2020 Rooted in the North.

Northern Ontario School of Medicine
15 Years of creating a healthier North.
Dean’s Welcome

What a transformative, challenging and adventurous year it has been. Indeed, the Northern Ontario School of Medicine (NOSM) is No Ordinary School of Medicine. As only the second Dean in the School’s history, I am grateful to the people of Northern Ontario for the warm welcome and thankful for the enriching conversations about our shared values and aspirations. I have had the pleasure of travelling to many Northern Ontario communities this year and as much as they are each different from one another, the people are truly remarkable.

While meeting so many people connected to NOSM, the opportunity to discuss the School’s future strategic directions seemed appropriate. In November 2019, we began gathering data and feedback to inform NOSM’s next strategic plan. I am happy to report that based on the data gathered from nearly 2,000 stakeholders including learners, staff, faculty, partner organizations, and community members from across Northern Ontario, we are now proceeding to develop the implementation framework and the validation of the plan for a final approval by the Board and launch in September 2020.

Delivering health-care services is a challenge in any environment, but it is one that becomes particularly daunting in a setting like Northern Ontario. With its vast geographic size, sparsely distributed population, and numerous—often isolated—small communities, Northern Ontario continues to struggle to attract its fair share of physicians. In a region as large as this, we also know the importance of relying on one another for support. That inter-connectedness magnifies our risks and exposes our health inequities even more, and this year the COVID-19 pandemic is putting a greater strain on the already fragile health human resources in our region.

NOSM is focused on building workforce capacity and introducing innovative models of care that will lead to more equitable access to care for Northern Ontarians. Some exciting new roles have been created. To focus on supporting northern physicians and workforce strategy, we now have an Associate Dean, Continuing Education and Professional Development and an Assistant Dean, Physician Workforce Strategy. We’ve also recently added an Associate Dean, Equity and Inclusion. These positions round out the decanal leadership team at NOSM and I’m thrilled to take on the many challenges that await with an exceptional team of faculty, staff and partners across Northern Ontario.

In this report, you will see many of NOSM’s successes highlighted, none more impressive in my mind than how our medical school has responded to the COVID-19 crisis this year. Finding innovative solutions in providing academic and business continuity has been challenging, no questions. But the NOSM community, including faculty, learners, alumni, and staff are working together in impressive ways to support one another in response to the COVID-19 pandemic.

Now, more than ever, the Northern Ontario School of Medicine is focused on being your medical school, the one created by, in, and for Northern Ontario.

I hope you enjoy this report and find it illuminating. As we head into my second year as your Dean, I hope you will join us at NOSM to meeting our challenges, setting new heights in achieving the best, and striving to become the destination medical school in Canada.

Dr. Sarita Verma
plan that will allow us to better understand the differing, unique needs of each individual community, and help address those needs in our approach to expansion.

Thank you to the many individuals across the North whose contributions laid the critical groundwork for our path forward. NOSM’s success is due in large part to your passion, dedication and resilience. These qualities are part of our NOSM culture and continue to inspire us into the future. NOSM is No Ordinary School of Medicine and must renew its commitment to social accountability by having an ongoing, sustainable impact in Northern Ontario.

Our mission is one of great challenges that NOSM aspires to meet. As we have seen throughout the COVID-19 pandemic, challenges also set the pace for new innovation, shedding light on opportunities we had only before imagined. NOSM must promote innovation, discovery, and academic and clinical excellence while building a culture of diversity, inclusion, integrity, and empowerment. NOSM intends to be daring and bold as we look at the challenges of the current pandemic and the transformation of health education and research to meet the needs of society.

