicated champion of Faculty Development in the College of Medicine, serving as a facilitator, presenter, researcher, and the inaugural lead for the Masters in Education (Health Professions Education). Her leadership was pivotal in launching and shaping the program, and she has represented the College internationally as an invited expert and speaker.

In recognition of her many contributions, Dr. Premkumar received the Faculty Development Deirdre Bonnycastle Champion of Change Award. As she enters retirement, we extend our heartfelt thanks and wish her joy in all she loves—singing, gardening, cooking, and caring for her family, pets, and African violets.



Optimizing Delivery

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

Introduction

Faculty Development continues to evolve in response to the changing needs of educators, learners, and staff across the College of Medicine. This year, we focused on improving accessibility, expanding asynchronous learning options, and strengthening our digital presence. Our work also supports key educational programs, including the **Clinician Educator Diploma Program (CEd)**, **Masters in Health Professions Education**, and the **Master of Physician Assistant Studies (MPAS)**.

Highlights:

- **Canvas Course Growth:** 596 enrolments across 9 asynchronous courses, including EDI, Simulation, Professional Identity Formation, and Small Group Facilitation.
- **Free & Flexible Access:** Programming is offered at no cost and much is designed for asynchronous participation.
- **Digital Expansion:** Website updates, 218-title Faculty Development Library, and growing social media presence on Instagram, BlueSky, and YouTube.
- **Wider Reach:** Participants from across Saskatchewan, other Canadian provinces, and the U.S.

These efforts reflect our commitment to delivering accessible, innovative, and responsive programming that supports professional growth and educational excellence.

Reach & Engagement

- **596** Canvas course enrolments
- **218** titles in the FD Library
- **34** Clinician Educator Diploma fellows from 10 departments
- **9** asynchronous courses offered
- **3** active social media platforms
- **Participants from** SK, across Canada, and the U.S.
- **Free programming** for faculty, learners & staff
- **Growing digital presence:** Instagram, BlueSky, YouTube
- **Interprofessional collaboration:** MPAS & Masters Program
- **Province-wide participation**
- **National & international connections**

Online 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** (132 enrolments); **Small Group Facilitation Skills** (27 enrolments); **Teaching FUNDamentals** (41 enrolments); **Unconscious Bias** (42 enrolments); **SAGE** (108 enrolments); **Equity, Diversity, and Inclusion** (142 enrolments); **Simulation FUNDamentals** (73 enrolments); **AFMC's Response to the Opioid Crisis** (12 enrolments); and **Orientation to Teaching for New Faculty** (19 enrolments).

Courses continue to be developed, with future offerings including **Feedback** and **Clinical Teaching Tips**. We are excited to build on these initiatives throughout 2025 and are pleased to see a steady increase in enrolment over the past years. 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.

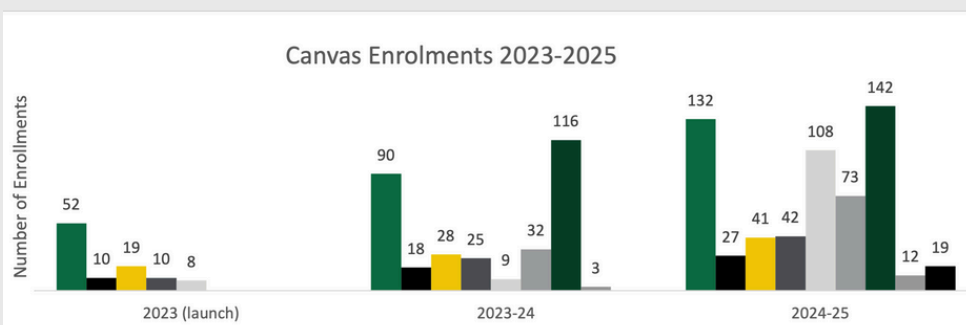
Website

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/>.

At a Glance

Canvas Course Enrolments Continue to Rise

596 enrolments | New Canvas programming continually being created



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 new this year you can also find us on BlueSky and on YouTube!

If you haven't already, give us a follow and see what we're up to!

