

Faculty of Health Sciences | School of Medicine



Queen's
UNIVERSITY

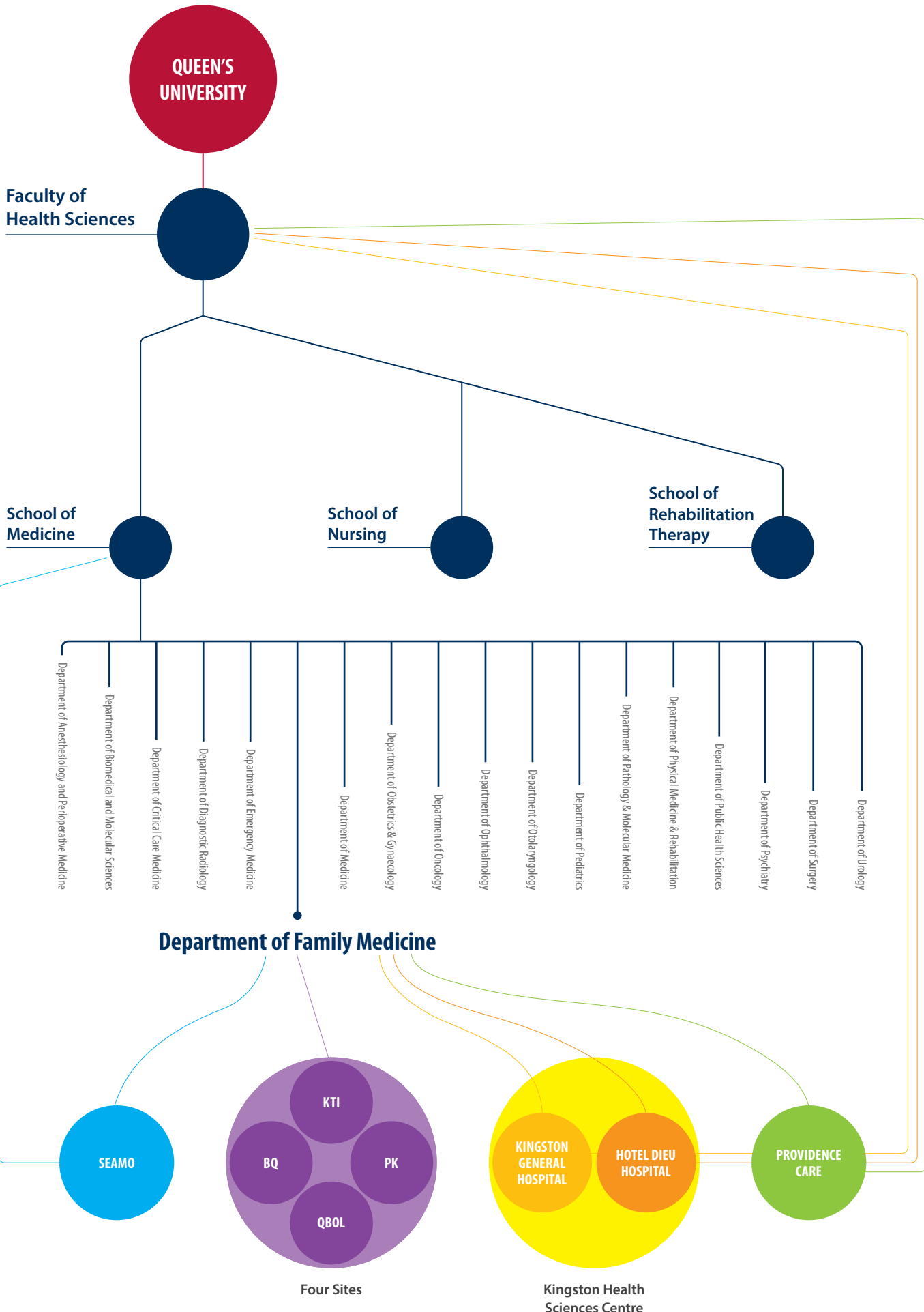
DEPARTMENT OF

Family Medicine

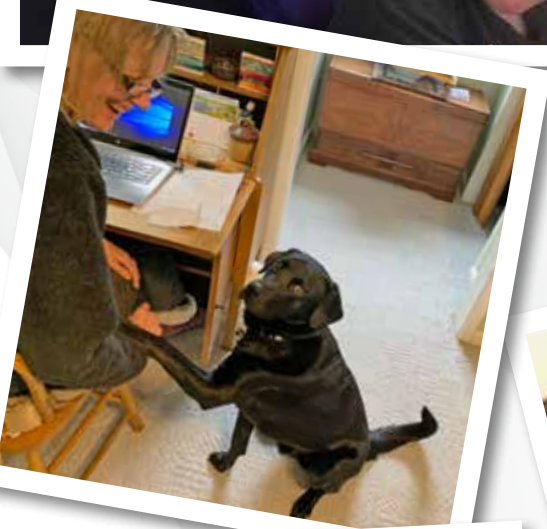
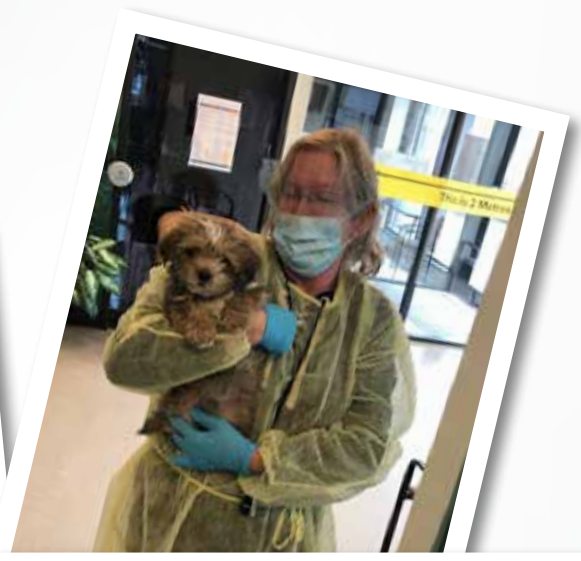
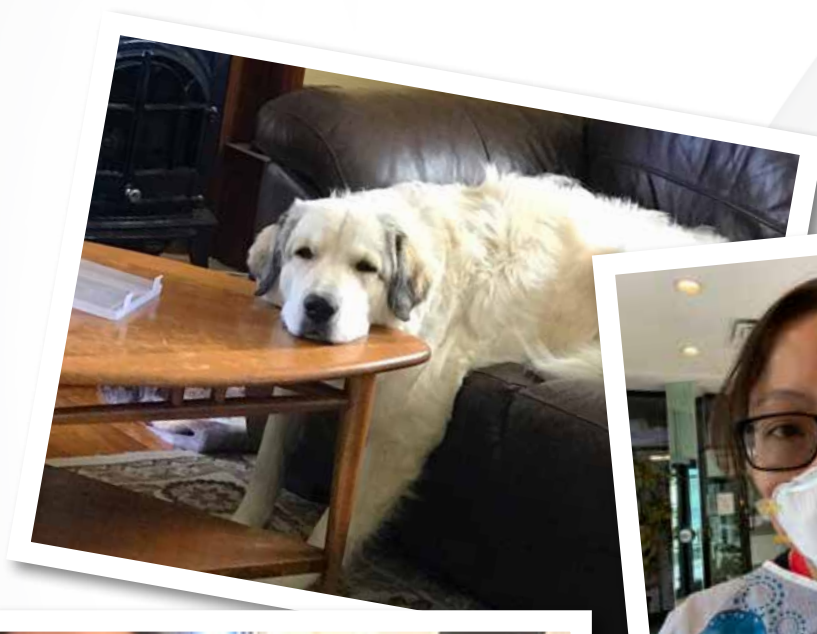
2019/20

Annual Report





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Dr. Michael Green
Department Head

Remember that
together, WE are
Family Medicine!
For Learners.
For Patients.
For Communities.

Message from the Department Head

I am thrilled to share with you the Department of Family Medicine 2019-2020 Annual Report.

Since March, COVID-19 has had a profound impact on all areas of our department, forcing rapid conversion of educational sessions to online formats, changes in clinic practices, and delays in research-in-progress and research funding opportunities, and resulting in personal challenges for our staff, learners, faculty, and patients as we adapted to an ever-changing array of restrictions or regulations in both our work and personal lives.

I want to recognize the resilience and dedication I have seen everyone display as you have undertaken the work required to make this happen. It is truly a privilege to be your department head at this time. I couldn't ask for a better team to help us through this unprecedented situation!

So first and foremost, THANK YOU all for your innovative ideas, your dedication to learners at all levels, your compassion for our patients, and your concern for the communities you serve.

I also want to recognize our graduating residents, who will be moving on to the next stage of your careers without the usual in-person opportunities to come together and celebrate this important milestone in your professional development. To all of you — thanks for your contributions to Queen's Family Medicine. I hope we really have delivered on our promise of "Train at Queen's. Work Anywhere," and I look forward to seeing you in the future, wherever you may land.

I hope that in reviewing this report, you will also see that prior to the onset of COVID-19, the department was busy working on the implementation of the priorities identified in our strategic plan over the course of the year. Our senior leadership team has been meeting regularly to move key initiatives forward, and as you will see from the section-by-section reporting in this document, much has been achieved! Our success in CaRMs — with a full match to all our residency training programs at all sites — is a testament to the amazing job our educational team of core faculty, staff, and community preceptors does with all our residents, no matter where they are training.

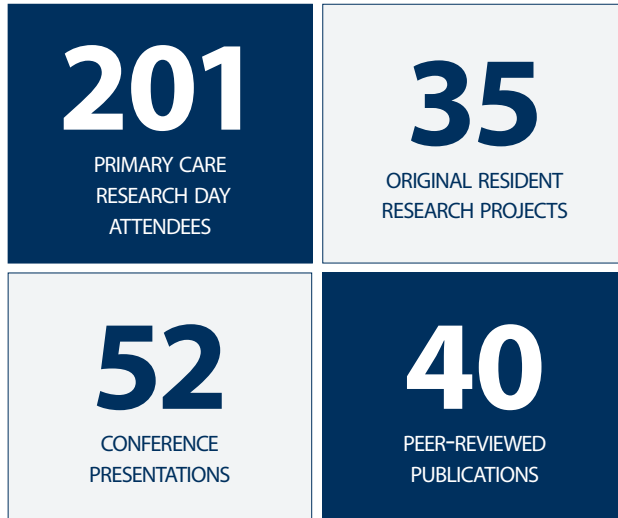
Similarly, family medicine is leading the development of new integrated clerkship opportunities that are sought-after and applauded by our medical students. (For example, Thomas Dymond is the first student to complete his longitudinal integrated clerkship in the Mohawk Nation of Akwesasne.) Our research team has welcomed its first MD/PhD faculty member, Dr. Amrita Roy, and is establishing new initiatives like I-CREAtE Kingston while strengthening our regional and national practice-based research network initiatives. The department also continues to grow its involvement in a broad range of clinical activities, with our hospital medicine division's rapid growth and new initiatives in addictions medicine on the horizon.

Finally, while travel for global health initiatives has been on hold, our team has continued to move forward, planning for the future and maintaining relationships remotely.

I look forward to everyone's involvement over the coming year as we continue to further strengthen the provincial and national prominence of our academic research, educational programs, and clinical initiatives despite the challenges we are currently facing.



RESEARCH



CLINICAL SERVICES

PATIENT ENROLMENT



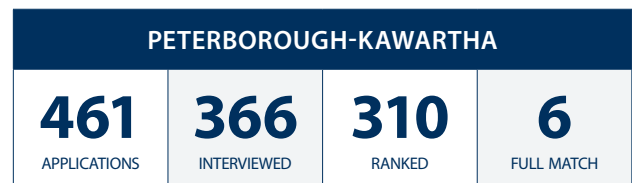
AFTER HOURS CLINIC VISITS



GROUP PROGRAMS



EDUCATION



ACCOLADES

During a rotation at Prince Edward County Memorial Hospital in Picton, Dr. Wilson Lam, KTI PGY2, helped the emergency department test new equipment for management of patients with COVID-19.



FACULTY AWARDS/ ACCOMPLISHMENTS

Dr. Sarah Funnell, Indigenous Health Director, has been elected a board member for the Indigenous Physicians Association of Canada and will serve as the association's treasurer for three years.

Dr. Phil Gilic, course director, Nightmares FM, MEDS 115, and Airway Mastery (CCFP-EM), has received the 2020 Queen's Faculty of Health Sciences Education Award, the faculty's highest award, based on four criteria: excellence in teaching, a new or innovative approach to teaching, reflection on teaching, and evidence of impact on student learning.

Dr. Michael Green and **Morgan Slater, PhD**, postdoctoral fellow, are co-authors of a first-of-its-kind report that demonstrates the number of First Nations people in Ontario living with

diabetes is at an all-time high. First Nations and Diabetes in Ontario, developed jointly by the Chiefs of Ontario (COO) and the Institute for Clinical Evaluative Sciences (ICES), takes a detailed look at diabetes and its consequences on First Nations people in Ontario from 1990 to 2014. The report addresses the need for early and culturally appropriate prevention strategies, treatment, and services for First Nations people living with diabetes. The researchers and COO also published a series of studies on diabetes and First Nations health in the *Canadian Medical Association Journal (CMAJ)* and *CMAJ Open*.

Dr. Joey Newbigging, Program Director, Enhanced Skills Emergency Medicine, has earned this year's Canadian Association for Medical Education (CAME) Merit Award. This award recognizes faculty members who are exceptionally

committed to medical education in Canadian medical schools.

Dr. Susan Phillips has been appointed Walter Rosser Chair in Family Medicine Research. Effective October 1, 2019, the appointment will continue until June 30, 2022. In this role, Dr. Phillips will be responsible for conducting, supporting, and developing research within the department and cognate research units, as well as fostering and conducting research of a quality sufficient to attract funding from national peer-review agencies. She will also be responsible for the education, supervision, and mentorship of research students and trainees at the undergraduate, graduate, postgraduate, and postdoctoral levels. The Walter Rosser Chair in Family Medicine became effective January 1, 2017, with an endowment of \$2.5 million. Dr. Richard Birtwhistle received the inaugural chair.

CFPC RESIDENT/STUDENT AWARDS

Dr. Brittany Dyer (Belleville-Quinte PGY2 graduate, June 2019) earned this year's College of Family Physicians of Canada (CFPC) Bob Robertson CCFP Examination Award, which recognizes the individual who achieves the highest standing among family medicine residents in the CFPC's Certification Examination in Family Medicine.

Annual Resident Awards:

(One resident from each family medicine program across Canada is selected for each award each year.)

