



Queen's  
UNIVERSITY

Department of  
Family Medicine



# Annual Report

2016 • 2017







## OUR VISION

The Department of Family Medicine at Queen's University is a leader, striving for excellence in patient-centred health care, education and research.

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# MESSAGE FROM THE DEPARTMENT HEAD



**Dr. Glenn Brown**

*Department Head*

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Dr. Brown in the Falkland Islands.  
*Photo Dr. Geoff Hodgetts*

Each year, we use the introductory section of our annual report to summarize the department's accomplishments over the past 12 months. However, as this report marks my final report as head of the Queen's Department of Family Medicine, I want to reflect not only on the department's trajectory over the past year, but also the successes we've experienced over the past decade.

- We expanded our program to four sites;
- We welcomed the Public Health and Preventive Medicine program;
- We implemented competency-based medical education;
- We reviewed our resident-teaching opportunities to provide innovative educational and patient-care experiences;
- We reached out to vulnerable populations with our global health program; and
- We will soon have a hospitalist division, our first division for the department.

Something that has always stood out during my tenure has been our department's collegial working environment. It is clear to me that this shared commitment to our workplace allowed us to exceed our academic, clinical and research goals year after year. It is that shared commitment that has – and will – ensure Queen's Department of Family Medicine remains a leader in educating the physicians of tomorrow and addressing patient and community needs.

Perhaps the most obvious example of that shared commitment is our acceptance of Syrian refugees and family members of Canadian Armed Forces personnel into our practices. This has required co-ordination among faculty, nurses, clerical staff and medical students as translators, and this team effort has made a difference in many lives.

Our clinical operation continues to grow, with further expansion and clinics forming a major objective for the coming year. Indeed, faculty members have set it upon themselves to increase roster sizes to address community need. Ensuring good access is not an individual activity; many individuals need to come together and contribute to make it happen.

Our residents are central to who we are as a department. At all four sites – Kingston-Thousand Islands, Belleville-Quinte, Peterborough-Kawartha and Bowmanville-Oshawa-Lakeridge – we see engaged, skilled, future clinical leaders. I believe we learn from them as much as they learn from us. We are fortunate to have them with us, even for a short period of time. Best wishes to those of you graduating this year, and continued success to those of you with us for one more year.

Our full-time faculty members continue to be engaged in leadership and scholarship. The department's contribution to undergraduate education, postgraduate education and research are second to none. We justly take pride in the success of Queen's medical school.



“ I would especially like to recognize the contribution of our community faculty members, who form the backbone of our education program. ”

Our research capacity continues to grow, with important contributions through utilization of Canadian Primary Care Sentinel Surveillance Network (CPCSSN) data, education research that leads to improvements in the quality of family medicine resident training and education curriculum, and so many other areas. It's been rewarding to support new research endeavours in our community sites.

I would especially like to recognize the contribution of our community faculty members, who form the backbone of our education program. Practising physicians not only provide clinical training to our second-year residents, they also model excellent clinical leadership such that our residents become confident family physicians. The university, our learners and our patients are all indebted to these faculty members for accepting the next generation of physicians into their practice.

I wish the department well as it pursues new opportunities. I am confident that growth, success, compassion and personal wellness – the very hallmarks for which the department is known – will remain integral to all the department endeavours to undertake. I commend everyone for their contribution to the department's progress.

Finally, I would like to thank the faculty, residents and staff, as well as our university colleagues and community partners, for their ongoing commitment and dedication to, and support of, the values that have made the Department of Family Medicine as innovative and successful as it is today.



BSc, MD, CCFP(EM), FCFP, MPH  
Head, Department of Family Medicine  
Brian Hennen Chair in Family Medicine

Dr. Brown receives a copy of *Ice Ghosts* as a thank you gift from Queen's Family Health Team Advisory Board members for his service and support over many years. Dr. Brown has an abiding interest in Arctic geography, history and its peoples, and has provided both family medicine and anesthesiology services in the North. He has piloted his plane, hiked and canoed extensively, leading or co-leading major expeditions on the most remote rivers of Canada's Far North, for more than 40 years. His knowledge, experience and advocacy for the environment and the people of the North has impacted his work at Queen's University, provincially and nationally. *Ice Ghosts*, which tells the story of the Lost Franklin Expedition of 1845, will be a welcome addition to his extensive collection of journals and books on the Arctic.



Photo: Allen McAvoy



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# ENDOWED CHAIRS

“ This is a seminal moment in the department, and in creating these endowed chairs the department is leaving a legacy forever. ”

At the recommendation of Dr. Richard Reznick, Dean, Queen's Faculty of Health Sciences, the Queen's University Senate has approved the establishment of two endowed chairs – the Brian Hennen Chair in Family Medicine and the Walter Wylie Rosser Chair in Family Medicine Research. Both chairs, which became effective January 1, 2017, have been endowed with \$2.5 million.

The Brian Hennen Chair – which recognizes Dr. Hennen's extraordinary and distinguished contributions to family medicine – will help to attract and support academic leadership, and strengthen Queen's reputation of academic excellence as a leading research institution with a vibrant learning environment. This chair will foster and enable interdisciplinary research in primary care.

The Walter Wylie Rosser Chair in Family Medicine Research – which recognizes Dr. Rosser's role as a leader in primary care research in Canada – was established to foster and enable interdisciplinary, patient-centred primary care research. It will help to attract and support clinician scientists; enable clinical research; enhance a culture of collaborative, transdisciplinary investigation; and strengthen Queen's reputation as a leading research institution that is committed to research in primary care.

Dean Reznick has congratulated the department for choosing to use these funds to support the academic mission of the Department of Family Medicine, the School of Medicine and the Faculty of Health Sciences.

“This is a seminal moment in the department, and in creating these endowed chairs the department is leaving a legacy forever.”

Dr. Glenn Brown, Head, Queen's Department of Family Medicine, is the inaugural holder of the Brian Hennen Chair. The appointment will conclude when Dr. Brown's term as department head ends on June 30, 2017, after which the department's incoming head will assume the chair.

Dr. Richard Birtwhistle, Director, Centre for Studies in Primary Care (CSPC), is the inaugural holder of the Walter Wylie Rosser Chair. The appointment will continue until June 30, 2018. (Dr. Birtwhistle's role as CSPC director ends on June 30, 2017; however his work with the department will continue in his role as chair for the Canadian Primary Care Sentinel Surveillance Network). Should a suitable recruit for CSPC director be appointed prior to June 2018, and should that individual be recommended for the Walter Wylie Rosser Chair, Dr. Birtwhistle's capacity as chair would end at that time.

The department is honoured by the establishment of these two chairs, and pleased to offer the following accounts from Dr. Hennen and Dr. Rosser.



## Brian Hennen

### Chair in Family Medicine

**Thank you for establishing a chair in my name in your department. I am deeply honoured.**

At Queen's, I graduated in the class of Meds '62 on Dean Harold Ettinger's watch. John Tweddell, the one family doctor on the faculty, taught medical jurisprudence. When I did my rotating internship, Larry Wilson chaired the committee. I started practice in Orillia, returning after two years for a residency year in pediatrics under Alex Bryans, during which I rotated for two months through the Rideau Centre at Smiths Falls. Another residency year in internal medicine followed under Ford Connell. After a further postgraduate year as a fellow in family medicine at McMaster University, and a master's degree in educational psychology at Michigan State, I entered 35 years of academic medicine.

In 1999, I reviewed the Queen's Program in Developmental Disabilities, and in 2004, having completed a term as dean of medicine at the University of Manitoba, I returned to Queen's Family Medicine as a visiting scholar for four months, undertaking clinical refreshment to qualify for relicensure in Nova Scotia. During that autumn, I served as an external reviewer of the department.

I have known Dr. David Alexander, pediatrician, and Dr. Roderick Dingwall, general internist, (who were designated co-leaders of the "family practice unit" at KGH in late 1967), as well as all of this department's heads – Drs. Ernie Haynes, Charles Anthony (Tony) Johnson, Janet Sorbie, Ruth Wilson, Walter Rosser and Glenn Brown. Together, they have grown a leading academic department, establishing

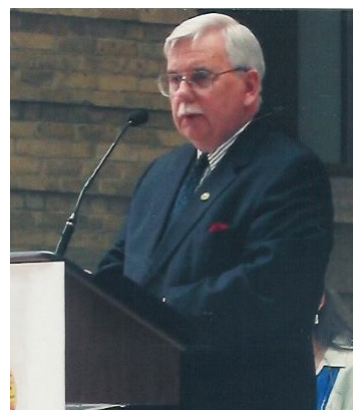
family medicine at Queen's as a top department of the medical school.

Drs. Ian Casson, Liz Grier, Meg Gemmill, Tom Cheetham, Richard MacLachlan, Irene Swift and Cynthia Forster-Gibson have been part of its growth, and have worked collaboratively to establish the Developmental Disability Primary Care Program under Bill Sullivan's leadership out of Surrey Place and the University of Toronto, and to develop the Consensus Guidelines for Primary Care to Adults with Developmental Disabilities.

A special issue of *Canadian Family Physician* at the end of 2017 will include the next revision of the guidelines and a number of articles, to which most of these same family physicians are contributing. This participation – coupled with the success of Queen's Family Medicine's Intellectual and Developmental Disabilities Program of research with its partnership with Ongwanada, and teaching in the core residency program and the PGY3 Enhanced Skills Program – accounts for Queen's recognition as a national, academic leader in family medicine's acceptance of responsibility for ensuring that family physicians are well prepared to offer primary care to adults with developmental disabilities.

I am proud of my graduating class of Meds '62 for its generous contributions to Queen's. Ours is the leading donor of all health-profession donor classes. I also want to recognize my classmate Dr. Bruce McCreary, whose career as a psychiatrist was devoted to persons with developmental/intellectual disabilities.

Finally, I want to acknowledge the unexpected bolstering of my involvement with developmental disabilities when our



**Dr. Brian Hennen**

fourth grandchild was born 12 years ago and was challenged to live with Down Syndrome, which he has done very well. In Grade 6 in a regular public school stream, he performs well academically, reads voraciously, plays cello and soccer, has a teasing sense of humour, enjoys his younger, taller brother and is an avid Brandon Wheat Kings fan. When we met, I accepted that he would challenge me forever to do everything I was able to support persons with developmental disability, and to get it right.

The Sean Alexander Hennen Strang Endowment Fund was established at Queen's to support the education of future physicians in the field of developmental disabilities; to support curricular innovation at the undergraduate, postgraduate and continued professional development level; and to recognize the importance of interdisciplinarity in developmental disabilities. The head of family medicine will recommend disbursements with the approval of the dean of the Queen's Faculty of Health Sciences.

My best wishes for your continuing successes at Queen's Family Medicine.