Rooted in the North

Fifteen years ago, NOSM was established with an explicit socially accountable mandate; a commitment to respond to the diversity of the region, address the health needs of all Northern Ontarians and improve access to quality health care through education and research. There is no one-size-fits-all approach to creating equity in health care for our region. As much as the strategy to have a medical school in Northern Ontario is working, there is still much work to be done. We are forging ahead with a new strategic

The dedication and advocacy of the NOSM community has led to many achievements and milestones for the School. We are internationally recognized for our distinctive model of distributed, community-engaged learning. With the vast expanse of Northern Ontario as the School’s campus, learning and working in these diverse communities is no small feat. Education takes place where long-standing community health challenges inform clinical learning. Learners from all NOSM programs experience firsthand the realities of rural and remote health care in the North.

We’re proud to be an employer of choice in Northern Ontario. Our staff tell us they see themselves reflected in our vision and values. More than 60 per cent of NOSM employees have been with the School for more than five years. That is true dedication from this incredibly talented group of individuals.

NOSM at a Glance

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Across the medical sector, there has been a wider call for improved collegiality and to address issues of mistreatment and disrespect towards one another. At NOSM, we’re disrupting these long-standing issues. In June 2020, we will spark a much-needed movement to influence wider change in the culture of medicine and medical education. Our goal is to make a lasting difference by living and propelling a culture of kindness and respect.

NOSM was established with a set of core values—three of which are respect, inclusiveness and social accountability. The Respect the Difference movement encourages the entire NOSM community to voluntarily become change makers. The campaign, rooted in the science of our individual genetics, reminds us that 99% of human DNA is the same. With that much in common genetically, how we choose to respond to the differences is our choice.

Recently, the Northern Ontario Academic Medicine Association (NOAMA) Board put forward a call for proposals for a rapid research funding opportunity relating to COVID-19 as it impacts Northern Ontario’s public health challenges. The funding will contribute to efforts to accelerate the development, testing and implementation of medical and social countermeasures to mitigate the rapid spread of the COVID-19 and its negative consequences on people and communities.

NOSM was awarded $14.4 million by NOAMA to support 280 varying health research projects in Northern Ontario.

Since 2005, NOSM faculty members have published more than 3,117 scholarly articles.
Community

Community is an easy word to say, but much harder to define. The Northern Ontario community. The NOSM community. The Northern community. The word community connects us with one another. It describes a common experience of being Northern Ontarians, so common that we never really take time to define it. The connectedness ties us together across this vast expanse. Community is our relationships with our colleagues—faculty, researchers, learners, and staff. Being a part of the Northern Ontario community gives us a sense of belonging, understanding and caring for one another. Collectively, we have seen incredible progress with shared history, experiences and purpose.

Being part of the Northern Ontario community means we also have collectively experienced a shortage of health-care professionals, and a drastic shortage of Indigenous (and Indigenous-trained) health-care professionals. According to a 2017 report from Health Quality Ontario: “Ontario’s northern regions lag behind provincial averages in quality of health and health care. Northern Ontarians are more likely to have worse health, poorer access to health care, and die earlier than people in other parts of Ontario.”

Nearly half of Ontario’s Indigenous peoples, including both on- and off-reserve

87% of Ontario’s geography
6% of Ontario’s population
Nearly 90% of Ontario’s landmass

7 treaties

150 municipalities, where 93% of those communities have a population less than 6,000 and 74% have less than 2,000

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Education

NOSM is the first Canadian medical school established with an explicit social accountability mandate. Included in this mandate is the provision of training to increase the number of—and access to—physicians, registered dietitians, medical physicists, physician assistants, audiologists, occupational therapists, pharmacists, physiotherapists, and speech-language pathologists. These NOSM alumni are highly skilled and thrive in a wide scope of practice environments and we are tremendously proud of their accomplishments! They are taking on leadership roles as faculty, and we’re seeing graduates come full-circle. It’s particularly exciting to see their unique approaches to care in Northern Ontario and beyond.

