



UNIVERSITY OF SASKATCHEWAN

College of Medicine

FACULTY DEVELOPMENT

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

# **Faculty Development Annual Report 2019-2020**



# Welcome to our Faculty Development Annual Report

Faculty Development is here to support you in areas of your work that include **teaching** (all levels of learners), **research** (help to get started), **leadership** (including assuming educational leadership roles), **wellness** (for you and your learners) and more.

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



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# Mission Statements

## University of Saskatchewan

**MISSION** - 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.

**VISION** - 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

**MISSION** – 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.

**VISION** - We are leaders in improving the health and well-being of the people of Saskatchewan and the world.



# Messages

## College of Medicine



**Dr. Kent Stobart, Vice Dean Education**

We wrapped up another great year in 2019 in the College of Medicine with a vibrant faculty development program in place and solid plans going forward for both the Masters in Education (Health Professions Education) and the Clinician Educator Diploma. This was an exciting time to see opportunities across the province for our clinical preceptors and classroom teachers to access faculty development and to grow and develop our faculty for future medical education leadership roles.

Over the past year, our distributed medical education programs such as the SK longitudinal integrated clerkship was supported by locally delivered faculty development sessions. We visited potential new sites such as Yorkton and were excited that faculty development could be involved and continues to deliver distributed programs across the province. Our new postgraduate pediatrics program at the Regina campus is indicative of the growth strategy for that campus. Regina is also supported by faculty development through the leadership of Dr. Helen Chang and Dr. Gill White.

2020 presented an unprecedented challenge for delivering medical education during the COVID-19 pandemic but with determination and a coordinated effort, the university and the medical school have been responding to ensure our students have been safe and able to engage in new ways of learning. These were created quickly and delivered remotely. There is a lot to celebrate in this annual report and our thanks goes out to all those who have contributed to Canada's best small medical school!



**Dr. James Barton, Associate Dean CME**

It has been a busy year for Faculty Development! New Programs abound with the Masters in Health Professionals Education as well as the Clinician Educator Diploma Program.

Continuing Medical Education (CME) continues to work closely with Faculty Development over the past year and we continue to have reciprocal representation on one another's Advisory Committees. CME is grateful for this unique and valued insight as it relates to the type and format of educational events and projects we design and present to physicians and other health care professionals. We continue to include Faculty Development in CME's quarterly "mini-retreats" which assists the Division of CME in identifying the appropriate education performance metrics that demonstrate CME is aligned with the College of Medicine in the strategic priority areas especially quality education and scholarship, community engagement and empowering faculty.

Although COVID-19 changed the way we all engaged in our professional and personal lives, CME and FD continue to "engage" in the research we had initiated in 2019 on the challenges that face physicians and how that may translate into barriers/obstacles to their own professional development and participation in educational projects. CME will continue to support FD with logistical and organizational expertise around their Medical Education and Research Scholarship Day. Finally, our two websites continue to evolve and improve and CME is pleased to support FD efforts with the involvement of CME's in house instructional designer on that project. We have learned a great deal about what our physicians are wanting and needing in the COVID-19 era and we look forward to meeting these challenges with FD in the future.

# Messages

## Faculty Development



**Dr. Cathy MacLean, Faculty Development Director**

This has been another great year for Faculty Development (FD) and I am so appreciative of the work of the team and all those who have contributed or participated in Faculty Development over 2019/20. Thank you! We have a lot to celebrate and we have a lot of exciting new directions going forward.

We do not work in a vacuum but happily share education space in the province with UGME, PGME, CME and of course, DME (Distributed Medical Education). These relationships result in many great collaborations and opportunities to move forward on the CoM strategic plan with many great initiatives.

We value the relationships we have with the Division of Social Accountability and we're excited to join the Indigenous Health Committee this year. Sean Polreis has been the facilitator and champion of our Bias workshops which were new this year and very popular. Bias training is becoming an essential part of training for health professions education, administration and health care delivery but also has a special place in the implementation of competency based programs so the timing was perfect.

We are also excited that Dr. Marilyn Baetz has come onboard as the Vice Dean of Faculty Engagement. This is another extremely important relationship given the importance of faculty engagement and the supportive role of Dr. Baetz's portfolio with amazing opportunities for collaboration with FD.

We have continued to offer the RMED series from the University of Alberta. This is a great basic FD series that is delivered online for rural preceptors. We participate regularly in the AFMC FD group, contribute the PIVOT FD resources available nationally and have connected with FD offered through AAMC in this past year. All great initiatives with lots of potential going forward.

Special thanks this year goes to Rob Woods, the inaugural program director for the Clinician Educator Diploma program, which will be launched in the fall. We are also pleased that the College of Education is offering the Masters of Education (in Health Professions Education) also starting this fall. Dr. Kalyani Premkumar has been the CoM lead for this program.

Amy Winik joined our team in June 2019 and has been an amazing asset to FD. She has mastered our website updates but we also have to thank Dan Mittelholtz from CME who helped to launch the new FD website that went live officially in January 2020.

Faculty Development curates a huge collection of online resources on our website. This has become even more important since COVID-19. We have created resources on: Going Virtual for online teaching and learning, Virtual Care for providing patient care by phone and video and how to teach and supervise learnings in this new reality, Mental Health Resources, Leadership resources and lots of 'really cool stuff' for working from home, coping with back to back WebEx meetings and staying sane while still having to juggle all that you do. We are hoping it helps. We are open to feedback and keen to adjust what we provide to support your lifelong learning.

This fall marks a new direction for FD. We are moving to more micro faculty development done at a team level in the workplace. We are nurturing new relationships with the SHA and look forward to continuing to work closely with CME. Thanks everyone!



**Dr. Helen Chang, Lead - Faculty Development Regina**

FD Regina's regular "Greetings from FD!" newsletter helps to keep local faculty informed on available opportunities for learning.

This year's highlights included: another exam-question-writing workshop led by Dr. Kelsey Brose for O&G; a TLT session by Lisa Persaud (Office of Student Affairs); Sean Polreis presented Everyday Bias for the FMU, as well as an EPA/Feedback session for Peds; a PROMPT-Med interest session led by Dr. Greg Malin – our mentors are ready and just waiting for funding approval to start! We have also been working with Standardized Patients – providing a feedback session and initiating feedback forms from physicians to help fine-tune their performance on OSCEs and Advanced Communications in Year 2.

