



YEAR IN REVIEW

2019 - 2020



Queen's
UNIVERSITY

FACULTY OF HEALTH SCIENCES
PROFESSIONAL DEVELOPMENT
& EDUCATIONAL SCHOLARSHIP

Dear Colleagues,

I am pleased to share the Office of Professional Development and Educational Scholarship's 2019-20 Year in Review with you. I am so very proud of our OPDES Team and their amazing work this past year.

Of course, the 2019-20 academic year ended in a way none of us planned. The international pandemic brought abrupt changes to everything we do at a time when so much change was already underway. The cancellation in March 2020 of all live programming planned for the Spring session, followed shortly afterward by an abrupt transition to working from home for our team, brought new challenges. I am pleased, but not surprised, to say that the OPDES Team rose to the occasion. Work never stopped; it just changed. Research activities continued. Faculty Development rapidly developed resources to support a massive and sudden switch to online education across FHS. After a brief hiatus for redesign, we launched a Summer of CPD programming unlike any before. And many other innovations resulted.

In addition, work progressed on many new initiatives for 2020-21 that will see our reach extend to even greater heights including:

- Our work began on the CIHR-funded CHEER project – a project that will support a common REB system for pediatric clinical trials
- Our Master of Health Professions Education Program enrolled and started its first cohort of students with its own sudden shift to move an intensive week online that was to be in person
- In CPD, our live programs rapidly transitioned to remote delivery, with our popular “CPD O’Clock” Spring and Summer Series, and an all-new model for Fall and Winter programming
- We welcomed the Course Development Unit staff into the OPDES family on July 1, more than doubling our size.

I look forward to telling you about all of these initiatives and more in next year's report!

I am incredibly humbled to share with you the successes of the OPDES Team in this report, and I thank everyone in the Faculty of Health Sciences for the tremendous support of the past year.

Sincerely,



Richard van Wylick. MD FRCPC

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CONTINUING PROFESSIONAL DEVELOPMENT

Continuing Professional Development develops certified and accredited educational programming for healthcare providers.

2784

Learners (spring season)

Reached the most learners in a spring season (2784), the most unique learners in a season (612), and the most types of learners in a season (22 unique professions)

21

Programs (spring/summer)

highest output of programs in a season



- Branched into synchronous online CPD program delivery by offering a Lyme Disease webinar and Palliative and End of Life Care programs. Quickly pivoted to exclusively online delivery with the spring/summer CPD O'Clock series.
- Developed and released seven well-received asynchronous modules for continuing health professions education on topics ranging from anxiety, eating disorders, Lyme Disease, and prenatal genetics.
- Launched the first Queen's Family Medicine Day program.
- Supported 60 IP practitioners and 12 instructors with a flexible adaptation to both teaching and learning in the Infection Prevention Control program during the COVID-19 pandemic.

See Appendix A

EDUCATIONAL SCHOLARSHIP

Educational Scholarship advances health professions education research and scholarship to improve education across the learning and practice continuum.

- Co-authored 15 journal publications.
- Co-presented at 4 national and 11 international conferences.
- Co-Investigators on 13 successful grants and RFPs.

Collaborations & Consultations

100

Investigators

13

External
partners

5

Interdisciplinary
teams

- Focused on building educational scholarship capacity through student internships, mentorship, the Fellowship in Educational Scholarship Program, and the Master of Health Professions Education.



34

Presentations
& workshops
co-presented at
local, national,
& international
conferences

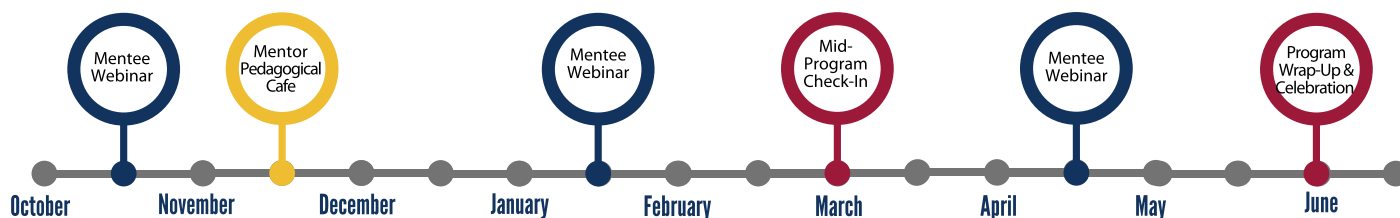
See Appendix B

FACULTY DEVELOPMENT

Faculty Development provides access to evidence-based and innovative programming, resources, teaching and learning research, interprofessional mentorship and integrated networks of support.

- Developed longitudinal programming such as the Faculty Mentorship Program.

FACULTY MENTORSHIP PROGRAM TIMELINE



- Advanced Interprofessional Education within the Faculty of Health Sciences by launching the IPE Committee and developing IPE programming.
- Hosted signature programming such as the New Faculty Orientation and Essentials Series.
- Launched a new Essentials in Simulation program.
- Created Teaching & Learning resources, including guidebooks and modules.



See Appendix C

GLOBAL HEALTH

Global Health advances local, domestic, and international health equity through partnerships, education, and scholarship.

- Launched a working group to address the Impact of COVID-19 on Health Equity and Disparities.

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Our commitment to health equity requires us to work to reduce and eliminate disparities in health outcomes—to ensure social justice in health.



Working Group: Impact of COVID-19 on Health Equity & Disparities

- Meet & Greet Series Launched - Monthly networking events showcasing the work of faculty involved in GH projects.
- Developing a formal communication plan for Global Health in collaboration with the FHS Communication Team.
- Launched a Global Health Story feed, and shared 10 profile stories about GH work in FHS.
- Hosted a meeting to Review/Inform the Queen's International Strategic Plan Development (AVP International).
- Conducted dozens of outreach meetings with leadership and departments in FHS and at the university.