Many Northern health-care professionals are also NOSM faculty members. Despite their demanding schedules on the frontlines of clinical care—and now of protecting their communities during the COVID-19 crisis—they are also educating the next generation of health-care professionals. Their role as teacher is woven into their daily work. Northern Ontario’s rural generalist physicians work to meet the needs of the whole of the population by delivering babies, taking care of emergency rooms including trauma, doing surgical assists, providing palliative care, supporting addictions recovery, and managing long-term care facilities. Their strength is in their ability to provide care across a diverse scope of practice. These “specialists in generalism” are the backbone of Northern and rural health care, and key to NOSM’s distributed teaching faculty.

In March 2020, in an effort to help mitigate the spread of COVID-19, NOSM took immediate action by shifting its entire learning and work environment online. Though in-person clinical learning opportunities were impacted for some programs, we have not missed a day of education during this enormous upheaval. This quick transition to learning and working from home is a tribute to the entire NOSM community from our education leaders, to faculty members and staff, including information technologists, curriculum designers and coordinators. NOSM’s education programs were already well established to facilitate an online, distributed learning model. And, for the first time in the history of the School, virtual interviews took place for half of our MD program applicants, fundamentally changing the way the School admits new medical students.

<table>
<thead>
<tr>
<th>Graduates</th>
<th>714 MD Graduates</th>
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<tbody>
<tr>
<td>Francophone</td>
<td>145</td>
</tr>
<tr>
<td>Indigenous</td>
<td>47</td>
</tr>
<tr>
<td>Female</td>
<td>475</td>
</tr>
<tr>
<td>Male</td>
<td>239</td>
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</tbody>
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NOSM students are highly competitive with 100% match rate in first round for prized residency spots and 25/62 staying here at NOSM in 2020.

<table>
<thead>
<tr>
<th>Students</th>
<th>2019 Incoming MD Class</th>
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<tbody>
<tr>
<td>Francophone</td>
<td>16%</td>
</tr>
<tr>
<td>Indigenous</td>
<td>3%</td>
</tr>
<tr>
<td>Rural</td>
<td>28%</td>
</tr>
</tbody>
</table>

8% rural + remote areas of Canada
92% of NOSM MD students are from Northern Ontario
59 new grads

As of May 2020

2019 Incoming MD Class:

16% Francophone
3% Indigenous
28% from rural areas

NOSM students are highly competitive with 100% match rate in first round for prized residency spots and 25/62 staying here at NOSM in 2020.
RESIDENCY PROGRAMS
6 ROYAL COLLEGE SPECIALTIES
FAMILY MEDICINE +
PGY3 ENHANCED SKILLS PROGRAMS
INCLUDING REMOTE FIRST NATIONS STREAM

CRITICAL CARE VIRTUAL SIMULATION PROGRAM
(RELATED TO COVID-19)
9 OF 11 RURAL HOSPITALS OUTSIDE OF THUNDER BAY
+ 49 PHYSICIAN AND 54 HEALTH-CARE PROFESSIONAL PARTICIPANTS

OVERCOMING BARRIERS TO SAFE OPIOID PRESCRIBING
ONLINE PROGRAM
NUMBER OF REGISTRATIONS: 126
COMPLETED THE ONLINE MODULE: 43
Available in English & French
Participants from 24 communities

NOSM’S FACULTY ACROSS THE NORTH IN THE LAST ACADEMIC YEAR...
12 DIETETIC INTERNS
2 MEDICAL PHYSICS RESIDENTS
25 PHYSICIAN ASSISTANT LEARNERS
346 VISITING LEARNERS
133 HEALTH SCIENCES LEARNERS IN
AUDIOLGY, SPEECH-LANGUAGE PATHOLOGY, PHYSIOTHERAPY, AND
OCUPATIONAL THERAPY

189 CLINICAL PLACEMENTS FOR REHABILITATION LEARNERS FROM 5 PARTNER UNIVERSITIES

86 FAMILY MEDICINE RESIDENTS AS OF JUNE 2019
Awards & Accolades

There are many outstanding faculty, learners and staff at NOSM who make a difference in their community and help bring recognition to NOSM. Miigwetch, merci and thank you for your ongoing work and commitment.

