

2026 CONTINUING EDUCATION & PROFESSIONAL DEVELOPMENT

APRIL 2025 – MARCH 2026



NOSM
UNIVERSITY

Continuing Education
and Professional Development



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Year in Review

APRIL

Committee on Accreditation of Continuing Medical Education (CACME) site visit, launch of Clinician Teacher Certificate (CTC) micro-credential, Women's Health Symposium

MAY

Northern Constellations and Connections 2025, pilot of Clinician Teacher Certificate workshops

JUNE

New applications launched, Northern Ontario Virtual Emergency Conference, Northern Health Research Conference

JULY

Development of new program tracking

AUGUST

Peak month for program certification/accreditation

SEPTEMBER

Fall CTC workshop kickoff, Thunder Bay Family Medicine Update

OCTOBER

Cardiovascular Symposium, Women's Health Conference, North of 44 Conference

NOVEMBER

Local Education Group (LEG) Lead and Administrators Meeting, Geriatric Day, results of CACME site visit assessment, faculty needs assessment completed, Recruitment Fair

DECEMBER

CEPD team received NOSM University Education Research Fund grant

JANUARY

Open Northern Constellations 2026 registration, new LEG round initiative

FEBRUARY

Rural Acute Medicine Symposium

MARCH

Presentations at Society for Academic Continuing Medical Education (SACME), Palliative Care Conference



Accreditation

CACME Visit

Every eight years, university CPD offices undergo a full site visit from the Committee on Accreditation of Continuing Medical Education (CACME). This visit ensures that the office meets national standards in their governance and operations, educational programming, program organization, and commitment to continuous improvement.

April 7-8, 2025: NOSM University CEPD Office hosts CACME two-day virtual site visit



Standards



Representatives
(from 8 communities)



Meetings

The office received full accreditation for eight years and was recognized for their high engagement and productivity

“

The CEPD team was noted to be highly respected and functional with very strong retention of staff members. The output and productivity of the team, in terms of both volume and quality of work, was noted to be well above the expected work product given the size of the team.

— CACME Review

”

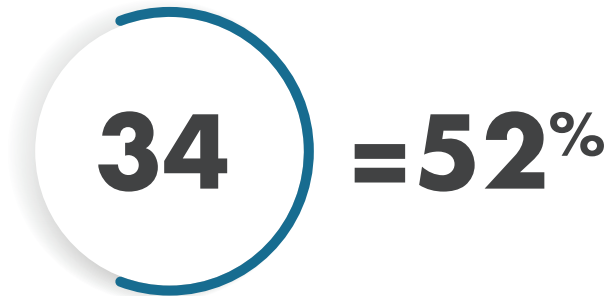
Thank You

Thank you to everyone who supported the accreditation site visit process, shared their perspectives and experiences with the CACME team, and contributed to a successful review.

Certification/Accreditation Activities



Average number of applications accredited each month, by quarter.