Dr. Helene Baldwin (KTI): Family Medicine Resident Award for Scholarly Achievement

Dr. Christine Hanna (KTI, PGY3 EM): Family Medicine Resident Leadership Award

Annual Student Awards:

Andrew Dawson: Medical Student Leadership Award

Gray Moonen: Medical Student Leadership Award

Ramita Verma: Medical Student Scholarship

QUEEN'S FHS REGIONAL EDUCATION AWARDS

Teaching Awards

Dr. Ahmed Mian, FM/EM, Humber River Hospital

Dr. Avita Sooknanan, FM, Bowmanville QHC Pediatrics Group, Belleville

Mentorship Awards

Dr. Karin Euler, FM, Clarksburg

Dr. Kerry Howatt, OB/GYN, Brockville

Dr. Tom Richard, FM, Peterborough

Education Development Award

Dr. Laurie Wherrett, Surgery, Lakeridge Health

QUEEN'S FAMILY MEDICINE AWARDS

Resident Experience Enhancement Award (June 2019)

Jessica Murray, Postgraduate Administrative Co-ordinator, earned this annual award, given to an allied health or administrative professional who has brought significant enhancement to the residency experience.

Resident and Preceptor Awards

Dr. Mamdouh Andrawis, Kingston preceptor (Napanee): **Dr. Donald L. Potvin Memorial Teaching Award** — Awarded to a community family medicine preceptor to further their training in evidence-based medicine.

Dr. Vanessa Audet (KTI) and **Dr. Christine Prudhoe** (KTI, PGY3 Rural Skills): **The Richard Milner Award** — Awarded to postgraduate family medicine residents (PGY1, PGY2, or PGY3) who have demonstrated a passion for teaching and expertise in leadership and practice management.

Dr. Heather Braybrook (KTI): **Janet Sorbie Award in Family Medicine** — Awarded to a family medicine resident who has undertaken original research in the field of women's health, care of the elderly, or palliative care.

Dr. James Burrows (KTI, PGY3 Rural Skills); **Dr. Samantha Graitson** (BQ); **Dr. Sandra Huynh** (PGY3 EM); **Dr. Katherine Liu** (QBOL); **Dr. Brian Paige** (PK); and **Dr. Christine Prudhoe** (KTI, PGY3 Rural Skills): **Fred Allan Vokes Memorial Fund Award** — Awarded to family medicine residents who, at the end of two or three years in the program, have demonstrated overall excellence and achievement.

Dr. Michael Hendry, Kingston preceptor (KHSC, Plastic Surgery): **Dr. John T. Tweddell Memorial Teaching Award** — Awarded to recognize specialty preceptors who exemplify teaching excellence to family medicine residents.

Dr. Katherine Liu (QBOL); **Dr. Bethany Philpott** (BQ); **Dr. Jordan Sugie** (KTI); and **Dr. Becca Webster** (PK): **Sparkly Glue Award** — Awarded to a graduating PGY2 resident at each site for acting as a positive influence on resident morale and atmosphere.

Dr. Jaclyn Vanek (PK, PGY3 Rural Skills): **Dr. Harold Latham Award in Family Medicine** — Awarded to a PGY2 resident in family medicine who has completed the best-quality academic project dealing with mental health issues in family medicine.

EM PGY3 DISTINGUISHED PRECEPTOR AWARDS

Each year, the graduating class of the department's Emergency Medicine Enhanced Skills Residency Program (CCFP-EM) selects two or three off-service or community preceptors and one Kingston Health Sciences Centre (KHSC) emergency medicine preceptor to receive a CCFP-EM Distinguished Preceptor Award in recognition of each preceptor's outstanding teaching and mentorship. This year's recipients:

Community and/or Off-Service Preceptors

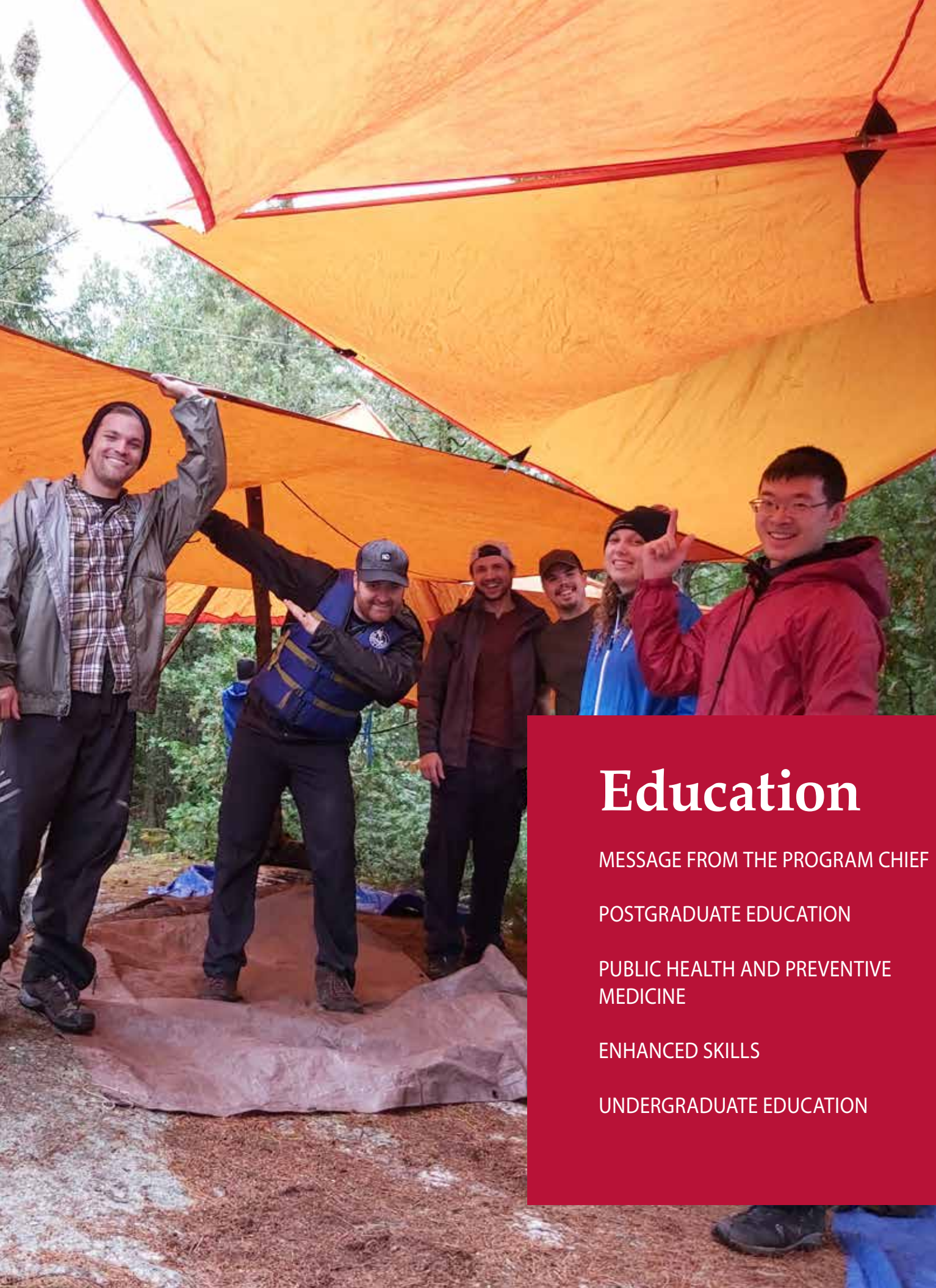
Dr. Craig Bolton: Emergency Medicine, Belleville General Hospital

Dr. Heidi Wells: Emergency Medicine, Brockville General Hospital

KHSC Emergency Medicine Preceptor

Dr. Robert McGraw, Emergency Medicine, Kingston Health Sciences Centre.

For more research-related awards and funding, see Centre for Studies in Primary Care, page 31.



Education

MESSAGE FROM THE PROGRAM CHIEF

POSTGRADUATE EDUCATION

PUBLIC HEALTH AND PREVENTIVE
MEDICINE

ENHANCED SKILLS

UNDERGRADUATE EDUCATION



DR. JOHN ADAMICH
Program Chief

Message from the Program Chief

If you ask a room full of past or present Queen's Family Medicine residents whether they are happy they ended up in the program, the answer is a resounding "yes!"

This year, a combination of cutting-edge simulation, award-winning faculty, adaptive administration, and the incredible resident community continued to demonstrate what makes QFM one of the best programs in the country.

Resident Initiatives

At all four sites, resident-driven initiatives continue to improve the QFM experience. This year, QBOL residents held their inaugural teacher awards. Belleville residents worked hard to integrate formal ultrasound training into their curriculum, while Peterborough residents worked with the local women's health program to host a resident-led IUD clinic. Finally, KTI residents acted on the feedback of previous years to improve their long-term care experience with new LTC resident representative positions and improved access to palliative care handbooks.

For the fifth time, QFM residents nominated the program for the PARO Program Excellency Award. It won the award in 2012 and 2016, making it the only program to have won the award twice.

CaRMS

CaRMS is a busy and exciting time for the program each year. In addition to four busy days of interviews, countless hours of behind-the-scenes work go into co-ordinating applications and file review. This year the program received a record number of applicants and held the most interviews in QFM history. Residents demonstrated their commitment to the program by volunteering enthusiastically as interviewers and panelists. The resident panel volunteers were vibrant, answered the tough questions, and highlighted all the amazing features of Queen's Family Medicine. Candidates were clearly impressed, as the program matched all spots in the first iteration.

Wellness

Wellness continues to be a cornerstone of the QFM program. The wellness committee meets regularly throughout the year and develops initiatives to improve the resident experience. Some highlights from the past year include "Ice Cream Rounds" and the "Our Stories" event, both of which provided open forums for residents to share their struggles and talk openly and honestly about mental health. In addition, the creation of a wellness page on the resident chief blog improves access to resources for those who may be struggling with mental health challenges.

As the COVID-19 pandemic evolves, QFM has continued to prioritize resident wellness despite the uncertainty and challenges created by social isolation.



DR. BRENT WOLF
Program Director

Postgraduate Education

The postgraduate training program has had another wonderfully successful year. Our skilled and dedicated preceptors, faculty, staff, and, of course, residents have continued to strengthen and innovate our program. Certainly, we owe a large debt of gratitude to our resident leaders, who have been instrumental in representing the resident voice locally, regionally, and nationally. Queen's Family Medicine (QFM) would not be the program it is without these hardworking and skilled individuals:

FM Program Chief:	Dr. John Adamich
KTI Site Co-Chiefs:	Dr. Ruth Chiu and Dr. Megan Collie
BQ Site Chief:	Dr. Michael Milo
PK Site Chief:	Dr. Molly Touzel
QBOL Site Chief:	Dr. Vance Tran
PGY3 Chief:	Dr. Christine Hanna
PHPM Chiefs:	Dr. Mark McKelvie and Dr. Ethan Tournishey
OCFP Resident Representatives:	Dr. Maria Daniel (PGY1) and Dr. Stephanie Michael (PGY2)
CFPC Resident Representatives:	Dr. Ryan Peters (PGY1) and Dr. Emily Quick (PGY2)
PARO Resident Representatives:	Dr. Andrew Dawson (PGY1) and Dr. Christopher Welsh (PGY2)

Resident Wellness Representatives:	
KTI:	Dr. Rufina Kim (PGY2), Dr. Alistair MacDonald (PGY2), Dr. Anna McLean (PGY1), and Dr. Liana Wong (PGY1)
BQ:	Dr. Kiersten Colbran (PGY1) and Dr. Miriam Layefsky-Hellstern (PGY2)
PK:	Dr. Sonya Swift (PGY2) and Dr. Portia Worthy (PGY1)
QBOL:	Dr. Zach Hickey (PGY1) and Dr. Vance Tran (PGY2)

This year, the education team welcomed Laura McDiarmid as our new manager of educational development. Laura's strong leadership and past experience in the Queen's Office of Professional Development and Educational Scholarship has been instrumental in moving forward innovation, increasing accountability and reporting functions, and providing a new and fresh perspective on medical education.

The education organization functions under the direction of many faculty-leadership roles — 100 to be precise — who represent both community- and university-based practice. While there are too many to list in this report, it is important to recognize the many directors who make the program what it is.

Over the intervening decade, QFM has developed significant expertise in curriculum design and delivery, assessment, program quality improvement, and scholarship.



This year is also a year of anniversaries. Both the Belleville-Quinte and Peterborough-Kawartha sites are celebrating 10 years since their inception. Over those years, both sites have provided excellent training, innovation, and a marvelously close educational community. Many graduates from the two sites have stayed in their respective areas, with some assuming leadership roles in both the community and QFM.

The program is also celebrating 10 years of CBME. Under the leadership of Dr. Karen Schultz and Dr. Jane Griffiths, QFM adopted the Triple C competency-based curriculum 10 years ago. Over the intervening decade, QFM has developed significant expertise in curriculum design and delivery, assessment, program quality improvement, and scholarship. We will be taking time over the next year to celebrate these

EDUCATION

DEPARTMENT HEAD Dr. Michael Green			REGIONAL EDUCATION CO-ORDINATOR Dr. Jeff Sloan		
	Queen's Family Medicine Program	BQ	PK	QBOL	KTI
Directors	Dr. Brent Wolfrom	Dr. Nadia Knarr	Dr. Kim Curtin	Dr. Wei-Hsi Pang	Dr. Kelly Howse
Curriculum	Dr. Nadia Knarr	Dr. Hanga Agoston	Dr. Sandra Khan	Dr. Aubrey Kassirer	Dr. Ian Sempowski
Assessment	Dr. Karen Schultz	Dr. Rob Pincock	Dr. Kathleen Nichols	Dr. Seema Jain Dr. Joel Pariag	Dr. Tara McGregor
Research	Dr. Susan Phillips	Dr. Stephanie Lynch	Dr. Ben Chan	Dr. Michael Ward	Dr. Eva Purkey
Indigenous Health	Dr. Sarah Funnell	Dr. Erin Falconer	Dr. Michelle Fraser	Vacant	Dr. Sarah Funnel
Faculty Development	Dr. Jessica Ladouceur Dr. Matt Simpson	Dr. Jessica Ladouceur	Dr. Theresa Robertson	Dr. Sina Sajedk	Dr. Matt Simpson
Administration	Laura McDiarmid Education Manager Dana Doll, Reza Hasselaar, Sue Jarzylo, Jess Murray, Tammy Parr, Kim Wallace, and Jennifer Wells	Jessica Hughson	Chantal Van Parys	Julie Hodges	Jennifer Brierley and Sarah Taylor

accomplishments, while looking forward to what the future of primary care has to offer and challenge us with.

Last year's report touched on the many changes that occurred within the postgraduate program. While the pace of change has slowed some, it has not stopped, and this year we bid farewell to Dr. Glenn Brown, who retired after a distinguished career. Dr. Brown's career accomplishments are numerous, and within the realm of medical education specifically, he has championed occupational medicine as well as wilderness medicine, greatly contributed to the establishment of the DFM hospitalist program, and provided additional resident support as the department's academic support person. Dr. Brown has been instrumental in the creation and ongoing delivery of the Temagami Wilderness Medicine Course, which was offered again this year with, once again, a record-setting number of participants.

