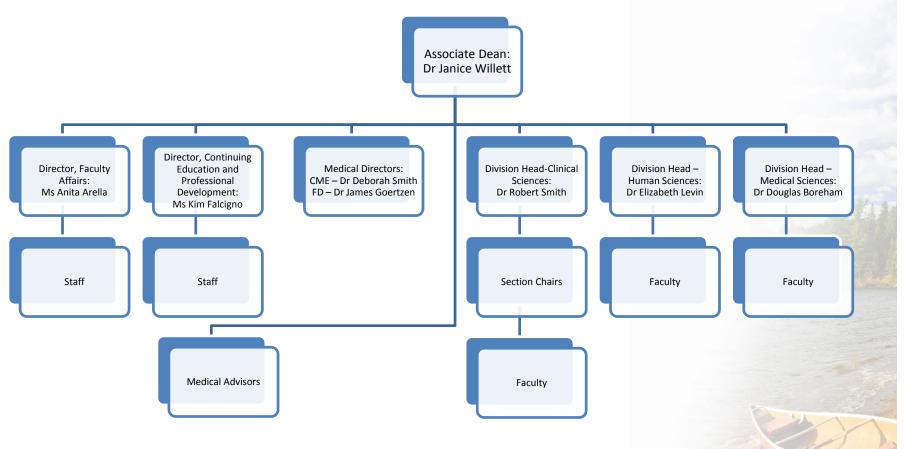
Faculty Affairs Portfolio

Associate Dean: Dr Janice Willett







Faculty Affairs Unit (FA)

Is responsible for the recruitment, appointment, reappointment, evaluation, promotion, remuneration and overall support of Faculty members and works with other Portfolios to establish, implement, coordinate and streamline faculty centred business practices.





Comprised of the three sciences - Clinical, Medical, and Human - that form the basis of the curriculum delivered at NOSM.





Clinical Sciences

Over 1200 health-care professionals with section-specific clinical expertise

- Anesthesia
- Child and Adolescent Health
- Emergency Medicine
- Family Medicine
- Health Sciences

- Internal Medicine
- Orthopaedic Surgery
- Psychiatry
- Surgery
- Women's Health





Medical Sciences

47 Faculty discipline experts for teaching and research in the basic medical sciences, grouped into three sections of disciplines :

- Anatomy, Physiology, and Pharmacology
- Biochemistry, Cell Biology, and Molecular Biology
- Microbiology, Immunology, Genetics, and Haematology





Human Sciences

64 Faculty are experts in their disciplines, participate in lecturing, act as facilitators of small group sessions in the undergraduate medical curriculum, are available to supervise graduate students, and provide opportunities for applied community research placements in various locations and communities.





Continuing Education & Professional Development Unit (CEPD)

Dedicated to the provision of innovative, learning centered continuing medical education (CME), faculty development (FD), and continuing professional development opportunities.

CEPD educational programming promotes lifelong learning and enhances clinical and teaching competencies and overall performance of health care professionals and faculty, while advancing their ability to meet the needs of the people of Northern Ontario.





Accrediting Body

The Committee on Accreditation of Continuing Medical Education (CACME) accredits the Continuing Medical Education/Continuing Professional Development (CME/CPD) offices of all Canadian faculties of medicine.





Continuing Medical Education (CME)

CEPD Office works closely with internal and external groups to develop needs based and learner centered CME opportunities relevant to the clinical area of practice. These opportunities are extended to other health professionals working in the respective specialty area.





Faculty Development (FD)

CEPD works collaboratively with all Undergraduate, Post-Graduate and Community Engagement programs to develop the NOSM Faculty

Development Program

Annual program evaluation drives change and improvement to Program





Faculty Self-Identification

- Annual faculty questionnaire offers an opportunity for faculty with Aboriginal ancestry to selfidentify
- 26 have chosen to self-identify so far, though we believe there are more not yet identified





CME & FD Events

- High quality learning opportunities that are needs-based, evidence-based, and free of bias
- Multiple ways of attending events (ie., Face to Face, Videoconference, Ontario Telemedicine Network, Webcast, Teleconference)
- Opportunities to learning in a variety of ways (ie., Lecture, Simulation, One-on-One, Small group, Self-Directed via online learning options such as Moodle)
- Certificates of Attendance for each event attended AND a cumulative transcript of all CEPD activities have participated in, available 24 hours/day from website.





Aboriginal Peoples' Health Program Planning Committee

Responsible for developing, implementing and evaluating continuing education programs that address Community Engagement needs, promoting Rural and Remote practice, Francophone Health and Culture, and Aboriginal Peoples' Health into all programs. Educational opportunities are aimed at increasing social accountability relating to these areas.





Jan 2011 – Indigenous Aspects of Cultural Safety Education Nov 2011 – Addressing Colonialism: Understanding the Foundation of Cultural Safety





Feb 2012 – Understanding Cultural Contexts in Providing Culturally Safe Care in Health Settings

June 2012 -Film Series: The Life You Want: A Young Woman's Struggle with Addiction





Sept 2012 – Improving Health
Outcomes for Aboriginal Peoples:
How Can Health Care Professionals
Contribute?

Sept 2012 – Plant Medicine,
Traditional Healing and Role of the
Modern Health Care Practitioner
Workshop





Rendezvous Conference:

- Conference on The Move
- Plenary (incl. Aboriginal NOSM graduate)
- Local Community Visits (i.e., Aboriginal Teaching Lodge, Legal Clinic, Health Clinic)





2013 – Needs Assessments

- Health Sciences Program Planning
 Committee needs assessment revealed requests for programming on Aboriginal health and healing, First Nations medicine topics
 - Northern Constellations faculty development conference evaluations identified cultural competency/safety future topics





Mar 2013 – Cultural and Linguistic Competence in Health Care Workshop

Mar 2013 – Sioux Lookout Physicians Conference

Oct 2013 – Integrating Aboriginal Health and Culture as a Practitioner and Preceptor Workshop





Jan 2014 – Sioux Lookout Region Physician Service Retreat

Mar 2014 – My Patient/Client Speaks French, and I Don't

Jun 2014 – Northern Health Research Conference (held in Sioux Lookout)

Forthcoming: Sioux Lookout Rounds,
Academic Days





Medical Partnerships

- Thunder Bay Regional Health Sciences Centre's Medical Education Committee
- Health Sciences North Sudbury Continuing Education Committee





Aboriginal Reference Group (ARG)

- Reports directly to the Dean
 - Seat on Academic Council
- Seat on Joint VP and Dean's Group
- Serve as interviewers for undergraduate student admissions interviews





Focus Group Questions

1. In your opinion, what strategies or supports could NOSM use to encourage all faculty members of Aboriginal ancestry to self-identify or disclose this information to the Faculty Affairs Unit for reporting purposes?





Focus Group Questions

2. In your opinion, how can NOSM succeed at improving the representation of perspectives and needs of Aboriginal communities in the needs assessment phases of provincially organized educational projects (i.e., the IDEAS Introductory Quality Improvement Program) and NOSM developed CME/FD events?





Thank you!

Faculty Affairs

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