Local physicians were pleased to be able to access FD sessions using WebEx, which allows them to work around pressing clinical schedules. Our Regina FD library continues to be accessible to all faculty.

We encourage local faculty to access FD programs for support in online teaching & wellness, especially in these challenging times. Thanks to Jeanette Bellavance, Kris Schoenhofen, Dr. Gill White, and our Saskatoon colleagues for their invaluable assistance, and especially to our faculty for their continued dedication to teaching!



# Faculty Development Strategic Directions

The office of Faculty Development is working towards growing success in four strategic areas which are summarized below.

## 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 developments role to respond to the college strategic plan
- Invest in the support framework by enhancing the in-house department support
- Seek and offer creative solutions to informal and formal offerings to reflect the time and method faculty have to focus on development
- Promote awareness of impact of faculty development programming

## BUILDING CONNECTIONS AND CAPACITY

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

- Create 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 the comprehensive nature to measurement from a lens of the user experience, utilization, and impact
- Promote approaches to best practices learned at the College of Medicine in scholarship

## OPTIMIZING DELIVERY

**To provide a user-friendly experience to all participants, both on and off-site.**

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

### *Facilitating Culture Change*

*To support culture change for all faculty in the College of Medicine by being a resource and an innovator for wellness programming and other information, skills development, connections, and program quality improvements. This priority is woven through the other four Faculty Development priorities, and supports a number of College of Medicine Strategic Plan goals.*



# Leadership

## Who and Where We Are



**Dr. Cathy MacLean**, FCFP, MCISc, MBA, is the Faculty Development Director for the College of Medicine. Dr. MacLean is a family physician with extensive administrative, clinical and education experience. She assumed the Director role in January, 2017. She has a dedicated 0.6 FTE for Faculty Development and an additional 0.4 in family medicine which includes clinical and academic work.



**Dr. Helen Chang**, MD, CCFP, FCFP, is Faculty Development Lead for Regina. She is an Assistant Professor, Family Medicine, at the University of Saskatchewan, and teaches extensively in the UGME program. She joined Faculty Development in August 2017 and is now a 0.2 FTE for FD in Regina. Helen is also Site Coordinator for the Sensitive Exam Teaching program.



**Mr. Sean Polreis**, M.Ed, is the Faculty Development Teaching & Learning Specialist (1.0 FTE) for the College of Medicine. Sean has a passion for teaching and has extensive teaching experience. He has been working in faculty development for the College of Medicine for over eleven years. In addition to a wide variety of support provided to faculty, Sean facilitates the TIPS course which helps our residents develop and grow their teaching skills. This year Sean will be taking on the role of co-Unit Lead for Dr. Rob Woods and the Clinician Educator Diploma.



**Dr. Rob Woods** MD, FRCP, MMed, DRCPSC joined Faculty Development in 2019 as the Director of the Clinician Educator Program. He has developed the Clinician Educator Program at USask and we look forward to launching in September 2020. Rob is an Emergency Physician & STARS Transport Physician.



**Dr. Kalyani Premkumar**, MBBS MD MSc (Med Ed) PhD, MBA, Professor, with the Department of Community Health and Epidemiology, University of Saskatchewan with dedicated time in FD. She is an Association of Faculties of Medical Colleges (AFMC) peer leader on the E-Health Sub-Committee. In the College of Medicine, Dr. Premkumar is the lead for the development of a new Masters in Education, Health Professions Education for the College of Medicine. She provides a variety of faculty development sessions in teaching and assessment.



**Dr. Paul Olszynski** MD, Med, CCFP(EM), FCFP joined the Faculty Development team in 2019. He is an Emergency physician (2008) and Director of Emergency Ultrasound for the provincial Department of Emergency Medicine (2018). Paul has taken on leadership in running the ASSET Foundations course (Advanced Skills for Simulation Educators and Teachers). ASSET teaches faculty to effectively use simulation as a teaching modality with a focus on feedback and debriefing.



**Amy Winik** is the Faculty Development Administrative Assistant. She has been with Faculty Development since June 2019, and with College of Medicine at the University of Saskatchewan since 2010.

## Comings and Goings

**Dr. Marcel D'Eon** left his role at USask as of April 30, 2020. We want to thank him for his many years of dedicated time and commitment with the office of Faculty Development. All the best!



# Programming

## Responsive Programming

### Faculty Development Achievement & Events

**Seventy seven sessions** were organized by or presented through Faculty Development in 2019/2020 with **over 600 participants**. We offered something to choose from most weeks of each month and on occasion had several events occurring simultaneously. Programming covered all FD themes: Teaching and Learning (which included Assessment and Evaluation), Leadership, Professional/Career Development and Research Skills Development. We are expanding and looking at offering more in the upcoming year particularly around Wellness. We also expanded our indigenous health resources and content this past year.

Sessions were organized for medical students, residents, faculty, and staff. The vast majority of the sessions delivered were targeted to residents as teachers. We also worked with several departments and provided sessions as a part of departmentally based retreats, meetings and rounds.

Faculty Development continued to offer the Cook Ross Everyday Bias for Healthcare Professionals workshop for the College of Medicine, which is facilitated by Sean Polreis.

Each of our core programming sessions were approved for 1.0 MOC credits. These credits can be claimed by both Royal College specialists and family physicians (through Mainpro).

There were also a number of Department of Academic Family Medicine Faculty Development specific events that ran in our distributed learning sites (La Ronge, Moose Jaw, North Battleford, Prince Albert, Regina, Saskatoon and Swift Current).

*"The mind is not a vessel to be filled, but a fire to be ignited."*

*-Plutarch*

## Teaching and Learning Tuesdays (TLT)

TLT continued this year on the second Tuesday of each month. There was lots of great discussions and ideas generated. Most sessions were recorded and can be viewed on our Faculty Development website.

### ***OneDrive***

David Greaves  
September 10, 2019

### ***Teaching Strategies to Support Learning and Well-Being***

Drs. Meredith McKague, Greg Malin,  
Adam Neufeld  
October 8, 2019

### ***Everyday Bias for Healthcare Professionals***

Sean Polreis  
November 12, 2019

### ***Case of the Facebook Faceplant: Exploring Digital Professionalism***

Dr. Brent Thoma  
December 10, 2019

### ***The Clinician Educator Diploma Program: A Medical Education Fellowship for Practicing Physicians***

Dr. Rob Woods  
January 14, 2020

### ***Certificates or Masters Degree in Health Professions Education: How can I obtain it?***

Dr. Kalyani Premkumar  
February 11, 2020

### ***Challenging Conversations***

Dr. Cathy MacLean  
March 10, 2020

## Medical Education Grand Rounds (MEGR)

MEGR continued this year on the last Thursday of each month. Most sessions were recorded and can be viewed on our Faculty Development website.