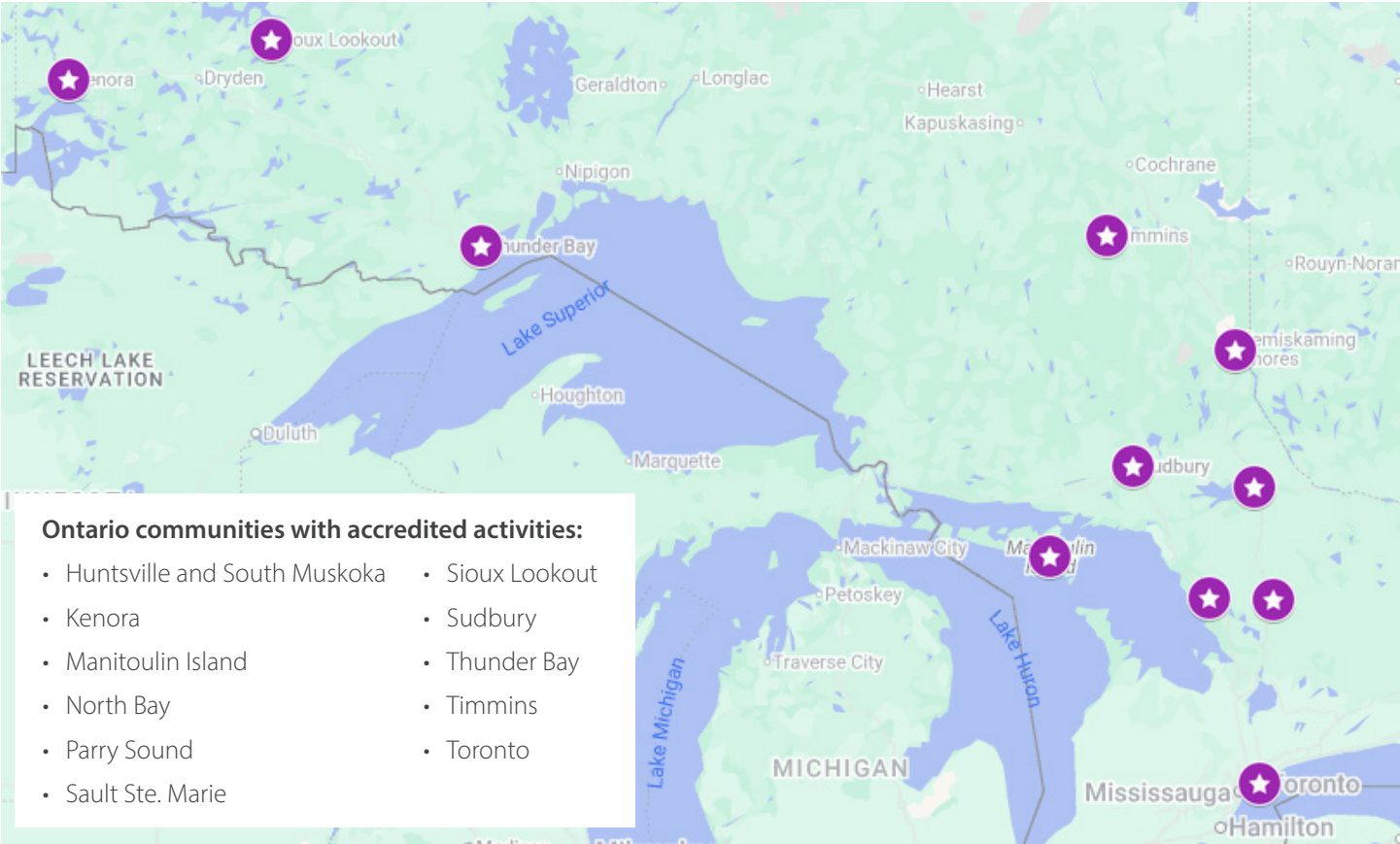


Programs accredited for both CFPC and RCPSC credits



Accredited Instructional Hours Offered

Certified/Accredited Activity Reach and Engagement



LEGs accredited at least one educational activity



Unique activities were LEG-accredited

Accredited Activities

Conferences	19
Rounds	13
Educational Series	8
Repeating Workshop	8
Online Programs	8
Workshops	5
Journal Clubs	4



Accreditation Highlights

Incorporating community demographics into program evaluation and needs assessment

In response to feedback from planning committees and program participants, the office updated their demographics questions in program evaluations to better reflect community-level population needs for future program development

Faculty-wide needs assessment survey

The office distributed a needs assessment survey to all NOSM University faculty, asking about clinical and non-clinical educational needs, as well as barriers and enhancers to engagement. Four overarching themes stood out:



Time constraints and conflicts



Flexible attendance options



Relevant, clinical-focused content



Marketing and Communications

All of these have been incorporated into the office’s quality improvement and operational planning

New certification/accreditation processess

In response to updated accreditation standards from the College of Family Physicians of Canada (CFPC), the office revised their application process. To better support scientific planning committees (SPCs), changes included:

Elimination of the two-part application

A shorter, more tailored application for faculty development, rounds, and journal clubs

A new support request form

Support planners with the self-approval process for RCPSC rounds and journal clubs