Brian Hennen, MD, MA, FCFP, FRCGP (Honorary)  
Professor Emeritus  
Western and Dalhousie Universities

## Walter Wylie Rosser

### Chair in Family Medicine Research

**I first became interested in research when I was a medical student in my sixth year of medicine.**

My colleague (who subsequently became the chair of the University of Alberta in gastroenterology) and I won the research award at convocation and our paper was published in the CMAJ.

In my third year as a family medicine resident (you were required to get a third year for certification), I carried out a study on the incidence of farmer's lung disease in an urban population. My publication won an award as the best paper in the 1970 *Canadian Family Physician*. It also came with \$700, which paid for a trip to Banff for my wife and me to receive the award.

My research was off to a good start, but I had no training in research and did not understand many of the principles of good research. I did publish a few papers in the 1970s, and in 1978, having been to one previous meeting of NAPCRG, I presented a paper. In a very kind way, internationally famous researcher Kerr White told me I did not know what I was talking about. I then realized I needed to surround myself with more experienced people if I was to continue research.

At the University of Ottawa, I found an epidemiologist, Ian McDowell, and a research assistant, Clair Newel, who were willing to work with me. We applied for federal funding and received more than \$100,000 to assess whether electronic reminders to patients about screening would result in more screening. Because

of the help I received from my colleagues, eight papers were published and I had some more understanding of the principles of research. I also realized that you always need persons with more research training than you have to assist you in everything you do.

From 1992 to 1994, I served as president of NAPCRG, a bi-national research organization. Again, I worked with many people who had more experience and expertise in many aspects of research. This was a time when the bi-national character of NAPCRG was under threat, and we managed to overcome this problem. I worked very closely with Larry Green and Maurice Wood, whose reward I received in 2002 for lifelong contribution in research.

In 1995 at the University of Toronto, I developed a course in evidence-based medicine and subsequently wrote a book on the subject for those taking the course. In 1998, after considerable difficulty, I managed to have the course put online. It's still offered today, with three sessions a year, each course with 10 modules. I also implemented a research program in 1997 that originally had eight persons involved, each receiving about four half-days a week to do research. This program now has 22 people, some working eight half-days on research at the University of Toronto.

In 2008, I received the lifetime achievement award from the College of Family Physicians of Canada and, in 2010, the Order of Canada. To quote the Order of Canada citation, "Walter Rosser has helped to advance the field of family medicine and has contributed to the evolution of primary care research in Canada."



**Dr. Walter Rosser**

In 2012 I received the Queen Elizabeth II Diamond Jubilee Medal as well as the CFPC's W. Victor Johnston award, which included giving an address to the certification graduating class. The citation read, "As an exemplary clinician, teacher, researcher, and leader." In 2015 I was recognized as one of 20 pioneers in family medicine research.

My greatest honour, however, comes from having a chair named in my honour – having been voted on by my colleagues at Queen's, my alma mater.

I also must recognize my wife, Janet, who has guided me through the ups and downs of a 48-year career. She has provided me with love and companionship, and it would not have been possible without her guidance. I also wish to thank my two children, Tom and Nancy, and their families, for their support over the years.

Walter Rosser, CM, MD, CCFP, FCFP, MRCPG (UK), FCAHS  
Professor Emeritus  
Queen's University



# ACCOLADES

## PROMOTIONS (July 1, 2017)

**Dr. Michael Green:** Professor

**Dr. Jane Griffiths:** Associate Professor

**Dr. Karen Schultz:** Professor

## AWARDS AND ACCOMPLISHMENTS

**Dr. Glenn Brown**, Head, Queen's Department of Family Medicine, was elected president of the Ontario College of Family Physicians in November 2016. As president, Dr. Brown will champion the vital role family physicians play in the delivery of primary care to Ontario's patients and families.

**Dr. Fil Gilic**, Undergraduate Course Co-ordinator and Nightmares Course Leader, was awarded a Queen's School of Medicine Aesculapian Lectureship Award for his outstanding contribution to the education of students.

**Dr. Michael Green**, Jyoti Kotecha, **Han Han** and **Dr. Richard Birtwhistle** were awarded the CFPC's Outstanding Family Medicine Research Article of 2016 for their publication Impact of a Quality Improvement Program on Primary Healthcare in Canada: A Mixed-Method Evaluation (*Health Policy*, 2015).

**Dr. Jane Griffiths**, **Dr. Nancy Dalgarno** and **Dr. Karen Schultz** earned the Family Medicine Innovations in Research and Education Award at the CFPC's Family Medicine Forum for their poster, *Feedback on Feedback: An Innovative Addition to Electronic Workplace-Based Daily Assessment Forms*. This study designed an innovative function within the family medicine electronic workplace-based daily assessment forms that provided feedback to preceptors about the feedback they provide trainees.

**Dr. Joey Newbigging**, Emergency Medicine Program Director, is a co-investigator for a project that received a \$740,000 grant from the Canadian Institutes of Health Research. The project, *Emergency Department Ultrasonographic Regional Anaesthesia to Prevent Incident Delirium (EDU-RAPID)*, examines whether teaching emergency physicians to perform US-guided fascia iliaca nerve blocks (i.e. "freezing" to the nerves that supply sensation to the hip) can prevent the incidence of delirium in elderly patients in hospital with a hip fracture.

**Dr. Eva Purkey**, Global Health Director, and three global health research colleagues from Queen's and Kingston General Hospital received funding to address the needs of the world's vulnerable populations, especially women and children. Awarded through the Queen Elizabeth II Scholars program, the \$449,000 grant will be used to establish the Queen Elizabeth Scholars Network for Equity in Maternal and Child Health.

**Dr. Ruth Wilson** was re-elected President, North American Region, World Organization of National Colleges, Academies and Academic Associations of General Practitioners/Family Physicians (WONCA), also known as the World Organization of Family Doctors. Dr. Wilson was also named co-chair of a national physician taskforce that has designed a road map for improving health-care equity and accessibility for Canada's underserved rural population. *The Rural Road Map for Action: Directions* is a six-page report released by Advancing Rural Family Medicine: The Canadian Collaborative Taskforce – a joint initiative of the College of Family Physicians of Canada and the Society of Rural Physicians of Canada.

In its report titled *Health Equity in the 2016/17 Quality Improvement Plans: A Snapshot on How Ontario's Health Care Organizations Are Working to Ensure Better Health for All Ontarians*, Health Quality Ontario recognized the **Queen's Family Health Team** for its efforts to ensure that individuals with intellectual/developmental disabilities receive an annual physical exam.

## CFPC Resident/Student Awards

### Resident Awards

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

**Dr. Martin Badowski** (Kingston 2016 graduate): Family Medicine Resident Leadership Award

**Dr. Amy Kluftringer** (Belleville-Quinte 2016 graduate): Bob Robertson CCFP Examination Award (highest marks in the fall 2015 and spring 2016 Certification Examinations in Family Medicine)

**Dr. Jaclyn Oldham** (Kingston 2016 graduate): Family Medicine Resident Award for Scholarly Achievement

### Student Awards

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

**Sarah-Taissir Bencharif**: Medical Student Leadership Award

**Trevor Morey**: Medical Student Scholarship

## OCFP Resident Award

**Dr. Johnny Nguyen** (QBOL 2016 graduate) was invited to present his resident research project on Pityriasis Rosea at the Annual Scientific Assembly.

## Queen's FHS Regional Education Awards

Faculty members earned awards through the Faculty of Health Sciences' inaugural Regional Education Awards.

Site directors **Dr. Kim Curtin** (PK), **Dr. Geoff Hodgetts** (KTI), **Dr. Wei-Hsi Pang** (QBOL) and **Dr. Robert Webster** (BQ) earned the group Education Development Award, created to reward major administrative contributions to education or innovative curriculum development in community sites. **Dr. Ross McLean**, Perth preceptor, earned the individual award in this category.

**Dr. Varinder Parmar**, QBOL preceptor, and **Dr. Michael Ward**, QBOL Research Lead, earned awards for Excellence in Teaching, created to recognize community preceptors who have contributed significantly to advancing teaching and learning at distributed sites.

## Queen's Family Medicine Awards (Annual)

**Jennifer Brierley**, Senior Program Co-ordinator, earned the department's annual Resident Experience Enhancement Award. This award is given to an allied health or administrative professional who has brought significant enhancement to the residency experience. Jen was also nominated for the Resident Doctors of Canada's annual Ross Award for Service to Residents, a resident-nominated award (formerly the Lois Ross CAIR Award for Service to Residents) that acknowledges the important role non-physicians play in residency.

### Resident and Preceptor Awards

Graduates **Dr. Natasha Aziz** (QBOL); **Dr. Megan Gao** (KTI; current PGY3 Rural Skills); **Dr. Amy Kluftringer** (BQ); **Dr. Theresa Robertson** (PK; current PGY3 Emergency Medicine); and **Dr. Brittany Tarras** (KTI; current 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. Jill Caines** (QBOL PGY2); **Dr. Michelle Fraser** (PK 2016 graduate); **Dr. Meagan Gao** (KTI; current PGY3 Rural Skills); and **Dr. Danelle Martin** (BQ 2016 graduate): Sparkly Glue Award – Awarded to a graduating PGY2 resident at each site for acting as a positive influence on resident morale and atmosphere.

**Dr. Ren Ee Choo** (KTI 2016 graduate): 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.

**Dr. Peter Hughes**, Associate Professor, Department of Paediatrics, University of Toronto: Dr. John T. Tweddell Memorial Teaching Award – Awarded to recognize specialty preceptors who exemplify teaching excellence to family medicine residents.

**Dr. Kim Morrison**, family physician, Napanee: Dr. Donald L. Potvin Memorial Teaching Award – Awarded to recognize outstanding community family medicine preceptors.

**Dr. Theresa Robertson** (PK 2016 graduate; current PGY3 Emergency Medicine): 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.

## Centre for Studies in Primary Care Resident Awards

The Centre for Studies in Primary Care hosted its annual Primary Care Research Day on February 23, 2017.

The following four residents won Best Academic Research Project:

**Dr. Justin Bell** (Kingston)  
"Trans Identified Individuals' Experiences in Primary Care"

**Dr. Lindsey Griffith** (Kingston)  
"Where Are They? 'No-Show' Rates for Initial Mental Health Appointments in a Collaborative Care Academic Primary Care Centre"

**Dr. Paige Hacking** (Kingston)  
"Queen's Family Medicine Resident Teaching Nights"

**Dr. Amanda Murdoch** (Peterborough-Kawartha)  
"Shared Care Model Between Psychiatry and Family Medicine"



# EDUCATION

Message from the Program Chief PGY 1&2

Postgraduate Education PGY 1&2

- Kingston-Thousand Islands Site
- Belleville-Quinte Site
- Peterborough-Kawartha Site
- Queen's Bowmanville-Oshawa-Lakeridge Site

Public Health and Preventive Medicine

Enhanced Skills

Undergraduate Education





# EDUCATION

## Message from the Program Chief



**Dr. Ben Frid**  
*Program Chief*

Queen's is blessed with a group of family medicine residents who are eager to facilitate these and many more initiatives within the department.