See Appendix D

APPENDIX A

CONTINUING PROFESSIONAL DEVELOPMENT

Local/Regional Continuing Professional Development Programs

1. Acute Lyme Disease: Diagnosis, Treatment, and New Research Initiatives, Wednesday, May 1st, 2019
 2. 6th Annual Department of Medicine Day, Wednesday, May 29th, 2019
 3. Acute Lyme Disease: Diagnosis, Treatment, and New Research Initiatives Wednesday, June 5th, 2019
 4. 2019 New Coroners Course, Monday, June 10th, 2019
 5. Lyme Disease Webinar, Thursday, July 18th, 2019
 6. Innovation Procurement, Tuesday, September 10th, 2019
 7. Queen's Family Medicine Day 2019, Friday, September 13th, 2019
 8. Pediatric Problems in a Modern World, Wednesday, October 2nd, 2019
 9. MRI in the Thousand Islands, Friday, October 4th, 2019
 10. Webinar - General Overview of Palliative End of Life Care, Wednesday, October 16th, 2019
 11. 42nd Annual Obstetrics & Gynaecology Memorial Program, Thursday, October 17th, 2019
 12. 2019 CPD Alumni Symposium Saturday, October 19th, 2019
 13. Webinar - General Overview of Medical Assistance in Dying, Wednesday, October 30th, 2019
 14. Educating Family Physicians in Palliative Care, Thursday, November 7th, 2019
 15. Annual Cardiovascular Symposium 2019 Friday, November 8th, 2019
 16. Webinar - Interprofessional Collaboration in Palliative Care, Wednesday, November 13th, 2019
 17. Primary Care Nephrology: Novel and Practical Takeaways Ready for Prime Time Friday, November 15th, 2019
 18. Allergy Symposium, Monday, November 25th, 2019
 19. Webinar - Legal Aspects of MAiD, Wednesday, November 27th, 2019
 20. Webinar - Difficult Conversations in PEOLC and MAiD, Wednesday, December 11th, 2019
 21. Infection Prevention and Control Course Monday, January 13th, 2020
 22. 30th Annual Therapeutics Day, Wednesday, February 26th, 2020
- Pandemic Response - by March 25 nearly a dozen remaining Spring programs were cancelled due to Public Health restrictions related to the pandemic, and the team switched to planning for 21 new online programs delivered during the late spring and summer.

Educational Programs

1. Alberta College of Pharmacy Online Modules
 - a. Developed a Licensee Education Program and Proprietor Self-Assessment in partnership with the Alberta College of Pharmacy
 - b. Ongoing program evaluation
2. Shepell - Workplace Mental Health Leadership certificate program
 - a. Completed a curriculum revitalization
 - b. Initiated a gold-standard program evaluation of Queen's HR managers taking the Mental Health Leadership Certificate program
3. Infection Prevention & Control Program
 - a. 16th year of offering

- b. 14th consecutive year of having sold out – within 20 minutes of opening registration
- c. Supported 60 IP practitioners and 12 instructors – both were professionals at the centre of the COVID-19 Pandemic response – with a flexible adaptation to both teaching and learning in the IPC in March 2020, ensuring that everyone had the opportunity to complete the program
- 4. Extension for Community Healthcare Outcomes (ECHO) Skin and Wound
 - a. Educational and Accreditation partner on this province-wide interprofessional education program
 - b. Delivered over 30 video conference case driven sessions
 - c. Ongoing research project and program evaluation
 - d. In collaboration with Woundpedia, Mississauga-Halton LHIN, and the Registered Nurses Association of Ontario
- 5. Palliative and End-of Life Care Mentorship Network
 - a. Educational Development and Accreditation partner leading the development of 5 webinars and an interactive resource library
 - b. Systematic review
 - c. Numerous publications
 - d. In collaboration with the Ontario College of Family Physicians and Ministry of Health and Long-Term Care
- 6. New Coroners Course
 - a. Educational Development and Accreditation partner
 - b. Blended online modules and redesigned in-person course for training new coroners
 - c. In collaboration with the Ministry of Corrections and Community Safety and the Office of the Chief Coroner
- 7. Innovation Procurement
 - a. Educational Development, Accreditation, and Program Planning partner
 - b. Blended online module and in-person program
 - c. In collaboration with Kingston Health Sciences Centre and the FHS Course Development team
- 8. Canadian Frailty Network
 - a. Collaborator on knowledge translation activities
 - b. Planning for online modules and providing accreditation for programming

Faculty of Health Sciences Events/University Events:

- 1. Naloxone Training Event - Student Directed Workshop, Monday, May 6th, 2019
- 2. Designing Health Data Strategies for 21st Century Healthcare, Thursday, May 9th, 2019
- 3. Academia to Industry Meeting, Friday, May 10th, 2019
- 4. The Amazing FHS Staff Conference, Wednesday, June 26th, 2019
- 5. Culture, Safety & Ethics Course, Wednesday, October 9th, 2019
- 6. 21st Annual A.A. Travill Debate, Wednesday, November 6th, 2019
- 7. Culture, Safety & Ethics Course - Fall 2019, Tuesday, November 19th, 2019
- 8. 35th Annual H. Garfield Kelly Lecture, Thursday, November 28th, 2019

APPENDIX B

EDUCATIONAL SCHOLARSHIP

PUBLISHED PAPERS

2020

Stockley, D., Egan, R., van Wylick, R., Hastings-Truelove, A., McEwen, L., Dagnone, D., Walker, R., Flynn, L., Reznick, R. (June 2020). A systems approach for institutional CBME adoption at Queen's University. *Medical Teacher*, 1-6.

Johannessen, E., Szulewski, A., Radulovic, N. White, M. Braund, H., Rodenberg, D., Howes, & D., Davies, C., (May 2020). Psychophysiologic measures of cognitive load in physician team leaders during trauma resuscitation. *Computers in Human Behavior*, 106393.

Lakoff, J., Howse, K., Cofie, N., Heeneman, S., Dalgarno, N. (Apr 2020). Analysis of factors affecting Canadian medical students' success in the residency match. *Canadian Medical Education Journal (CMEJ) Special Edition*, 11(3) e43-e55.