Finally, the hard work and dedication of the education staff must be recognized. These individuals, who work tirelessly to ensure the program runs smoothly and continues to achieve its stellar reputation, include Jessica Hughson in Belleville; Chantal Van Parys in Peterborough; Julie Hodges in Oshawa; and Jennifer Brierley, Dana Doll, Jessica Murray, Tammy Parr, Sarah Taylor, Kim Wallace, and Jennifer Wells in Kingston.



Education team members from all four sites gathered for a bit of team building (and a lot of fun!) at Kingston Glass Studio and Gallery.



DR. KIERAN MOORE
Program Director

Public Health and Preventive Medicine

The Queen's Public Health and Preventive Medicine (PHPM) program continued its resident-driven strategic planning initiative to renew its mission and vision this year. This development process will assist the program to better identify whether its current structure is set up to achieve residents' goals, and where gaps may exist.

A SWOT (strengths, weaknesses, opportunities, and threats) analysis was completed, and subsequent sessions focused on the development of a logic model and strategic directions. Stakeholder engagement and the first draft of the high-level program values and strategic directions were completed in summer 2019. Currently, the program is finalizing the detailed implementation plan for its renewed strategic plan.

The residency program committee continues to meet regularly to assist with the program's development, operation, oversight, and planning. Appreciation is extended to committee members Dr. Kelly Howse, Dr. Ian Gemmill, and Dr. David Walker (Queen's University); Dr. Howard Njoo (Public Health Agency of Canada); Dr. Liane Macdonald (Public Health Ontario); Dr. Piotr Oglaza (Hastings and Prince Edward Public Health); Dr. Paula Stewart (Leeds, Grenville & Lanark District Health Unit); Dr. Rosana Salvaterra (Peterborough County-City Health Unit); and Dr. Fareen Karachiwalla (York Region Public Health). The committee met on four occasions during the year. Members' feedback and input has been instrumental in improving the program, and their advice ensures the program continuously strives to improve and to be a national leader in education. Dr. Gemmill continues to lead the program's transition to competency-based medical education (CBME) and chairs the competency committee.

EDUCATION

Wishes of good fortune are extended to Dr. George Pasut in his retirement and in all his future endeavours. His dedication, perspective, and guidance will be missed. And congratulations to graduates Dr. Alexa Caturay and Dr. Linna Li for passing their certification exams!

Competency-Based Medical Education

After welcoming a new educational consultant to the CBME development team in May 2019 and conducting an initial needs assessment, attention was then focused on improving the program's progress and promotion mechanisms. The team gathered best practices from other programs at Queen's and reviewed the relevant literature to conduct a comprehensive review of the current progress and promotion process. Enhancements included developing stage-specific reporting tools and updating supporting documents (including terms of reference and procedural guidelines), conducting introductory training sessions (for both faculty and residents), and providing ongoing one-on-one support on an ad hoc basis.

In addition to the enduring faculty and staff support, PHPM residents have been instrumental to recent successes. In unison with the measures mentioned above, residents implemented "Feedback Fridays" with a CBME focus. The team also worked with residents on implementing a new entrustable professional activity (EPA) tool for pilot and evaluation (for early 2020) to better prepare the program for senior residents entering Core of Discipline. Moving forward, the program will continue to provide resident/faculty/staff support and training. Next steps will include finalizing the program's implementation plan by reviewing the piloted materials, completing competence committee training, updating rotation goals and objectives tools, and aligning with the PHPM national standards expected to roll out in 2021.

Co-Chiefs

PHPM co-chief residents Dr. Ethan Toumishey and Dr. Mark McKelvie continued to advance the great work ongoing at Queen's PHPM, helping with all aspects of the program, including strategic planning, curricula development, academic sessions, the annual retreat, and the CaRMS interviews. Over the

past year they have also encouraged engagement with our partners in undergraduate medicine, with PHPM residents now participating in teaching and supporting Public Health Interest Group activities. Most of all, the co-chiefs have been encouraged by the collaboration and collegial atmosphere among residents in the program, and are looking forward to the continued growth of Queen's PHPM.

Annual Resident Retreat

The PHPM program's annual retreat was held in Picton on September 19 and 20, 2019. The curriculum included the following themes: CBME resident and faculty development; workplace diversity; advocacy in public health; public health panel: transition to practice; job search, interviews, and contracts; and academic hiring.

PHPM National Review Course

The Queen's Department of Family Medicine and the PHPM Residency Program hosted the fifth Public Health and Preventive Medicine National Review Course (NRC) from October 21-25, 2019, at Queen's Donald Gordon Conference Centre. The course was offered to all PHPM residents from across Canada as well as current public health practitioners. In addition to all the Queen's PHPM residents, 38 other participants attended from across the country. The course featured academic sessions delivered by public health leaders from across Canada, a team-based simulation of a public health emergency, Royal College oral examination preparation, and multiple networking and social events. As with previous iterations of the NRC, this year's course was well reviewed by attendees. The Queen's PHPM Residency Program is working on minor tweaks that will ensure the sixth annual course, scheduled for October 2020, remains as up-to-date, informative, and useful as possible.

CaRMS Match Results

The PHPM program continues to receive a record number of applications for its two CaRMS positions. For the sixth consecutive year, the program filled both positions in the first iteration. The program currently has 13 residents, which is beyond its normal capacity of 10.

2019-2020 RESIDENT RESEARCH AND SCHOLARLY ACTIVITY

SAMANTHA BUTTEMER

Buttemer S, Hall J, Berger L, Weersink K, & Dagnone J. D. (2020). Ten ways to get a grip on resident co-production within medical education change. *Canadian Medical Education Journal*.

Buttemer S, Caturay A, Gao G, Guan H.T., Li L, & Toumishey E. Resident-driven strategic planning for the development of a program evaluation framework to improve the residency experience. International Conference on Residency Education. Sept. 27, 2019. (Poster).

AZIM KASMANI

Kasmani A, Sherlock B, & Oglaza P. Increasing Grade 7 Immunization Rates in Hastings Prince Edward County through a Systematic Process Change. TOPHC Poster Presentation. March, 2020.

JENNA WEBBER

Webber J. Failure to acknowledge inequities in the social determinants of health. *Canadian Family Physician*; 2019 Sept. 65: 603-606.

Train-the-Trainer Workshop: Trauma and Violence Informed Care in the Opioid Epidemic. KFL&A Public Health, Kingston, ON. May & July 2019. Workshop Facilitator & Presenter.

Tick Talk: The Low-Down on Lyme. Prince Edward County Medical Grand Rounds. Picton, ON. May 2019. Presenter.

Bangkok and Back Again: The Emotional and Physical Journey of a Canadian Seeking Gender Affirming Surgical Care. Department of Family Medicine Grand Rounds. Queen's University, Kingston, ON. May 2019. Co-presenter with Rita OLink.

Canadian Medical Association: Panel Discussion on Sexual Harassment of Canadian Medical Students. Organized & moderated by the CMA Equity Community of Practice. Online. Co-presenter with Dr. Susan Phillips.

KATHRYN CLEVERLEY

Exploring the need for sexual health clinics.

Supervisor: Dr. Eva Purkey

Gender differences in associations of individual and social circumstances with early sexual activity in 11-15-year-old Canadian youth.

Research team: Gazendam N, Cleverley K, King N, Pickett W, Phillips S.

MARK MCKELVIE

Dawe R. & McKelvie M. (2020). International health experiences in postgraduate medical education: A meta-analysis of their effect on graduates' clinical practice among underserved populations. *Canadian Medical Education Journal*.

The Queen's PHPM program continued its resident-driven strategic planning initiative to renew its mission and vision this year.

Enhanced Skills

The Department of Family Medicine's Enhanced Skills (ES) program offers additional training to family medicine residents who have graduated from their core residency program and find that they need additional training or skills to meet their career goals.



DR. MEG GEMMILL
Program Director

Category 1 programs have objectives and standards established by the College of Family Physicians of Canada (CFPC), while Category 2 programs offer a more flexible, self-directed program in which the residents determine their own objectives and rotations. Queen's has four Category 1 programs: emergency medicine, palliative care, family practice anesthesia, and care of the elderly; and six Category 2 programs: women's health, rural skills, global health, intellectual and developmental disabilities, Indigenous health, and the Falkland Islands Scholarship Program.

Dr. Meg Gemmill took over as ES program director in 2019. One of this year's goals was to increase cohesion between residents in different programs. To achieve this, the program had its first journal club, which presented an opportunity for PGY3s in all ES programs to come together to review journal articles and discuss a topic that is relevant to all programs. Dr. Rupa Patel, the women's health program director, facilitated the first journal club, which was focused on trauma-informed care. There is one more journal club planned for this academic year. Dr. Christine Hannah, the PGY3 chief resident, has also planned several social events for the ES program residents.

In the coming academic year, all Category 1 programs will begin using the Canadian Resident Matching Service (CaRMS) for the 2021-2022 application cycle. It is hoped this new system will facilitate an equitable application process for both applicants and programs.

There will also be a transition of leadership in two programs. Dr. Joey Newbigging (emergency medicine) and Dr. Agata Szlanta (care of the elderly) will be moving on from their program director roles. The ES program is very grateful to Dr. Newbigging and Dr. Szlanta for their dedication and contribution to the programs over the past several years. Dr. Matt Stacey, the current FM-EM assistant program director, will take on the FM-EM program director role, while Dr. Chris Frank, Professor, Queen's Department of Medicine, Division of Geriatric Medicine, will move into the care of the elderly director role.

The ES program is also grateful to Dr. Christine Hannah for her hard work as the PGY3 chief resident this year. The program welcomes Dr. John Adamich and Dr. Samantha Britton, who will share the role as co-chief residents for 2020-2021.

CATEGORY 1 PROGRAMS

The **family practice–anesthesia** (FP-A) program had one resident this year and has accepted two for 2020-2021. With Dr. Valerie McLeod as program director, a new addition to the FPA-A team is Dr. Michael Cummings, who has taken on the role of Kingston site liaison. The program has also developed an FP-A Resident Assessment Review Committee, which has engaged local FP-As to become involved should a resident be identified as requiring extra assessment or assistance. Dr. McLeod was also one of two FP-A program directors who participated at the CFPC's curriculum development meeting in November 2019, and this work will be ongoing through 2020.

Under the directorship of Dr. Craig Goldie, the concurrent enhanced skills (family medicine) and sub-specialty (internal medicine) **palliative medicine** programs have been competitive over the past few years with a significant increase in applications. In 2019-2020 (and upcoming in 2020-2021) there were three enhanced skills residents and no sub-specialty resident in the program. The ES palliative medicine program has also finalized its transition to a CBME format over the past year.

The department's **emergency medicine** program, led by Dr. Newbigging and assistant program director Dr. Stacey, is one of the largest FM-EM programs in the country. This year there were several education innovations, including a new horizontal toxicology and airway curricula. The Cornwall return-of-service program, now in its second and final year, has been successful in training EM physicians for the Cornwall community. The program will also have a DND military re-entry resident in 2020-2021.

With Dr. Agata Szlanta as program director, the **care of the elderly** program has accepted one resident for 2020-2021. After gaining a new geriatrician in 2018 — a new graduate who has been an active and enthusiastic teacher — the division is now actively recruiting for another geriatrician.

ACTIVE CATEGORY 2 PROGRAMS

The **women's health** program, under the directorship of Dr. Rupa Patel, had one resident this year who completed six blocks of training.

Under the directorship of Dr. Gemmill, there were 19 applicants to the **rural skills** program this year, and 14 residents will be completing one or two extra blocks in areas such as obstetrics, hospital medicine, and mental health.

Program	2018-19	2019-20	2020-21
Emergency Medicine Kingston Cornwall	8 -	8 1 (+1 re-entry)	8 1 (+1 re-entry)
Care of the Elderly	0	1	1
FP-Anesthesia	2	1	2
Palliative Care	2	3	3
Women's Health	2	1	1
IDD	3	0	1
Rural Skills	8	14	14
Indigenous Health	0	0	0
Global Health	0	0	0



DR. SHAYNA WATSON
Program Director

It's been an exciting and rewarding year in undergraduate education!

Undergraduate Education

MEDS 115 – Family Medicine in First Year

The class of 2023 awarded Drs. Matt Simpson and Fil Gilic the Queen's School of Medicine Aesculapian Society Lectureship Award in recognition of their excellence in teaching. Dr. Gilic also received the 2020 Queen's Faculty of Health Sciences Education Award in part for his work with MEDS 115.

We also welcomed Dr. Laura Kroeker to the course, and appreciate her enthusiasm!

In their evaluations, students demonstrated their appreciation for the course's great team of teachers, the clinical focus, and the pedagogical approach:

"The professors were excellent and engaging — clearly designed everything to reflect the actual practice of medicine."

"By far the best course of this semester! Also love the dance breaks; they should be mandatory for every course!"

"I like the reverse classroom setup and the use of the randomizer to motivate us to come prepared to each lecture. I will miss this class dearly!"

"The model of learning, the clinical relevance of our topics, and the ease in the fashion of delivery made this one of the best courses of the first term."

"The teaching style was extremely effective and engaging. I looked forward to the lectures every week and I'm really sad that this class is over."

"This class is easily the best one we take and makes me want to do family medicine."

First-year medical students joined faculty and residents in the Queen's Family Health Team's after-hours clinic for a total of 158 visits this year. This learning experience is very popular with the students, and rewarding for the residents and faculty who work with them.



Along back wall: Students Sid Mishra, Joseph Yang, Gordon Yao, and Hassan Hazari celebrate their skills at a local escape room during their clerkship in Bowmanville-Oshawa. At left: Dr. Randy Wax (and a family member); at right: Amanda Aquilina, program administrator.

Community Week

Students are thrilled to experience the breadth of practice they are offered during Community Week, which consolidates their learning and provides a window into what real practice is like in communities across southeast and central Ontario. Co-ordinated by ROMP (Rural Ontario Medical Program) and ERMEP (Eastern Regional Medical Education Program), this year-end experience also gives students an opportunity to see how they have progressed over the year.

Social media posts throughout the week demonstrate students' appreciation for the program:

"Thank you to all the awesome mentors that I learned from this week and the friends that shared the experience! Feeling a little more confident in what I learned this year and a lot more excited for when this becomes the day-to-day!"

"Having an absolute blast in Perth. (Who knew rural/small-town family medicine could be so much fun?)"

"Got to work with some of my favourite health-care topics in clinic: birth control, addictions, mental health, and social determinants of health. And that was just in two days! Can't wait to see what else Bancroft has in store for me!"

EDUCATION



Students participate in a Family Medicine Interest Group (FMIG) suturing workshop.