This academic year has been an exciting period of growth for Queen's Family Medicine (FM). Residents continue to go above and beyond their clinical and educational responsibilities to improve an already exceptional curriculum and give back to their communities.

### **Expanding Obstetrics Competency in Family Medicine Training – ONCE Pilot**

With a significant proportion of FM residents seeking to incorporate obstetrics into their future practice, Kingston-Thousand Islands (KTI) site chiefs and PGY2s Paige Hacking and Alex Leung worked with Dr. Eva Purkey and other faculty members to develop the Obstetrical and Newborn Care Elective (ONCE). Currently running as a pilot, this program allows for interested residents to be involved in additional deliveries at Kingston General Hospital. This will help increase longitudinal obstetrics learning for KTI residents, who tend to have the majority of their obstetrics rotations in their PGY2 year.

### **CaRMS**

There are numerous indispensable stakeholder groups responsible for welcoming and ultimately selecting the next cohort of Queen's FM residents, and current residents are no exception. This past year, residents interviewed candidates from both Canadian and international graduate streams, with leadership from PGY1 Andrei Garcia Popov (KTI) in orienting the latter group to Queen's. Residents also participate in an anonymous panel, giving candidates the chance to find out the unfiltered truth straight from current residents. Unsurprisingly, there are no secrets to hide – this is a proud and enthusiastic group of future family doctors at Queen's. Candidates from across the country comment on how the welcoming faces of Queen's FM are one of the most appealing aspects of the program.

### **Refugee Health**

Queen's has a longstanding history of caring for immigrants, dating back to a cholera epidemic among Irish immigrants almost 175 years ago. In Kingston, two refugee health clinics were arranged under the guidance of Dr. Eva Purkey. Additionally, PGY2s Shiva Adel and Belle Song created a volunteer student interpreter program to train health professional students to translate in medical appointments, resulting in free translation services for refugees in more than 16 languages.

At the Peterborough-Kawartha site, refugee primary health care has expanded to include a partnership with Peterborough's New Canadian Centre, in addition to increased teaching offered within the site's curriculum.

Queen's continues its tradition of caring for new Canadians, with residents eager to become involved with this important public service.

Queen's is blessed with a group of family medicine residents who are eager to facilitate these and many more initiatives within the department. Some of our graduating residents will continue working with the department as new faculty. For the rest of us, we look forward to carrying our Queen's FM pride across Canada and beyond!



## KINGSTON - THOUSAND ISLANDS PGY1

Gabor  
BacskaiLindsay  
BowthorpeHeather  
BraybrookRobin  
BrittonPuneet  
ChawlaAlexa  
ClarkKatelynn  
ComeauAlastair  
CrowPatrick  
EdwardsAshley  
EppKelly  
FernandesBryan  
FukakusaAndrei  
Garcia PopovAnna  
GotschBretton  
HariNathaniel  
HartMichael  
HeseltineCarina  
HoangPeter  
HongAmy  
HungKim  
HunterSandra  
HuynhAriel  
IsacksonMurtaza  
KapasiSiobhan  
KavanaghBrittnee  
KeglerHeather  
Khey BeldmanSadea  
LaboniColin  
LaveryPhilip  
LeeMatthew  
LegassicKatherine  
LePageNathan  
MaguireJulie  
McCarthyCatherine  
MonninLeanne  
MurphyAnna  
NaylorIgor  
PortnoiDash  
RandsaluHollis  
RothHumaira  
SaeedScott  
ShallowHao  
ShiMaggie  
SiuNardhana  
SivapalanKatherine  
SoucieSupreet  
SunilMaryam  
Taheri TanjaniEthan  
ToumisheyAlexis  
TwiddyMatthew  
VergeSheila  
Wang

KINGSTON - THOUSAND ISLANDS PGY2





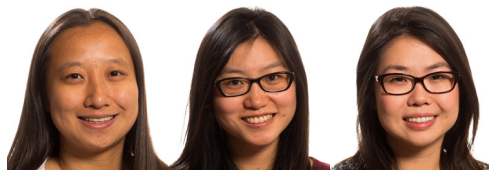
## BELLEVILLE - QUINTE PGY1

Breanne  
CareyBrittany  
DyerDanusha (Joni)  
FosterCorban  
HartSimon  
SteunenbergKaylin  
Woods

## BELLEVILLE - QUINTE PGY2

Eric  
BlanchardAngela  
CavanaghSpencer  
ChauKara  
FauserRobin  
MorinEmily  
SelbyVanessa  
SlayterTania  
WallPatricia  
Wong

## BOWMANVILLE - OSHAWA - LAKERIDGE PGY1

Calvin  
ChanWilfrid  
ChanHenry  
ChenBetty  
ChiuTara  
HeVivian  
JiaCory  
ScottBrittany  
Shaw

## BOWMANVILLE - OSHAWA - LAKERIDGE PGY2

Jill  
CainesNanette  
GadSaleha  
GangatPerry  
GuoMichael  
KimKinsey  
LamKevin  
LeeFelicia  
PresenzaAmy  
ToderianRichard  
Wang

## PETERBOROUGH - KAWARTHA PGY1

Hannah  
BuhariwallaAngela  
CoccimiglioMerry  
GuoMathew  
MooreMadura  
SundareswaranShain  
Thakrar

## PETERBOROUGH - KAWARTHA PGY2

Brenden  
BechampTiffany  
ChowChloé  
CorbeilPenny  
ForthBrendan  
IrishAmanda  
MurdochMimmi  
Thompson



## EMERGENCY MEDICINE PGY3



## ENHANCED SKILLS PGY3



## PUBLIC HEALTH AND PREVENTIVE MEDICINE



# POSTGRADUATE EDUCATION

## PGY 1&2



**Dr. Karen Schultz**

*Program Director*

*Postgraduate Education*

“The program was honoured to receive the PARO Program of the Year award for 2016. This was the second time the program won this award, making it the only program of the hundreds of programs in Ontario to have won twice.”

The Queen's Family Medicine (QFM) residency training program has had another very successful year.

Preceptors and patients who work with QFM residents repeatedly comment on their strong clinical acumen, kindness and conscientiousness. The residents are an integral part of the program's strength.

The department's residents have an indelible positive impact on the program.

Complementing the work of resident leaders, multiple residents sit on various committees, offering their ideas and insights about program improvement and innovation. Others engage with medical students, providing extracurricular teaching and guidance about a career in family medicine. Wellness reps, under the guidance of Dr. Kelly Howse, tackle issues of resident wellness and social connectivity at each of the sites.

Sincere gratitude is extended to the outgoing (and some ongoing) elected resident leaders for their leadership and commitment:

**FM Program Chief:** Ben Frid

**KTI Site Co-Chiefs:** Paige Hacking, Alex Leung

**BQ Site Chief:** Robin Morin

**PK Site Chief:** Tiffany Chow

**QBOL Site Chief:** Richard Wang

**PGY3 Chief:** Barbara Tatham

**PHPM Chiefs:** Samantha Buttemer, Daniel Warshafsky

**OCFP Resident Representatives:** Philip Lee, Alex Leung

**CFPC Resident Representatives:** Ben Frid, Sandra Huynh

**PARO Resident Representatives:** Alexa Clark, Supreet Sunil, Daniel Zimmerman

Another great strength of the program is the committed, engaged preceptors working with the residents to develop them into confident, competent, comprehensive family doctors. A number of initiatives have been undertaken over the years to strengthen ties with these very valued preceptors.

Individualized feedback about preceptors' teaching, as assessed by the residents working with them, is sent to preceptors with five or more resident evaluations annually. Recognizing that the drive to be a highly functioning competency-based program is dependent on the quantity and quality of daily resident assessments, this feedback has been getting increasingly detailed, providing preceptors with a valuable summary of their assessment patterns.

*The Preceptor Post*, an electronic publication outlining important educational initiatives in each of the four QFM training sites, is emailed to all preceptors twice annually as another source of support.

Faculty development sessions at each of the program's four sites is another form of outreach to preceptors. Each site's faculty development lead works hard to deliver high-



Camp Oconto presents an opportunity for residents to get to know each other and develop valuable team-building skills – with a twist.

quality opportunities that meet the needs of their local preceptors. Topics covered this year are summarized on Page 50 of this report.

Another important initiative, launched several years ago, is outreach provided by Dr. Jeffrey Sloan, who visits communities that host the program's residents. A valued longstanding community preceptor in Napanee and the program's regional education co-ordinator, Dr. Sloan reports that these visits are beneficial on many levels:

"These site visits are the core of my FM activities and involve a combination of preceptor support, faculty development and assessment of the educational opportunities available to the residents in each site. In particular, indigenous health and palliative care experiences are areas of need in the program, which I seek out during the site visits.

"The sites are widely distributed geographically, and include practices in Mississauga in the west, to Cornwall in the east, and as far north as Dryden, Sioux Lookout and Moose Factory. During the past year, I have completed site visits to Cornwall, Brockville, Sioux Lookout, Dryden and Cobourg, with plans this year to revisit many of the sites beginning in Napanee, as well as Moose Factory, Picton, Cornwall and some of the Kingston community practices.

"I have had the opportunity to meet with most of the family medicine community preceptors, who provide a vast amount of teaching to the PGY2 residents. These teaching experiences are crucial in assisting our residents to attain the competencies they need to fulfill the requirements of the CFPC, and ultimately to become successful family physicians. It is a privilege to meet and work with these physicians, who are role models for our residents and fully dedicated to their roles as teachers."

The program continues to constantly explore new curriculum to best support residents' development into competent family physicians. With changes to the CanMEDS roles that highlight the importance of leadership, this year's "matrix retreat" focused on what and how to integrate leadership curriculum into the program.

The retreat is a two-day event through which the department supports QFM educational and resident leaders to come together to share and discuss "blue-sky" ideas about program improvement. Under the leadership of Dr. Brent Wolfrom, QFM Curriculum Director, a grant has been procured to support and study this initiative.

Other educational-development initiatives include medical assistance in dying curriculum (being thoughtfully studied and outlined by Drs. Susan MacDonald, Sarah LeBlanc and Daniel Zimmerman); meaningful indigenous health curriculum (under the direction of Dr. Wolfrom, with input from Dr. Michael Green); and exploration into how to ensure that all residents experience structured visits with house-bound patients.