Dr. Alex Anawati was recognized with a 40 Under Forty Award from Northern Ontario Business.

Dr. Rony Atoei was awarded the NSGM Award of Education and Scholarship in the Clinical Scholar category.

Dr. Tara Baldisera received an Award of Excellence from the Foundation for Advancing Family Medicine at the Family Medicine Forum (FMF) hosted by the College of Family Physicians of Canada (CFPC). Dr. Baldisera was recognized for advancing interprofessional concussion management and research and her contributions to evidence-based resources for health-care providers.

Dr. Crystal Bouliane received the Family Medicine Resident Award for the Study of Communities Impacted by Health Disparities at FMF hosted by the CFPC.

Dr. Crystal Bouliane received the Canadian Medical Association (CMA) new editorial advisory board.

Dr. Sarah Newbery has joined the Canadian Medical Association Journal’s (CMAJ) new editorial advisory board.

Dr. Melanie Fortune was recognized with a 40 Under Forty Award from Northern Ontario Business.

Dr. Bryan MacLeod was recognized with an Innovation Fund award for his research on rural physician team effectiveness from the Innovation Fund Provincial Oversight Committee (IFPOC).

Dr. Anjali Oberai is a recipient of the SRPC Fellowship of Rural and Remote Medicine.

Dr. Peter Istan was recognized with the 2019 Order of Parry Sound for his work as a local community leader and advocate.

Jilayne Jolicoeur received the Canadian Medical Association (CMA) 150th Anniversary Award.

Dr. Scott Middlemiss was recognized by the Canadian Journal of Psychiatry (CJP) as a Culture Changer.

Dr. Jonathan DellaVedova was recognized with the Resident Doctors of Canada (RDOC) Puddletown Award for Resident Wellness Award in the Staff Physician Category.

Dr. Stacy Desilets is a recipient of the SRPC Fellowship of Rural and Remote Medicine and a Canadian Association for Medical Education (CAME) Certificate of Merit Award.

Dr. Lloyd Douglas received the Dr. Ian Bowman Award for Leadership in Social Accountability, presented on behalf of the Medical Council of Canada (MCC).

Dr. Joshua Elliott was recognized by the Canadian Federation of Medical Students (CFMS) Student Mistrustment Task Force as a Culture Changer.

Dr. Samuel Fineblatt received the Research Day Award Recipient.

Dr. Melanie Fortune received the College of Family Physicians of Canada Resident Research Award for Scholarly Achievement for her project with Dr. Tom Lu titled Developing a process for a stable antibiogram for the Timmins and District Hospital.

Dr. Grace Mo was recognized with a 40 Under Forty Award from Northern Ontario Business.

Dr. Bryan MacLeod is the recipient of this year’s Professional Association of Residents of Ontario Resident Teaching Award.

Josée Malette received the Professional Association of Residents of Ontario (PARO) Citizenship Award for medical students to gain a broad range of clinical experience through their elective programs.

Dr. Anjali Oberai is a recipient of the SRPC Fellowship of Rural and Remote Medicine.

Dr. Mary Olsten was awarded the NSGM Award of Education and Scholarship in the Academic Leader category.

Dr. Michael Kirlew is a recipient of the SRPC Fellowship of Rural and Remote Medicine.

Dr. J. J. René Laflèche is the recipient of multiple SRPC awards this year, including: Rural Long Service Award, Fellowship of Rural and Remote Medicine, and Lifetime Membership Award.

Dr. Michael Kirlew has been appointed as a member of the Genes, Cells and Molecules Evaluations Group for the Natural Sciences and Engineering Research Council of Canada (NSERC) for a three-year term. He will contribute to the national peer review process that ensures the efficacy, health and vitality of Canada’s research community.

Dr. Anna Ott was awarded the Canadian Association of Emergency Physicians (CAEP) Excellence in Education and Scholarship in the Scholar category.

Dr. Michael Kirlew was recognized with the Resident Doctors of Canada (RDOC) Puddles Award for Resident Wellness Award in the Staff Physician Category.