Family Medicine Interest Group (FMIG)

Rohini Pasricha (Class of 2022) and Alanna Jane (Class of 2023) provide leadership to the Queen's FMIG, which promotes family medicine as a top career choice. Sophie Rossini (Class of 2021) entered clerkship and continued to provide support to the present co-chairs. The department wishes Ramita Verma (Class of 2020) well as she graduates and pursues her family medicine residency at the University of British Columbia.

The FMIG's activities focus on exploring what it means to be a family physician in rural, community, and city settings; examining the value and role of primary care in the health-care system; and showcasing the scope and diversity of practice in family medicine.

The group also works closely with residents, and runs a one-to-one mentorship program that pairs first-year medical students with residents for informal mentoring on topics such as life in residency, residency in family medicine training programs, and residency at Queen's.

Active in the National Section of Medical Students, the Queen's FMIG will participate in the first-ever National FMIG week early in the next academic year to promote family medicine across the country through local events and a social media campaign to educate students about the breadth of family medicine, and to highlight a variety of role models in practice.

Electives

Medical students are welcomed to the Queen's Family Health Team each year for electives, and this year our Division of Hospitalist Medicine also began to offer electives to medical students.

Clerkship

The School of Medicine Regional Education office selected two of our longitudinal integrated preceptors from among more than 1,000 community preceptors for awards this year. Dr. Avita Sooknanan, a preceptor in the Lakeridge Longitudinal Integrated Clerkship, received the Regional Education Teaching Award, and Dr. Karin Euler, a preceptor in the Collingwood Longitudinal Integrated Clerkship, was recognized with the Regional Education Mentorship Award. Thank you and congratulations to Drs. Sooknanan and Euler. These two gifted educators exemplify the dedication of all of our regional preceptors.

The family medicine clerkship rotation is regional, and students are placed from Kenora to Akwesasne. Students from each class also have the opportunity to visit and learn in Moose Factory. The department is grateful to the Weeneebayko Health Authority and the communities throughout Ontario who host and teach Queen's students.



Alexandra Basden, left, spent her clerkship in Madoc with preceptors Dr. Suzanne Dullege and Dr. Janet Webb.

Most Queen's students complete their six-week core family medicine and longitudinal integrated clerkships with the assistance of ROMP and ERMEP. Queen's is very fortunate to work with these partners, and is grateful to Dr. Peter Wells and Michelle Hunter (ROMP), and Dr. Robin Kennie, Sandra Whan, and Jennifer Shuttleworth (ERMEP) for their dedication to clinical and educational excellence.

An increasing number of students are participating in longer, integrated rotations that enable them to settle into their placement and participate in the life of medical practice and the broader community for a block of 18 weeks or more. This model has been very successful in Picton, Perth, and Brockville/Prescott, where family medicine is paired with pediatrics and psychiatry.

This year, ROMP welcomed the second cohort of students for a longitudinal integrated clerkship in the Collingwood area.

Wrote Jaime-Lee Munroe about her experience there:

"Working in a small community meant working outside the academic centre infrastructure of attending physicians, residents, and clerks. This presented me with brand new challenges, a sense of independence, and a chance to take on more responsibilities than I had before in my training. I often worked one-on-one with preceptors, affording me plenty of hands-on and individualized learning opportunities across a range of settings and specialties. I also gained an appreciation for what community-based practice looks like for both generalists and specialists."

"The Collingwood integrated stream was one of the most important and enjoyable experiences I had during clerkship. I underwent a significant amount of growth as a learner, saw how dynamic and rewarding a career in community medicine can be, and found the path towards my chosen residency program and career."

In January 2019, an 11-month integrated experience was launched in Bowmanville-Oshawa (Lakeridge). This longitudinal integrated clerkship builds on the established strengths of the QBOL postgraduate team and the leadership of Drs. Mike Ward, Randy Wax, and Wei-Hsi Pang. Gordon Yao (Class of 2020) participated in the inaugural Lakeridge

EDUCATION

program, and will be joining the QBOL team as a resident in July. The following is an excerpt from his written reflections on the program:

"The longitudinal nature gives students an opportunity to learn a lot during the 'burst' sub-specialty experiences (e.g. paed, psych, neurology, etc.). Those skills are then immediately tested in the family medicine setting. For instance, after my paed rotation, I became very comfortable with assessing paediatric patients in the family clinic to determine if they needed to be admitted to hospital ... I was able to take what I learned on the ward into the outpatient setting.

"Because my colleagues and I were in the same location and clinic for an extended time period, there were many chances to see the same patient more than once. This ... gave us an opportunity to develop more meaningful relationships with patients. I am excited for the current cohort of students because of the newly introduced patient panel that will intentionally provide students with patients to follow longitudinally. Furthermore, having preceptors who witnessed our transition from beginning to end was very valuable for constructive feedback.

"I strongly believe in the potential of year-long longitudinal integrated clerkships because they offer a patient- and community-centred model of practice where clerks are not just observers, but integral members of the community. Although I speak from the perspective of a student interested in family medicine, I am confident that my colleagues, who have since matched to radiology and ophthalmology, will agree that this curriculum was a fantastic experience."

In spring 2019, Thomas Dymond requested to complete his longitudinal integrated clerkship in the Mohawk Nation of Akwesasne. Wrote Thomas:

"I was fortunate to be the first medical student to complete an integrated rotation in the Indigenous community of Akwesasne. Without the support of Dr. Shayna Watson and the faculty, this would never have been possible. I am especially grateful to Dr. Ojistoh Horn, my integrated preceptor, who became, and continues to be, a strong Indigenous leader, teacher, and mentor."

Read Dean Richard Reznick's blog, *How a Med Student Changed the Course of his Education to Focus on Indigenous Health*, [here](#).



Thomas Dymond is the first Queen's FHS student to do his longitudinal integrated clerkship in an Indigenous community, under the supervision of an Indigenous physician, caring for Indigenous patients.

Thomas is shown here with Dr. Ojistoh Horn, a Mohawk family physician and the sole full-time physician for Akwesasne, a community of more than 14,000 people.

Cobourg has been a popular and valued site for core family medicine clerkship blocks.

Chantal Valiquette (Class of 2020) describes her experiences:

"My family medicine rotation was by far the most impactful rotation I've had. Community-based family practice gave me the foundational knowledge and confidence that I consistently come back to in every rotation I go on."

"I was also fortunate to have an incredible preceptor to learn from. Dr. Emma Smith demonstrated to me the critical role of incorporating patients in their own care in order to provide exceptional health care with an evidentiary basis."

"As a student, the family medicine community rotation gives you the greatest opportunity to diversify your learning and integrate the many facets of medicine in an impactful, patient-centred, but community-focused manner."

"I will forever be grateful for the wonderful learning opportunity my family medicine rotation afforded me, which demonstrated the importance of community connection and health-care advocacy for provision of exemplary health-care."

In January 2020, Coburg and Port Hope (Northumberland) welcomed two students in a new longitudinal integrated clerkship, facilitated by ROMP.

Student Awards

It is a great privilege every year to be able to consider such strong students for recognition. It always feels like a happy puzzle. The future of family medicine is bright, and it is a treat to recognize some of the newest stars from the Class of 2019, and to honour and remember those for whom the awards are named.

Jocelyn Boley	Pamela C. Williams Memorial Award
Alexander Cormier	James Walker Wood Scholarship in Medicine
Andrew Dawson	Matthews Medal in Family Medicine
	CFPC Medical Student Leadership Award
Kira Gangbar	Rattray Scholarship in Family Medicine
Rebecca Lys	Shane Klein Scholarship
Gray Moonen	Professor's Prize in Family Medicine
	CFPC Medical Student Leadership Award
Sarah Plante	Philips Macdonnell Memorial Award
Akshay Rajaram	G.H. Ettinger Scholarship

Two awards were also given to non-graduating students:

Elisa Christinck	S.S. Robinson Summer Studentship in Family Medicine Award
Ramita Verma	CFPC Scholarship

2020 CaRMS Match

This year, more Queen's students chose family medicine than any other program, and 30 Queen's graduates were matched to family medicine residency positions across the country. This speaks to the commitment of all preceptors and teachers who act as ambassadors for family medicine, but especially to the dedication of the community preceptors who invite the students into their practices and show them what it means to practise broad-scope family medicine as part of a community.

Family Medicine Undergraduate Education Committee

The department is grateful to the following individuals for their contributions to the Family Medicine Undergraduate Education Committee, which oversees the program's curricular and extracurricular offerings and discusses ways to encourage, teach, and mentor medical students and future colleagues:

Faculty: Drs. Meg Gemmill, Fil Gilic, Kelly Howse, Susan MacDonald, Tara McGregor, Matt Simpson, and Brenda Whitney

Residents: Alisha Awadia, Jabiz Esfeh, Kayla Gallo, April Kindrat, Colin Maslink, Ryan Peters, Akshay Rajaram, and Varun Srivastav

Students: Alanna Jane, Sophie Rossini, and Lauren Wierenga

Finally, the department wishes to thank Kim Wallace, undergraduate medical education program assistant, whose quiet competence and organizational skills have made a great impact on supporting the department's undergraduate mission.

Clinical Services

QUEEN'S FAMILY HEALTH TEAM



Queen's Family Health Team

This year seems to have been overshadowed by the last few months, with all resources and energy focused on dealing with the COVID-19 pandemic. The Queen's Family Health Team (QFHT) has adjusted, transitioned, and remained open to meet our patients' primary health-care needs.

Clinic Overview



DIANE CROSS
Clinic Manager

At a time of great uncertainty, change, fear, and still many unknowns, the QFHT's strengths in teamwork, leadership, resilience, and a positive, supportive work culture have enabled and fostered our ability to thrive during these unprecedented, challenging times.

During March and April 2020, team members adapted to a new way of delivering quality patient care and services, using virtual options (phone, OTN, Zoom) and in-person visits, when necessary. On-site clinic staff rotations were established for all team members (clerks, nurses, residents, and faculty physicians) to maintain physical-distancing requirements. Remote offices and clinical care continued for our allied health staff at both our Kingston and Belleville sites. New work attire included face masks, shields, gloves, and gowns, while hand sanitizer has become the hottest commodity in the clinic and throughout our lives.



DR. KAREN HALL BARBER
Physician Lead

The QFHT's family physicians continued to accept more than 1,200 new patients in Kingston and 490 patients in Belleville throughout the year. Kingston-site nursing staff continues to facilitate the new-patient intake process by setting up patients' e-charts, documenting history, and co-ordinating past records prior to patients' first visits with their physicians. The combined patient enrolment for the Kingston and Belleville sites was 31,682 patients on March 31, 2020.

Prior to the rapid transition to virtual patient care in March 2020, both Kingston and Belleville's after hours clinics continued to experience an overall increase in patient utilization. (See graph page 29.)

The team bid farewell to two long-serving faculty physicians on their retirement from clinical practice this year. Dr. Susan Phillips, a QFHT physician for 25 years, will continue with her role as the department's research director. Dr. Glenn Brown, a Queen's faculty member for 25 years and department head for 10, will continue on as a faculty associate. We have all benefited from their clinical service to our patients and leadership in the department over the years.

New faculty physicians joining the team this year include Dr. Laura Kroeker, Dr. Ed McNally, Dr. Kathy Pouteau, Dr. Amrita Roy, and Dr. Meghan Wilson.

CLINICAL SERVICES

Programs

Our allied health professionals offer both individual counselling and group programs for QFHT patients and community members. Group programs led by nurses, dietitians, pharmacists, and social workers allow staff to present information and lead discussions while also facilitating patients learning from one another. Areas of focus include chronic pain; smoking cessation; breastfeeding and infant feeding; best health, best weight; craving change; anxiety and depression; facing uncertainty; and sleep therapy.

Funding for the regional Health Links program, established in 2013 through the South East Local Health Integration Network, officially ended on March 31, 2020. The program was developed to:

- improve access to care for patients with multiple, complex needs;
- reduce avoidable emergency room visits;
- reduce unnecessary re-admission to hospital shortly after discharge; and
- reduce wait times for referrals from the primary care doctor to a specialist.

Health Links staff worked with patients and caregivers to develop personalized care to help each patient navigate the health-care system. Complex patients represent five per cent of Ontario's population, using two-thirds of health-care funding. Patients with complex conditions are often seniors with multiple chronic diseases and those with mental illness and addictions. Now that the Health Links program funding has ended, and recognizing the benefits of continuing to support these patients, the QFHT has incorporated the roles of the Health Links staff into the roles of our nursing staff and a community service worker. Home visits are a regular part of care provided. Staff address patients' social determinants of health and assist them in the navigation of community resources.

Mental health programs play a significant role in our clinical services. Individual counselling, group programs, phone calls, and home visits all contribute to support patients, particularly as our vulnerable patient groups represent a significant portion of our patient population. (For example, in Kingston, 27 per cent of patients are in the lowest income quintile, and 22 per cent have a documented mental health issue.) With the new virtual model thrust upon us, allied health staff members are redeveloping their successful in-person group programs to be delivered virtually. Mental health resources for patients, clinicians, and staff have been regularly circulated to ensure we check in on one another and maintain healthy self-care.

Under the leadership of Dr. Meghan Wilson, a gender diversity clinic was established in fall 2019. The program's goals are to

meet the care needs of our trans population and to educate our family medicine residents to incorporate transition care into their primary care practices. The clinic receives referrals from the Community Health Centre trans clinic and accepts unattached patients.

In Kingston, our community service worker, Maria Sherwood, helps patients with many social support services including help with financial and legal matters, housing, transportation, and employment.

Maria shares a story that speaks to the rewards of her job:



One of our physicians referred a patient because he was concerned that she was not attending her appointments. During her assessment, I learned she was estranged from her family and feeling very isolated. She was also experiencing financial strain, and her house mate was physically and emotionally abusing her. She wanted to improve her life, but didn't know where to start. On her behalf, I completed applications to the Ontario Disability Support Program (ODSP), Canada Pension Plan Disability, Special Priority Social Housing, and the Kingston Access Bus; suggested she apply to the Disability Tax Credit (DTC); and connected her to food resources. This patient was not ready to go into a shelter, but I informed her of the resources available to her, if she needed them.

Not only was she accepted into ODSP, but she received \$3,000 in retroactive payment through the DTC. She was also placed in a subsidized one-bedroom apartment, where she feels safe. Kingston Access bus temporarily transported her to all physician appointments until ODSP covered this cost. Since ODSP pays for her medications, she is now taking them consistently, which has improved her health. Together, we visited the Kingston Senior Centre so she could meet others, instead of isolating herself. She has informed me she is feeling so much better that she has reached out to her family, and they are now visiting her more regularly.

Without my involvement and repeated advocacy, it is very doubtful this patient would have been able to access these services on her own, and this is just one of many success stories I could share.