Queen's Family Medicine Assessment Director Dr. Jane Griffiths, assisted by software designer Rachelle Porter, continues to creatively improve the department's assessment processes around residents' competency development. Just recently, a mobile app version of the residents' daily assessment field note (FN) form was released. This app will allow preceptors to provide and document feedback to residents in any setting. The addition of the "thumbs up" icon to the FN – a function whereby residents can indicate if they found the feedback on that FN useful for their learning – is a way to inform preceptors about the impact of their FNs. It's "feedback on feedback." Dr. Griffiths has presented at many national and international conferences about the innovative work she is doing.

Through her expertise and hard work, Dr. Nancy Dalgarno (PhD), education researcher and consultant, has had a dramatically positive impact on the department's scholarly work in medical education. The number of grant applications has risen significantly since she joined the department in November 2015. Last year, 11 grant applications were submitted (six of which were successful), three articles with a medical-education theme were published, and 13 conference presentations were given at various national and international conferences.



A different but equally important type of research being done focuses on program quality improvement. This has become a much more rigorous process over the last few years. The department has supported Han Han (PhD) to provide her expertise with analyzing various program parameters. For the past two years, Dr. Wolfrom, working with Dr. Han, has produced an in-depth program quality-improvement report. Findings in these reports are underpinning a variety of program-improvement initiatives in a thoughtful, impactful way.

The program celebrated a number of successes this year. The pass rates on the CCFP exam were at or exceeded the national average

for both the fall and spring exam sittings. Dr. Amy Klufftenger (PGY2, Belleville-Quinte site) had the highest exam score across the country for the spring exam.

The program was honoured to receive the PARO Program of the Year award for 2016. This was the second time the program won this award (it also won in 2012), making it the only program of the hundreds of programs in Ontario to have won twice. This award is given to a program that has “consistently provided an exceptionally positive and rewarding experience to their residents, while producing physicians who are expertly trained to deal with the challenges in their upcoming careers.”

All of this work and these successes would not be possible without the dedicated work of the program leads in each of the sites, the site directors and the education staff:

Department Head Dr. Glenn Brown		Director of Education Dr. Geoff Hodgetts		Regional Education Co-ordinator Dr. Jeff Sloan	
	<b>Queen's Family Medicine Program</b>	<b>BQ</b>	<b>PK</b>	<b>QBOL</b>	<b>KTI</b>
<b>Directors</b>	Dr. Karen Schultz	Dr. Nadia Knarr	Dr. Kim Curtin	Dr. Wei-Hsi Pang	Dr. Geoff Hodgetts
<b>Curriculum</b>	Dr. Brent Wolfrom	Dr. Hanga Agoston	Dr. Sandra Khan	Dr. Aubrey Kassirer	Dr. Ian Sempowski
<b>Assessment</b>	Dr. Jane Griffiths	Dr. Rob Pincock	Dr. Kathleen Nichols	Dr. Charlene Lockner	Dr. Jane Griffiths
<b>Research</b>	Dr. Michael Green	Dr. Patrick Esperanzate	Dr. Ben Chan	Dr. Michael Ward	Dr. Michael Green
<b>Faculty Development</b>	Dr. Ian Casson Dr. Ruth Wilson	Dr. Jennifer Webster	Dr. Natalie Whiting	Dr. Ed Osborne	Dr. Ian Casson Dr. Ruth Wilson
<b>Resident Chief</b>	Dr. Philip Lee	Dr. Brittany Dyer	Dr. Shain Thakrar	Dr. Tara He	Dr. Hao Shi Dr. Supreet Sunil
<b>Administration</b>	Judy Sakell (Manager of Education)	Jessica Hughson (Jessica Vance)	Chantal Van Parys	Julie Hodges	Jennifer Brierley Dana Doll Carla Evaristo Sue Jarzylo Sarah Taylor Kim Wallace Jennifer Wells Karen Zuliniak
PHPM Resident Chiefs: Dr. Alexa Caturay and Dr. Ethan Toumishey					

For their creativity and hard work, sincere thanks are extended to those who have left their positions on the above matrix or in other education roles – among them: Drs. Charlene Lockner (Assessment QBOL), Amy Goldwater (Behavioural Medicine QBOL), Natalie Whiting (Assessment PK), Jennifer Webster (Assessment BQ) and Robert Webster (Site Director and Faculty Development BQ).

Working tirelessly behind the scenes in the education office are Jennifer Brierley (senior program co-ordinator), Jennifer Wells (evaluation and assessment), Sarah Taylor (residency program assistant – curriculum), Dana Doll (enhanced-skills program co-ordinator), Carla Evaristo (undergraduate and accommodations co-ordinator) and Kim Wallace (residency program assistant).

# KINGSTON-THOUSAND ISLANDS SITE



**Dr. Geoff Hodgetts**  
*KTI Site Director*

Resident feedback about their learning experiences is a driving force for program quality improvement. Residents can provide this feedback through various venues, from the standardized rotation evaluations in One45, to involvement in the many program committees, to taking on leadership positions.



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In 2016, Kingston-Thousand Islands (KTI) chief residents Dr. Paige Hacking and Dr. Alex Leung designed a year-end survey for PGY1 residents as a way to gather feedback in a more robust and comprehensive manner. The results have provided valuable information in a number of areas.

For example, the survey results yielded further insight into resident experience with managing the inbox aspect of the electronic patient record, and has led to some useful changes in procedure. With most residents spending between four and 10 hours weekly dealing with their inbox, this issue has been a target of study for some time.





KTI PGY2 resident Dr. Reid Barker (the tallest penguin, at left) and friends chill out during core placement in the Falkland Islands.

The survey also provided more insight into issues related to out-of-town rotations. One feature of the KTI site has always been the wide variety of options for community experiences for almost all elements of the curriculum. While this provides opportunities to explore a variety of preceptors and approaches to hospital and clinic operations, it also raises practical challenges around issues such as travel, accommodations and maintaining connections with the home base. Information collected through the survey has provided an opportunity to refine a number of administrative processes.

With some modifications, the survey will become a standard component of program evaluation for the KTI site.

Another theme that has been gathering momentum for the past year is the need to provide more systematic learning experiences in palliative care. The societal need for end-of-life care is growing dramatically, and medical education in general has not caught up with this need. As many medical students entering family medicine residency have not had a solid foundational experience in palliative care, there's a stronger need to achieve this knowledge and these skills during residency, where time and space in the curriculum is at a premium.

At present, residents are offered a choice of one block of either geriatrics or palliative care, with 31 opting for palliative care this year and 18 for geriatrics. Both the curriculum "blue-sky" working group and the PGE site committee have recommended moving to a mandatory experience in palliative care. The rationale has been that all residents are exposed to the geriatric population in many settings throughout the two years of residency, from their core long-term care experience, office practice, internal medicine and so on, whereas exposure to palliative care is more limited and unpredictable.

It's uncertain how this goal will be achieved, with limited capacity of the small, and understaffed, palliative care division to take a larger number of learners. Access to family physicians who provide palliative care as a major part of their practice is also very limited because they are still few in number, placing more pressure on Kingston's central resources to accommodate this need. With the recent opening of Kingston's new Providence Care facility, new possibilities may arise.

Residents continue to take advantage of the core placement in the Falkland Islands for an experience in remote medicine. Under the supervision of Dr. Rebecca Edwards, Chief Medical Officer, Falkland Islands, six KTI residents completed their core two-block rural experience in the Falklands this year. Evaluation of their time there has been very positive, and they have been greatly valued as competent and contributing physicians.

For the first time, a resident decided to take up the PGY3 scholarship in rural skills this year with a one-year return of service in the Falklands. This scholarship has been a major strategy in achieving the department's goal of assisting with the recruitment of well-trained physicians for the Falklands. Plans for next year are well underway, with five KTI residents and two Peterborough site residents scheduled to go. Thanks must be extended to Allen McAvoy, Strategic Relations Manager, for his assistance with the rather complex logistics of this unique learning opportunity.



# BELLEVILLE-QUINTE SITE



BQ site residents, family and friends showed some muscle for a good cause July 9, 2016, as participants of Belleville's Dragon Boat Races.



**Dr. Nadia Knarr**

*BQ Site Director*

## Curriculum

Belleville-Quinte (BQ) is an active and thriving community site with a unique horizontal-integrated curriculum. In addition to a robust office clinic exposure, the site offers practice and expertise in hospitalist care, community palliative care, house calls, dementia care, leadership development and practice management. Family physician faculty members, along with members of the Belleville-Queen's Family Health Team and supportive community specialists, teach the horizontal-integrated curriculum.

The year saw one of the BQ program's first graduates take on a program role; Dr. Hanga Agoston is welcomed in her new position as curriculum lead. Dr. Ryan Hall and Dr. Kristy Lafrance continue to teach the Nightmares simulation course. Dr. Erin Falconer, another BQ graduate, is spearheading a refreshed social justice curriculum. Dozens of engaged physicians with areas of interest including emergency medicine, skin disorders, sports medicine, rural and remote care, breastfeeding medicine, developmental disabilities and mental health are all involved in creating and supporting a responsive curriculum agenda.

## Assessment

Assessment is driven by and created for family physicians becoming family physicians.

Field notes provide daily formative evaluation in every clinical experience. Quarterly evaluations (ITERS and FITERS) are integrated across the horizontal program to provide timely and routine feedback, and a dedicated academic advisor provides additional review, mentorship and academic support to each resident.

## Research

Primary Care Research Day in February 2017 was once again a great success, with the BQ residents presenting a variety of health-focused projects including: *Benefits of a Group: Improving Exercise Compliance*; *Exercise Vital Signs*; *Residency Perspectives on Competency Managing Breastfeeding*; *Palliative Care Tools*; and *Comparing Physician Views on Anthropometric Measurements in the Clinical Setting*. The BQ site is launching a **resident research project roadshow**, moving posters and abstracts to various community sites to celebrate the residents' hard work and to share new knowledge. The BQ-Family Health Team and residency program are continuously enhancing their partnership around PGY1 quality-improvement projects.

Nicole Bobbette, OT, was awarded a research fellowship: CIHR Transdisciplinary Understanding and Training on Research: Primary Health Care (TUTOR- PHC), Centre for Studies in Family Medicine, Western University

### Research funding was provided for the following:

Catherine Donnelly, OT, principal investigator; and Nicole Bobbette (OT), et al: The Scope of Occupational Therapy in Primary Care (Ontario Society of Occupational Therapists; \$9,750)

Dr. Jessica Ladouceur, principal investigator; Abby Leavitt; Nicole Bobbette, OT; Dr. Ian Casson; Dr. Meg Gemmill; Dr. Elizabeth Grier (2016): Applying the Health Links Approach for Adults with Dual Diagnosis and Complex Health Needs in the Quinte Health Link. (Centre for Studies in Primary Care: Onetime Funding Research Initiative; \$19,803.81)

## Faculty Development and New Faculty

In conjunction with Dr. Lois McDonald, Drs. Jennifer Webster and Robert Webster provided faculty development for all area faculty members. Dr. Jennifer Webster will continue in this role, while Dr. Robert Webster will engage in roles with the Southeast LHIN and Health Quality Ontario. Foci will include teaching skills and pearls pertinent to community settings, becoming a better evaluator and combatting teaching fatigue.