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Dr. Scott Middlemiss was awarded the Dr. David Boyle Outstanding Service Award in June 2019. This award is presented to the resident, voted by their peers and the NSGM Anesthesia Residency Program Committee, who has contributed most to the residency program.

Dr. Alexander Moise has been appointed as a member of the Genes, Cells and Molecules Evaluations Group for the Natural Sciences and Engineering Research Council of Canada (NSERC) for a three-year term. He will contribute to the national peer review process that ensures the efficacy, health and vitality of Canada’s research community.
Dr. Ryan Patchett-Marble received The Northern, Rural, Remote Family Practice Marco Terwel Award at FMF hosted by the CFPC.

Pierre Plamondon received an OMF Elective Bursary for medical students to gain a broad range of clinical experience through their elective programs.

Dr. Meagan Schenk received a Family Medicine Resident Leadership Award on behalf of NOSM from the Foundation for Advancing Family Medicine at FMF hosted by the CFPC.

Dr. Richard Senior was awarded the NOSM Award of Education and Scholarship in the Teacher - Learner Nominated category.

Niharika Shahi was awarded the NOSM Award of Education and Scholarship in the Learner Advocate-Leader category.

Dr. Amardeep Singh received a full tuition scholarship for the 16th Annual International Pediatric Symposium (IPOS).

Dr. Mark Spiller was awarded the College of Physicians and Surgeons of Ontario (CPSO) Council Award.

Dr. Cory Veldman received a 2019 Janus Continuing Professional Development Grant ($5,000).

Dr. Barbara Zelek is a recipient of the SRPC Fellowship of Rural and Remote Medicine.

In addition, the Northern Ontario School of Medicine received the Charles Boelen International Social Accountability Award from the Association of Faculties of Medicine of Canada (AFMC).

FACULTY PROMOTIONS 2020

Associate Professor
Dr. Sanjay Azad, Dr. Marion Briggs, Dr. Richard Kvas, Dr. Paul Miron, Dr. Valentina Peeva, Mr. Christopher Winn

Assistant Professor
Ms. Britton Sprules

Looking Ahead

This year, the entire NOSM community found themselves up against unprecedented challenges and changes. NOSM’s response to the pandemic was rapid and dynamic. Students navigated uncertainty and postponed clinical electives, deferred community experiences, or delayed clerkships. Many found themselves serving in new roles, helping with caregiving in their own homes and communities. While our student emergency fund helped ease the stress of these uncertainties, the School implemented creative solutions. We are very proud of how our NOSM community mobilised, rose to the challenge and united to make it happen.

The world today stands at the threshold of a new technological age as exciting as any in our past. Great changes in how we live, how we work, how we teach and learn will reshape our school and transform our society in the years ahead. We are at a stage of a revolution and transformation of the medical school. NOSM stands poised in a position to lead. We are at the forefront of scientific invention because NOSM is nimble and has great people and because we stimulate an environment for creativity. Our challenge as a school and my determination as its Dean is not just to lead this transformation but to ensure that every part of our school - staff, faculty and students succeed. But success is not automatic, nor achieved alone. It will take all of us - in partnership to make this happen. With a new Dean, President and CEO, decanal team, and with the support and advocacy of our alumni, partners, supporters and friends, the pathway looks very bright.

We continue to take these challenges in stride, innovating where we are able, and seeking new supports to help us through. As we grow with intention and a strong sense of purpose, we hope you will choose to support NOSM. Help us support the future sustainability of our health-care system and better access to health care for all in Northern Ontario. We need it now more than ever. Thank you for your ongoing support.

A healthier Northern Ontario is a dream we all share. To learn how you can lend your support to this cause, contact advancement@nosm.ca or visit nosm.ca/donate.

The Northern Ontario School of Medicine is a registered charity. Canadian Revenue Agency # 86466 0352 RR0001.
THANK YOU
— MERCi —
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