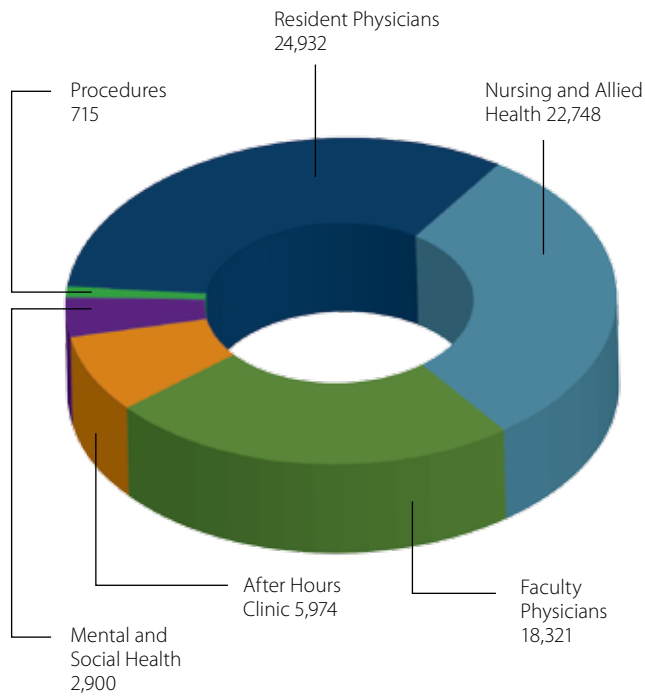


QFHT PATIENT VISITS

Kingston Site

April 1, 2019 to March 31, 2020

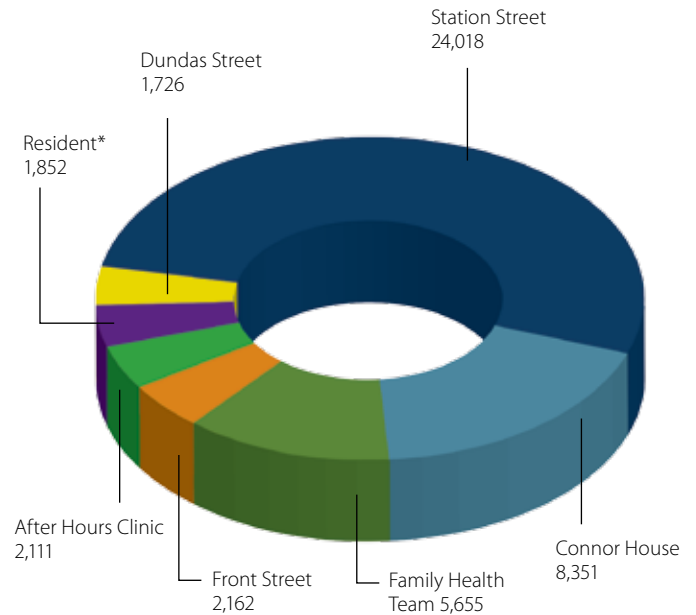
Total Patient Visits: 75,590



Belleville Site

April 1, 2019 to March 31, 2020

Total Patient Visits: 45,875

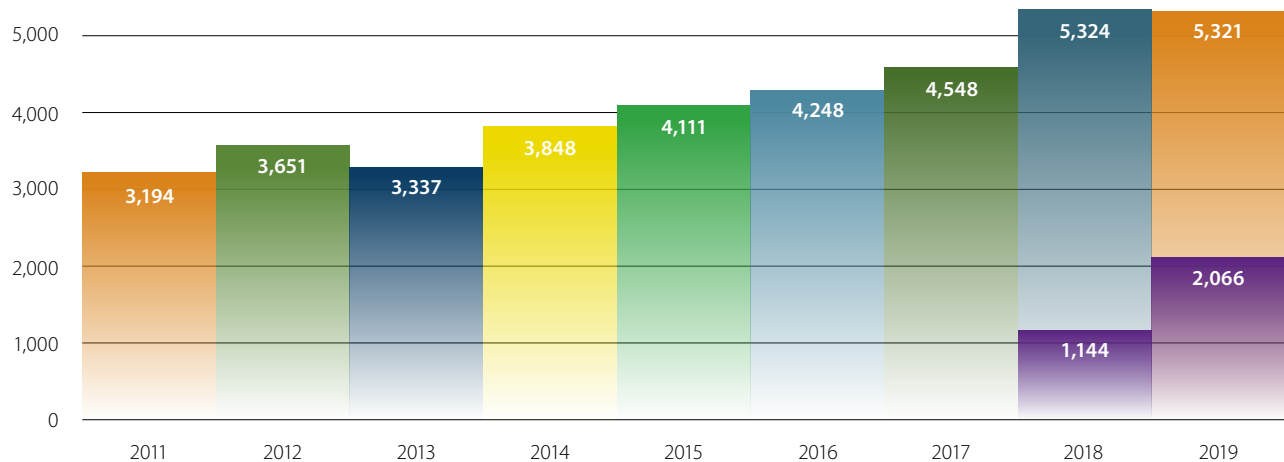


*Residents move from building to building, and sometimes patient appointments are not scheduled directly with the resident. Residents see more patients than indicated on this chart, with these visits included in the location totals.

AFTER HOURS CLINICS

Kingston Site (2011-2019)

Belleville Site (Opened April 2018)



*Calendar Year

CLINICAL SERVICES



Angeline Peruelo, QFHT registered practical nurse, created this message in celebration of National Nursing Week, May 6-12. The World Health Organization designated 2020 as the "International Year of the Nurse and the Midwife" in honour of the 200th anniversary of Florence Nightingale's birth.

QFHT Advisory Board

In June 2019, QFHT Advisory Board member Florence Campbell was recognized for her 12 years of dedicated service to the board, four of which she served as chair. We also welcomed two new board members, adding diversity and new skills to this group that provides invaluable leadership and guidance.

Agenda items at the quarterly meetings, chaired by Eleanor Rivoire, included presentations on the new Ontario Health Team model, the department's strategic plan, technology opportunities, a new gender-diversity clinic, and operationalizing the department's equity-oriented health-care goals. When the March 2020 meeting was cancelled due to the COVID-19 pandemic, advisory board members were provided with updates about the QFHT's activities electronically.

As the QFHT accountability and financial reporting is through the university structure, advisory board members focus on providing consultative advice and contributions with respect to strategic and collaborative community initiatives for the QFHT. Members bring a broad and diverse set of skills, resources, and knowledge to each discussion, with representation from St. Lawrence College; financial services; consulting and

communications organizations; hospital, long-term care, and government-community retirees; and QFHT faculty and staff members. Community expertise is also provided through invitations to key external guests who participate in discussions on various topics.

Staff Workshop

The annual staff workshop in February 2020 was held at the newly renovated downtown Kingston Public Library. The focus was on one of the department's strategic plan priorities: to "incorporate social accountability and health equity throughout our work." Heidi Penning from Queen's Equity Office shared her expertise on equity, diversity, inclusion, and belonging as they relate to health care. Dr. Eva Purkey, the department's health-equity program director, provided examples for discussion of how we practise equity-focused health care in our daily work. The goal was to encourage meaningful dialogue on how we live and work in a culture that embraces and supports health-equity principles.

Both presenters shared their passion for equity, diversity, and inclusion, and left us with a goal of doing better for our patients.

A photograph of a group of people at a conference or meeting. In the foreground, a man with glasses and a beard is partially visible on the left. Behind him, a man in a blue shirt and glasses is looking towards the right. Next to him is a woman with glasses and a patterned top, also looking right. On the far right, a woman in a grey blazer is gesturing with her hand while speaking. The background shows other people and colorful balloons, suggesting a busy event. A dark blue rectangular overlay is positioned in the upper right corner, containing white text.

Research

CENTRE FOR STUDIES IN
PRIMARY CARE

CANADIAN PRIMARY CARE
SENTINAL SURVEILLANCE NETWORK



DR. SUSAN PHILLIPS
Director of Research

Centre for Studies in Primary Care

Research is such a luxury, an opportunity to stop, think, question, and then maybe even find answers. It can also be intense, slow, frustrating, and confusing, and it rarely follows a straight line from problem to solution.

The Centre for Studies in Primary Care (CSPC) brings together a small group of people infected with large amounts of curiosity and a willingness to engage together to explore all aspects of primary care. What a perfect work environment for the eternally inquisitive!

The CSPC does not explicitly aim to expand the quantity, scope, and breadth of research under its “roof,” but it continues to do so, with increasing numbers of staff researchers, grants received, scholarly publications, and contributions to national and international conferences. Perhaps more important is the commitment to building research capacity, particularly among faculty. With the arrival of Dr. Amrita Roy, the CSPC now has four dedicated family medicine researchers. Through ongoing Research in Progress Rounds, and informal but intentional mentoring, several other faculty members have also launched research projects. The Canadian Primary Care Sentinel Surveillance Network (CPCSSN) is no longer housed within the CSPC; however, the willingness of their epidemiologists to continue to support resident teaching and to participate in the centre’s events is much appreciated.

With start-up funding from the Department of Family Medicine, the CSPC is developing I-CREAtE Kingston, an incubator for research that addresses child and family resilience, equity, and advocacy. Conceptualized by Drs. Eva Purkey and Imaan Bayoumi, this community-based participatory action research lab will focus on community-led, equity-oriented, and socially accountable research to improve the health and well-being of children and families in Kingston. Overall, the social determinants focus of the department’s dedicated researchers and I-CREAtE’s “living” laboratory align the CSPC perfectly with the social accountability framework of the department’s strategic plan.

Dr. Eva Purkey, right, chats with Dr. Kathy Pouteau, left, at Primary Care Research Day. (Primary Care Research Day photos by Tim Forbes/Forbes Photographer)



Primary Care Research Day 2020

The Centre for Studies in Primary Care hosted its 16th annual Primary Care Research Day on February 20, 2020, at the Queen's Biosciences Complex, at which residents from all four sites presented their PGY2 academic research projects as either oral or poster presentations. This year's keynote speaker was Dr. Kelsey Hegarty, professor, Centre for Family Violence Prevention, and general practitioner, The Royal Women's Hospital and The University of Melbourne. Dr. Hegarty presented two talks: "How Have I Ended Up Here? My Journey from Full Time General Practice to Full Time Research" and "Transforming the Health System to Address the Wicked Problem of Domestic Violence."

This year's Primary Care Research Day prize recipients are:

Drs. Olivia Christie & Laura MacMillan-Jones (PK)
Comprehensive COPD management in primary care: A retrospective chart review

Dr. Natalie Ouellette (KTI) *Are QFHT Patients accessing their lab results online and are they contacting their physician about them?*

Dr. Emily Quick (KTI) *More than meets the eye? Gender as a potential influence on perceptions of physician-patient encounters*

Dr. Christopher Welsh (QBOL) *Primary care patient perception of the Canadian Cannabis Act and changes of behaviours since legalization*

Resident Research Project Awards (June 2020)

CANADIAN FAMILY PHYSICIAN COLLEGE RESEARCH AWARD FOR SCHOLARLY ACHIEVEMENT

Drs. Molly Touzel & Sonya Swift (PK) *Assessing formalized approaches to caring for homeless hospital inpatients: A scoping review*

DR. HAROLD LATHAM AWARD

Drs. James MacKinnon & Savita Rani (KTI) *Designing a point of care addictions medicine handbook for primary care providers and medical learners*

JANET SORBIE AWARD

Dr. Emily Quick (KTI) *More than meets the eye? Gender as a potential influence on perceptions of physician-patient encounters*

Faculty & Staff Awards

Barber D. Canadian Institutes of Health Research Travel Award. Hacking AMR 2019: Using the digital world to fight Antimicrobial Resistance. Stockholm, Sweden. December 13-15, 2019. \$3,000.

Morkem R. Canadian Institutes of Health Research Travel Award. Hacking AMR 2019: Using the digital world to fight Antimicrobial Resistance. Stockholm, Sweden. December 13-15, 2019. \$3,000.

Phillips SP. Walter Rosser Chair in Family Medicine Research. October 1, 2019, to June 30, 2022.

Roy A. CFPC Research Award for Family Medicine Residents. The Responses of Canadian Medical Education Bodies and Institutions to the Truth and Reconciliation Commission of Canada's Calls to Action: A Scoping Review and Thematic Analysis of Documents.

To learn more about the CSPC's research activities and project highlights, consult the [CSPC's website](#) and follow along on Twitter @CSPC_QueensU.

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FACULTY FUNDING HIGHLIGHTS

Peer-Reviewed Grants	Title of Project	Awarded
Bayoumi I (PI).	TARGet Kids! Measuring health beginning in early childhood in the primary care practice setting. Canadian Institutes of Health Research New Investigator Award.	\$ 75,000
Donnelly C (PI).	The association between home care rehabilitation and health utilization outcomes among individuals with multimorbidity. Ontario Society of Occupational Therapists.	\$ 10,000
Grady C (PI).	Optimizing organizational performance through the Quadruple Aim: Leadership role and awareness. Social Sciences and Humanities Research Council Explore Grant.	\$ 4,500
Green ME (PI).	Primary health care as the foundation for health system performance, integration and sustainability: INSPIRE-PHC. Ontario Ministry of Health and Long-Term Care.	\$ 2,068,917
Green ME (Co-PI).	The CUP study: Comparative analysis of centralized waitlist effectiveness, policies and innovations for Connecting Unattached Patients to primary care providers. Canadian Institutes of Health Research Project Grant.	\$ 592,876
Howse K (PI).	Analysis of factors predicting applicants' matching success in the Canadian residency match. Southeastern Ontario Academic Medical Organization (SEAMO) Endowed Scholarship and Education Fund.	\$ 14,774
Phillip S (Co-PI).	Explaining self-reported health among community-dwelling older adults with multimorbidity and depressive symptoms using a resilience framework: An analysis of CLSA data. Canadian Institutes of Health Research Catalyst Grant.	\$ 100,000
Phillips S (Co-PI).	Gender-based inequalities in adolescent health in Canada. Canadian Institutes of Health Research.	\$ 500,000
Phillips S (PI).	Evolving gender differences in health & care across cohorts - FUTUREGEN. Canadian Institutes of Health Research.	\$ 297,970
Purkey E (PI).	Principal's Development Fund Award for MFU Scholar. Principal's Development Fund - International Visiting Scholars.	\$ 3,000
Watson S (PI).	REAL Learning – Real-time documentation of Educational experiences and transformational Learning in clerkship – A comparison of traditional core block and longitudinal integrated clerkships. Centre for Studies in Primary Care Undergraduate Family Medicine Grant.	\$ 35,000
Contracts	Title of Project	Awarded
Green ME (PI).	OSSU/Western University Funding: Trillium Research Day. University of Western Ontario Research Contract.	\$ 35,000