The site welcomes many new teachers who join the group, including Dr. Erin Falconer (BQ alumni), Dr. Drew Robertson and Dr. Chad Stewart. Dr. Rebecca Holmes rejoins the teaching roster following her parental leave.

## Postgraduate Education Site Committee

The BQ Postgraduate Education Site Committee provides advice to the family medicine site director and program director through regular review of program goals, objectives and resident evaluation methods.

Dr. Robert Webster, Site Director 2011-2016/17, stepped away from the site director role in February 2017 to focus on local and provincial quality roles with the Southeast LHIN and Health Quality Ontario. Dr. Nadia Knarr has accepted the reins as incoming site director following an interim period early in 2016/2017.

Committee membership for the year included Dr. Hanga Agoston, Curriculum Lead; Dr. Joey Bonacci, Resident Wellness and Resiliency Lead; Dr. Patrick Esperanzate, Research Lead; Dr. Nadia Knarr, incoming site director; Dr. Lois McDonald, Regional Education Co-Ordinator; Dr. Rob Pincock, Resident Assessment Lead; and Drs. Jennifer and Robert Webster, Faculty Development Leads. Incoming BQ chief resident Dr. Brittany Dyer replaced outgoing chief Dr. Robin Morin.

Abby Leavitt continues to represent the team as program manager, along with Catherine Donnelly, occupational therapist.

“Dozens of engaged physicians with areas of interest including emergency medicine, skin disorders, sports medicine, rural and remote care, breastfeeding medicine, developmental disabilities, and mental health are all involved in creating and supporting a responsive curriculum agenda.”



# PETERBOROUGH-KAWARTHA SITE



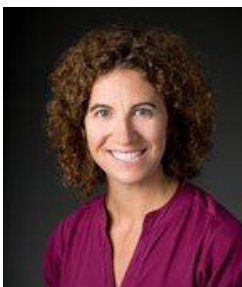
Peterborough-Kawartha PGY1 residents Mathew Moore, Madura Sundareswaran, Shain Thakrar, Hannah Buhariwalla, Merry Guo and Angela Coccimiglio

The Peterborough-Kawartha (PK) site has celebrated many successes over the past 12 months. All 2016 PK graduates passed their spring exams and are now practising and learning in a number of local communities.

The program has been fortunate to have many 2016 graduates establish practices in Peterborough and the environs. Dr. Colin Matheson has established a part-time family health team practice in Peterborough and is also working with the family-physician-led palliative care team at Peterborough Regional Health Centre (PRHC). Dr. Alex Weiler completed a few rural skills blocks and has joined the PRHC Emergency Department. Drs. Theresa Robertson and Andrew Jeffery are completing a PGY3 in Queen's Emergency Medicine and have done many of their PGY3 rotations at PRHC. Dr. Michelle Fraser is providing outstanding leadership in Peterborough providing care to underserved and street-involved populations. Of special note, 2014 graduate Dr. Jesse Zroback is one of 17 finalists for the Canadian Space Agency astronaut recruitment (out of 3,772 applicants).

The PK Postgraduate Education Site (PGES) committee membership has undergone some exciting changes, with graduate Dr. Kathleen Nichols joining as assessment lead. Dr. Natalie Whiting has remained on the committee as faculty development lead.

The site is again fortunate to have the skills of Chantal Van Parys as site co-ordinator, Dr. Sandy Khan as curriculum lead and Dr. Ben Chan as research lead. Appreciation is extended to Dr. Tiffany Chow, who did a great job as chief resident over the past year, and welcome to Dr. Shain Thakrar as incoming chief.



**Dr. Kim Curtin**

*PK Site Director*

“ The site has welcomed new specialist preceptors and teachers in plastic surgery, vascular surgery, hospitalist medicine and cardiology. ”

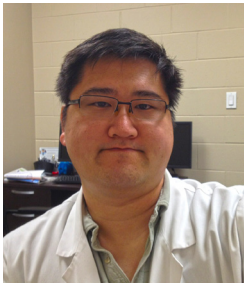
The Peterborough-Kawartha program continues to develop expertise in global health, and teaching has taken place on a number of global health topics. In September 2016, residents had their inaugural half-day program in indigenous health with local indigenous speakers and leaders.

Success continues in recruiting physician teachers to the program. The site has welcomed new specialist preceptors and teachers in plastic surgery, vascular surgery, hospitalist medicine and cardiology. A new family medicine-led dermatology rotation has also been added to the PGY1 curriculum.

Residents and preceptors enjoyed a full slate of social activities in the past year, and the tradition of fantastic food was upheld for all of these celebratory events. A party at the PK “House” in June 2016 celebrated graduates, along with their families and friends. Dr. Kim Curtin hosted a welcome barbecue at her home in July 2016 and a holiday party in December 2016.

CaRMS 2017 was very busy, with ever-increasing interest in the four Queen’s sites and a full match for Peterborough-Kawartha. With more than 460 applicants, many PK preceptors and residents participated in the CaRMS process through file review and interviews, and served as excellent ambassadors for the program. Appreciation goes to Postgraduate Education Program Director Dr. Karen Schultz, whose leadership throughout CaRMS serves to inspire and motivate applicants and interviewers alike.

## QUEEN’S BOWMANVILLE-OSHAWA-LAKERIDGE SITE



**Dr. Wei-Hsi Pang**  
QBOL Site Director

The Queen’s Bowmanville-Oshawa-Lakeridge (QBOL) site is turning five this year. It has been a very busy but successful launch overall and there is a lot of positive momentum here.

The QBOL site was proud to graduate another group of seven residents in 2016 and, in a nice ongoing trend, five of these graduates have stayed on the east side of Toronto, close to their training site. The other two graduates started PGY3 Enhanced Skills programs in emergency medicine and rural skills last year.

The site’s PGY2 residents presented a very nice variety of projects, including several involving original research, at the annual Primary Care Research Day in Kingston. Dr. Mike Ward – and his extensive evidence-based review sessions – continues to be a valuable resource in helping these residents prepare for the CCFP Certification Exam.

New curriculum offerings in the past year have included an expansion of bedside ultrasound teaching by Dr. Nedalina Alexieva and an academic half-day on indigenous health by Dr. Jason Pennington. Dr. Aubrey Kassirer has also added teaching on Medical Assistance in Dying (MAID) to this year’s academic day schedule.





QBOL PGY1 residents enjoyed zip-lining at an “ice-breaker” event in July 2016 at Treetop-Eco Adventure Park in Oshawa.

“The QBOL site looks forward to celebrating its five-year anniversary this summer.”

Behind the scenes, Julie Hodges returned to her role as site co-ordinator in January. Her maternity leave was ably covered by the tag-team of Suzanne McKay and Christie Billings. Dr. Charlene Lockner has stepped down from her site assessment lead position, and Drs. Joel Pariag and Seema Jain have taken on this portfolio. The QBOL site owes a lot of its current health to Dr. Lockner’s tireless effort and contagious enthusiasm.

Dr. Richard Wang had a successful year as site chief resident, resulting in a noticeable increase in resident activities such as the formation of an indoor volleyball team. Congratulations to Dr. Tara He, who has been elected as site chief resident for 2017-2018.

In early March, the QBOL site learned it had fully matched in the first round of CaRMS again this year, and everyone is looking forward to welcoming the next set of residents.

The QBOL site continues to enjoy its early successes and looks forward to celebrating its five-year anniversary this summer. This will be a great time to reflect and thank the Department of Family Medicine, QBOL Site Committee, Lakeridge Health, and all preceptors, residents and administrative staff members for making this site so successful so quickly.

Here’s to the next five years!



# PUBLIC HEALTH AND PREVENTIVE MEDICINE



L-R: S. Buttemer (PGY2), R. Mather (PGY1), B. Harvey (Associate Program Director), H. Guan (PGY2), M. Faulhaber (PGY5), M. Foote (PGY2), E. Tourmishey (PGY1), A. Caturay (PGY3), E. Groot (PGY5), L. Bowthorpe (PGY1), H. Patel (Medical Student), H. Njoo (Residency Program Committee Member), J. Harding (PGY5), P. Oglaza (PGY4), K. Moore (Program Director), I. Gemmill (2009-2013 Program Director)



**Dr. Kieran Moore**

*PHPM Program Director*

The Queen's Public Health and Preventive Medicine (PHPM) program continues to draw strong interest from medical students across Canada, with eight students choosing PHPM as an elective in 2016. The program ensures that any student wanting an elective can work at a local public-health agency to gain an understanding of public-health practice, as well as the opportunity to experience the residency program and discuss residency-training options with current residents.

The PHPM Residency Program Committee continues to meet regularly to assist with the program's development, operation and planning. Appreciation is extended to committee members Dr. Glenn Brown, Dr. Geoffrey Hodgetts and Dr. David Walker (Queen's University); Dr. Ian Gemmill and Dr. Bart Harvey (KFL&A Public Health); Dr. Howard Njoo (Public Health Agency of Canada); Dr. Rosana Salvaterra (Peterborough County-City Health Unit); and Dr. Paula Stewart (Leeds, Grenville & Lanark District Health Unit). The committee met on four occasions over the course of 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. Bart Harvey is welcomed as associate program director.

## Co-Chiefs

PHPM co-chief residents Dr. Piotr Oglaza, Dr. John Harding and Dr. Samantha Buttemer provided excellent leadership and played vital roles in helping with all aspects of the program, including curricula development, academic sessions, the annual retreat and the CaRMS interviews. They have been tireless in their efforts to improve the residency program and to unite the program's junior and senior residents.



### 2016 Annual Resident Retreat

The PHPM program's annual retreat was held in Picton on September 19 and 20, 2016. The curriculum included the following themes:

- Public Health Nightmare Course
- Emergency Simulation Training
- Risk Communication
- Media Training

### PHPM National Review Course

The Queen's Department of Family Medicine and the Public Health and Preventive Medicine Residency Program hosted the second national public health and preventive medicine review course from October 24 to 28, 2016, in Kingston, and all Queen's PHPM residents attended. This course was also offered to all residents from other Royal College training programs in public health and preventive medicine. In total, more than 40 residents attended from across Canada.