### ***Introducing Competency-Based Medical Education into a Pre-Clerkship Curriculum***

Dr. Deirdre Andres  
September 26, 2019

### ***Model of Student Effort***

Dr. Marcel D'Eon  
October 31, 2019

### ***Impact of a Novel Antimicrobial Stewardship App***

Dr. Shaqil Peermohamaed  
November 28, 2019

### ***The Development of EPA Reference Cards to Support the Implementation of CBD in Emergency Medicine***

Emily Stoneham  
December 19, 2019

### ***The Fine Balance of Curriculum Management***

Dr. Roona Sinha  
February 27, 2020

## Teaching Bootcamps

Dr. Kalyani Premkumar facilitated a Teaching Bootcamp course this past October which included four separate teaching sessions: Preparation for Teaching in the Classroom and in Rounds; Teaching in a Clinical Environment; Assessment in Medical Education; and Providing Effective Feedback in Clinical Settings.

## Med ED 101

Dr. Premkumar facilitated the Med Ed 101 workshop this past year. Med Ed 101 is a two-day interactive workshop to introduce evidence-based approaches to design, implement and evaluate educational sessions and to enhance participants' skills as medical educators. This year's workshop ran on November 7 & 8, 2019.

## Presenting with Pizzazz

This FD workshop with actors Blaine Hart and Greg Malin (MD) is designed to improve your presentation skills and help you deliver great lectures, engage your audience and just have some fun. This workshop uses improv, allowing you to practice in a safe environment and gives you immediate feedback to improve your presentations.

## Everyday Bias for Healthcare Professionals

In partnership with the AAMC, this workshop has been designed by Cook Ross, a consulting firm in the United States with 30 years of experience, including deep expertise in the role of inclusion & diversity in the workplace. Grounded in self-reflection, the workshop enables participants to examine how experiences & identities shape their biases. Participants develop awareness of their first impressions in order to improve decision-making in the workplace. Sean Polreis was trained in the US through Cook Ross to

deliver their workshop on Bias. There were eight workshops held in 2019-20 across different departments in Saskatoon and Regina including Urology, Radiology, Pathology and Admissions.

## ASSET Foundations

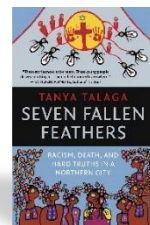
ASSET stands for Advanced Skills for Simulation Educators and Teachers. ASSET teaches faculty to effectively use simulation as a teaching modality with a focus on feedback and debriefing. This past year ASSET ran on December 9 and 10, 2019.

## Medical Education Reading Club

Medical Education Reading Club first began in February 2019. We focus attention once a month around an article or book of particular interest related to medical education. The goal is to have a mix of staff, faculty and any others who have an interest in medical education. Books covered over the past year include:

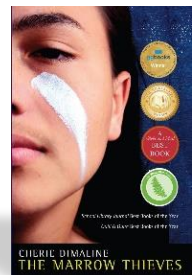
### *Seven Fallen Feathers*

Tanya Talaga



### *The Marrow Thieves*

Cherie Dimaline



### *Mindset*

Carol Dweck



### *Dare to Lead*

Brene Brown

### *Thinking Fast and Slow*

Daniel Kahneman

### *Peak: How to Master Anything*

Anders Ericsson & Robert Pool

Adam Neufeld, and Greg Malin. "Twelve Tips to Combat Ill-being during the COVID-19 Pandemic: A Guide for Health Professionals & Educators." MedEdPublish 9.1 (2020): MedEdPublish, 01 April 2020, Vol.9(1). Web

## Teaching Improvement Project Systems (TIPS)

TIPS is a required course for all first year residents in Saskatchewan. The program is facilitated by Sean Polreis and involves all postgraduate year one residents (PGY 1) at the University of Saskatchewan. TIPS was completed this past year in January 2020. Ensuring this course is taught to all PGY 1 learners is also a major requirement for UGME accreditation. Residents in some programs get additional sessions in Medical Education throughout their residency and all are encouraged to seek opportunities to improve as teachers.

TIPS for Residents in remote sites was held from July through September in 2019, in Moose Jaw, Swift Current, North Battleford, Prince Albert, Regina and Saskatoon. The TIPS manual has been revamped and is now online and interactive. The course has been updated to reflect Competency Based Medical Education with the introduction of new content. Experienced residents have started facilitating microteaching sessions for the TIPS course. We also began to study the effectiveness of feedback during resident microteaching sessions - and will be continuing throughout the next year of TIPS – in order to continually improve the course.

Our goal in FD is that these courses will not be one off events and we hope to continue to work with Departments to ensure residents continue to apply the teaching principles they are taught in TIPS. We are also emphasizing that TIPS is the start of a lifelong journey in medical education with many future opportunities to grow this knowledge and skills particularly with the introduction of the new Master's in Education (with two certificate routes) and the Clinician Educator Diploma option.

### TIPS 2019/20 Course Dates

July 10 & 17, 2019	<b>Regina</b>
July 11 & 18, 2019	<b>Regina</b>
July 24 & 30, 2019	<b>Swift Current</b>
July 25 & 31, 2019	<b>Moose Jaw</b>
August 8 & 15, 2019	<b>Prince Albert</b>
August 12 & 19, 2019	<b>Saskatoon</b>
August 13 & 20, 2019	<b>Saskatoon</b>
August 22 & 29, 2019	<b>Saskatoon</b>
September 4 & 18, 2019	<b>North Battleford</b>
September 12 & 19, 2019	<b>Saskatoon</b>
October 2 & 9, 2019	<b>Saskatoon</b>
October 24 & 31, 2019	<b>Saskatoon</b>
November 13 & 20, 2019	<b>Saskatoon</b>
December 3 & 10, 2019	<b>Saskatoon</b>
January 17 & 24, 2020	<b>Saskatoon</b>