Social Media Followings Continue to Rise



372
Followers



77
Followers
Launched in 2025



5 Videos
234 Views
Launched in March 2025

At a Glance

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

Provincial

- Aberdeen, SK
- Humboldt, SK
- La Ronge, SK
- Leader, SK
- Melfort, SK
- Moose Jaw, SK
- Moosomin, SK
- Nipawin, SK
- Prince Albert, SK

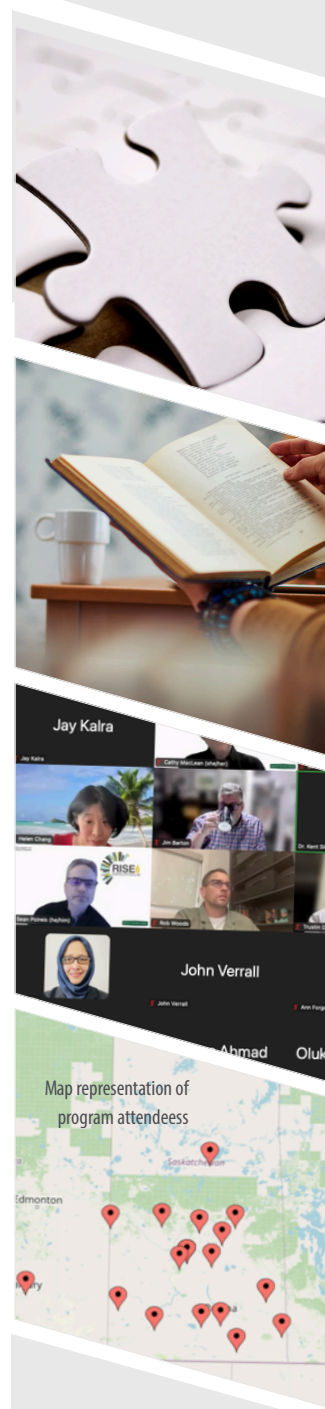
- Regina, SK
- Saskatoon, SK
- Spiritwood, SK
- Swift Current, SK
- Weyburn, SK
- Yorkton, SK

International

- New York, NY

National

- Airdrie, AB
- Victoria, BC
- Channel Port Aux Basques, NL
- Lloydminster, AB
- Mississauga, ON
- Toronto, ON
- Winnipeg, MB



Master of Physician Assistant Studies Program

A New Era for Healthcare Education

Welcome to a new chapter in the history of the College of Medicine! The Master of Physician Assistant Studies (MPAS) program goes beyond being just another program for the College of Medicine, it is part of a transformative change in the healthcare landscape for Saskatchewan.

Physician Assistants (PAs) are highly skilled clinicians who practice in collaboration with a supervising physician. They can perform a wide range of clinical tasks and procedures and are integral members of multidisciplinary health teams. PAs extend the reach of physicians, within their specific scope of practice determined by their supervising physician. Their team-based approach inherently strengthens interprofessional relationships, leading to more cohesive and effective patient care.

The USASK MPAS program aims to foster excellence and innovation in education, research and clinical practice and to become a national leader in these areas. This two-year full-time, rigorous, and fast-paced competency-based graduate program is designed to prepare highly skilled Physician Assistants (PAs) who will play a vital role in collaborative healthcare teams, enhancing access to services and improving patient care across Saskatchewan.

Emphasizing equity, diversity, inclusion, accessibility, and Indigenous (EDIAI) values, the MPAS program is dedicated to providing equitable access to education for all. Aligned with the College of Medicine's commitment to social accountability, we aim to significantly increase the representation of Saskatchewan residents, especially those from underserved and rural communities, to address local healthcare needs and promote a diverse range of perspectives within our academic community. Learning alongside and from other health sciences students will strengthen these vital interprofessional relationships, supporting stronger, more team-based healthcare in the workplace.

Our Journey This Past Year: MPAS & Faculty Development Synergies

The past year has been a period of intense foundational work and exciting progress for the MPAS program as we look to launch the program in August 2025. We have been blessed to have a strong partnership with the Faculty Development team and Dr. Scott Tunison has been the glue between both spheres. Proactively engaging with the Faculty Development unit has been crucial to support our faculty through this immense change now and into the future. We recognize that the success of the MPAS program hinges on the expertise and commitment of our faculty – we would not be able to do any of this without their support. Over the past year, our collaboration has focused on:

- **Curriculum Development Support:** Faculty Development has provided invaluable guidance and resources as we designed the intensive MPAS curriculum, ensuring pedagogical soundness and alignment with best practices in health professions education.



- **Interprofessional Education (IPE) Integration:** We've worked closely to embed IPE principles into the curriculum, leveraging existing faculty expertise in team-based learning to prepare PAs who can seamlessly integrate into diverse healthcare settings.
- **Initial Faculty Orientation & Information Sessions:** We've begun hosting preliminary sessions to introduce faculty to the PA role and the unique aspects of PA education, laying the groundwork for future teaching and supervisory roles.
- **Identifying Future Training Needs:** Through ongoing discussions, we've identified critical areas where existing faculty may benefit from targeted development to effectively teach, mentor, and supervise PA students, particularly given the distinct scope of practice and team-based nature of the PA profession.