Course evaluations continue to be very positive, and the third annual course has been scheduled for October 2018.

### CaRMS Match Results

For the fourth consecutive year, the PHPM program filled both positions in the first iteration. The program has a total of 12 residents, which is beyond its normal capacity of 10 residents.

## RESIDENT RESEARCH AND SCHOLARLY ACTIVITY

### Emily Groot

Groot E, Kouyoumdjian FG, Kiefer L, Madadi P, Gross J, Prevost B, Jhirad R, Huyer D, Snowdon V, Persaud N. Drug toxicity deaths after release from incarceration in Ontario, 2006-2013: Review of coroner's cases. PLoS ONE. 2016 Jul 6;11(7):e0157512

### Hugh Guan

Otterstatter MC, Amlani A, Guan TH, Richardson L, Buxton JA. Illicit drug overdose deaths resulting from income assistance payments: Analysis of the 'check effect' using daily mortality data. Int J Drug Policy. 2016 Jul;33:83-7

Purkey E, Davison C, Guan TH, Bartels S, Than WM, Htut HN, Sebastian S. Implementation of a neonatal hepatitis B immunization program in the fragile-state health system context of Karenni State, Myanmar. Poster presented at the Fourth Global Symposium on Health Systems Research. November 2016, Vancouver, Canada

### Piotr Oglaza

Sherlock B, Harnest M, Hoskin S., P. Oglaza. Excluding pupils in a pertussis outbreak to increase immunization coverage. Poster presented at the 2016 Canadian Immunization Conference. December 2016, Ottawa, Canada

### Ethan Toumishey

Murugesan A, Toumishey E, Moore J, Ray B, Miller K, Cenk A and Reiman T. Evaluation of TRPV6 as a potential therapeutic target for Non-Small Cell Lung Cancer. Manuscript in preparation

### Daniel Warshafsky

Ontario Agency for Health Protection and Promotion (Public Health Ontario), Warshafsky D, Mistry C, Gao G. Evidence Brief: Policy Interventions to Reduce Consumption of Sugar Sweetened Beverages in Children and Youth. Toronto, ON: Queen's Printer for Ontario; 2016

# ENHANCED SKILLS



**Dr. Geoff Hodgetts**  
ES Program Director

“The nine programs Queen’s offers are no doubt a drawing card for medical students considering their options during CaRMS.”

The Department of Family Medicine Enhanced Skills (ES) programs continued to attract large numbers of applicants in 2016-2017. The nine programs Queen’s offers are no doubt a drawing card for medical students considering their options during CaRMS.

A record number of applicants applied for the eight FM-Emergency positions, and the FP-Anesthesia, Care of the Elderly and Palliative Care programs all remained active and strong.

Looking ahead to the next academic year, however, a challenge has been presented to both the Palliative Care and FP-Anesthesia programs. In July 2017, the long-awaited separation of Palliative Care as a hybrid program offered and accredited by both the Royal College and the College of Family Physicians of Canada (CFPC) will occur. The CFPC will continue to offer the one-year program and the Royal College will move to a two-year certification in palliative medicine.

For the Queen’s Family Medicine program, this will not require much adjustment beyond ensuring harmonization of assessment methods and tools between the two programs. For FP-Anesthesia, the challenge has more impact. Because Queen’s University’s entire postgraduate education program will move to a new competency-based training approach on July 1, 2017, a significant restructure of the PGY1 curriculum for the Royal College Anesthesia program is required, with overlap of key elements with the existing PGY2 curriculum, creating a double cohort for the first year of implementation. The pressure this has placed on teaching resources for 2017-2018 means there will be no capacity to take the customary two FP-A residents. While this has come as a great disappointment to the many applicants, the program will resume operations in 2018. The hiatus also provides an opportunity to develop further clinical contact with FP-A preceptors – something a recent internal review of the ES program recommended.

The Category Two programs active this year were Women’s Health and the self-designed partial or full-year program in Rural Skills. The Intellectual and Developmental Disabilities, Global Health and Indigenous Health programs were inactive. The following table illustrates the distribution of training positions for the past two years and looking ahead to next year.

PROGRAM	2015-2016	2016-2017	2017-2018
Emergency Medicine	8	8	8
Care of the Elderly	1	1	1
FP-Anesthesia	1	2	0
Palliative Care	1	1	1
Women’s Health	1.5	.75	1.8 (3)
IDD	1	0	0
Rural Skills	2.5 (7)	3.25 (12)	3.4 (12)
Indigenous Health	0	0	0
Global Health	0	0	0.8



The internal review of the ES program was conducted in April 2016, and the CFPC requested that the program be used to field test the new accreditation standards and documentation. The findings from this review indicate that the ES central program governance structure and the individual programs are very healthy. A few recommendations were made to further strengthen programs as they move into the demanding structure of competency-based training.

The greatest challenge will be to harmonize the expectations of the CFPC with those of the Royal College when there is interdependency between the Queen's ES programs and the affiliated Royal College program. This will be especially true for Anesthesia and Emergency Medicine.

Dr. Barbara Tatham served as this year's ES chief resident, representing all PGY3 residents, and she will turn these duties over to Dr. Alex Leung, former KTI site chief, for the coming year. Dr. Ben Frid, family medicine program chief resident, also participated in all ES program committee meetings this year, and Dr. Philip Lee will assume this position for the coming year. Appreciation is extended to all residents who have contributed greatly to the successful operation of all ES programs.

### **Emergency Medicine**

**Program Director:** Dr. Joey Newbigging  
**Assistant Program Director:** Dr. Matt Stacey  
**2016-2017:** Eight residents

Dr. Joey Newbigging, former assistant program director, took up the position of program director this year, replacing Dr. Karen Graham. Dr. Graham provided many years of dedicated and creative leadership, and the department extends its gratitude to her. Dr. Matt Stacey will continue as assistant program director. There is close co-operation with the Royal College Emergency program in the development of entrustable professional activities (EPAs) and competency-assessment tools. As the internal review

drew attention to a lack of acuity and inconsistent exposure to trauma cases, Dr. Newbigging has been exploring new experiences in sites with higher acuity such as Humber River Hospital (Toronto) as well as expanded options in community hospitals (Cornwall and Brockville) similar to those where many graduates will be working. A new longitudinal simulated trauma curriculum has also been established this year.

### **FP-Anesthesia**

**Program Director:** Dr. Valerie McLeod  
**2016-2017:** Two residents

Dr. Valerie McLeod continues to provide strong leadership to this program, which thrives amidst an atmosphere that has challenged other university programs across the province. As noted earlier, this program will be placed on hold for the coming year while the affiliated Royal College program, upon which it depends for much of the clinical teaching, adjusts to a new competency-based curriculum.

### **Care of the Elderly**

**Program Director:** Dr. Agata Szlanta  
**2016-2017:** One resident

Dr. Agata Szlanta continues as director of the Care of the Elderly program, supported by a strong residency program committee. This year's resident, Dr. Melodie Adler, will be modelling an approach to assessing and managing geriatric-aged patients attending the emergency department in Cornwall. The development of an electronic resident portfolio is proceeding, with a target implementation date of July 2017. This will serve as a model for the other ES programs and will incorporate EPAs adapted from the existing core family medicine EPAs.

### **Palliative Medicine**

**Program Director:** Dr. Ingrid Harle  
**2016-2017:** One resident

The Palliative Care program is in its final year as a conjoint program of the Royal College and the CFPC. Based on the applicant pool, a decision was made not to

introduce the new two-year certification program in 2017. This will provide more time to prepare EPAs and assessment systems for this program, and to complete the development of an electronic portfolio for the CFPC program.

### **Women's Health**

**Program Director:** Dr. Susan Phillips  
**2016-2017:** One resident

There was one resident in the Women's Health program this year, for nine blocks of programming. For the first time in many years, the resident was able to participate in relevant clinics in Kingston, with the co-operation of Dr. Julie Tessier, Program Director, Royal College Obstetrics and Gynecology program. Challenges continue with gaining access to valuable experiences outside of Kingston, mainly in Toronto. Looking ahead to next year when there will be three residents in the program, a creative approach to scheduling experiences will be needed.

### **Rural Skills**

**Program Director:** Dr. Geoff Hodgetts  
**2016-2017:** 12 residents  
(partial-year programs)

The demand for supplementary training through the Rural Skills programs continues to be an annual reality. This pattern seems to be at a national level. The current year had 12 individuals sharing approximately three-and-a-half positions. For seven of these, Dr. Fil Gilic developed a new structured two-block experience in Trenton. This included shifts in emergency combined with advanced simulation training and ECG interpretation workshops. Highly rated by the residents, this experience will be offered annually, based on demand.

The demand for more training in low-risk obstetrics continues to challenge the availability of resources and will be an even greater challenge in the next academic year. New sites for training the core and enhanced-skills residents in obstetrics are being sought.

# UNDERGRADUATE EDUCATION



Photo: Dr. Shayna Watson

As part of their core family medicine rotation, students have an opportunity to spend six weeks in Moose Factory, Ontario.

It's been a great year in undergraduate medical education, exposing medical students to family medicine through formal and informal educational opportunities and supporting experiences with community physicians and health-care providers in communities across the province.

## Pre-Clerkship Teaching

The first exposure to family medicine is through the exciting and engaging family medicine course in first year, taught by Drs. Fil Gilic and Matt Simpson. Student course evaluations show that students appreciate the course's clinical focus and pedagogical approach:



**Dr. Shayna Watson**  
*Undergraduate Education  
Program Director*

“The teaching and learning style (e.g. prep at home and then come apply the knowledge acquired) is extremely effective and applicable to real-world medicine. I used the schemas and knowledge acquired in this course in the after-hours clinic observerships.”



“ Review of the previous week’s material at the start of class also helped to keep students on top of the material. ”

“ This course is a great introduction to clinical medicine. It was also very interactive. ”

“ This is one of the best courses I have ever taken. ”

First-year medical students can apply and consolidate what they have learned in clinical skills and in the classroom by joining Queen’s Family Health Team faculty and residents in the after-hours clinic. Some students attended more than once, resulting in the provision of 136 clinic spots for medical students in 2016. This learning experience is very popular with the students, and rewarding for the residents and faculty who work with them.

### **Family Medicine Interest Group (FMIG)**

Andrew Kwan (class of 2019) and Ramita Verma (class of 2020) provide leadership to the Queen’s Family Medicine Interest Group (FMIG), which promotes family medicine as a top career choice. 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.

### **Clerkship**

In 2016, leaders from undergraduate medical education worked with the Rural Ontario Medical Program (ROMP) to build on existing ties to Collingwood, and 2017 will see the establishment of an integrated rotation in that community. This exciting partnership will pair family medicine with surgical and peri-operative specialties.