## Other FD Events

### **UGME Onboarding**

Saskatoon / Regina  
August 27, 2019

### **Exam Question Writing – Workshop**

Regina  
October 3, 2019

### **PROMPT-MED**

Regina  
November 8, 2019

### **EPA Presentation**

Regina  
November 20, 2019

### **R2C2 Model of Feedback & Coaching**

Saskatoon  
November 22, 2019

### **Faculty Development Presentation**

Saskatoon, City Centre  
Family Physicians  
January 23, 2020

### **Constructive Feedback**

Regina  
January 30, 2020

### **Faculty Development Presentation**

Prince Albert  
February 12, 2020

### **Giving Feedback**

Yorkton (via WebEx)  
February 19, 2020

### **Central Purpose of Teaching**

Saskatoon  
February 20, 2020

### **Rubric Session**

Saskatoon (Psychiatry  
Residents)  
March 10, 2020

## Family Medicine FD Events

### La Ronge, SK

**Field Notes and Feedback**  
July 21, 2019

### Moose Jaw

**Geriatrics and Medications –  
RX Files**  
August 1, 2019

### **Open Discussion on Teaching Tips during a Typical Work Day**

September 17, 2019

### **RxFiles Update**

January 7, 2020

### **Teaching Strategies in Busy Clinic Environments**

February 2, 2020

### **Six Strategies for Effective Learning**

March 11, 2020

### **RxFiles Opiate/Chronic Pain Management**

May 6, 2020

### North Battleford

**Medical Education and All  
That Jazz Conference**  
July 2-6, 2019

### **Mediation Techniques in Group Environments**

October 4, 2019

### **Learner in Difficulty**

October 5, 2019

### **Safe Teaching Environments**

October 29, 2019

### **Conflict Management**

December 7, 2019

### **Physician Wellness**

May 24, 2020

### Prince Albert

**The Learner in Difficulty**  
November 20, 2019

### **PBSB Teacher as Coach**

December 16, 2019

### **Giving Feedback**

January 27, 2020

### **FM-FD / Addiction Medicine Presentation**

January 29, 2020

### **The Learner in Difficulty**

February 5, 2020

### **Feedback – RMA**

February 12, 2020

### **Feedback – Associate Clinic**

March 11, 2020

### Regina

**Everyday Bias in Healthcare  
Professionals**  
July 12, 2019

### **Approach to IBD**

August 7, 2019



**Writing Effective Field Notes**  
September 4, 2019

**Third Edition Geriatric  
RxFiles Update**  
October 9, 2019

**HQC Primary Care Panel  
Report**  
December 4, 2019

**“Doctor, vaping is better  
than cigarettes, right?”**  
January 8, 2020

**Dapa-HF Trial Review**  
January 8, 2020

**CaRMS Interviewing Update**  
January 20, 22, 27 & 29, 2020

**Type 2 Diabetes Mellitus  
RxFiles Update**  
March 4, 2020

**Antibiotic Stewardship  
Program Update**  
March 18, 2020

**Saskatoon  
Research Poster Workshop**  
July 18, 2019

**The Science of Learning**  
August 15, 2019

**Faculty Retreat**  
September 12, 2019

**Periodic Review (online  
course)**  
September 19, 2019

**Early Literacy**  
January 9, 2020

**Research Division Future  
Plans and Visions**  
January 16, 2020

**Let’s Question Our Normal**  
February 20, 2020

**Supervision of Residents  
Providing Virtual Care**  
March 19, 2020

**Supporting Resident  
Wellness**  
May 21, 2020

**Swift Current  
Coaching**  
May 5, 2020

**Faculty Advising**  
May 8, 2020

*Lifelong Learning*



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# FD ANNUAL REPORT HIGHLIGHT

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## Department of Academic Family Medicine Faculty Development



**Dr. Andries Muller**

*DAFM Faculty Development Director*

A lot has happened in faculty development in the Department of Academic Family Medicine (DAFM). After many years of low-key activity, it was time to reorganize things and put more energy and focus into faculty development. It started with the realization that Saskatchewan is a large, geographically distributed province. The residency program in family medicine is therefore also distributed throughout the province. There are currently seven training sites, including two urban and five rural sites. Although there is a central residency program curriculum, there are unique needs in each of the training sites. The needs are both in the content of the curriculum but also in the variety of faculty who are involved in the training program.

For all these reasons, it became clear that a hub-and-spoke model was likely the best model to facilitate the delivery of faculty development in the DAFM. The position of “*Director of Faculty Development*” in the DAFM already existed. This position has a seat on the executive of the DAFM. It is impossible for the director alone to facilitate all the faculty development that is needed for the entire province.

A new position was created for faculty development site leads in each of the training sites. These are currently a 0.1 FTE contract position in the department. The role of the site lead is to facilitate and manage faculty development in each of the geographical areas related to the training sites. It is important for the site leads to liaise closely with the site director for that site. It is not an expectation of the site lead to deliver all the faculty development, but rather to facilitate the needs assessment and organize the delivery of the content.