Event Support Highlights

Co-developing and supporting CPD

- Northeast Women's Health Symposium (April)
- Northern Ontario Virtual Emergency Conference (NOVEC) (June)
- Northern Health Research Conference (June)
- Thunder Bay Family Medicine Update (September)
- Health Sciences North (HSN) Annual Cardiovascular Symposium (October)
- Northern Ontario Women's Health Conference (October)
- North of 44: A Primary Care Conference (October)
- LEG Lead and Administrators Meeting (November)
- Geriatric Refresher Day (November)
- Northern Ontario Community Concierge and Connection Event (November)
- Rural Acute Medicine Symposium (February)
- Northeastern Ontario Palliative Care Conference (March)



100+
Communities,
60+ rural
communities

145
unique
sessions

85.25
learning
hours

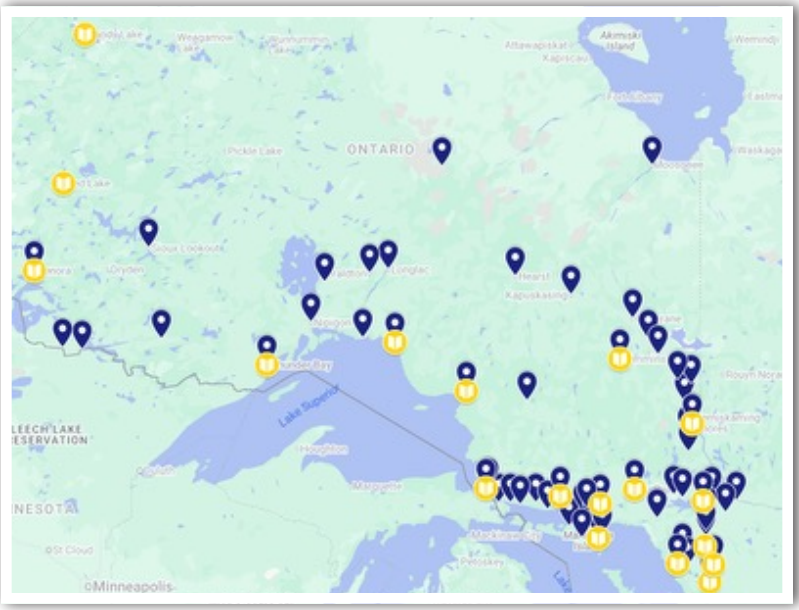
Unique
registrations:
2320

All sessions were incredibly informative, succinct and explained at a level that someone who is not working in that specialty could understand. The topics... were robust and well-rounded [with] many important pearls for quick diagnosis and referral (or management)...

— North of 44 participant

CPD Participant Reach and Engagement

Participants from more than 60 communities across Northern Ontario attended office-accredited programs:



Participant in CPD Program



Participant in FD Program

Attendees at a Glance

34%

NOSM University Faculty

68%

Health-care Professionals

25%

First 5 years



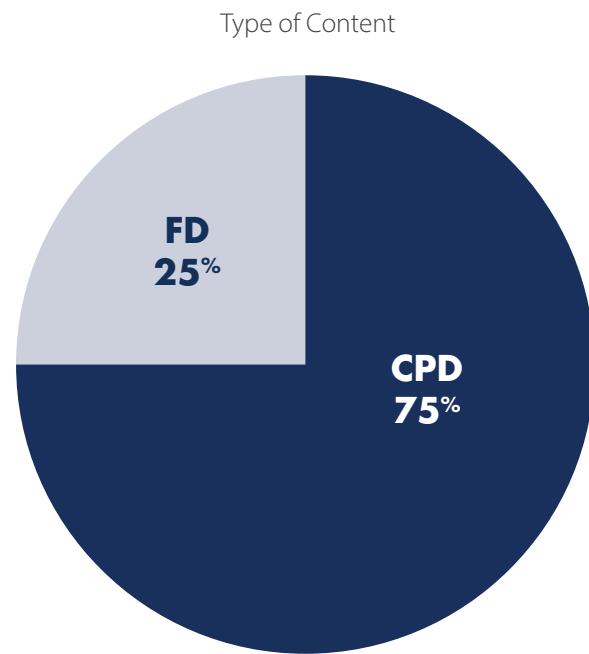
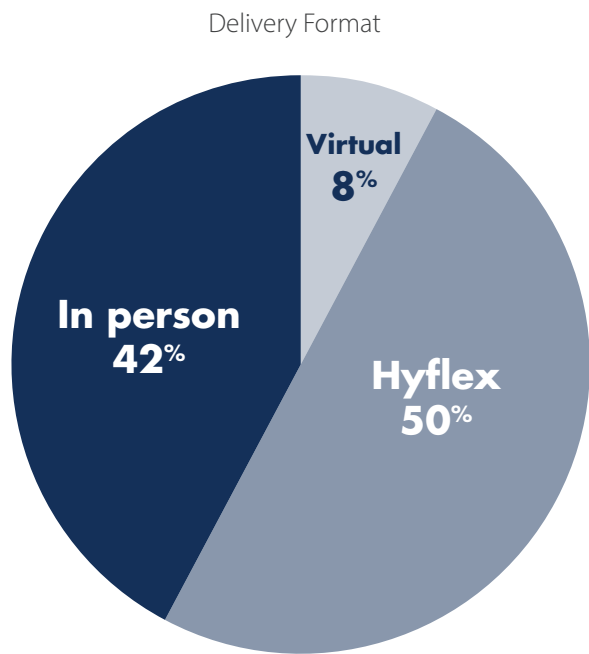
“