Dalgarno, N., Lavery, C., Egan, R., Garton, K., Soleas, E., Babando, J., van Wylick, R. (Mar 2020). Participant perceptions of the faculty development Educational Research Series. *Teaching & Learning Inquiry*, 8(1):221-45.

Kwan, B.Y.M., Mbanwi, A., Cofie, N., Rogoza, C., Islam, O., Chung, A.D., Dalgarno, N., Dagnone, D., Wang, X., Mussari, B. (Mar 2020). Creating a competency-based medical education curriculum for Canadian diagnostic radiology residency (Queen's fundamental innovations in residency education)—Part 1: Transition to Discipline and Foundation of Discipline Stages. *Canadian Association of Radiologists Journal*, p.0846537119894723.

Linford, G., Egan, R., Coderre-Ball, A., Dalgarno, N., Stone, C.J.L., Robinson, A., Robinson, D., Wakeham, S., Genevieve, G. (Feb 2020). Patient and physicians' perceptions of lung cancer care in a multidisciplinary clinical model. *Current Oncology*, 27(1):e9-e19.

Hammad, N., Stockley, D., Hastings-Truelove, A., Vanderpue, V., Rubagumya, F., Caruso, T. (2020). Accreditation improves quality of oncology education in low- and middle-income countries: Perspectives of African Oncologists. *J Canc Educ* 35, 563–570. <https://doi.org/10.1007/s13187-019-01497-3>.

Kelley, L., Coderre-Ball, A., Dalgarno, N., McKeown, S., Egan, R. (2020). Continuing professional development for primary care providers in palliative and end-of-life care: A systematic review. *Journal of Palliative Medicine*, 23(8). <https://doi.org/10.1089/jpm.2020.0060>

Crawford, L., Cofie, N., Dagnone, D., McEwen, L., Taylor, S. (2020). Perceptions of and barriers to competency-based education. *Journal of Evaluation in Clinical Practice*, 26(4), 1124-1131. doi: 10.1111/jep.13371.

Kwan, B., Mussari, B., Moore, P., Meilleur, L., Islam, O., Menard, A., Soboleski, D., Dalgarno, N., & Cofie, N. (2020). A pilot study on diagnostic radiology residency case volumes from a canadian perspective: A marker of resident knowledge. *Journal of Academic Radiology*. doi: 10.1177/0846537119899227.

Jagan, L., Turk, W., Petropolis, C., Egan, R., Cofie, N., Wright, K.W., Strube, Y. (2020). Validation of a novel strabismus surgery 3D-printed silicone eye model for ophthalmology resident simulation training.

Journal of the American Academy Orthopaedic Surgeons, 24(1), P3.E1-E6.
<https://doi.org/10.1016/j.jaapos.2019.10.008>.

2019

Egan, R., Chaplin, T., Szulewski, A., Braund, H., Cofie, N., McColl, T., Hall, A. K., Dagnone, D., Kelley, L., & Thoma, B. (Dec 2019). A case for feedback and monitoring assessment in competency-based medical education. *Journal of Evaluation in Clinical Issue, Special Issue: Competency Based Education*, 26(4), 1105-1113.

Marcotte, L., Egan, R., Soleas, E., Dalgarno, N.J., Norris, M., Smith, C.A. (2019). Providing quality feedback to general internal medicine residents in a competency-based assessment environment. *Canadian Medical Education Journal*, (10)4:e32-e47.

Moideen, N., de Metz, C., Kalyvas, M., Soleas, E., Egan, R., Dalgarno, N. (2019). Aligning requirements of training and assessment in radiation treatment planning in the era of competency-based medical education. *International Journal of Radiation Oncology* Biology* Physics*. DOI: <https://doi.org/10.1016/j.ijrobp.2019.10.005>

Zevin, B., Dalgarno, N., Martin, M., Grady, C., Matusinec, J., Houlden, R., Birtwhistle, R., Smith, K., Morkem, R., Barber, D. (Oct 2019). Barriers to accessing weight-loss interventions for patients with class II or III obesity in primary care: a qualitative study. *CMAJ Open*. 7(4):E738.

SUCCESSFUL GRANTS AND RFPs

Principal Investigator is bolded for each grant and RFP.

2020

AFMC & OPDES-Queen's University. (2020). Supporting pathways to care for people who use drugs. Health Canada.

Appireddy, R., Haji, F., McKeown, S., Braund, H., & Dalgarno, N. (2020). *Telemedicine and medical education: A systematic review*. Southeastern Ontario Academic Medical Organization (SEAMO) Endowed Scholarship and Education Fund.

Berry, S., Hammad, N., Dalgarno, N., Kolomitro, K. Cofie, N., van Wylick, R. (2020). *Faculty development among African Oncology faculty: A collaborative partnership with the African Organization for Research and Training in Cancer (AORTIC)*. Royal College International (RCI): International Development, Aid and Collaboration (IDAC) Grant.

Bruder, E., Cofie, N., Dalgarno, N., & Belyea, A. (2020). *Identifying resuscitation expertise using the galvanic skin response: A replication and validation of newly discovered physician resuscitation expertise*. Southeastern Ontario Academic Medical Organization (SEAMO) Endowed Scholarship and Education Fund.

Haji, F., Chahine, S., Braund, H., & Melendez, S. (2020). *Factors affecting residents' engagement in research: An institutional survey of Queen's University postgraduate trainees*. Southeastern Ontario Academic Medical Organization (SEAMO) Endowed Scholarship and Education Fund.

Haji, F., Nanji, S., Merchant, S., Doiron, C., Hamad, N., Berry, S., Hanna, T., Dalgarno, N., Kolomitro, K. (2020). *Establishing consensus on a competency-based surgical oncology fellowship curriculum for West Africa: A Delphi study*. Department of Surgery Research Funding.