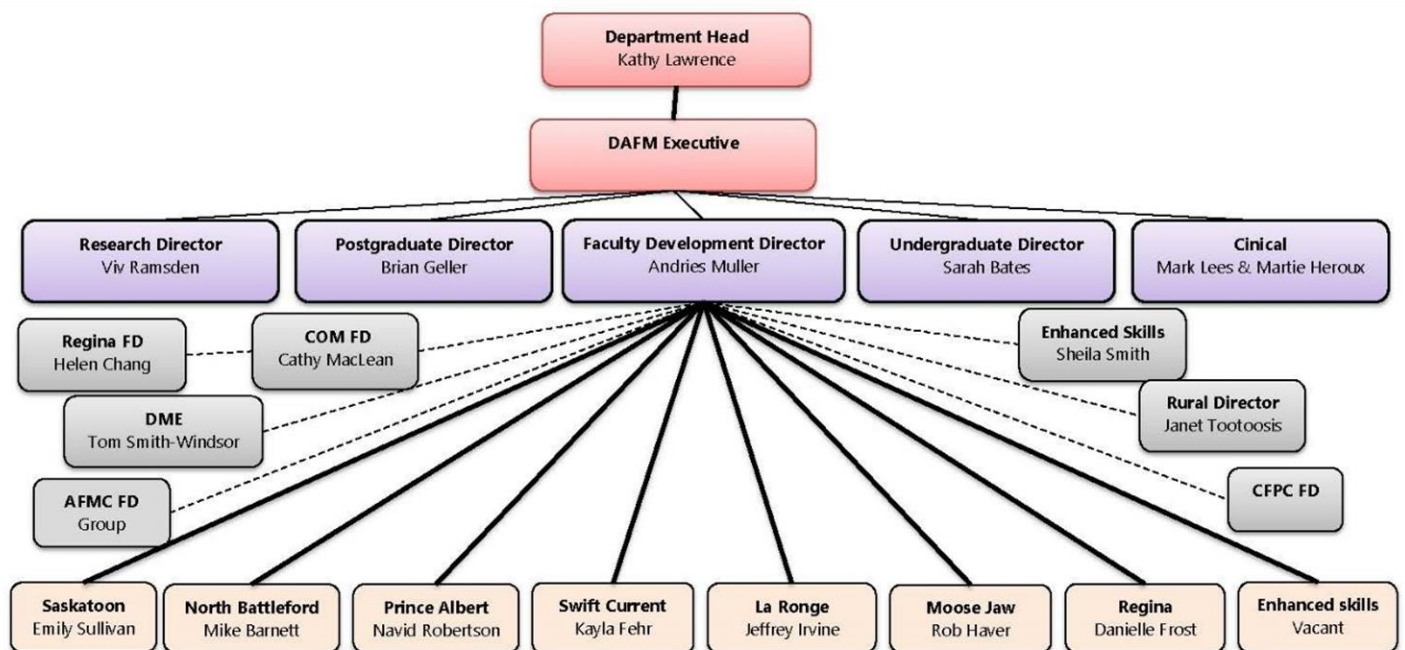
Considering the hub-and-spoke model, the faculty development committee was restructured to reflect this. Aside from the site leads, the other members of the committee include a medical educator, the research director, and the rural coordinator for Family Medicine. Ad hoc members are invited as needed. One of these ad hoc members, who attends the meetings on a regular basis, is the faculty development director for the College of Medicine at the University of Saskatchewan. An administrative person, with 0.3 of her time dedicated to faculty development, assists the entire committee with their activities.

To make sense of this structure and to also reflect the many connections that exist with other positions at the University of Saskatchewan, an organization chart was developed to illustrate this complex interplay. Figure 1 presents an illustration of the current structure for faculty development and how it fits within the DAFM.

The range of activities presented in faculty development is quite broad. At the site level, the most common activities are lunch and learn sessions, short add-on sessions to other existing meetings, in-person one-on-one teaching sessions and attending online learning events. At the Urban sites, there is more of an academic culture in the teaching units, and therefore monthly scheduled faculty development sessions are the mainstay of activities. All the sites have access to centrally developed and organized programs. There are also numerous activities that take place online at other institutions, such as the Rural Medical Education series from the University of Alberta. At least once a year the department has a retreat for faculty and most of this time is dedicated to faculty development.

There is never a shortage of things to do in faculty development. Current projects that are a work in progress includes the creation of a robust faculty assessment program, including improvement in giving feedback to faculty regarding their teaching. Another area of focus is the numerous awards and honours that are available to faculty but are not fully utilized at the moment. A working group has been created to curate this.

We are always open to ideas and suggestions, especially when it comes to collaborating with other individuals or departments.



*Figure1. Structure chart: Department of Academic Family Medicine Faculty Development Structure (UofS) March 2020*

# Building Connections & Capacity

## Faculty Development & Postgraduate Medical Education



A message from **Dr. Anurag Saxena**, Associate Dean Postgraduate Medical Education

The Faculty development unit is vital to the integrity of postgraduate medical education residency training programs. Under Dr. Cathy MacLean's leadership, the faculty development portfolio has assisted in multiple areas in PGME.

The successful launch of competence by design initiative of the Royal College has been possible with the close partnership and collaborative efforts between faculty development and PGME. Specifically, sessions on leadership, change, appreciative inquiry, workshops on coaching, and feedback in a very timely and effective manner have allowed the programs to launch CBD in step with the national cohorts. Dr. Sharon Card has successfully created a bridge between PGME and Faculty Development and continues eminently successfully in her role as the PGME CBD Lead. Leveraging external expertise to benefit our programs is another strategy FD uses successfully. For example, the R2C2 session by Dr. Jocelyn Lockyer, was attended by many program directors who benefited immensely. The workshops and sessions by Dr. Sean Polreis on various aspects of feedback and assessment have been very favourably received and incorporated into practices by our faculty members. Continuing to provide excellent and current resources on their website in all aspects of education is a key resource regularly accessed by our faculty and educational administrators in PGME. Many of the online resources are cross-linked between FD and PGME. FD will continue to be part of the ongoing launch of CBD in our residency programs.

In addition, FD is part of regular programming in PGME. The TIPS course, facilitated by Mr. Sean Polreis is a cornerstone in ensuring acquisition of competencies in the scholar role by our residents. Another collaborative area between GME and FD is the recent launch of the clinician educator diploma program of the Royal College under the leadership of Dr. Rob Woods. This program will help enhance the quality of education and wider engagement of faculty of the College of Medicine.

It is heartening to note the future plans of FD that include workplace-based faculty development, micro-FD and meaningful expansion of their website as a critical resource for our faculty. I look forward to continuing collaborations with Dr. MacLean and her team on the exciting journey to enhance quality education at our College of Medicine.

## Faculty Development & Undergraduate Medical Education

We offer regular Onboarding sessions collaboratively with UGME for all the faculty who are new to education lead roles. Topics covered in our UGME Onboarding sessions include:

- Meet & Greet: Where do things fit and how do I navigate in UGME?
- Curriculum, curriculum change and syllabus review process
- Assessment
- Program Evaluation
- Teaching Delivery and IT Supports

- Linking objectives to curriculum and evaluation – pulling it all together
- Problem solving and staying out of trouble
- Faculty Development opportunities to better meet your needs and those of your teaching faculty

## Faculty Development & Faculty Engagement



A message from **Dr. Marilyn Baetz**, Vice-Dean Faculty Engagement

The office of the Vice Dean Faculty Engagement is working to enhance academic integration within the health system, support faculty for teaching and provide opportunities for faculty participation and growth. Ensuring that medical faculty across the province are aware of the offerings that Faculty Development provides and finding practical ways to encourage growth in teaching ability or address barriers are key. Examples of how this is being accomplished is through presentations at meetings across the province, individual contact and discussion with all newly appointed faculty, information sent about faculty development at regular intervals to new faculty, and a reminder of supports available for teaching at townhalls.

The Medical Faculty Engagement Committee is reconvening and provides a provincial lens to consider barriers and opportunities for faculty engagement in the academic mission. Enhanced communication to medical faculty, increased understanding of the many facets of the College of Medicine and continuing to work through the Provincial departments remain goals alongside Faculty Development in continuing to reach faculty and provide support.