This synergistic relationship has been instrumental in ensuring that as we build the MPAS program, we are simultaneously preparing our faculty for their vital role in shaping the next generation of healthcare providers.

Shaping Tomorrow's PAs: Upcoming Faculty Development Opportunities

Working with our Faculty Development team, we plan to expand our faculty development initiatives.

In the coming academic year (2025-2026), we plan to:

- **Targeted PA-Specific Didactic Training:** Develop and deliver workshops and resources specifically designed to equip faculty with the knowledge and skills required to teach MPAS students effectively. This will include understanding the PA scope of practice, interprofessional roles, and the unique didactic requirements of the curriculum.
- **Clinical Preceptor Development:** A key area of focus will be preparing faculty clinicians to serve as preceptors for MPAS students during their clinical rotations. This will involve training on effective clinical teaching, student assessment, and navigating the PA-physician supervisory relationship.
- **Interprofessional Teaching & Assessment:** Further expand opportunities for faculty to enhance their skills in facilitating interprofessional learning experiences, layered learning and assessing competency in team-based care.
- **Research Capstone Supervision Training:** Provide guidance for faculty interested in supervising the MPAS students' research capstone projects, aligning with the program's commitment to fostering research excellence.
- **Information Sessions and Networking Events:** Continue to host sessions that provide updates on the program's progress, introduce new faculty to the PA concept, and foster a community of practice around PA education.

We encourage all faculty members to look out for these upcoming opportunities and consider how their expertise can contribute to the success of this new program. Your engagement will be crucial in preparing PAs who will make a tangible difference in patient care across Saskatchewan.

Dr. Trustin Domes,
Academic Director, Master of Physician Assistant Studies Program



Clinician Educator Diploma Program

The Clinician Educator (CEd) Diploma Program continues to grow as a cornerstone of faculty development within the College of Medicine. As of June 2025, the program has:

25 faculty members currently participating, with 23 based in Saskatoon and 2 in Regina. These participants represent 8 of the 14 College of Medicine departments:

- Anesthesiology, Emergency Medicine, Family Medicine, Medicine, Pediatrics, Pathology, Psychiatry, and Surgery.

6 fellows have graduated from the program:

- 5 from Saskatoon (departments: Psychiatry, Family Medicine, Anesthesiology, and Surgery)
- 1 from Regina (Family Medicine)

34 fellows currently enrolled, including the incoming 2025 cohort.

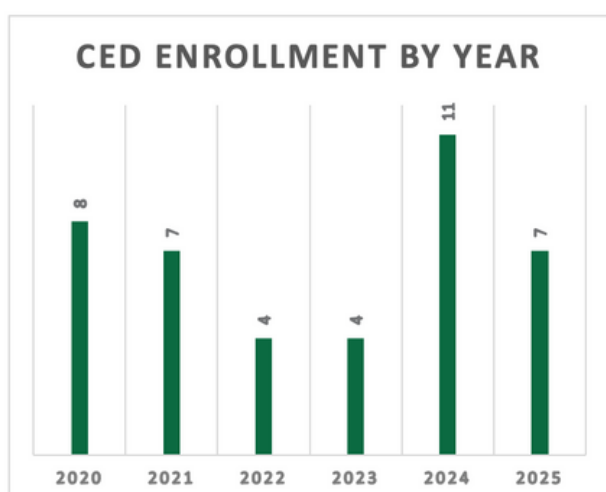
- Among these, 7 are senior residents, while the remainder are faculty members.

Fellows have come from **10 of the 14 College of Medicine departments**, including:

- Anesthesiology, Emergency Medicine, Family Medicine (including EM & Sports Medicine), Medicine (Gastroenterology, Infectious Disease, Internal Medicine, Neurology, Cardiology), Obstetrics & Gynecology, Pathology & Lab Medicine, Pediatrics, Physical Medicine & Rehabilitation, Psychiatry, and Surgery.

The program aims to include fellows from all departments across training sites throughout Saskatchewan, fostering province-wide educational leadership.

Most fellows are actively involved in educational leadership roles, serving as clerkship and program directors, and coordinators for pre-clerkship and residency training.