Joneja, M., Hasting, A., Turnnidge, J., Dalgarno, N., Soleas, E., Braund, H., van Wylick, R. (2020). *Exploring successful strategies for teaching and learning in the Queen's School of Medicine during the COVID-19 pandemic*. Southeastern Ontario Academic Medical Organization (SEAMO) Endowed Scholarship and Education Fund.

Mann, S., Jaeger, M., Arellano, R., McEwen, L., Braund, H., & Dalgarno, N. (2020). *Leveraging the power of multisource feedback to improve team dynamics in the operating room*. Southeastern Ontario Academic Medical Organization (SEAMO) Endowed Scholarship and Education Fund.

Mizubuti, G., Arellano, R., Haji, F., Szulewski, A., Hobbs, H., Braund, H., Allard, R., Tanzola, R., Ho, A., Phelan, R., Kolomitro, K., Dalgarno, N. (2020). *Development and validation of competency-based assessment tools for point of care ultrasound (POCUS) in perioperative anesthesia*. Southeastern Ontario Academic Medical Organization (SEAMO) Endowed Scholarship and Education Fund.

Stockley, D., Aauis, M., Dalgarno, N., DePaul, V., Donnelly, C., Finlayson, M., Ghahari, S., Hastings, A., Hopkins-Rosseel, D., Kolomitro, K., Norman, K., Parsons, T., Turnnidge, J., Woo, K., van Wylick, R. (February 2020). *Engaging patients with early signs of cardiovascular diseases in healthy aging interventions: An online education initiative for healthcare providers*. Pfizer Healthy Aging Interventions.

Szulewski, A., Hall, A., Walker, M., Dagnone, D., Howes, D., Sherbino, J., Caners, K., Sibbald, M., Wang, B. (2020-2021). *Enhancing metacognition in simulation: Evaluating the impact of eye-tracking augmented debriefing*. Physicians' Services Incorporated (PSI) Foundation. (Supported by Dr. Heather Braund)

2019

Gyawali, B. (November 2019). *"Precision groundshot: Developing a context-specific and needs-based curriculum to train Primary Care Physicians in low middle income countries (LMICs)"*. Global Oncology Young Investigators Award: Implementation Science to Address Oncology Care in LMICs, American Society of Clinical Oncology (ASCO). (Supported by Drs. Nazik Hammad, Nicolas Cofie, Klodiana Kolomitro, and Nancy Dalgarno)

van Wylick, R., Harle, I.A., Szulewski, A., Zevin, B., Soleas, E.K., Luctkar-Flude, M., Braund, H.L.A., Dalgarno, N., De Sousa, M., Bright, A. (2019). *Mastering debriefing: Simulating the experience of competency-based medical education academic advising and competence committee decision making*. Royal College of Physicians and Surgeons.

PRESENTATIONS AND WORKSHOPS

Conferences:

2020

Baxter, S., Braund, H., Hanmore, T., Dalgarno, N. (April 2020). Using a Rapid-Cycle Approach to Evaluate Implementation of Competency-Based Medical Education. *Canadian Journal of Medical Education (CMEJ)*, 11(2): e33–e34. doi: 10.36834/cmej.70081. (Oral Abstract)

Coderre-Ball, A., Dalgarno, N., Baumhour, J., Ko, I., Zubani, V. (April 2020). Development of an innovation procurement framework for clinicians. *Canadian Journal of Medical Education (CMEJ)*, 11(2): e273. <https://doi.org/10.36834/cmej.70106>. (Dedicated Poster Abstract)

Cofie, N., Kwan, B., Bussari, B., Moore, P., Meilleur, L., Islam, O., Menard, A., Soboleski, D., Dalgarno, N. (April 2020). Examining diagnostic radiology residency case volumes from a Canadian perspective: A marker of resident knowledge. *Canadian Journal of Medical Education (CMEJ)*, 11(2): e179-e180. <https://doi.org/10.36834/cmej.70106>. (Dedicated Poster Abstract)

Crawford, L., Cofie, N., Dagnone, D., McEwen, L., Taylor, S. (2020, April). Perceptions of and barriers to competency-based education. *Canadian Journal of Medical Education (CMEJ)*, 11(2): e200-e201. <https://doi.org/10.36834/cmej.70106>. (Dedicated Poster Abstract)

Dalgarno, N., Zevin, B., Martin, M., Grady, C., Smith, K., Morkem, R., Houlden, R., Birtwhistle, R., Barber, D. (Apr 2020). Management of patients with morbid obesity in primary care: Informing a CPD event. *Canadian Journal of Medical Education (CMEJ)*, 11(2): e102. doi: 10.36834/cmej.70081. (Oral Abstract)

Kirby, F., van Wylick, R., Kolomitro, K., Mulder, J., Adams, M., Graves, L. (Apr 2020). *Responding to the Opioid Crisis by Designing and Developing a National UGME Competency-Based Curriculum on Pain Medicine, Addictions and Substance Use Disorder in Canada*. The Canadian Conference on Medical Education (CCME), Vancouver, BC. (Invited Workshop)

Howse, K., Cofie, N., Lakoff, J., Dalgarno, N. (Apr 2020). Analysis of the factors affecting Canadian medical students' success in the residency match. *Canadian Journal of Medical Education (CMEJ)*, 11(2): e123-124. doi: 10.36834/cmej.70081. (Oral Abstract)

Khalid-Khan, S., Dalgarno, N. (June 2020). *Rapid-cycle program evaluation: Demonstrating a model of continuous improvement in Child and Adolescent Psychiatry*. Queen's University Psychiatry Grand Rounds.