## Faculty Development & Distributed Medical Education



A message from **Dr. Tom Smith Windsor**, Associate Dean Distributed Medical Education

I would like to thank Faculty Development for the opportunity to make a brief submission to their Annual Report. I would also like to express my gratitude for their service and collaborations on behalf of our distributed faculty.

SaskRENEWAL 2020:

As many will be aware, this event did not occur in 2020. Apart from the Covid-19 pandemic, we were unable to find suitable dates that were available at the Manitou Springs Resort, nor could we determine a suitable alternate location. Assuming that the virus will be under control and allow social gatherings by spring 2021, we will resume planning for SaskRENEWAL 2021 in the fall.

Manitou Springs was chosen as a site because it is reasonably family friendly, and centrally located. We would be interested in receiving suggestions for alternate sites that might fit these criteria. In addition, we would also appreciate submission of topics of interest on which you would like information, faculty development sessions at SaskRENEWAL, or at your site.

You can submit these suggestions to [dr.tom@sasktel.net](mailto:dr.tom@sasktel.net), or to the Office of Faculty Development.

I would lastly like to express our appreciation for the great work that our distributed faculty do on behalf of the College of Medicine. We realize that teaching can be an imposition on a busy clinical practice, but our learners, and our province are better for it. We look forward to becoming re-acquainted with many of you in 2021.

## Longitudinal Integrated Clerkship (LIC)



### A message from **Dr. Tara Lee**, LIC Director

The Faculty Development team, led by Dr. Cathy Mclean, was instrumental in the process of starting the Saskatchewan Longitudinal Integrated Clerkship (SLIC) in 2018. A full day of onboarding was planned and facilitated by the FD team and subsequent numerous site visits to Estevan and Meadow Lake created an atmosphere of excitement and faculty engagement that remains today. After the inaugural academic year of 2018-2019, the Faculty Development office remains partners with the SLIC Director to continue to engage faculty, onboard new faculty and provide ongoing faculty development and resources to our already established and new SLIC sites.

## Rural Medical Education Rounds (RMED)

RMED is a series of modules delivered through the University of Alberta that address key topics in medical education. This was our second year promoting their monthly sessions, which are free of charge to Saskatchewan physicians. Topics covered include:

- Welcoming a Learner to Your Practice
- Establishing Expectations for a Learning Experience
- Giving Feedback
- Teaching Clinical Reasoning
- Teaching Procedural Skills
- Social Media and Your Learner
- Writing Effective End-of-Rotation Assessments
- Digital Resources for Clinical Teaching
- Giving Difficult Feedback

*Leadership*

## Committees

### Faculty Development Advisory Committee

The FD Advisory Committee (FDAC) has been meeting since April 2016. FDAC includes representation from other health sciences colleges, the Health Sciences Library, the Gwenna Moss Teaching and Learning Centre, and the College of Medicine's Distributed Medical Education, CME, PGME and UGME Associate Deans. This advisory committee helps to provide strategic direction to our work in FD and to create alignment with the needs of the various audiences across the education continuum and health sciences. Membership this past year included:

- **Dr. Marek Radomski**, Vice Dean Research- College of Medicine
- **Dr. Gill White**, Associate Dean, Regina Programs
- **Dr. Tom Smith Windsor**, Associate Dean Distributed Medical Education
- **Dr. Anurag Saxena**, Associate Dean, Postgraduate Medical Education
- **Dr. Jim Barton**, Associate Dean, Division of Continuing Medical Education
- **Dr. Pat Blakley**, Associate Dean, Undergraduate Medical Education
- **Ms. Erin Watson**, Librarian, Leslie and Irene Dubé Health Sciences Library
- **Ms. Nancy Turner**, Director, The Gwenna Moss Centre for Teaching Effectiveness
- **Dr. Teresa Paslawski**, Associate Dean, School of Rehabilitation Science

### The Faculty Development Network

The FD Network Committee (FDNC) had their first meeting in February 2018. The network consists of individuals with Faculty Development roles in various departments across the College of Medicine. The purpose of the committee is to build relationships and communicate what is happening in Faculty Development across the province, at various sites and departments and share resources, expertise and address common challenges. FDNC is also serves as a mechanism to bring faculty development needs forward from faculty across the province and helps disseminate faculty development from central programs out to distributed teaching sites.

## Committees

### Provincial, National and Beyond

**Sean Polreis** is part of several committees including: AFMC Faculty Development Committee, PGME CBD Coaching Planning Committee, UGME EPA Working Group; Medical Education Research & Scholarship Day Committee, and is co-module lead for UGME inter-professional Education.

**Helen Chang** is the SETA Program Coordinator in Regina. She is also a member of the Search Committee for Director of Admissions and part of the Medical Education Research & Scholarship Day Committee.

**Kalyani Premkumar** is the lead for the CoM for the development of the Masters in Education (Health Professions Education). She is Secretary for the Faculty Council in the College of Medicine, University of Saskatchewan. She is also Social Affairs Secretary, Executive Committee, North American Christian Medical College Alumni Association. A Committee Member, Technology Enhanced Learning Committee, Association for Medical Education in Europe (AMEE). Member, eHealth-Infoway sub-group, Association of Faculties of Medicine of Canada (AFMC). Invited member, Standing Committee on Continuing Professional Development, Self-directed Learning Subcommittee, Association of Faculties of Medicine of Canada. Member, Faculty Council, School of Rehabilitation Sciences, College of Medicine, University of Saskatchewan. Member, Curriculum Delivery Sub-Committee, College of Medicine, University of Saskatchewan.

**Cathy MacLean** Dr. MacLean sits on the Continuing Medical Education Advisory Committee, the Indigenous Health Committee, the Faculty Engagement Advisory Committee, and the steering committee for the Masters in Education (Health Professions Education) Committee. She also actively attends the Education Executive Team meetings. On a monthly basis Dr. MacLean provides a CoM FD report to the Department of Academic Family Medicine's provincial FD committee and works to provide communication with the PG training sites around the province. Provincially she chairs the Family Medicine Conference planning committee of the SFCP.

Sean Polreis and Cathy MacLean regularly attend the AFMC Faculty Development Network teleconferences. Dr. MacLean meets annually with the FD Interest Group at the Family Medicine Forum. She has also joined an international FD group through AMEE.