So many excellent foundations and processes to apply to our practice. Speakers were amazing - high-profile, well-known experts in their fields.

— Geriatric Refresher Day participant

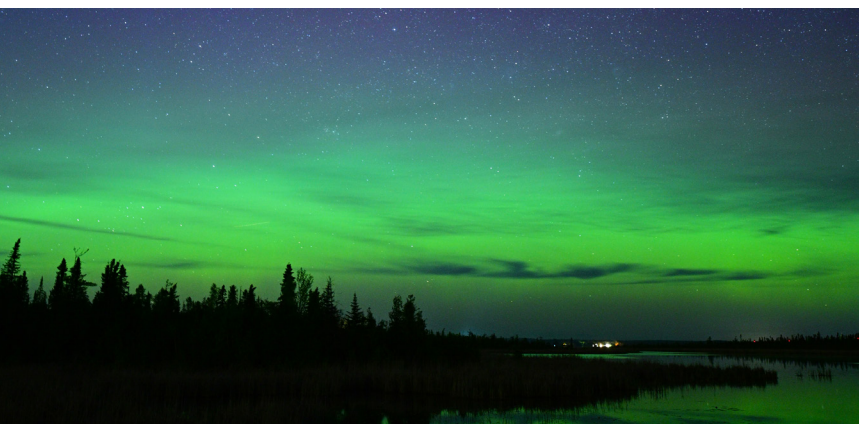
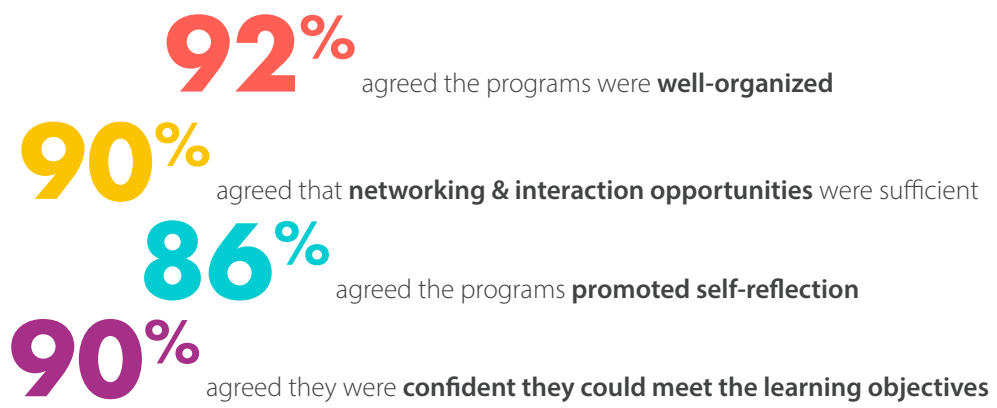
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Key CEPD Office Program Indicators



Did you know? Hyflex programs are offered in more than one format (e.g., in-person and virtually), and allow learners to flexibly choose the format that best meets their needs."