MacDonald, S., Dalgarno, N., Martin, M., LeBlanc, S., Walker, R., Taylor, D., Smith, K., van Wylick, R., Egan, R., Schultz, K. (Apr 2020). Informing a medical assistance in dying curriculum in specialty residency training programs. *Canadian Journal of Medical Education (CMEJ)*, 11(2): e131-e132. doi: 10.36834/cmej.70081. (Oral Abstract)

Patel, V., Mann, S., Braund, H., Dalgarno, N. (Apr 2020). Exploring residents' perspectives of competency-based medical education across Canada. *Canadian Journal of Medical Education (CMEJ)*, 11(2): e54. doi: 10.36834/cmej.70081. (Oral Abstract)

Thoma, B., Chaplin, T., Szulewski, A., Braund, H., Dalgarno, N., Egan, R. (Apr 2020). Multisource feedback during simulated resuscitation scenarios: A qualitative analysis. *Canadian Journal of Medical Education (CMEJ)*, 11(2): e96-e97. doi: 10.36834/cmej.70081. (Oral Abstract)

Zevin, B., Barber, D., Houlden, R., Soleas, E., Roberts, L., Evans, K., Dalgarno, N. (Apr 2020). *Practical approaches to obesity management: interprofessional care of patients with a complex disease*. *Canadian Journal of Medical Education (CMEJ)*, 11(2): e234. <https://doi.org/10.36834/cmej.70106>. (Dedicated Poster Abstract)

van Wylick, R., Soleas, E.K., Fraser, B., Dalgarno, N., Coderre-Ball, A.M., Braund, H.L.A., Egan, R. (Feb 2020). *End of life care and medical assistance in dying: a resource library for practitioners*. Society for Academic Continuing Medical Education. Miami, Florida. (Poster)

2019

Chaplin, T., Thoma, B., Szulewski, A., Braund, H., Dalgarno, N., Egan, R. (November 2019). *Multi-source feedback during simulated resuscitation scenarios: a qualitative analysis*. Paper presentation at the Simulation Summit Organized by the Royal College of Physicians and Surgeons of Canada. Winnipeg, MB.

Dalgarno, N., Coderre-Ball, A., Soleas, E., Braund, H., Egan, R., Fraser, B., MacDonald, S., van Wylick, R. (November 2019). *Supporting Ontario healthcare professionals: An online PEOLC and MAiD resource library*. Ontario College of Family Physicians 57th Annual Scientific Assembly (ASA) Conference, Toronto, CA. (Rapid Fire)

Graves, L. van Wylick, R., Dalgarno, N., Kirby, F. (November 2019). *responding to the opioid crisis by developing an online curriculum for future physicians on pain medicine and substance use disorder in Canada*. Canadian Centre on Substance Use and Addiction (CCSA) Issues of Substance Conference, Ottawa, CA. (Oral)

Griffiths, J., Dalgarno, N., Schultz, K., Han H. (November 2019). *Feedback on feedback: Turning the tables*. North American Primary Care Research Group (NAPCRG), Toronto, CA. (Oral)

MacDonald, S., LeBlanc, S., Dalgarno, N., Martin, M., LeFleche, J., Fundytus, A., Walker, R., Taylor, D., Smith, K., van Wylick, R., Egan, R., Schultz, K. (November 2019). *Developing a medical assistance in dying curriculum in residency training programs*. Family Medicine Forum (FMF), Vancouver, CA. (Oral)

Zevin, B., Dalgarno, N., Martin, M., Sivapalan, N., Chan, L., Houlden, R., Birtwhistle, R., Smith, K., Morkem, R., Barber, D. (November 2019). *Management of patients with morbid obesity in primary care*. Family Medicine Forum (FMF), Vancouver, CA. (Oral)

Zevin, B., Dalgarno, N., Martin, M., Sivapalan, N., Chan, L., Houlden, R., Birtwhistle, R., Smith, K., Morkem, R., Barber, D. (November 2019). *Barriers and facilitators to managing morbid obesity in primary care*. Family Medicine Forum (FMF), Vancouver, CA. (Oral)

Andrew, M., Hussain, M., Zarzour, C., Braund, H., Dalgarno, N., Egan, R. (Sept 2019). *Using resident feedback to inform EPA development in Geriatric Psychiatry*. International Conference on Residency Education (ICRE), Ottawa, CA. (Oral)

Baxter, S., Braund, H., Hanmore, T., Dalgarno, N. (Sept 2019). *Using a Rapid-Cycle Approach to Evaluate Implementation of Competency-Based Medical Education*. International Conference on Residency Education (ICRE), Ottawa, CA. (Oral).

Chaplin, T., Thoma, B., Szulewski, A., Braund, H., Dalgarno, N., Egan, R. (Sept 2019). *Multi-source feedback during simulated resuscitation scenarios: A qualitative analysis*. International Conference on Residency Education (ICRE), Ottawa, CA. (Oral)

Dalgarno, N., Coderre-Ball, A., Soleas, E., Fraser, B., Braund, H., Egan, R. (Sept 2019). *Medical assistance in dying: A resource library for practitioners*. International Conference on Residency Education (ICRE), Ottawa, CA. (Oral)

Griffiths, J., Dalgarno, N., Han, H., Schultz, K. (September 2019) *How are we transforming the culture of assessment?* International Conference on Residency Education (ICRE), Ottawa, CA. (Oral)

Hammad, N., Olapade-Olaopa, E.O., Mutebi, M., Dalgarno, N., Baumhour, J. (Sept 2019). *Planning and developing faculty development activities in resource-constrained settings*. International Conference on Residency Education (ICRE), Ottawa, CA. (Workshop)

MacDonald, S., LeBlanc, S., Dalgarno, N., Martin, M., LeFleche, J., Fundytus, A., Walker, R., Taylor, D., Smith, K., van Wylick, R., Egan, R., Schultz, K. (Sept 2019). *Developing a medical assistance in dying curriculum in specialty residency training programs*. International Conference on Residency Education (ICRE), Ottawa, CA. (Oral)

Mann, S., Braund, H., Patel, V., Dalgarno, N. (Sept 2019). *Exploring Residents' Perspectives of Competency-Based Medical Education Across Canada*. International Conference on Residency Education (ICRE), Ottawa, CA. (Oral)

Railer, J., Stockley, D., Hastings-Truelove, A., Flynn, L. (Sept 2019). *Document analysis as part of the approach to CBME program evaluation at Queen's University*. International Conference on Residency Education (ICRE), Ottawa, Ontario. (Poster)