### Conferences Attended

**Sean Polreis** attended AMEE (Association for Medical Education in Europe) Faculty Development and ICRE (International Conference on Residency Education) conferences in Ottawa, ON in September 2019.

**Cathy MacLean** attended the Annual Scientific Assembly in Regina, SK in September 2019; the Faculty Development and ICRE (International Conference on Residency Education) conferences in Ottawa, ON in September 2019; the Physician Health Conference in St. Johns, Newfoundland in October 2019; the Family Medicine Forum in Vancouver, BC in November 2019; and the AAMC Annual Meeting in Phoenix, AZ in November 2019.

**Amy Winik** attended the 11th Annual National Accreditation Conference in Ottawa, ON in October 2019.



# Optimizing Optimizing Delivery

## Faculty Development Website

In 2019, to better serve the FD needs and provide more supports and programming, we redesigned our current FD website. Visit our new site here: [medicine.usask.ca/facultydev/](https://medicine.usask.ca/facultydev/)

Several new sections were added to our website this spring in light of the COVID-19 pandemic. Included are resources on:

- Going Virtual – Help for Going Online During COVID-19
- Virtual Care – Virtual Visit Guidelines & Resources
- COVID-19 Clinical Resources
- COVID-19 Mental Health Resources
- COVID-19 Teaching & Wellness Resources for Parents

## Faculty Development Library (New in 2019!)

Easily check out hard copies of the resources we have available in Faculty Development!

We have created an online Faculty Development 'Library' which you can now scan online to see if we have titles of books or medical education articles you might be interested in. All are available for borrowing by contacting [medicinefaculty.development@usask.ca](mailto:medicinefaculty.development@usask.ca).

We are happy for these resources to be used by individuals in the College of Medicine or other Health Professions, anyone participating in our FD programming, as well as to have them go out to distributed teaching sites in SK. Visit: [cmfdlibrary.librarika.com](https://cmfdlibrary.librarika.com). If there are great titles related to medical education that you think we should have, let us know. We welcome your suggestions.

These books and reference materials are kept in the Faculty Development Resource room (Room 319) which you are also welcome to visit. Come see Amy Winik in room 318 at St. Andrews College

## Masters in Education (Health Professions Education)

As College of Medicine Lead for the Masters in Education (Health Professions Education), Dr. Premkumar has collaborated with the College of Education in marketing the program locally, nationally and internationally. The program is launching online in September 2020. Dr. Premkumar is developing the first two courses (ECUR836.3 Teaching Methodologies Facilitating Learning through Teaching and ECUR 837.3 Technology and Simulation in Teaching and Learning) of the Certificate: Quality Teaching in Health Professions Education.



## Clinician Educator Diploma Program

The Clinician Educator program is an Area of Focused Competency Diploma program offered through the Royal College of Physicians and Surgeons. It is designed to be concurrent with active medical practice. Dr. Rob Woods is the inaugural program director for this RCPSC area of focused practice (AFP). The program will be launched in September 2020.

## The Coral Collection



The CORAL Collection is a set of short, on line, resources designed for emerging leaders in medical education to provide them “just-in-time” support to better understand the *education* in medical education. Originally designed and created in 2017, more Cells have been added over the years with two new ones coming on board in May 2020. These have been used to flip faculty development sessions at the U of S and at Augusta University, as supplementary resources in graduate classes and medical student electives, and to support people learning to design training sessions. The response to the Cells has been positive. In the future, more will be added and other will be up-dated.

<https://teaching.usask.ca/articles/coral-collection.php>



# Enhanced

## Enhanced Program Quality

### Our Research, Scholarship and Publications

We have a number of interests including:

- Developing an evaluation framework of the overall FD program (including the use of the CFPC's Fundamental Teaching Activities Framework)
- Physician Learning Plans in MOC and Mainpro and how FD might impact practices
- Physician Engagement Study here in Saskatchewan which was approved for funding through the SCFP and the SMA's CORRP committee. The study has been on hold due to COVID but we are hoping to revise our approach and get things going before the end of 2020.

#### PUBLICATIONS

Bull H, **Premkumar K**, Acharibasam J. Using an Innovative Intervention to Promote Active Learning in an Introductory Microbiology Course. The Canadian Journal for the Scholarship of Teaching and Learning. June 2020 (in press)

**Premkumar K**, Umaefulam V, O'Brien J. Mobile Medical Simulation for Rural Physicians: A Feasibility Study. Canadian Journal of Medical Education June 2020 (in press)

Sandars J, Correia R, Dankbaar M, de Jong P, Goh PS, Hege I, Masters K, Oh SY, Patel R, **Premkumar K**, Webb A, Pusic M. Twelve tips for rapidly migrating to online learning during the COVID-19 pandemic. <https://doi.org/10.15694/mep.2020.000082.1> 29-4-2020. MedEdPublish  
<https://www.mededpublish.org/manuscripts/3068>

Umaefulam V, **Premkumar K**. Impact of mobile health in diabetic retinopathy awareness and eye care behavior among Indigenous women. mHealth. <http://mhealth.amegroups.com/article/view/34124/html>. (DOI) – 10.21037/mhealth.2019.12.01

**Premkumar K**, Satishkumar S, Pulimood AB, Umaefulam V, Vinod E, Samuel P, John TA. Self-directed learning readiness of Indian medical students: a mixed method study. BioMed Central (BMC) Medical Education. 2018 Jun;18(134). <https://doi.org/10.1186/s12909-018-1244-9>.

Umaefulam V, **Premkumar K**. Development of text messages for mobile health education to promote diabetic retinopathy awareness and eye care behavior among Indigenous women. In: Chen H, Fang Q, Zeng D, Wu J, editors. Smart Health. 1. Cham: Springer International Publishing; 2018. p. 107-118.

#### GRANTS

Brothwell D, **Premkumar K** et al. Manual Dexterity Assessment for Admissions, To evaluate the various types of methods currently available for assessing manual dexterity (MD) and perceptual ability (PA), and to determine whether there are any MD or PA assessments the dental profession requires beyond current practice Canadian Dental Association. Total: \$200,000.00 for 2019-01 to 2021-01

## MOC and MainPro

Several of our FD programs at the College of Medicine and Department level had RCPSC MOC credits last year, including our monthly Core Faculty Development sessions such as the Teaching and Learning Tuesdays and Medical Education Grand Rounds (1.0 credits for each session). Family Physicians can claim up to 50 MOC credits as a part of Mainpro in any 5 year cycle. The Division of CME has been responsible for approving faculty development applications for MOC and Mainpro and have been a helpful partner to achieve this.