Organization, communication indicators



“
Thank you for putting on a great conference [to] bring our region together... I felt welcomed as a rural northern doctor.
— NOVEC participant
”

CEPD Program Development

Learning Hub

19

Accredited Courses

8

Quick Hit Modules

39%

Faculty and
Preceptors

42%

Learners

15%

Administrative and
Professional Staff

5%

External

Number of courses by content area

EFFECTIVE TEACHING & LEARNING = 11

LEADERSHIP = 9

EDIA = 7

“

*Everyone who has contact
with learners should do
this module.*

— CTC Participant, Safe
Learning Environment module

”

Quick Hits – Now Accredited

✓ Our Quick Hits modules have now been accredited as FD modules.

These 15-45 minute modules can be completed based on learners' lifelong learning goals in any order and at any time. They are free to all NOSM University faculty.

✓ New this year: Mitigating Bias in Admissions

This 30-minute module helps anyone involved in the admissions process identify and mitigate the impact of bias. The goal is to ensure that the admissions process is guided by principles of fairness and impartiality and to promote a culture of equity, diversity, inclusivity, and accessibility (EDIA).

“
This was a great overview of CBD.
— Learner, Introduction to Competence
By Design

“
*Nice summary of cup
of coffee approach.*
— Learner, Promoting a
Culture of Professionalism
at NOSM University

➤ Watch for additional modules in 2026-27!

Key Program Indicators



Total Accredited
Hub Content Hours



Total Enrolled
Learners



Total
Courses

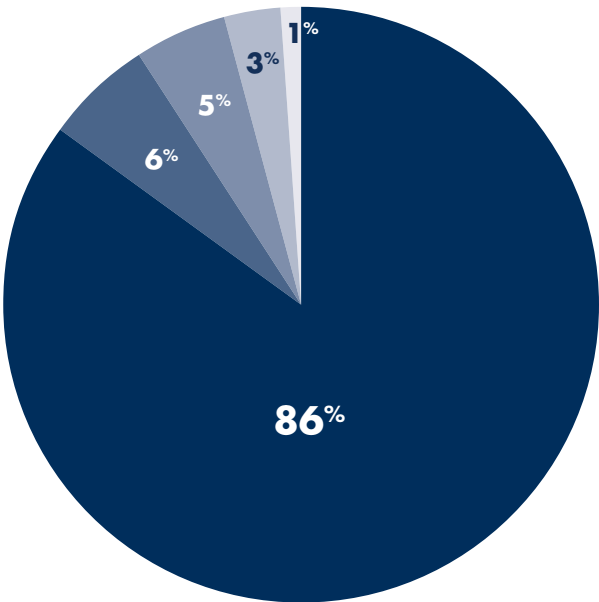


Clinician Teacher Certificate

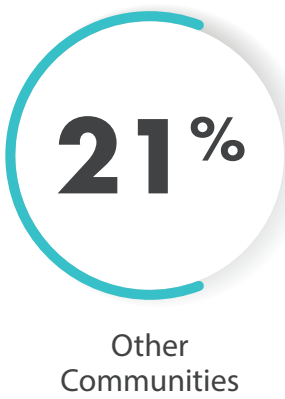


NOSM University Roles

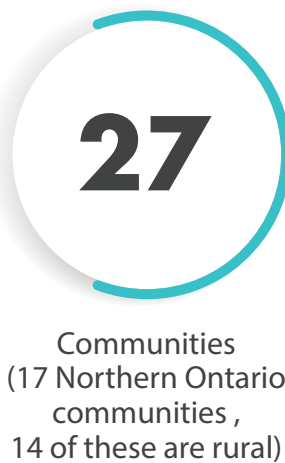
- NOSM University Faculty 86%
- Health Sciences Preceptors 5%
- Project Partner 3%
- NOSM University Staff 6%
- External 1%