Vautour, D., Fleming, M., Mizubuti, G., McMullen, M., Cofie, N., Egan, R., Dalgarno, N. (Sept 2019). *Examining residents' confidence and accuracy in anesthesiology assessments*. International Conference on Residency Education (ICRE), Ottawa, CA. (Oral)

Sibbald, R.G., Elliott, J., McConnell, H., Smith, K., Soleas, E.K., Jaimangal, R., Dalgarno, N., Railer, J., Baumhour, J., Grinspun, D., Heil, J., Kittner, K., van Wylick, R.C. (Sept 2019). *ECHO skin and wound care Ontario: Building wound care capacity across professions in a vast region*. Wounds Canada Conference, Niagara Falls, Canada. (Poster)

Flynn, L., Hastings-Truelove, A., Hamer, D., Bahji, A., Budd, E. (June 2019). *How do we learn wellness?* Society for Teaching and Learning in Higher Education (STLHE), Winnipeg, Manitoba. (Speaking Circle)

Tomiak, A., Linford, G., Dalgarno, N., Cofie, N., Hammad, N. (May 2019). *Medical oncology trainees' perceptions of their education and preparedness for independent practice*. American Society of Clinical Oncology (ASCO), Chicago, USA. (Oral)

WORKSHOPS AND WEBINARS

Dalgarno, N., Braund, H. (Jan 2020). *Educational Research in Health Sciences*. Queen's Mentee Program. (Webinar)

Hammad, N., Olapade-Olaopa, E.O., Mutebi, M., Dalgarno, N., Baumhour, J. (Sept 2019). *Planning and developing faculty development activities in resource-constrained settings*. International Conference on Residency Education (ICRE), Ottawa, CA. (Workshop)

REPORTS**2020**

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APPENDIX C

FACULTY DEVELOPMENT

Resource Development

- 2 practicum students created 4 guidebooks: Effective Feedback, The Hidden Curriculum in Health Care Education, Learners in Difficulty and Approaches to Support Them, Teaching Dossier
- Remote Teaching & Learning Webpage which had over 1,159 unique views between March and May 2020.
- Hosted twice weekly drop-in zoom sessions
- Created our own YouTube channel and uploaded 8 new webinars

Equity, Diversity & Inclusion

Our office, in collaboration with other service units at Queen's and UBC, has developed six online modules to introduce you to concepts of equity, diversity and inclusion in teaching and learning. The modules are:

- Dismantling Anti Black Racism: A Toolkit for Health Professionals
- Power, Privilege & Bias
- Conversations on Decolonization
- Navigating Difficult Conversations
- Inclusive & Responsive Teaching
- Universal Design for Learning

Programming

In-person events: 12

- Five regional events
- Over 400 registrants
- New programming including Introduction to Simulation

Online: 3

- Emphasized wellness and optimizing virtual clinical teaching in response to current global circumstances
- 75 registrants across three events

Mentorship

The 2019-2020 Mentorship Program included a formal structure with defined learning objectives. Engaged participation in the program advanced the educational development of both Mentees and Mentors and supported an interprofessional learning atmosphere.

100% of post-program survey respondents indicated that they would recommend the Faculty Mentorship Program to others.

- 37 applications to be either a mentor or mentee
- 17 mentorship pairs made (34 participants)

Resources Developed

- Faculty Mentorship Network Agreement
- Mentorship Strategies Guide
- Feedback Checklist for Mentors

- Mentorship Preparation Guide for Mentees
- Strategies for a Successful Mentorship Experience Reference Document
- Mid-Program Check-In Workbook

Facilitated Sessions

- Mentee Webinar - Inclusive Pedagogy in Practice presented by Dr. Klodiana Kolomitro
- Mentor pedagogical café
- Mentee Webinar - Educational Research in Health Sciences presented by Dr. Nancy Dalgarno & Heather Braund
- Mid-program check-in
- Mentee Webinar - Nature VS Nurture: Understanding Leadership Development presented by Dr. Benjamin Kutsyruba
- Virtual celebration to mark the end of the 2019-2020 formal program

Interprofessional Education

- Hosted two in-person IPE events that were hugely successful
- 92% agree or strongly agree: Based on my experience with this session, I would participate in future sessions in the IPE series
- 77% agree or strongly agree: This session helped me understand the benefits that an interprofessional team could bring cases that involve moral distress and ethics
- A large IPE symposium for planned for April 3 2020 but was cancelled due to the pandemic
- Engaged in curriculum mapping and assisted the Physiotherapy program achieve full accreditation status
- The committee pivoted and offered virtual Interprofessional learning experience in which 172 students participated in semi-structured interviews: 48 medical students, 42 nursing students, 70 physical therapy students, 12 occupational therapy students
- The virtual IP learning experience was published by the Association of American Medical Colleges as part of their resource collection built in response to the pandemic's impact on clinical teaching and learning.