Dr. Saif Syed, QBOL PGY1

PUBLICATIONS AND PRESENTATIONS

Publications

1. Aburub A, **Phillips SP**, Curcio CL, Oliveira Guerra R, Auais M. Fear of falling in community-dwelling older adults diagnosed with cancer: A report from the International Mobility in Aging Study (IMIAS). *Journal of Geriatric Oncology*. 2020; 11(4): 603-609.
2. Auais M, Ahmed T, Alvarado B, **Phillips SP**, Rosendaal N, Curcio C-L, Fernandes J, Guralnik J, Zunzunegui MV. Gender differences in four-year incidence of self-reported and performance-based functional disability: The International Mobility in Aging Study. *Archives of Gerontology and Geriatrics*. 2019; 82: 266-272.
3. Breton M, Smithman M, Vandesrasier A, Kreindler S, Sasseville M, Sutherland J, **Green ME**, Jbilou J, Shaw J, Gard Marshall E, Crooks V, Brouselle A, Contandriopoulos D, Wong S. Attaching patients in primary care through centralized waiting lists. *Health Reform Observer*. 2019; 17(1): 60.
4. Chu A, Han L, Roifman I, Lee DS, **Green ME**, Jacklin K, Walker J, Sutherland R, Khan S, Frymire E, Tu J, Shah B. Trends in cardiovascular care and event rates among First Nations and other people with diabetes in Ontario, Canada, 1996-2015. *Canadian Medical Association Journal*. 2019; 191(47): E1291-E1298.
5. Demetriou Y, Vondung C, Bucksch J, Schlund A, Schulze C, Knapp G, Coen SE, Puil L, **Phillips SP**, Reimers AK. Interventions on children's and adolescents' physical activity and sedentary behaviour: Protocol for a systematic review from a sex/gender perspective. *Systematic Reviews*. 2019; 8: 65.
6. Dutton S, Davison CM, Malla M, Bartels S, Collier K, Plamondon K, **Purkey E**. Biographical collage as a tool in Inuit community-based participatory research and capacity development. *International Journal of Qualitative Methods*. 2019; 18: 1-10.
7. **Funnell S**, Tanuseputro P, Letendre A, Bourque Bearskin L. "Nothing about us, without us." How community-based participatory research methods were adapted in an Indigenous end-of-life study using previously collected data. *Canadian Journal on Aging*. 2019: e1-e11.
8. Graves M, **Howse K**, Pudwell J, Smith GN. Pregnancy-related cardiovascular risk indicators: Primary care approach to postpartum management and prevention of future disease. *Canadian Family Physician*. 2019; 65(12): 883-889.
9. Harding B, Webber C, Rühland L, Dalgarno N, Armour C, **Birtwhistle R**, **Brown G**, Carroll J, Flavin M, **Phillips SP**, MacKenzie JJ. Bridging the gap in genetics: A progressive

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Dr. Ranbir Verraich (PK PGY2) and Dr. Jordan Anderson (KTI PGY2)

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Presentations

1. **Bayoumi I**, Fournier J, Premji K, **Green ME**, Frymire E, Glazier R. Consequences of an intervention to address lack of attachment to primary health care: A scoping review. Canadian Association for Health Services and Policy Research (CAHSPR). Halifax, Nova Scotia. May 29-31, 2019. [Poster]
2. Costanian C, Dahrouge S, Howard M, Johnston S, Tranmer J, Heale R, Agarwal G, Brown J, Glazier R, Muldoon L, Rayner J, Mulder C, Belsito L, **Green ME**. The relationship between primary care practice organizational characteristics and chronic disease prevention and management. Trillium Primary Healthcare Research Day. Toronto, Ontario. June 5, 2019. [Poster]
3. Costanian C, Dahrouge S, Howard M, Johnston S, Tranmer J, Heale R, Agarwal G, Brown J, Glazier R, Muldoon L, Rayner J, Mulder C, Belsito L, **Green ME**. The relationship between primary care practice organizational characteristics and chronic disease prevention and management. North American Research Group (NAPCRG). Toronto, Ontario. November 16-20, 2019. [Poster]
4. Dahrouge S, Costanian C, Maksimovic S, Rayner J, Glazier R, **Green ME**, Mulder C, Belsito L, Aggarwal G. Describing quality improvement initiatives in Ontario: Results from a cross sectional study on primary healthcare practices. Trillium Primary Healthcare Research Day. Toronto, Ontario. June 5, 2019. [Poster]
5. Dahrouge S, Costanian C, Maksimovic S, Rayner J, Glazier R, **Green ME**, Mulder C, Belsito L, Aggarwal G. Describing quality improvement initiatives in Ontario: Results from a cross sectional study on primary healthcare practices. North American Research Group (NAPCRG). Toronto, Ontario. November 16-20, 2019. [Oral]
6. **Donnelly C**, **Green ME**, Brauer P, McCarthy L, Tranmer J, French S, Miller J, Richardson J, Johnston S, Ashcroft R. Team based primary care: Examining the patient encounters of interprofessional health providers. North American Research Group (NAPCRG). Toronto, Ontario. November 16-20, 2019. [Poster]
7. D'Urzo K, Flood S, Shallow S, **Howse K**, D'Urzo A, Tomosone J. Determining the impact of an educational intervention on family residents' social cognitions and behaviour for discussing physical activity. University of Toronto Department of Community and Family Medicine Conference. Toronto, Ontario. April 5, 2019. [Poster]
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9. **Green ME** for Walker J. Patterns of diabetes prevalence and incidence in First Nations people in Ontario: Implications for health care delivery and organization. The Health Services and Policy Research Conference (HRAANZ). Auckland, New Zealand. December 4-6, 2019. [Oral]
10. **Green ME**. Patient attachment to their primary care provider: An updated approach for application to health reforms in Ontario, Canada. The Health Services and Policy Research Conference (HRAANZ). Auckland, New Zealand. December 4-6, 2019. [Oral]
11. **Green ME**. First Nations path towards reconciliatory research in diabetes. Invited Symposium Diabetes Canada/CESM Meeting. Winnipeg, Manitoba. 2019. [Oral]
12. **Green ME**. Health system transformation in Ontario. Kingston Community Health Care Centre Annual General Meeting. Kingston, Ontario. 2019. [Oral]
13. **Green ME**. Update on the patients' medical home. Family Medicine Forum (FMF). Vancouver, British Columbia. October 30-November 3, 2019. [Oral]
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15. **Green ME**, Gozdyra P, Kiran T, Frymire E, Premji K, Jaakkimainen L, Lofters A, Khan S, Fournier J, Glazier R. Geographic variation in the distribution of unattached patients to a primary care provider in Ontario. North American Research Group (NAPCRG). Toronto, Ontario. November 16-20, 2019. [Poster]
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17. **Griffiths J**, **Schultz K**, Dalgarno N, **Han H**. Feedback on feedback: turning the tables. North American Research Group (NAPCRG). Toronto, Ontario. November 16-20, 2019. [Poster]
18. **Hall Barber K**, **Leung C**, **Scott A**, **Desmarais E**, **Roberts L**, **MacDaid J**. Safer opioid prescribing at the Queen's Family Health Team. International Conference on Quality in Primary Care. Toronto, Ontario. November 15, 2019. [Poster]
19. **Lynch S**, **Donnelly C**, **Morkem R**, Gupta N, French S, Tranmer J, Nguyen P, **Green ME**. Characterizing patients seen by



- pharmacists in interprofessional primary care teams in Ontario, Canada: A linkage study. North American Research Group (NAPCRG). Toronto, Ontario. November 16-20, 2019. [Poster]
20. **MacDonald S, LeBlanc S, Dalgarno N, Martin M, Schultz K, LeFleche J, Fundytus A, Walker R, Taylor D, Smith K, van Wylick R, Egan R.** Developing a MAiD curriculum in specialty residency training programs. The International Conference on Residency Education (ICRE). Ottawa, Ontario. September 28, 2019. [Oral]
 21. **MacDonald S, LeBlanc S, Dalgarno N, Zimmerman D, Schultz K, Johnston E, Martin M.** Developing and implementing a medical assistance in dying curriculum in a family medicine residency training program. University of British Columbia Research Forum. Vancouver, British Columbia. September 2019. [Oral]
 22. **Martin M, Phillips SP.** Are eConsults patient-centred? North American Research Group (NAPCRG). Toronto, Ontario. November 16-20, 2019. [Poster]
 23. **McKenzie M, Purkey E.** Experiences of death, dying, and accessing the palliative healthcare system for homeless and vulnerably housed individuals: A mixed methods study in the South East Local Health Integration Network. North American Research Group (NAPCRG). Toronto, Ontario. November 16-20, 2019. [Oral]
 24. **Miller J, Donnelly C, Lynch S, Vader K, Bobbette N, Varette K, Patel R, Moore K, Wannamaker R.** Evaluating the outcomes and experiences of chronic pain self-management support and opioid de-prescribing in primary care. North American Research Group (NAPCRG). Toronto, Ontario. November 16-20, 2019. [Poster]
 25. **Montesanti S, Henderson R, Crowshoe L, Leduc C, Green ME.** Advancing Indigenous Primary Health Care Policy in Alberta, Canada. The Health Services and Policy Research Conference (HRAANZ). Auckland, New Zealand. December 4-6, 2019. [Oral]
 26. **Morkem R, Queenan J, Barber D.** Prevalence and management of dyslipidemia. Family Medicine Forum (FMF). Vancouver, British Columbia. October 30-November 3, 2019. [Poster]
 27. **Morkem R, Queenan J, Barber D.** Prevalence and management of dyslipidemia in primary care practices. North American Research Group (NAPCRG). Toronto, Ontario. November 16-20, 2019. [Poster]
 28. **Morkem R, Queenan J, Wong S, Barber D.** Antimicrobial resistant infections in Canadian primary care. North

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- American Research Group (NAPCRG). Toronto, Ontario. November 16-20, 2019. [Poster]
29. **Phillips SP**. AFMC Strategic Policy Forum. The Canadian Conference on Medical Education. Niagara Falls, Ontario. April 15, 2019. [Plenary Keynote]
30. **Phillips SP**, et al. Development and application of a checklist to assess sex/gender considerations in interventions to promote physical activity and/or reduce sedentary behavior in children. International Society of Behavioural Nutrition and Physical Activity Conference (ISBNPA). Prague, Czech Republic. June 4-7, 2019. [Poster]
31. **Phillips SP**, et al. Geneffects – Intervention effects on the movement and sitting behaviour of children and adolescents from a sex/gender perspective. Berlin, Germany. September 2019. [Paper]
32. **Phillips SP**, Lakkadghatwala R. Can a brief intervention build preschoolers' resilience? Family Medicine Forum (FMF). Vancouver, British Columbia. October 30-November 3, 2019. [Poster]
33. **Phillips SP**, Lakkadghatwala R. Can a brief intervention build preschoolers' resilience? Work in Progress. North American Research Group (NAPCRG). Toronto, Ontario. November 16-20, 2019. [Poster]
34. **Phillips SP**, Yu J. Time trends in youth anxiety over the past 20 years. Family Medicine Forum (FMF). Vancouver, British Columbia. October 30-November 3, 2019. [Poster]
35. Premji K, Glazier R, **Green ME**, Kiran T, Freeman T, Ryan B, Hogg W. Patient-reported access to primary care in urban Ontario: Is it associated with physician receipt of an Access Bonus? North American Research Group (NAPCRG). Toronto, Ontario. November 16-20, 2019. [Poster]
36. **Purkey E**, Bartels S, Davison C. A novel tool to examine parenting in adversity: A SenseMaker study. North American Research Group (NAPCRG). Toronto, Ontario. November 16-20, 2019. [Poster]
37. **Purkey E**, MacKenzie M. Experiences of healthcare among the homeless and vulnerably housed a qualitative study: Opportunities for equity-oriented health care. North American Research Group (NAPCRG). Toronto, Ontario. November 16-20, 2019. [Poster]
38. **Purkey E**, MacKenzie M, Lakkadghatwala R. Evolution of the physician-patient relationship throughout training into practice in the context of the "difficult patient": Implications for trauma-informed care and provider well-being. North American Research Group (NAPCRG). Toronto, Ontario. November 16-20, 2019. [Poster]
39. **Queenan J**, Wong S, **Ehsani-Moghaddam B**, **Morkem R**. Tracking Lyme disease cases and tick bites using Electronic Medical Records: A proof-of-concept. North American Research Group (NAPCRG). Toronto, Ontario. November 16-20, 2019. [Poster]
40. **Queenan J**, Wong S, **Morkem R**, **Barber D**. Antimicrobial resistant infections in Canada. Family Medicine Forum (FMF). Vancouver, British Columbia. October 30-November 3, 2019. [Poster]
41. **Roy A**, Hameed S. The responses of Canadian medical education bodies and institutions to the Truth and Reconciliation Commission of Canada's Calls to Action: A scoping review and thematic analysis of documents. Family Medicine Forum (FMF). Vancouver, British Columbia. October 30-November 3, 2019. [Oral]
42. **Roy A**, Hameed S. Medical education and the TRC Calls to Action. Family Medicine Forum (FMF). Vancouver, British Columbia. October 30-November 3, 2019. [Poster]
43. **Schultz K**, **Griffiths J**, Dalgarno N, **Han H**, Van Melle E. CBME implementation: Are we transforming the culture of assessment? The International Conference on Residency Education (ICRE). Ottawa, Ontario. September 27, 2019. [Oral]
44. **Schultz K**, **McGregor T**, Pincock R, Nichols K, Pariag J, Seema J. Supporting the development of resident self-assessment skills using CBME assessment data. Family Medicine Forum (FMF). Vancouver, British Columbia. October 30-November 3, 2019. [Poster]
45. Van Iersel R, **Grady C**, **Han H**, **Roberts L**. Effectively engaging physicians in the NSM region to enable improved patient care. North American Research Group (NAPCRG). Toronto, Ontario. November 16-20, 2019. [Poster]
46. **Ward M**, **Grady C**, **Esperanzate P**, **Osborne E**, **Wolf from B**, **Han H**, **Roberts L**. Do community family medicine preceptors prepare for academic promotion? Assessment of interest and understanding of process. Consortium for Longitudinal Clerkships (CLIC). Vancouver, British Columbia. October 27-30, 2019. [Poster]
47. **Ward M**, **Grady C**, **Esperanzate P**, **Osborne E**, **Wolf from B**, **Han H**, **Roberts L**. Do community family medicine preceptors prepare for academic promotion? Assessment of interest and understanding of process. North American Research Group (NAPCRG). Toronto, Ontario. November 16-20, 2019. [Poster]
48. Zevin B, Dalgarno N, **Martin M**, **Grady C**, Matusinec J, Houlden R, **Birtwhistle R**, Smith K, **Morkem R**, **Barber D**. Barriers and facilitators to managing morbid obesity in primary care. Family Medicine Forum (FMF). Vancouver, British Columbia. October 30-November 3, 2019. [Oral]
49. Zevin B, Dalgarno N, **Martin M**, Sivapalan N, Chan L, Houlden R, **Birtwhistle R**, Smith K, **Morkem R**, **Barber D**. Management of patients with morbid obesity in primary care. Family Medicine Forum (FMF). Vancouver, British Columbia. October 30-November 3, 2019. [Poster]

PUBLICATIONS AND PRESENTATIONS



*QBOL PGY2 resident physicians
(front): Cindy Zhu, Vance Tran,
and Lynn Hiemstra
(middle): Chris Welsh, Jessie MacDonald,
Chelsea Soares, and Kate Gong
(back centre): JP Singh*



*Dr. Shawn Casey (KTI PGY2)
listens intently as Dr. Arlan Walsh
(KTI PGY2) presents his research.*

50. Zevin B, Dalgarno N, **Martin M**, **Grady C**, Matusinec J, Houlden R, **Birtwhistle R**, Smith K, **Morkem R**, **Barber D**. Barriers and facilitators to managing patients with class II and III obesity in primary care: A qualitative study. The Canadian Surgery Forum. Montreal, Quebec. September 7, 2019. [Oral]
51. Zevin B, Dalgarno N, **Martin M**, Sivapalan N, Chan L, Houlden R, **Birtwhistle R**, Smith K, **Morkem R**, **Barber D**. Survey of perceptions and educational needs of primary care providers in Ontario, Canada regarding management of patients with morbid obesity. The Society of American Gastrointestinal and Endoscopic Surgeons Annual Meeting. Baltimore, Maryland. April 2019. [Poster]
52. Zevin B, Sivapalan N, Chan L, Cofie N, Dalgarno N, **Barber D**. Factors that influence family physicians' referrals for bariatric surgery: A systematic review. Canadian Conference on Medical Education (CCME). Niagara Falls, Ontario. April 2019. [Poster]



JOHN A. QUEENAN, PhD
Senior Epidemiologist, CPCSSN

Canadian Primary Care Sentinel Surveillance Network

The Department of Family Medicine hosts the central office of the Canadian Primary Care Sentinel Surveillance Network (CPCSSN) at Queen's University.