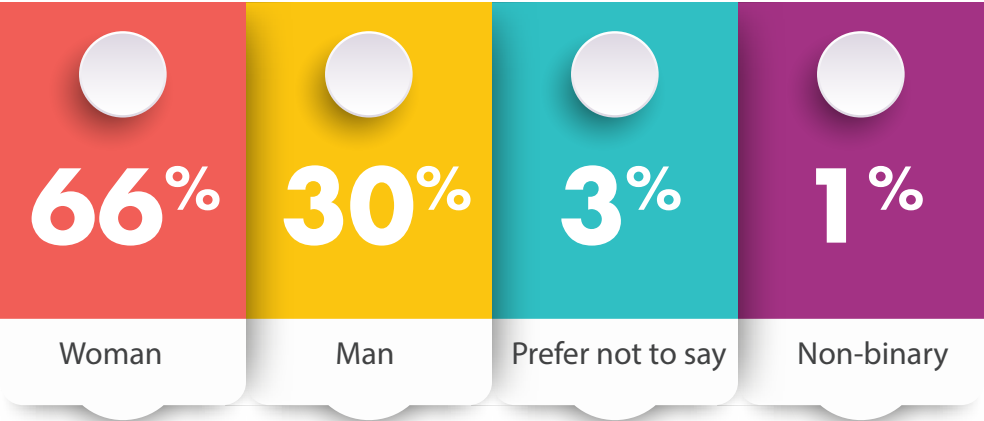
Participant Location



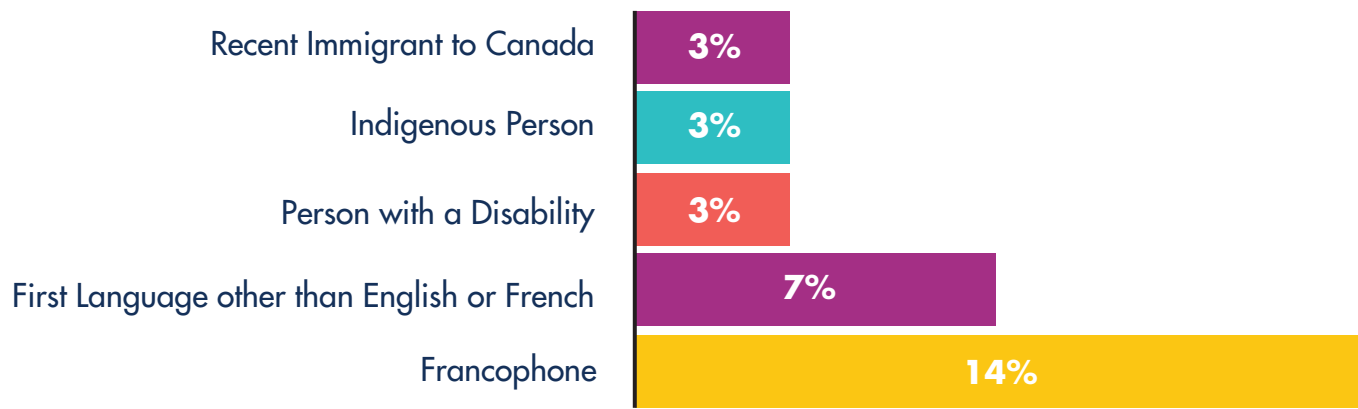
Geographic Reach



Gender



Identity



After a pilot in the spring, CTC workshops launched in September.

4 workshops:

- Effective Verbal and Written Feedback
- Integrating Learners into your Busy Practice
- Supporting the Struggling Learner
- Layered Learning



Train the Trainer sessions for CTC workshop facilitators.



“It was a good balance of information, large group discussion and small group work.”
– CTC workshop participant

Northern Constellations and Connections 2025

Northern Constellations and Connections 2025 marked a significant milestone, celebrating 20 years of excellence, transformative medical education, and innovative research at NOSM University. Bringing together faculty, preceptors, alumni, learners, and health-care practitioners from across the North, the 2025 conference exceeded expectations.