APPENDIX D

GLOBAL HEALTH

Profiling Global Health Work

- Meet & Greet Series Launched fall 2019 - Monthly networking events showcasing the work of faculty involved in GH projects
 - Nazik Hammad – Meet the new GH Director - October 10, 2019
 - The Rwanda Project - November 25, 2019
 - Eva Purkey – Advocacy & Equity Globally March 11, 2020
 - The Malawi project Meet/Greet and future planning for events was placed on hold during Covid, as it is not possible to replicate these networking events using remote delivery methods.
- Developed a formal communication plan for Global Health in collaboration with the FHS Communication Team
- Developed written stories/profiles of those engaged in GH work, distributed through our communication channels and website.
 - Improving faculty development for African oncologists (Royal College's new International Development, Aid and Collaboration (IDAC) program. Nazik Hammad, Sept 24, 2020) <https://newsroom.royalcollege.ca/improving-faculty-development-for-african-oncologists/>
 - Health Disparities Revealed, More Than Ever: Locally, Nationally and Internationally (Nazik Hammad, Sept 17, 2020) <https://familymedicine.queensu.ca/source/Family%20Medicine/Global%20Health/Horizons%20Fall%202020.pdf>
 - Kurdistan and Yemen – How a pandemic is affecting the world's most vulnerable people (Raahulan Rathagirihsnan & Darwin Jimal, July 30, 2020) <https://healthsci.queensu.ca/faculty-staff/opdes/about-us/news/kurdistan-and-yemen-how-pandemic-affecting-worlds-most-vulnerable>
 - Impact of COVID-19 Pandemic on Domestic Violence-Pakistan (Samreen Rizwan, June 2020) <https://healthsci.queensu.ca/faculty-staff/opdes/about-us/news/impact-covid-19-pandemic-domestic-violence-pakistan>
 - Public Facilities during a Pandemic (Dr. Eleftherios Soleas, June 11, 2020) <https://healthsci.queensu.ca/faculty-staff/opdes/about-us/news/public-facilities-during-pandemic>
 - Autonomy and Community at Belle Park during COVID-19 Pandemic (Jeremy Jingwei, June 26, 2020) <https://healthsci.queensu.ca/faculty-staff/opdes/about-us/news/autonomy-and-community-belle-park-during-covid-19-pandemic>
 - Why cancer care isn't 'one-size-fits-all' from one country to another (Dr. Fabio Ynoe de Moraes, Mar 6, 2020) <https://healthsci.queensu.ca/faculty-staff/opdes/about-us/news/why-cancer-care-isnt-one-size-fits-all-one-country-another>
 - Uncovering a human rights crisis in Haiti – what happens next? (Dr. Susan Bartels, Mar 6, 2020) <https://healthsci.queensu.ca/blog/uncovering-human-rights-crisis-haiti-what-happens-next>
 - Hot Topics in Global health: Student Commentary – Insulin for the future (Gursharan Sohi, Feb 14, 2020) <https://healthsci.queensu.ca/faculty-staff/opdes/about-us/news/hot-topics-global-health-student-commentary-insulin-future>

- Royal College supports Queen's University Project in Ethiopia, support residency teaching (Author: Royal College Staff, Dean Reznick, Nov 13, 2019) Haramaya Project
- Planning for future video profiles
- Global Health Database – Devised a process for contacting FHS faculty 1-2 times per year to gather information on their GH work. Future plans include – sharing the data with Matariki partners, or other potential campus or external collaborators, and sharing through our website.
- Future Work – developing Office affiliations to recognize those involved in GH Work

Meetings/Working Groups

- Association of Faculties of Medicine (AFMC) - Global Health working group
- Health Equity and Local Disparities Stakeholder Meeting – First meeting took place December 5, 2019:
 - This group initially began meeting regularly with the aim to connect people, share knowledge and ideas, discuss a concept mapping project, inform change. During Covid, the group has been shifted to focus on Health Equity and the pandemic.
 - Pandemic Response Working Group (Impact of COVID-19 on Health Equity and Disparities) – focused on Impact of COVID-19 on Health Equity and Disparities - meets biweekly - Drs. Nazik Hammad, Eva Purkey, Colleen Davison, Heather Aldersey, Faizal Haji, Susan Bartels, Rosemary Wilson and Eleftherios Soleas
 - Working group has established relationships and understanding of values with the following: Regional Directors, Programs & Long Term Care; Ethicist, KHSC; Director for Spiritual Health, Mission & Ethics Providence Care/KHSC; Vice President Mission and Strategy Integration and Support Services, KHSC; Stephanie Simpson with the Human Rights & Equity Office at Queen's
 - The work of the group has been featured in the [FHS Dean's blog in May](#)
- Meeting with Undergraduate medicine students to update Anti-Oppression Curriculum
- Outreach meetings with leadership and departments and divisions in FHS and the University:
 - Dr. Duncan Hunter / Public Health
 - Meeting with ARCH (A Research Collaborative for Global Health Equity) as a group in addition to individual meetings with members
 - Dr. Heather Aldersey/School of Rehabilitation Therapy
 - Dr. Erna Snelgrove-Clarke/School of Nursing
 - GH med student committee (QMED): monthly meetings have been scheduled
 - Dr. Lynne Postovit - Head, Department of Biomedical and Molecular Sciences
 - VP International - Tom Collier
 - Addressed a School of Nursing Faculty meeting and provided information on GH at FHS
 - Nursing Students Global Health Group: Meeting took place January 15, 2020.
 - Student Nursing Science Society Global Health Director - Francesca Manalo – January 22, 2020
 - Queen's University International Programs Committee (QUIPC): Dr. Hammad has joined the committee as a member representing Faculty of Health Sciences (monthly meetings).
 - Health Professionals Against Poverty – Kingston Chapter – June 25, 2020

Educational Programs and Opportunities

- Culture, Safety & Ethics Course – Took place in the Fall of 2019 and was also scheduled for Spring 2020 but was cancelled due to the pandemic. Two-day elective course for anyone

interested in, or preparing for, global health activities. Some departments make this training required for learners preparing for global health placements.