On the integrated rotation, students are able to settle into their placement and participate in the life of medical practice and the broader community for an 18-week block. This model has been very successful in Picton, Perth and Brockville/Prescott, where family medicine is paired with pediatrics and psychiatry.

### **Award Winners**

From a list of excellent candidates from the graduating class of 2016, the following were chosen for family medicine awards:

#### **Sarah-Taissir Bencharif**

Pamela C. Williams Memorial Award  
The Matthews Medal in Family Medicine  
CFPC Medical Student Leadership Award

#### **Betty Chiu**

Betty Chiu was the inaugural winner of The Shane Daniel Klein Scholarship in Family Medicine. The scholarship was established in memory of Dr. Shane Klein (Queen’s School of Medicine graduate, 2015), for his kind, inquisitive nature, quiet strength, community involvement, selfless dedication to patient care and gentle bedside manner. The award recognizes a graduating student with a strong academic record and a demonstrated interest in pursuing family medicine, with preference to students entering family medicine at Queen’s.

#### **Allison Engelhardt and Sean Henderson**

James Walker Wood Scholarship in Medicine

#### **Katie Killorn**

G.H. Ettinger Scholarship

#### **Trevor Morey**

CFPC Student Scholarship

#### **Alicia Rodrigues**

Professor’s Prize in Family Medicine

#### **Hollis Roth**

Philips Macdonnell Memorial Award

#### **Jordan Goodridge**

Rattray Scholarship in Family Medicine

#### **Jocelyn Stewart**

S.S. Robinson Summer Studentship in Family Medicine Award

### **2017 CaRMS Match**

This year, 32 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.



# CLINICAL SERVICES

Queen's Family Health Team





# QUEEN'S **FAMILY HEALTH TEAM**



Dr. Glenn Brown, Dr. Ruth Wilson, Clinic Manager Diane Cross, Dr. Walter Rosser and Dr. Karen Hall Barber celebrate the QFHT's 10th anniversary.

Queen's Family Health Team (QFHT) celebrated its 10-year milestone as a family health team in 2016.

In 2006, the clinic had one location with 6,200 patients. Today, three sites – two in Kingston and one in Belleville – are home to a combined 25,550 patients.

Highlights of the 10-year journey include the transition to a new EMR in 2010 with the elimination of paper charts; transition of staff from Hotel Dieu Hospital to Queen's University; the addition of several committees, working groups, services and programs (including group programs with open enrolment); the launch of a patient newsletter; the addition of the Belleville site in 2012; and Association of Family Health Teams of Ontario recognition with five Bright Lights awards.

A 10-year calendar of photos and events was created to recognize and share the QFHT journey. Physicians and staff also celebrated during an annual staff-development workshop in December 2016, where the theme was "High-Quality Relationships in the Workplace."

## **Patient Enrolment**

Over the year, the Kingston and Belleville sites enrolled a combined 1,500 new patients through Health Care Connect, hospital and emergency discharge, and a variety of other sources. New patients included pregnant moms who had no family doctor, graduate-level university students who weren't eligible for Queen's student health services, family members of current patients, military families and newly arrived refugee families.

In conjunction with Refugee Resettlement Services Kingston, operated through KEYS Job Centre, the QFHT enrolled approximately 45 new patients arriving from Syria in early

“ In 2006, the QFHT had one location with 6,200 patients. Today, three sites are home to a combined 25,550 patients. ”

“ Two new group patient programs were launched in 2016 – the Best Health, Best Weight program and Understanding and Coping with Anxiety and Depression. ”

2017. A special “intake” team comprising physicians, residents, nurses and clerks co-ordinated evening clinics designed to welcome these refugees, provide an orientation to QFHT services and collect baseline health information.

As part of their research project, two PGY2 residents created a translation service to assist with these intake clinics. After undergoing orientation sessions on interpretation, confidentiality and cultural sensitivity, a volunteer team of Arabic-speaking residents, medical students and other Queen’s health sciences students attended the intake clinics. These volunteers were critical to the clinics’ success. The translation service includes the ability to schedule translators for patient follow-up appointments.

### Programs

Following the review of patient referrals and resource capacity within the allied health professional staff, two new group patient programs were launched in 2016. The Best Health, Best Weight program – developed primarily by the QFHT dietitian, with community support from the Hotel Dieu Hospital dietitian – includes dietitian-led teaching sessions, social work, occupational therapy, a grocery store tour and cooking session. Patient evaluations of this 10-week open-enrolment program (participants do not have to be QFHT patients) provided overall positive feedback. With minor changes to the presentations, the QFHT will continue to offer several sessions of this program – which will include an opportunity for a free YMCA membership – in the coming year.

The most common mental-health referrals QFHT social workers receive are related to anxiety and depression. To address this, a new anxiety and depression group program consisting of 12 to 16 participants was delivered twice in 2016-2017. Facilitated by the QFHT’s social worker and a registered nurse, participants work through coping mechanisms using cognitive behavioural therapy. One of the program’s goals is to improve patient access to mental-health resources, thereby potentially reducing the waiting list for individual counselling therapy, which has been the more traditional referral process for patients.



Dr. Erin Beattie and resident physician Dr. Philip Lee with patient Keely



“ Features and enhancements of the new EMR will include immunization data, enhanced demographic information and the inclusion of the Hospital Report Manager (HRM) module. ”

### Technology Upgrades

Many IT-related upgrades and changes were implemented this year to improve and update hardware and software required for clinic activity. All workstations in clinic exam and team rooms, reception areas and offices were updated, as the previous desktop equipment was no longer available for replacement purchase. The last major upgrade was in 2010.

In early 2017, the patient EMR servers were relocated from Hotel Dieu Hospital's infrastructure to Queen's IT support services. This move coincided with the transition from the previous EMR version to the newest version, OSCAR15. Data integrity remains central to the achievement of efficiencies through the use of population data from within the EMR. Features and enhancements of the new EMR will include immunization data, enhanced demographic information and the inclusion of the Hospital Report Manager (HRM) module.

### Partnerships

The QFHT is an active participant in the Kingston and Quinte Health Links project. Patients with multiple chronic conditions are offered the opportunity to have their complex needs assessed by a registered nurse and to receive system-navigation services. The nurse completes a co-ordinated care plan (CCP) document for each patient, which serves to flag the patient's specific needs and to identify other care partners involved in the patient's journey. All patients with a CCP are flagged with the local hospital system to promote bi-directional communication between providers regarding visits to the emergency room and admission/ discharges. Co-ordinated care plans were completed for 30 patients in Kingston and 46 patients in Belleville this year.



Clerk Jessica Murray welcomes patients to the Haynes Hall clinic.



Resident physician Dr. Nathan Maguire has no trouble engaging this young patient during a well-baby check at the QFHT.

“ Board members provide advice and contributions with respect to strategic and collaborative initiatives for the QFHT. ”

The Kingston QFHT has worked closely with the SE LHIN's South East Health Integrated Information Portal (SHIIP) program. The Health Link nurse imports the CCP to the SHIIP portal, which ensures the information is accessible to physicians registered in the portal.

Finally, a community social worker (CSW) has been integrated into the Kingston QFHT team to help patients with the completion of forms (ODSP), and address housing, food and financial needs. The Health Link nurse and CSW work closely to ensure patients receive appropriate assistance.

#### **QFHT Advisory Board**

Under the leadership of Rob Wood, topics of this year's quarterly QFHT Advisory Board meetings included updates on the Patients First: Action Plan for Health Care; primary care reform; clinic information technology upgrade; results of patient experience surveys; optimizing for patient-centred quality care; review of advisory board structure in relation to the QFHT's academic governance; and vulnerable patients and equitable access to health care. Board members participated in regional governance (Southeast LHIN) meetings and collaborative discussions regarding the Ministry of Health's Patients First discussion paper. Several new members were welcomed to the board, including a patient representative.

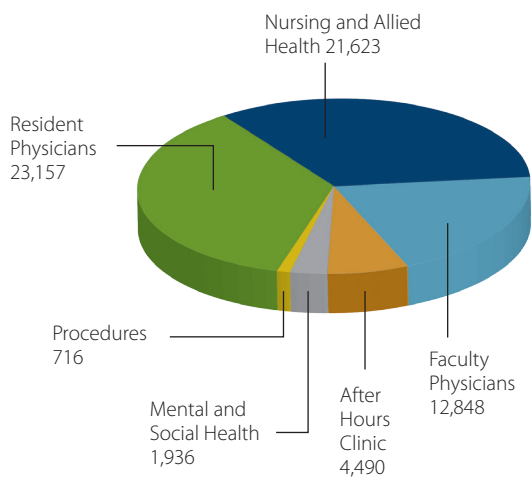
Board members provide advice and contributions with respect to strategic and collaborative initiatives for the QFHT. They bring a broad and diverse set of skills, resources and knowledge to each discussion, with representation from Queen's Policy Studies; St. Lawrence College; KFL&A Public Health; the Community Care Access Centre; the City of Kingston; consulting and communications organizations; Kingston hospital, long-term care and government-community retirees; and Queen's Family Health Team faculty and staff members. Community expertise is also provided through invitations to key external guests who participate in discussions on various specific topics.



### QUEEN'S FAMILY HEALTH TEAM Kingston Site

Total Patient Visits between  
April 1, 2016, and March 31, 2017

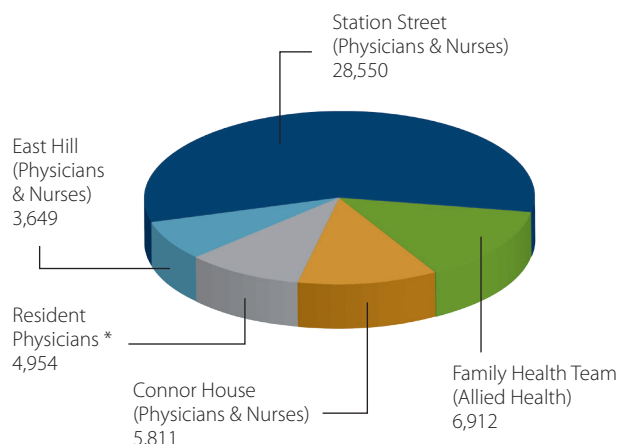
**Over 64,700 Visits**



### QUEEN'S FAMILY HEALTH TEAM Belleville Site

Total Patient Visits between  
April 1, 2016, and March 31, 2017

**Over 49,800 Visits**



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

### Interdisciplinary programs in 2016-2017 included:

#### Kingston and Belleville Sites:

- Anti-coagulation management (point-of-care testing for monitoring patients on warfarin therapy)
- Cancer screening (preventive care for cancer screening)
- Chronic pain management (Stanford chronic pain self-management program and mindfulness-based chronic pain management offered both in person and via OTN sites)
- Health Links co-ordinated care plans (complex, vulnerable patients offered care plan review with links provided to community resources and care co-ordination)
- Influenza immunization (seasonal flu vaccines offered with a focus on patients 65+)
- Mental health services (social work counselling, psychiatry and psychologist assessments)
- Nutritional services (individual and group counselling for weight loss, food allergies, special diets and chronic disease management)
- Pharmacist consults (comprehensive medication reviews)
- Smoking cessation (partnerships with Ottawa Model for Smoking Cessation and Centre for Addiction and Mental Health, which provides free nicotine replacement therapy)

#### Belleville Site:

- Craving Change (group program to assist with emotional eating)
- Falls screening (occupational therapy assessment, walking program)
- Occupational therapy services (home safety, education, assessments)
- Memory clinic (early diagnosis of memory impairment)

#### Kingston Site:

- Comprehensive 18-month well-baby check (toddler review includes immunizations, social and communication milestones, nutritional assessment, school-readiness)
- Diabetes program (care for patients with diabetes, insulin management, nutritional education and support)
- Foot-care services (in-clinic and home visits offered)
- Intellectual and developmental disability (annual review for adult patients with IDD)
- Lactation support services (pre-natal and post-partum visits)
- Anxiety and depression group therapy program (open enrolment to Kingston community)
- Best Health, Best Weight (group program to assist with improved food choices and exercise, with open enrolment).