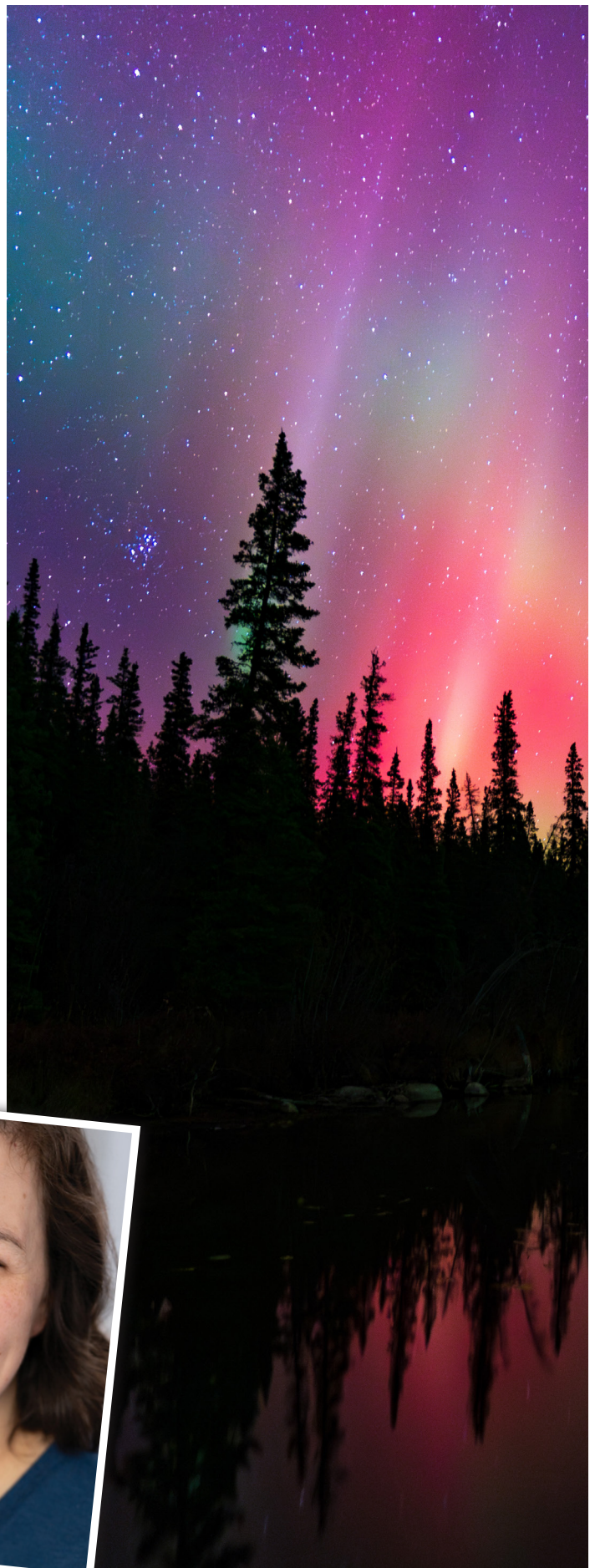
It was an honour to feature our inspiring keynote speakers, Drs. Chika Stacy Oriuwa and Joan Chan. Dr. Oriuwa spoke on authentic leadership, sharing insights from her experiences as a resident physician and advocate for equity and inclusion in medicine.

Dr. Chan offered valuable perspectives on building compassion and resilience in healthcare, reminding physicians of the importance of centering their own humanity in their practice.

Attendees also participated in simulation workshops, including the Insertion and removal of the etonogestrel subdermal contraceptive implant and learning addiction treatment through simulation. These workshops aimed to enhance clinical knowledge and hands-on skills in health-care settings.

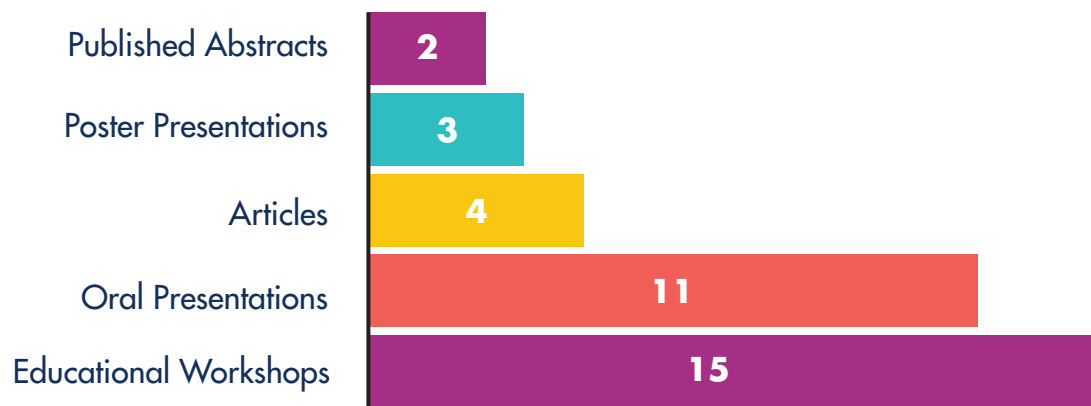


Drs. Chika Stacy Oriuwa
and Joan Chan



Scholarly Activity

Scholarship activities



Faculty and staff collaborated within the CEPD office, across NOSM University, and with external colleagues to present peer-reviewed work at regional, national and international venues.