- Support to the Health & Human Rights conference November 15-16 2019. OPDES provides financial processing of revenue and expenses supported by OPDES, promotional/marketing support, educational guidance to the student planning committee, and a financial contribution through an endowed fund.
- Healthcare Ethics, culture and safety in an International setting, Nov 26, 2019
- Introduction to medical students (Cancer Control in Low Resource Settings), January 15, 2020
- Transition of the Global Health Academic Enrichment Program (AEP) from OPDES to Undergraduate Medicine – provided students with guidance on past processes regarding the program.
- Forum for Queen's Educators Engaged in Health Professions Education Globally – 2nd annual event was booked for April 7 – however was cancelled due to the pandemic
 - The event brings together Queen's health professional educators who are interested in international education of health professionals. The schedule includes a global health showcase highlighting health professional education leaders working internationally from Queen's University, open discussion on how to build capacity of international health professional education programs and a conversation on strategic direction for supporting Queen's health professional educators.
- Assisted with offering a surgery course in Senegal
- Peer Mentorship – Our office assisted in connecting students from Queen's with students in Rwanda in the Spring. We helped to facilitate this relationship, and now the students are responsible for carrying this forward.
- Queen's Global Health Summit February 8, 2020 – Student run event where Dr. Hammad presented.
- Summer 2020 - Planning for development of Health Equity Modules – the office will record the health equity webinars to develop self-directed modules
- Planning for late summer/fall 2020 - Health Equity Webinar Series
 - Dignity and Healthcare Advocacy (Neil Elford, Elizabeth Bardon, community connection: Mike Bell)
 - Ethics, Equity, and Diversity: (Stephanie Simpson (ask for a connection with the community/theology and David Campbell, Tracy Trothen)
 - Compassionate Care in Stressful Circumstances (Panel; Damon Dagnone, Susan Bartels, Deborah Tregunno)
 - Social Determinants of Health: Health Equity vs. Disparity (Nazik, Colleen, Jenn C, and Eva)
 - Subconscious Bias, Marginalized Groups, and Barriers to Health Equity (Stephanie, Lavie Williams, Rosemary Wilson, Setareh Ghahari)
- Support to the Faculty Development Anti-Racism Summer Reads Program – Nazik participated in the development and facilitation of the program

Partnerships

- Haramaya University
 - Transitioning the project from the Dean's office to OPDES in December 2019
 - Supporting the development of MOUs for the departments
 - Supported Haramaya U faculty who visited Queen's in the Summer of 2019
 - Planning for a visit from Queen's faculty to Ethiopia in March 2020
 - Planning for program evaluation
 - Participating in fundraising activities – developed proposal for funding and approached corporate donors
- Woundpedia Africa Project – a collaborative project between Queen's and Woundpedia, supported by donations from the Brenninkmeyer Foundation. We have been assisting the project leads with making connections with new partners, building connections with Haramaya, planning for an education evaluation in 2020, however the plans for travel for education were postponed due to the pandemic.
- Supporting connections for student placements and learning – leveraging our great connections and reach with global and local partners.
- Assisted with establishing a partnership between dept. of radiology and university of Nairobi
- Assisted with establishing a partnership with West African College of Surgeons and Queen's Department of Surgery
- AVP (International) Office – regular meetings to discuss collaborations and we participate in their committee as the FHS representative. We have developed a strong partnership with international office, which has assisted in launching strong connections with others involved in GH work.
- Matariki Network of Universities (MNU) - an international group of seven leading universities, focusing on strong links between research and undergraduate teaching – each university has a hub. Partnering for a better world, humanitarian opportunities:
 - Collaborated on information sharing – providing the network with a copy of our database of FHS faculty involved in GH work
 - Planning to develop/spearhead an event that brings those involved in GH work in the network together
- Partnership with Canadian Anesthesiologist Society International Education Foundation (CASIEF) – the office has been contracted to support their work outside of Haramaya.

Scholarly Work

- IDAC project on Faculty Development among African oncologists
- Competency based surgical oncology training in Africa with WACS
- Breast Cancer Research Project in Kenya
- Diagnostic Radiology Educational Training Project in Kenya
- The Haramaya Project Evaluation
- Global Oncology Project in India
- Pfizer grant submitted in April 2020 - Breast Cancer Research Project in Kenya
- Environmental Scan - websites of other universities work in GH
- Grant Writing for Royal College International Development, Aid and Collaboration (IDAC) - 4 submissions: 2 submissions for Oncology, 1 Surgery, 1 Radiology – our submission for oncology was successful

- New Instrument for Cultural Perceptions – the existing instrument is no longer suitable in an increasingly socially aware society. The intent of the questions is too easy to ‘game’ (answer in a socially desirable fashion). Therefore, we have been working with health profession students and experts to develop a new instrument usable throughout the health professions as a measurement tool. We have gathered and analyzed data. The next move is to finish writing the literature frame for the paper and to submit it.
- Realistic Prep Simulations – Our office developed a series of simulations to bring an element of realistic preparation to our cultural safety and ethics training for students going off to global health or health disparities placements. This paper chronicles the efficacy and the structure of the intervention to enable other adjacent efforts to use this kind of easily implementable and transferable simulation approach. Data is gathered, data has been analysed, and manuscript composition is in progress.
- Declining Advocacy – Proposed study examining the extent to which motivation to participate in health advocacy declines over the course of health professions education. We are gathering partners for this study and would expect to launch in the 2020-2021 year with an eye for submitting the study in the 2021-2022 year.
- Local Health Equities and Disparities – project developed out of the working group – in December/January the group had discussed a concept mapping project which was placed on hold once the pandemic started, as efforts were directed toward the impact of covid on health equity locally.
- Woundpedia Africa program evaluation (as mentioned above)
- Transformative Learning – Ethnocentrism and Advocacy/Cultural Sensitivity – This study examines the extent to which global health observerships enact transformative learning as measured by a pre-post design of ethnocentrism and health advocacy metrics before and after going on observership type placements. Data is gathered and analysis and manuscript composition is in progress.
- Toward the Development and Implementation of an Evidence Based Anti-Oppression Medical Education Curriculum – Position Statement and proposal to Royal College

General

- Developed terms of reference for Advisory Committee in Global Health, recruited members
- Struck the GH Advisory Committee and held the first meeting in the winter
- Developed the OPDES strategic plan and GH goals within the plan, and a Global Health Purpose Statement
- Developing a GH communications plan in coordination with FHS Communications Team
- Global Health Award for medical students – administering each winter, participating in the planning committee
- CUGH membership – evaluating whether the university should continue to be an institutional member; discussing benefits with faculty.
- Launched the structure for a new web presence as part of the OPDES site – future work includes developing content using our communications plan and making it easy for our community to find information about Global Health Work easily.
- Hiring a summer SWEP student to assist with Global Health Work