CPCSSN is led by two co-chairs: Drs. David Barber and Sabrina Wong. Dr. Barber is an assistant professor at Queen's Department of Family Medicine and serves as the Kingston (EON) network director. Dr. Wong is an adjunct professor at Queen's Department of Family Medicine and a professor at the University of British Columbia. She also serves as the BC network director.

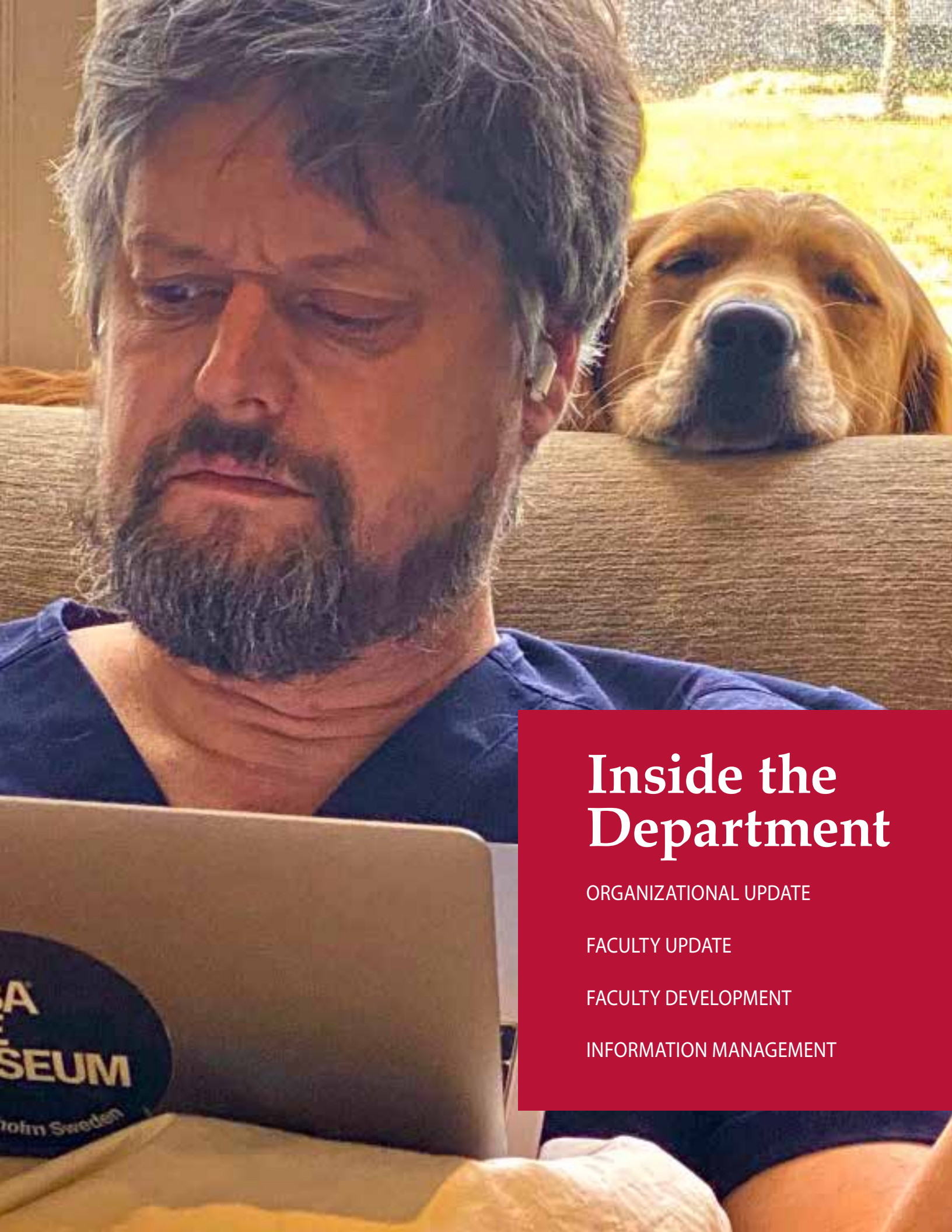
Since 2008, the network has recruited and collected patient data for 1,378 primary health-care professionals at 254 practice sites that span seven provinces and one territory (NWT). As of April 30, 2020, CPCSSN contained the health information of 1,960,085 patients. The data are made available for surveillance, research, quality improvement, and panel management.

The network provides all participating practitioners with feedback reports, comparing information about their patient population and key health indicators with their colleagues at the site, regional, provincial, and national levels. In 2019, CPCSSN data was utilized to produce more than 50 peer-reviewed publications and presentations.

The network's main source of funding continues to be the Public Health Agency of Canada (PHAC). We are continuing to implement a multi-site evaluation study entitled *The Implementation of the 'CPCSSN Data Presentation Tool' (DPT) in Primary Care Clinics and Public Health Units to Enhance the Surveillance, Prevention and Management of Chronic Disease*. The DPT provides users with ready access to their data after it has undergone processing and cleaning. We have successfully installed the DPT in 105 sites across Canada, and have developed and installed new screening and prevention dashboards for chronic kidney disease, obesity, and dementia.

In early 2019, the PHAC provided extra funding to develop a version of the DPT appropriate for public viewing via the [CPCSSN website](#). This extra funding will be available until September 2020.

CPCSSN continues to be uniquely positioned to provide data and analytical services to the PHAC, in order to enhance its primary care surveillance interests in select chronic and infectious diseases.



Inside the Department

ORGANIZATIONAL UPDATE

FACULTY UPDATE

FACULTY DEVELOPMENT

INFORMATION MANAGEMENT



ALLEN MCAVOY
Administration, Initiatives,
and Operations Director

Organizational Update

The Department of Family Medicine (DFM) implemented a new organizational structure this year.

Among the changes, the department's strategic relations and operations manager roles were merged into one position — titled administration, initiatives, and operations director — and assigned to Allen McAvoy. With overall oversight and management for the department's administration and operations, Allen is responsible for developing and implementing department-wide initiatives and playing a more active role in fostering relationships with internal/external stakeholders. A new finance manager position was also created to focus on the department's finances and lead the finance team. (Finance was previously a component of the operations manager role.) Ed Cutrona, who had worked in the DFM's finance department previously, was the successful candidate for this position.

During this time of transition, we saw new staff members join the department as others left for new opportunities or retirements. We welcomed new people in education (one), finance (three), and research (two). In some cases, when someone left the department, we combined roles to leverage the department's positional/staffing needs. These organizational changes result in our faculty leads and managers having more management responsibilities and financial oversight over their respective units (education, clinic, operations, and research).

Following months of planning, we also implemented changes to our administrative assistant structure to better meet the department's operational and positional needs. By strategically aligning our administrative assistants with specific faculty members in our clinical, education, and research portfolios, we were able to improve administrative support and efficiency.

To address our strategic plan's call to "cultivate a supportive, communicative workplace culture to create a healthy work environment with effective structures throughout the department" (Priority 4), the leadership team reduced the number of department meetings from monthly to twice a year, under the new title "town hall." We held our first department-wide town hall in December 2019, bringing together more than 120 faculty,



residents, and staff for an afternoon of humour and collaboration. As we reduced our meeting frequency, we introduced a department head blog to our internal electronic newsletter, which was relaunched as *The DFM Monitor*.

Lastly, the DFM's 2019-2024 strategic plan remains important to the work we do. The priorities we collectively established in the plan's development have proven relevant during the department's handling of the COVID-19 pandemic. Those priorities are:

- Advance family medicine education and family medicine research.
- Strengthen and build upon connections and partnerships in and with communities.

- Incorporate social accountability and health equity throughout our work.
- Cultivate a supportive, communicative culture to create a healthy work environment with effective structures.
- Take advantage of technological opportunities emerging for the DFM and within family medicine.

We will continue to move forward on operationalizing our strategic plan. The senior managers began meeting in fall 2019 to identify their respective annual (and long-term) goals for their teams. While COVID-19 paused much of that work, the physician leads and managers continued to identify one-time funding opportunities to help realize several important goals for the department's success.



LAURA KENNEDY
Faculty Support Co-ordinator

Faculty Update

The department welcomed several physicians to the team this year.

Full-Time Faculty

- ▶ A graduate from Queen's PGY3 Enhanced Skills program, **Dr. Laura Kroeker** joined the department following a year as a faculty associate. She has a special interest in low-risk obstetrics and procedures.
- ▶ A faculty associate with the department since 2015, **Dr. Edward McNally** is known for his exceptional personal demeanor and interactions with patients, staff, and colleagues.
- ▶ **Dr. Ammar Rashid** serves as chair of Canada's first academic division of hospital medicine, a partnership between Queen's Department of Family Medicine, Providence Care, and the Southeastern Ontario Academic Medical Organization (SEAMO).
- ▶ **Dr. Amrita Roy** has a background in health research, with both MSc and PhD credentials in addition to her MD. Her research interests and expertise include Indigenous health, health of marginalized populations, and mixed and multiple research methods.

Part-Time Faculty

- ▶ **Dr. Kathy Pouteau** worked in Sioux Lookout for almost 10 years before joining the department. She has a strong interest in health disparities, Indigenous health, and working with socially disadvantaged populations.
- ▶ A Queen's Family Medicine military graduate, **Dr. Meghan Wilson** joined the team as a faculty associate in 2017, and now runs the department's gender diversity clinic. She also served as a Canadian Armed Forces medical officer at CFB Kingston.

Faculty Associates (Locums)

- ▶ **Dr. Dianne Delva** is a former staff physician who returned to the department this year.
- ▶ A Queen's Family Medicine graduate who worked with the department as a locum in 2016-2017, **Dr. Lauren LaCaprara** recently returned to the Kingston area.
- ▶ Trained as an academic family physician in Ireland, **Dr. Ed McSwiney** began practising in Canada in 2018.



New full-time faculty member Dr. Laura Kroeker, a graduate from the department's PGY3 Enhanced Skills program, gets a little help from her two eager assistants while doing some work at home during the height of the COVID-19 pandemic.

RETIREMENTS

A 25-year Queen's faculty member who joined the department in 2009, **Dr. Glenn Brown** served as department head from 2007 to 2017. He was the founding chair of the Primary Health Care Council, SE Ontario region, and was president of the Ontario College of Family Physicians. A champion of occupational medicine as well as wilderness medicine, he was instrumental in the creation and ongoing delivery of the department's Temagami Wilderness Medicine Course, and in establishing the department's hospital medicine program. Dr. Brown continues to support the department as a faculty associate.

A member of the department since 2007, **Dr. David MacPherson's** academic career began as a "Founding Father" of the Toronto East Hospital Division of the Department of Family and Community Medicine and Peer Assessment for the College of Physicians and Surgeons of Ontario (CPSO). His commitment to lifelong learning earned him a College of Family Physicians of Canada Life Member designation. At Queen's, "Dr. Mac" continued to pursue his teaching and mentorship of young learners under the guidance of Drs. Walter Rosser, Glenn Brown, and Mike Green, and he collaborated with Dr. Brent Wolfrom to introduce ultrasonography to the department. Now a faculty associate, Dr. MacPherson continues to do peer assessment for the CPSO's Quality Management Division.

Dr. Cathy Vakil, a faculty member in the department since 2006, has been an active member of the Ontario College of Family Physicians' Environmental Health Committee for close to 20 years. She focused much of her time on environmental issues and health. Dr. Vakil continues to do advocacy work for environmental and activist organizations whose mandate is a clean environment for a healthy population.

RECRUITMENT

The department is seeking an academic family physician to serve as a hospitalist with its division of hospital medicine, a collaboration with Providence Care Hospital and the Southeastern Ontario Academic Medical Organization (SEAMO). (See Hospital Medicine, page 52.) Click [here](#) to view position details.

Faculty Development

The faculty development program is continuing to build on the momentum gained last year when it underwent structural changes to better link continuing professional development and faculty development within the department.



DR. JESSICA LADOUCEUR
Faculty Development Director

The program continues to have a faculty development/continuing professional development director for the Kingston site (Dr. Matthew Simpson) and a faculty development director for the community sites (Dr. Jessica Ladouceur). Each community site also has a faculty development lead: Dr. Jessica Ladouceur at Belleville-Quinte; Dr. Sina Sajed at Oshawa-Lakeridge; and Dr. Theresa Robertson-Chenier at Peterborough-Kawartha, replacing Dr. Natalie Whiting, who stepped down from this position this year. The program is grateful for Dr. Whiting's many years of leadership in this role.

The program has begun the initial phase of its three-year proposed plan to reinvigorate faculty development into a modern initiative that supports and inspires faculty in their various roles as educators, leaders, researchers, scholars, administrators, and change agents. Year one has been busy, and has included work on strengthening ties and work efforts with the Faculty of Health Sciences Faculty Development group as well as ongoing efforts to revamp the faculty development website. Most importantly, distribution of a needs assessment to all sites was completed to help identify faculty members' unique needs and inform program offerings going forward while aligning with the program's overall goals.