Presentations and Publications

Delphi study on the evolving definition of scholarship in Canadian CPD was published in the Canadian Medical Education Journal; Clare Cook is one of the authors of *What counts? Defining scholarship in continuing professional development using a national modified Delphi study*

SACME: 3 oral presentations and 2 poster presentations



Grants

The CEPD office successfully obtained a \$4,000 grant through NOSM University's Education Research Fund to look at faculty engagement in CPD activities for a project titled *Supporting education in a growing, distributed, low-resource environment: Identifying motivators, enablers, and barriers to engaging with CPD*.

Awards

- The substance use simulation program *Learning Addictions Treatment Through Simulation*, developed by Dr. Tara Leary, with collaboration between HSN and NOSM University CEPD, was nominated for the national CFPC CPD Program Award.
- CEPD Coordinator, Ashley D'Amour, won best presentation award at SACME for her presentation *Developing a Process to Standardize Responding to and Mitigating Bias Identified in CPD Program Evaluations*.

New QI Initiatives:

- Demographic data, spiraled learning, reporting
- Lifelong learning environmental scan: As part of accreditation-related quality improvement, the office completed an environmental scan of Canadian strategies and resources to support Lifelong Learning in CPD offices across Canada titled *Current successes and challenges in offering lifelong learning supports in Canadian CEPD offices*.

Financial Report



	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Revenue	\$109,102	\$132,500	\$202,535	\$602,792	\$540,451
% Funded	90%	89%	83%	63%	69%

In 2023-2024, the CEPD office diversified its menu of offerings to support the NOSM University Community. The various service offerings and support from sponsors have enabled the NOSM University CEPD office to move forward on the path towards alignment with industry standards, reducing its reliance on ministry funding to provide support to healthcare professionals, faculty, and preceptors.

Looking Ahead: Fall 2026 Programs

Date	Fall/Winter Events	Program Type
August 17, 2026	- Developing Future Leaders in Academic Medicine Course - Palliative Care Education Series 2026-27 Kickoff	Virtual
September 18, 2026	Thunder Bay Family Medicine Update	In person: Thunder Bay
October 2, 2026	The NoahStrong Pediatric Conference	Hybrid: Sudbury and Virtual
October 22-23, 2026	Northern Ontario Community Concierge and Connection	In person: Thunder Bay
October 23 & November 21, 2026	Principles of Plastic Surgery Workshop	In person: Thunder Bay
October 30, 2026	North of 44	Hybrid: Sudbury and Virtual
November 6, 2026	NOAMA LEG Lead and Administrators Meeting	In person: Toronto
November 6, 2026	HSN Cardiovascular Conference	Virtual: Northern Ontario
November 19-20, 2026	Northern Ontario Women's Health Conference	In person: Thunder Bay



Thank You!

Thank you to everyone who made this year a success!

CEPD Leadership

- Dr. Tara Baron, Associate Dean
- Mr. Mat Litalien, Director
- Dr. Tara Leary, CME Director
- Dr. Katherine Richardson, PGME Faculty Liaison

Medical Reviewers

- Dr. Edward Hirvi
- Dr. Jennifer MacPhail
- Dr. Natasha St. Onge
- Dr. Jonathan Smith

Staff

- Ms. Kaitlin Taylor
- Ms. Amanda Mihalus
- Dr. Clare Cook, PhD
- Dr. Kristen Shaw, PhD
- Ms. Irina Labuac
- Ms. Julie Colquhoun
- Ms. Sarah Bazinet
- Ms. Lisa Kokanie
- Ms. Ashley D'Amour
- Ms. Melissa Rye
- Mr. Derek Cooper
- Ms. Sharon Boudreau
- Mr. Ahmed Abdel-Dayem

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