Dr. Woods, CEd Program Director,
T-TIME Event,
PA's on Halloween
ICRE 2024 PA Conference

Enrolment Overview by Year

2020 – 8 Fellows

- Departments: Emergency Medicine (1), Family Medicine (3), PM&R (2), Psychiatry (2)
- Locations: Saskatoon, Regina

2021 – 7 Fellows

- Departments: Anesthesiology (1), Emergency Medicine (1), Family Medicine (1), Infectious Disease (1), Internal Medicine (1), Pathology & Lab Medicine (1)
- Locations: Saskatoon, Vancouver, Ottawa

2022 – 4 Fellows

- Departments: Emergency Medicine (3), Psychiatry (1)
- Location: Saskatoon

2023 – 4 Fellows

- Departments: Internal Medicine (2), Pediatrics (1), Surgery (1)
- Locations: Saskatoon, Moose Jaw

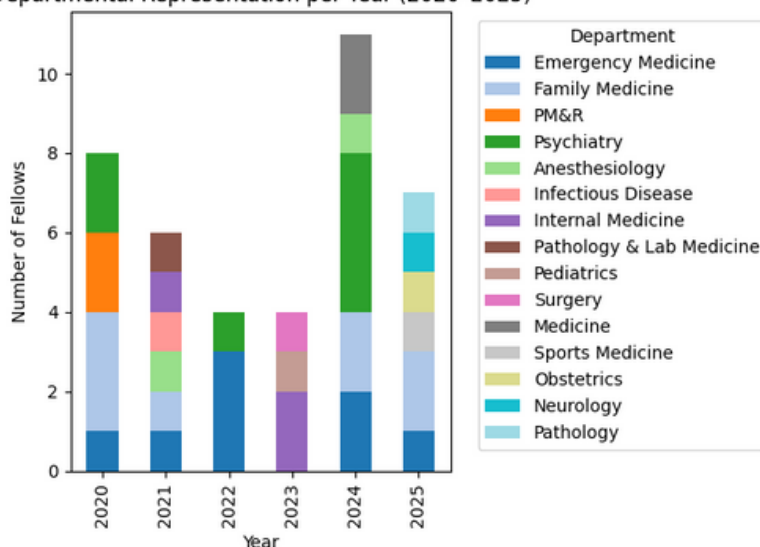
2024 – 11 Fellows

- Departments: Anesthesiology (1), Emergency Medicine (2), Family Medicine (2), Medicine (2), Psychiatry (4)
- Locations: Saskatoon, Regina

2025 – 7 Fellows (starting June 2025)

- Departments: Sports Medicine (1), Obstetrics (1), Neurology (1), Family Medicine (2), Emergency Medicine (1), Pathology (1)
- Locations: Saskatoon, Regina, Yorkton

Departmental Representation per Year (2020-2025)



Masters in Health Professions Education

Launched in Fall 2021, the program continues to grow, emphasizing interprofessional communication, teaching, and learning.

This online program is designed for health professionals seeking to enhance their teaching practices, leadership skills, and curriculum design expertise. The M.Ed. structure allows students to maintain full-time employment while completing coursework. Interdisciplinary courses integrate educational administration and curriculum studies within a health sciences context. The next intake will open for Spring and Fall 2026.

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.

Introduction

Faculty Development is actively advancing its strategic priorities through a commitment to excellence in educational programming, evaluation, and scholarship. Central to this effort is our alignment with the **ASPIRE criteria**, an international standard established by the **Association for Medical Education in Europe (AMEE)** that recognizes outstanding achievement in medical, dental, and veterinary education. Our team is continually refining evaluation methods to meet these high standards and ensure meaningful impact.

Our programming spans both the College of Medicine and departmental levels, offering **formally accredited study credits** through monthly core sessions and asynchronous online modules hosted on **Canvas**. In collaboration with the **Division of Continuing Medical Education (CME)**, we successfully secured **Maintenance of Certification (MOC)** and **Mainpro+** credits, delivering a total of **92 accredited hours** in the 2024–25 academic year.

Beyond educational delivery, Faculty Development is deeply engaged in **research and scholarship**. This year, our members contributed to a range of **publications, presentations, and posters**, reflecting our dedication to academic excellence and leadership in health professions education.

Highlights

Program Accreditation

- **92 accredited hours**
 - Mainpro+ Credits: 45.5
 - MOC Section 1 Credits: 5.5
 - MOC Section 3 Credits: 13

Scholarly Contributions

- 7 peer-reviewed publications in journals such as Academic Medicine, Medical Teacher, and Canadian Medical Education Journal.
- 1 national poster presentation at ICAM 2025.