DR. MATT SIMPSON
Faculty Development Director

The much-anticipated faculty development retreat scheduled for May 2020 at the Viamede Resort in Kawartha Lakes was unfortunately postponed due to the COVID-19 pandemic. We are grateful for all the hard work and planning that went into this event, and are looking forward to delivering this important content in the future. In addition to physician wellness and career-development sessions, offerings will include various teaching and assessment topics such as universal design for teaching, performance under pressure, simulation education, time-efficient teaching, mobile applications and technology for teaching, practical tips for writing valuable field notes, and navigating the academic advisor meetings. Research sessions will cover supervising resident research projects and an overview of research for the community preceptor. Keynote speaker Dr. Mara Goldstein will discuss surviving and thriving in a multi-generational work environment.



*Drs. Michael Green, Matt Simpson,
Wei-Hsi Pang, and Brent Wolfrom at
Primary Care Research Day.
Photo Tim Forbes/Forbes
Photographer*

A brief summary of some of the other offerings over the past year include the following (by role):

Educators

Monthly small-group learning sessions have focused on topics such as the learner in difficulty, addressing medical mistakes with learners, developing professionalism in learners, and providing feedback to learners. Other program offerings have included teaching in the era of patient safety (CMPA). Sessions on specific high-priority content areas have included Indigenous health, trauma-informed care, and addiction medicine resources.

Leaders

Program offerings have included a workshop aimed at developing competencies to support safe medical care (CMPA), privacy issues in clinical practice, and health-care advocacy training. Some of the faculty development team is currently involved in leadership-development research, and had the opportunity to participate in a physician leaders' workshop (CMPA).

Researchers and Scholars

Increased collaboration between the department's faculty development program and the Centre for Studies in Primary Care is ongoing. Further sessions are planned at the community sites for next year. Planning is underway for research-module development.

Career Development and Wellness

The new Faculty of Health Sciences Faculty Development Advisory Committee has been established, and membership will include the department's faculty development director going forward. The committee has begun some important work on a variety of initiatives related to faculty and career development.



DR. DAVID BARBER
Physician Lead
Information Management

Information Management

The information management committee continues to focus on the department's local IT infrastructure, EMR (OSCAR), and ongoing regional development of the health information system (HIS).

Local IT Infrastructure

The focus on the department's local IT infrastructure this year has been around speed and usability. To this end, our server has undergone upgrades, and printers across our network are being upgraded as well. The system has been very stable, and we don't expect any major changes to this infrastructure, other than upgrades, over the coming years.

OSCAR

The big news is that Well Health Technologies has acquired most OSCAR service providers across Canada. This consolidation means that investment in OSCAR will now be concentrated through one entity, and there will be a standard version of OSCAR across the country. This can only strengthen the OSCAR community and the product itself.

Regional Development of HIS

Regionally, procurement of the new HIS continues to move forward, although this may be delayed with the ongoing COVID-19 crisis.

Clearly, this crisis has brought virtual health care to the forefront. Many visits are presently occurring by telephone and video. Currently, the only ministry-approved e-visit product is the Ontario Telemedicine Network (OTN), and we are shifting as many visits to this platform as possible. Over the next year, we plan to explore other videoconference solutions, including some that integrate with OSCAR.



In the Community & Globally

HOSPITAL MEDICINE

ADDICTIONS MEDICINE

INTELLECTUAL & DEVELOPMENTAL
DISABILITIES PROGRAM

GLOBAL HEALTH CURRICULUM



DR. AMMAR RASHID

Division of Hospital Medicine Chair

Hospital Medicine

Queen's Department of Family Medicine (DFM), in collaboration with the Southeastern Ontario Academic Medical Organization (SEAMO) and Providence Care Hospital, established the first academic division of hospital medicine in Canada in January 2019. This division brings together three disparate services into a single, unified program within the department.



Hospitalists Dr. Greg Patey, Dr. Bill Beck, Dr. Agata Szlanta (on-call physician), Dr. Ammar Rashid (Division of Hospital Medicine Chair), Dr. Romith Naug, Dr. Ana Blagojevic, Dr. Louis Kennedy, Dr. Sara Porter, and Dr. Catherine Monnin. (Missing from photo: Dr. Keith Greenway and Dr. Jody Timpson)
Photo courtesy Nikki Jhutti/Providence Care

It is a great honour for me to lead the division, featuring 10 incredible hospitalists. Offering round-the-clock care for up to 230 patients, it is the largest care-providing division at Providence Care Hospital.

While many family medicine departments offer inpatient hospital-based care as part of their training program, family physicians in this division focus on hospital medicine. The division's physicians are members of the DFM, and each carries a separate practice of hospital medicine at Providence Care Hospital, with hospital privileges granted at Providence Care Hospital. The division is responsible to and reports directly to the DFM.

This division has a strong academic mandate, with elective blocks offered to medical students and DFM residents. Hospital medicine rotation has been receiving incredibly positive feedback from our learners. Our next goal is to develop a PGY3 enhanced skills fellowship program for DFM graduates.

My long-term goal is to develop a collaborative network of hospital medicine amongst all Canadian universities. Through that network, we could work together to develop a hospital medicine curriculum and eventually advocate for it to be added as a certified competence through the College of Family Physicians of Canada.



ALLEN MCAVOY

Administration, Initiatives,
and Operations Director

Addictions Medicine

In February 2020, the Ministry of Health and Long-Term Care approved an addictions medicine position for the department. This position will involve clinical work managing patients with addictions medicine-related disorders at Kingston Health Sciences Centre (KHSC), and will provide an opportunity for capacity development for family medicine residents and addictions medicine education.

The role of family medicine in addictions is significant, and the prevalence of substance use and addictions seen in primary care is increasing. The health-care system requires family physicians who can manage these complex addiction-related patients, and apply their clinical skills in addictions medicine.

Liaising with KHSC to arrange to see patients who require urgent outpatient follow-up as they transition to other community-based services, the individual in this position will contribute to an interdisciplinary (family medicine, emergency medicine, internal medicine, psychiatry, and allied health) model that will integrate evidence-based addictions medicine to care for patients with addictions and mental health issues. This model will increase capacity across both the primary care system and the hospital to deal with the significant burden of addictions-related cases. The establishment of such a team to address addiction is also an important step for physician recruitment and retention in an underserved area.

This integrated, streamlined approach to addictions medicine care will allow the department to collectively meet the high needs of these vulnerable patients and populations who present in the hospital and community. As steps evolve to establish this position, the department continues to work with its academic and community partners. A strategic element of discussions could see the department establish a division of addictions medicine in future.



DR. MEG GEMMILL
Program Director

Intellectual & Developmental Disabilities Program

The Queen's Department of Family Medicine's Intellectual and Developmental Disabilities (IDD) program continues to be a national leader in the care of adults with IDD. The program supports the department's clinical services, research, and medical education activities to improve the health care of adults with IDD.

Research

The Health Links care co-ordination project, funded by the SEAMO Innovation Fund, is in its final steps. Although the Health Links program is coming to an end, the lessons learned from this example of care co-ordination are valuable, and will be used to inform future care co-ordination projects as Ontario moves towards the development of Ontario health teams (OHTs). Care co-ordination for adults with IDD aligns well with the pillars of OHTs, including care co-ordination and service navigation. Many developmental service agencies across Ontario have joined their local OHT and may make use of the findings from this pilot to implement similar programs. The project has had one publication so far, and another is in preparation.

Several new projects are developing, including a collaboration with the Division of Medical Genetics at Kingston Health Sciences Centre (KHSC) looking at using e-consults in the work-up of adults with IDD of unknown etiology, a project looking at prenatal care in women with IDD, and a collaboration with the Department of Pediatrics at KHSC looking at transitional care in young adults with autism spectrum disorder.

The IDD program members, including Dr. Meg Gemmill, Dr. Ian Casson, Dr. Liz Grier, Mary Martin (Centre for Studies in Primary Care research associate), and Dr. Nicole Bobbette (occupational therapist), were authors of seven of 14 articles in the April 2019 special supplement to the *Canadian Family Physician* on primary care of adults with intellectual and developmental disabilities.

The Health Check program continues at the Queen's Family Health Team (QFHT), offering an appointment to all patients who have an IDD. Dr. Grier also continues her consultation practice to support adults with IDD who do not have a family physician. The QFHT now provides medical care for 14 of Ongwanada's group homes. One group home in every demi-team means there is an opportunity for all PGY1 residents at the KTI



Photo courtesy Ongwanada

site to be involved in the medical care of adults with IDD who live in a group home setting.

Education

Although the IDD Enhanced Skills program was not active this year, the program looks forward to welcoming Dr. Herman Tang, who will be starting his training in July 2020 for six blocks. Dr. Grier and Dr. Gemmill will also be offering elective rotations to family medicine residents and third- and fourth-year undergraduate medical students. Dr. Gemmill continues to provide workshops for Kingston-site PGY1 family medicine residents on the care of adults with IDD.

Leadership

Dr. Casson continues as the chair of the College of Family Physicians of Canada's (CFPC) Member's Interest Group in IDD. This is one of 19 member-interest groups the CFPC supports and recognizes.

Drs. Gemmill, Grier, and Casson helped to organize and promote the presentation of four workshops on care of adults with IDD at Family Medicine Forum (FMF), the CFPC's annual national scientific meeting, in Vancouver in November 2019. They have also submitted abstracts to present workshops at FMF in Winnipeg in November 2020.

Finally, the IDD program has been involved in the Developmental Disabilities Primary Care Program's development of tools for implementing the Canadian Consensus Guidelines on the Primary Care of Adults with IDD, such as the Health Check Tool, a tool for evidence-based comprehensive health assessments, including physical exams, for adults with IDD. This is a joint program of the Ontario Ministry of Health and Long-Term Care and the Ontario Ministry of Community and Social Services.



DR. EVA PURKEY
Program Director

Global Health Curriculum

Health equity team members were excited to see the focus on health equity and social accountability in the department's 2019-2024 strategic plan. This emphasis provides an opportunity to expand work throughout the department's clinical, research, and educational teams. A new health-equity committee will encourage staff and faculty with an interest in health equity to increase their participation and engagement, working to implement the strategic plan's health-equity and social accountability components.

The educational team has strong leadership at all sites, including Drs. Michelle Fraser (Peterborough-Kawartha), Erin Falconer (Belleville-Quinte), Wei-Hsi Pang (Bowmanville-Oshawa-Lakeridge), Eva Purkey (Kingston-Thousand Islands), and Sarah Funnell, the department's Indigenous health lead. Curriculum around health equity continues to expand, with increasing work on Indigenous health and substance use in particular in the past year, as well as interest in pursuing core climate change and health content, given the increasing importance of climate change to the health of populations.

Clinically, Dr. Meghan Wilson started a trans clinic at the Queen's Family Health Team this year, which is providing core clinical expertise for patients and important educational exposure for residents. In 2020 we are hoping to begin a clinic at HARS (HIV AIDS Regional Services Centre) to support people experiencing homelessness and/or living with HIV. The department is also considering expanding expertise in addictions medicine, allowing increased engagement at the hospital and in the community.

Under the leadership of Dr. Susan Phillips, the Centre for Studies in Primary Care is focusing on the social determinants of health (SDOH) and health equity in research. Dr. Amrita Roy is a new faculty member with a research focus and experience in equity-oriented research with Indigenous populations. Dr. Imaan Bayoumi's research focuses



Workshop participants gather during a three-day research workshop with members from Ethnic Health Organizations on the Thai Burma border and Eastern Burma.

on child poverty and the SDOH. Dr. Purkey continues to work with Burmese ethnic minorities in Thailand, as well as other equity-oriented research in Thailand. Research proposals will increasingly be viewed through an equity, SDOH, and social-accountability lens. Resident research projects also continue to demonstrate a commitment to these topics, with projects as broad as homelessness, addictions and mental health, and refugee health, among others.

At the Faculty of Health Sciences (FHS) level, Queen's recruited a new global health director, Dr. Nazik Hammad, who is leading a rejuvenation of global health activities within Queen's Office of Professional Development and Educational Scholarship. Dr. Hammad has brought together leaders from throughout the faculty to consider how global health and health equity impact FHS activities.

The department continues to work to build a relationship with Mae Fah Luang University (MFU) in Northern Thailand. Several faculty members from MFU were expected to visit Queen's in April 2020; however, this was delayed due to the COVID-19 pandemic, and we hope to be able to receive them in the fall. Dr. Shayna Watson and Dr. Eva Purkey have continued to build this relationship through Skype journal clubs and site visits respectively.

Finally, the department continues to publish its *Horizons* newsletter, a resource to the community around health-equity issues and available on the department's global health [website](#).

SECTION COVER PHOTOGRAPHY

Front Cover: Resident Drs. Arash Golbazi (KT1 PGY2) and Dilshaan Panjwani (KT1 PGY1) chat with Dr. Tie Yi Liu (KT1 PGY2) at Primary Care Research Day.

Education (page 10): Resident Drs. Frank Gifford (KT1 PGY1), Alistair MacDonald (KT1 PGY2), Nickolaus Biasutti (BQ PGY2), Dylan Vatcher (BQ PGY1), Megan Collie (KT1 PGY2), and Wilson Lam (KT1 PGY2) at the Temagami Wilderness Medicine Course.

Clinical Services (Page 26): Queen's Family Health Team RN Rhonda Gauthier, wearing her PPE gear, performs a "drive-in" INR check on a patient just outside Kingston's Haynes Hall clinic ... in the pouring rain! (The patient offered Rhonda an umbrella to help keep her dry during the "appointment.")

Research (Page 31): QBOL residents Drs. Mendy Loewenthal (PGY1) and Cindy Zhu (PGY2) lean in to listen as Dr. Karen Ngo (KT1 PGY2) presents her research at Primary Care Research Day.

Inside the Department (Page 43): Alice attempts her most adorable look ever — and gets her point across — while waiting for playtime with dad, aka Dr. David Barber, as he has a virtual visit with a patient.

Inside the Community and Globally (Page 51): Dr. Eva Purkey (along with Dr. Colleen Davison, Queen's Department of Public Health Sciences) ran a three-day research workshop on Asking and Answering Questions on Existing Data with members from Ethnic Health Organizations on the Thai Burma border and Eastern Burma, exploring the use of the Eastern Burma household survey, a comprehensive survey exploring demographics, determinants of health, health conditions, health service use, and experience of human right violations, among other considerations, in Eastern Burma. In this photo, workshop participants share their health infographics during a break.

Back Cover: Peterborough-Kawartha PGY1 residents Drs. Luke Ryan, Sarah Plante, Angela Ford, Alex Cormier, Sophie Kloppenburg, and Portia Worthy. The PK site celebrates its 10th anniversary this year.

Thank you to all faculty, staff, and residents for contributing their photos to our collages on pages 4 and 6. We asked that you capture your work environment (and, for those working from home, your desk mates!) during the height of the COVID-19 pandemic, and you sure did deliver!



DEPARTMENT OF
FAMILY MEDICINE

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