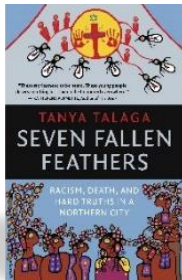
For FD to be able to offer study credits requires faculty involvement on event planning committees. This is not onerous work and puts faculty in the driver's seat when it comes to program content. With participant involvement on planning committees, we can make both our Faculty Development and our Continuing Medical Education at USask tailored to better meet needs and ensure that the programs deliver!



BE WHAT THE WORLD NEEDS

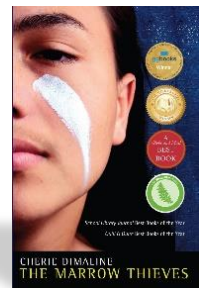
## Diversity, Inclusion & Anti-Racism

FD has been working to ensure we can support faculty to address bias, racism and inequality in our education and health care sessions. We are starting conversations through several initiatives and are looking to expand our work in this area in the upcoming year.



*Seven Fallen Feathers* (Tanya Talaga) and *The Marrow Thieves* (Cherie Dimaline) were two titles chosen for our FD Medical Education Reading Club.

Also covered was the article 'Educating for Indigenous Health Equity: An International Consensus Statement. Jones, Rhys, Crowshoe, Lynden, Reid, Papaarangi, Calam, Betty, Curtis, Elana, Green, Michael, and Huria, Tania. "Educating for Indigenous Health Equity: An International Consensus Statement." *Academic Medicine* 94.4



Continuing Medical Education offers an online course on The Role of Practitioners in Indigenous Wellness



Faculty Development provides a Cook Ross Workshop on Everyday Bias in Healthcare Professionals



Continuing Medical Education offers a course on Building an Awareness of Cultural Humility

Faculty Development is a member of the Division of Social Accountability Indigenous Health Committee



# COVID-19

## Changes and Challenges

Starting in March 2020, the Faculty Development office was closed due to COVID-19 and we began working from home. During this time we concentrated a great deal on developing resources related to COVID-19 and addressing the impact as we transition to online teaching and learning. Several new sections were added to our website that include:

- Going Virtual – Help for Going Online During COVID-19
- Virtual Care – Virtual Visit Guidelines & Resources
- COVID-19 Clinical Resources
- COVID-19 Mental Health Resources
- COVID-19 Teaching & Wellness Resources for Parents

Visit our website to view more: [medicine.usask.ca/facultydev](https://medicine.usask.ca/facultydev)



*"...the past is written but the future is left for us to write and we have powerful tools- openness, optimism and the spirit of curiosity... fear is the great destroyer"*

- Jean-Luc Picard, from Star Trek series Picard, Episode 8

## Going Forward

Faculty Development is at a crossroads as we conclude this past year. We have done three years of centrally organized and delivered programs that faculty could participate in – in-person, through videoconferencing or via WebEx. Most of our programs were one-off events following a general list of topics either related to faculty areas of expertise matched to needs or related to needs identified through previous surveys, feedback from Survey Monkey evaluations, UGME, PGME or recurring areas such as sessions for new faculty, onboarding for leaders in medical education or an introduction to basic medical education topics. These sessions were offered in response to demand or were scheduled months in advance in hopes that we could attract participation that would grow overtime. For the most part, this has not happened. We are, therefore, ready to take a new turn in our program delivery.

We are moving ahead with more formalized programs that provide longitudinal faculty development that can really make a difference. The work of the past year will result in two options – the Clinician Educator program through the work of Rob Woods as the inaugural program director for this RCPSC area of focused practice (AFP) or Dr. Kalyani Premkumar's work as the lead for the College of Medicine advocating for the Masters in Education (HPE) that is being launched this fall by the College of Education. Both of these programs represent a new era in FD here at USask. Both are online and both emphasize a longitudinal curriculum approach to impactful professional development.

One other major change will be seen going forward. We will be moving towards team and work based faculty development, sometimes referred to as micro faculty development. This type of programming is meant to be respectful of context and is delivered, not centrally, but at the level of a department, program, unit or team with the expertise of those in the workplace. Faculty development can be a scheduled 15- 20 min segment in a regular meeting and is tailored to specific needs.

We look forward to supporting new programs to meet the needs of the College of Medicine faculty, delivered in new ways with more online; in response to our current environment and more that is evidence based to improve our collective efforts in medical education. Thank you so much for your involvement and we hope the changes ahead will prove to be exciting, rewarding and meaningful.

## Concluding Remarks

The past year and especially the past several months have been challenging without a doubt. Despite the challenges, there were many great successes we have acknowledged and celebrated in this report. Our strategic plan is in place and we look forward to continuing this work. Thank you for your support and involvement in faculty development. Thanks for encouraging your colleagues to participate and for spreading the word on the many programs available. Again this year, my personal thanks to all the FD team for their many contributions and willingness to step up throughout the year and especially to create the new normal in 2020. Thank you for your creativity and flexibility! It continues to be a pleasure working and learning with you.

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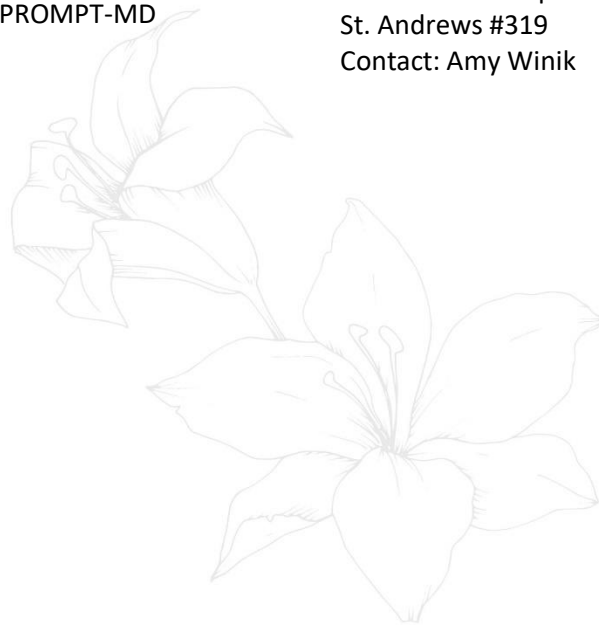
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