International Engagement

- 8 accepted presentations at the AMEE and ICFDHP conferences in Barcelona, Spain (August 2025)

Program Accreditation & Evaluation

Faculty Development continues to advance our strategic plan and elevate program evaluation standards. A key focus this year has been aligning with the **ASPIRE criteria**, an international benchmark set by the **Association for Medical Education in Europe (AMEE)** to recognize excellence in medical, dental, and veterinary education.

Our offerings span both the College of Medicine and departmental levels, including:

- Monthly **core faculty development sessions**
- Online **asynchronous programming** hosted on Canvas

The **Division of Continuing Medical Education (CME)** has been instrumental in approving applications for **Maintenance of Certification (MOC)** and **Mainpro+** credits. In 2024-25, we delivered a total of **92 accredited hours**, supporting faculty in their professional development.

In addition to educational programming, Faculty Development remains deeply engaged in **research and scholarship**, contributing to publications, presentations, and posters that showcase our commitment to academic excellence.

At a Glance

Accredited Hours Delivered: 92

- Mainpro+ Credits: 45.5
- MOC Section 1 Credits: 5.5
- MOC Section 3 Credits: 13



Research, Innovation and Scholarship in Education (RISE)

- 8th annual event
- 122 participants
- 40 presentations



Research
Coaching
Evaluation
Success
Development
Lifelong Learning
Scholarship
Mentor
Leadership
Teaching



Scholarly Work

Peer-Reviewed Publications

Faculty Development members contributed to several high-impact publications, including:

Woods R, Bouwsema M, Cheung WK, Hall A, Chan T, Paterson QS. Eight ways to support faculty with Entrustable Professional Activities. Can Med Educ J. 2024 Nov 13;15(5):137-141. doi: 10.36834/cmej.78320. PMID: 39588033; PMCID: PMC11586029.

Masters K, MacNeil H, Benjamin J, Carver T, Nemethy K, Valanci S, Taylor D, **Thoma B**, Thesen T. (2025). Artificial Intelligence in Health Professions Education Assessment: AMEE Guide No. 178. Medical Teacher, in-press.

Ismaeel R, Pusic LJ, Gottlieb M, Chan TM, Oyedokun T, **Thoma B**. (2024). Bias in Observed Assessments in Medical Education: a Scoping Review. Academic Medicine, 99(12), 1438-1450.

Sebok-Syer SS, Smirnova A, Duwell E, George BC, Triola MM, Feddock CA, Chahine S, Rubright JD, **Thoma B**. (2024). Sharing is Caring: Helping institutions and health organizations leverage data for educational improvement. Perspectives on Medical Education, 13(1), 486-495.

Ogle K, Hill J, Saneten SA, Gottlieb M, Artino AR, **Thoma B**. (2024). Educator's Blueprint: Key Considerations for Using Social Media in Survey-Based Medical Education Research. Academic Emergency Medicine: Education and Training, 8(5), e11026.

Okpalauwaekwe, Udoka MBBS, MPH, PhD1; Fehr, Carla MA2; Oyedokun, Taofiq Olusegun MBChB, DTM, MMed, CCFP-EM, FCFP-EM, PGDipAeroRT3; Witt, Jon MD, MPH, CCFP-EM, FCFP4. Factors influencing retention of International Medical Graduates in rural practice. Canadian Journal of Rural Medicine 30(1):p 17-30, Jan-Mar 2025. | DOI: 10.4103/cjrm.cjrm_6_24

Tunison, S., Domes, T., & Colbourne, H. (2025). Assessing physician knowledge and perceptions about physician assistants to establish faculty development priorities in Saskatchewan. Poster presentation at the International Congress of Academic Medicine (ICAM) annual meeting. Halifax, NB: April 3-6.



RISE 2025

International Engagement

Accepted Abstracts & Presentations

In August 2025, the Office of Faculty Development is heading to Barcelona, Spain to participate in the **International Association for Health Professions Education (AMEE) Conference** and the **8th International Conference on Faculty Development in the Health Professions (ICFDHP)**.

These conferences bring together global leaders in medical education and faculty development, offering a platform to share innovations, research, and best practices. Our team is proud to represent our institution on this international stage, contributing to the advancement of health professions education worldwide.

- Tunison, S., Colbourne, H., Domes, T. (2025). Systematically leveraging collaborative expertise to achieve consensus regarding curriculum content: A modified Delphi project. Short Communication (On Demand) to be presented at International Association for Health Professions Education (AMEE) annual meeting, Barcelona, SP: August 24-27.
- Chang, H., Kraushaar, J. (2025). Pre-OSCE Calm: Breathing Mindfulness into the Teaching & Learning Environment. Fringe to be presented at International Association for Health Professions Education (AMEE) annual meeting, Barcelona, SP: August 24-27.
- Tunison, S., MacLean, C., Polreis, S., Winik, A. (2025). Is feedback dead (or just on life support)? E-Poster conditionally accepted for presentation at the International Conference on Faculty Development in the Health Professions Conference. Barcelona, SP: August 23-24.
- Polreis, S., MacLean, C., Tunison, S., Winik, A. (2025). What's in a Name? Rebranding Equity, Diversity, and Inclusion (EDI). E-Poster to be presented at the International Conference on Faculty Development in the Health Professions Conference, Barcelona, SP: August 23-24.
- MacLean, C., Polreis, S., Tunison, S., Winik, A. (2025). Faculty Development: Going long(itudinal)- Building Capacity and Getting Engagement. E-Poster to be presented at the International Conference on Faculty Development in the Health Professions Conference. Barcelona, SP: August 23-24.
- MacLean, C., Okpalauwaekwe, U. (2025). Belonging Begets Connectedness: Physician Insights on How Disconnectedness Influences Participation in CPD Events in Saskatchewan, Canada. E-Poster to be presented at the International Conference on Faculty Development in the Health Professions Conference. Barcelona, SP: August 23-24.
- Tunison, Scott. (2025). Assessing Saskatchewan-based physicians' knowledge and perspectives about Physician Assistants to establish faculty development priorities. E-Poster to be presented at the International Conference on Faculty Development in the Health Professions Conference. Barcelona, SP: August 23-24.

Our team is proud to connect, collaborate, and contribute to the global conversation on faculty development!



Future Directions

Planned Initiatives

Expand Asynchronous Learning

- Launch new Canvas-based courses on:
 - Feedback in Clinical Teaching
 - Clinical Teaching Tips tailored for both Specialists and Family Physicians

Pursue ASPIRE Recognition

- Continue aligning with the ASPIRE criteria and prepare a formal application for the ASPIRE Award, recognizing excellence in faculty development.

MicroResearch Projects

- Support faculty in conducting small-scale, high-impact research projects.

Learning Analytics Symposium

- Host a one-day event focused on the use of data and analytics to enhance teaching and learning outcomes.

Multi-Disciplinary Education Event

- Organize a one-day collaborative event that brings together educators across the medical education continuum—from undergraduate to continuing professional development.

Mindfulness Workshops

- Provide wellness-focused sessions to support faculty resilience, presence, and reflective practice in teaching.

Innovate Engagement & Feedback

- Explore new formats for faculty engagement and feedback collection.

Looking Ahead

These initiatives reflect our ongoing dedication to supporting faculty excellence, fostering innovation, and contributing to a vibrant educational community.

Stay tuned to see what's in store!



Contact Us

Faculty Development Team

Saskatoon

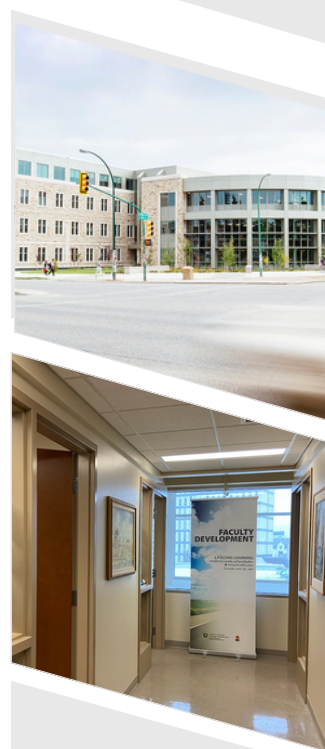
- Cathy MacLean, Director (cathy.maclean@usask.ca)
- Amy Winik, Coordinator (medicinefaculty.development@usask.ca)
- Sean Polreis, Teaching & Learning Specialist (sean.polreis@usask.ca)
- Scott Tunison, Teaching & Learning Specialist (scott.tunison@usask.ca)
- Rob Woods, Program Director CEd Program (rob.woods@usask.ca)
- Paul Olszynski, Simulation FUNdamentals Lead (p.olszynski@usask.ca)

Regina

- Helen Chang, Lead (woodrabbit@sasktel.net)
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Connect With Us

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UNIVERSITY OF SASKATCHEWAN

College of Medicine

FACULTY DEVELOPMENT

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