# RESEARCH

Centre for Studies in Primary Care





## CENTRE FOR STUDIES IN **PRIMARY CARE**



Left to right: John Queenan, Ken Martin, Nancy Dalgarno, Behrouz Ehsani, Han Han, Dr. David Barber, Colleen Grady, Mary Martin, Lorne Kinsella, Emily Johnston, Dr. Richard Birtwhistle, Marissa Beckles, Dr. Michael Green and Dr. Walter Rosser (Missing: Rachael Morkem)

“Dr. Birtwhistle has been instrumental in the growth of primary care research in Canada, and he developed the CSPC’s presence as a research centre through his work with CPCSSN.”

Research activities of the Centre for Studies in Primary Care (CSPC) are diverse, and a number of strong portfolios have emerged throughout the years. These include the Canadian Primary Care Sentinel Surveillance Network (CPCSSN) and its local entities; educational research, including assessment and competency-based medical education; community and program evaluation; global health research; and intellectual and developmental disabilities research.

Over the last few years, the CSPC has focused on building research capacity within the department. The centre oversees a peer-reviewed research initiation grant competition and provides research support for faculty members. Through this year’s competition, the CSPC funded four new projects. Project investigators are from across the regional teaching sites and include allied health professionals. Details of these projects are highlighted in the table on the following page.

For the first time, the CSPC will hold two innovation grant competitions this year, instead of one. This second competition, specifically for community research projects, will be aimed at faculty members at the department’s three distributed sites in Belleville-Quinte, Bowmanville-Oshawa-Lakeridge and Peterborough-Kawartha.

## Farewell to Dr. Richard Birtwhistle

After 12 years as CSPC director, Dr. Richard Birtwhistle will step away from this role in June 2017.

Dr. Birtwhistle has been instrumental in the growth of primary care research in Canada, and he developed the CSPC's presence as a research centre through his work with CPCSSN.

Dr. Birtwhistle has received numerous awards for his work in primary care research. In 2013, he was awarded a Queen's University Prize for Excellence in Research, and in 2015, the College of Family Physicians of Canada (CFPC) named him one of the Top 20 Pioneers of Family Medicine Research in Canada for his accomplishments in advancing technology through the development of CPCSSN. The CFPC also presented him with a lifetime achievement award in 2015.

Going forward, Dr. Birtwhistle will continue to direct CPCSSN, and has a new role as interim executive director of the Canadian Institute for Military and Veteran Health Research.

Centre for Studies in Primary Care faculty and staff will miss Dr. Birtwhistle's excellent leadership, and wish him well.

CSPC-FUNDED PROJECTS			
PRINCIPAL INVESTIGATOR	CO-INVESTIGATORS	PROJECT TITLE	FUNDING AMOUNT
Dr. Kelly Howse	Nancy Dalgarno	Residents' Perception of Well-Being and Dealing with Burnout: Resident Ice Cream Rounds	\$6,345
Dr. Jessica Ladouceur	Nicole Bobbette Abby Leavitt Dr. Liz Grier Dr. Meg Gemmill Dr. Ian Casson	Applying the Health Links Approach for Adults with Dual Diagnosis and Complex Needs in the Quinte Health Link	\$19,803.81
Dr. Eva Purkey	Dr. Susan Bartels Tracey Beckett Colleen Davison Dr. Meredith MacKenzie	Adverse Childhood Experiences and Frequent Emergency Department Use: Opportunities for Improved Care in Emergency Departments and Primary Care	\$19,960
Dr. Brent Wolfrom	Dr. Karen Schultz Dr. Michael Green Dr. Karen Hall Barber Dr. Kelly Howse Dr. Paige Hacking Colleen Grady Nancy Dalgarno	Integrating a Formal Leadership Curriculum into the Department of Family Medicine Residency Program	\$15,886.34

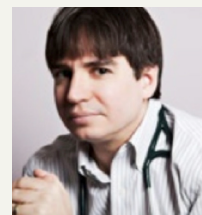
To learn more about the CSPC's research activities and project highlights, consult the CSPC's website at [www.queensu.ca/cspc/](http://www.queensu.ca/cspc/) and follow along on Twitter @CSPC\_QueensU.

## HONOURS & AWARDS



**Dr. Richard Birtwhistle**

The centre is pleased to announce that CSPC Director Dr. Richard Birtwhistle has been named as the recipient of the inaugural Walter Wylie Rosser Chair in Family Medicine Research. The chair's responsibilities include conducting, supporting and developing research in the Department of Family Medicine. The chair will also foster and support education, supervision and mentorship of research students and trainees at the undergraduate level through to postdoctoral.

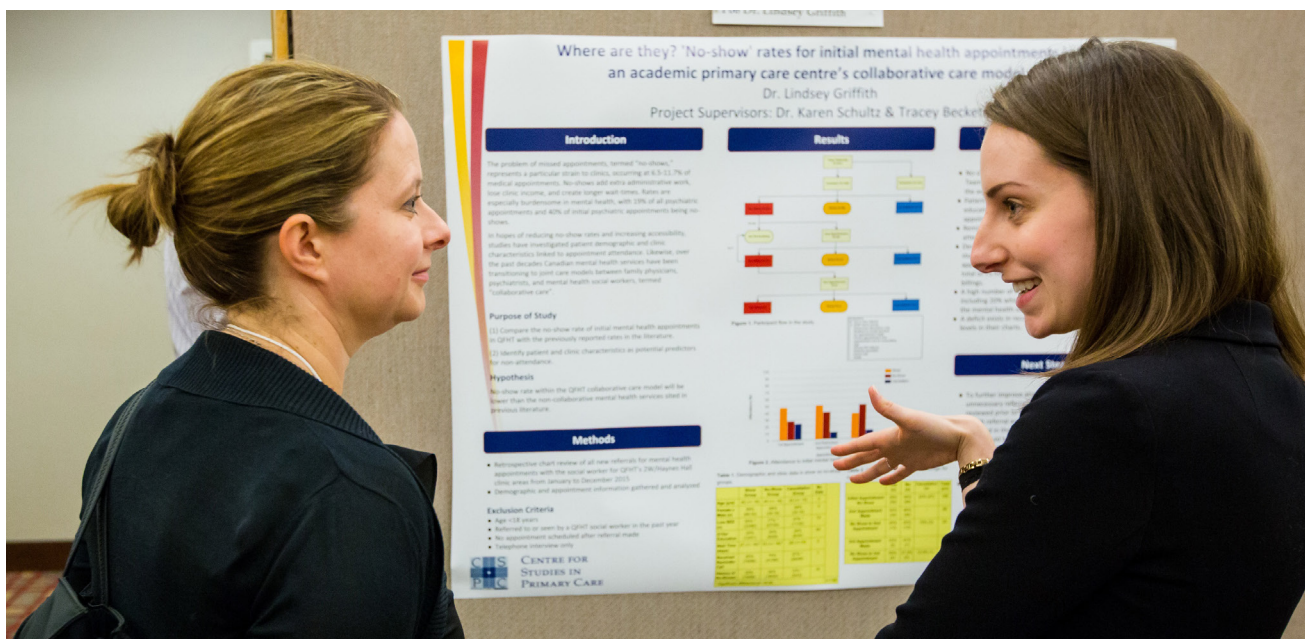


**Dr. Michael Green**

The centre is honoured to announce that Dr. Michael Green has co-authored a national fact sheet on systemic racism in health care. *Health and Health Care Implications of Systemic Racism on Indigenous Peoples in Canada*, authored along with the Indigenous Health Working Group, is an appeal to physicians to address what has been documented as a pervasive and harmful issue. Presented as a guide for physicians, the document defines systemic racism, describes how it affects population and patient health, and recommends ways physicians can build trust and form lasting relationships with indigenous patients by providing culturally safe care.



## PUBLICATIONS & PRESENTATIONS



KTI resident Dr. Lindsey Griffith presents her research to Jennifer MacDaid, QFHT clinic program co-ordinator, at Primary Care Research Day.

### PUBLICATIONS:

- Ahmed TI, Belanger E, Vafaei A, **Phillips SP**, Zunzunegui M. Psychometric properties and confirmatory factor analysis of Bem sex role inventory in an international sample of older adults: the IMIAS study. *The Gerontologist*. 2016;55; (Suppl 2): 251.
- Ahmed T, Vafaei A, Belanger E, **Phillips SP**, Zunzunegui MV. Bem sex role inventory validation in the International Mobility in Aging Study. *Can J Aging*. 2016;35:1-13.
- Barber D, Morkem R, Queenan J, Hall Barber K**. Harnessing the power of longitudinal data. *Can Fam Physician*. 2016; 62: 355.
- Belanger E, Ahmed T, Vafaei A, Curcio CL, **Phillips SP**, Zunzunegui MV. Sources of social support associated with health and quality of life: a cross-sectional study among Canadian and Latin American older adults. *BMJ Open* 2016;6:e011503.
- Biro S, **Barber D**, Williamson T, **Morkem R**, Khan S, Janssen I. Prevalence of toddler, child and adolescent overweight and obesity derived from primary care electronic medical records: an observational study. *CMAJ Open*. 2016;4(3): E538-E544.
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- Breton M, **Green M**, Kreindler S, Sutherland J, Jbilou J, Wong ST, Shaw J, Crooks VA, Contandriopoulos, Smithman MA, Brousselle A. A comparative analysis of centralized waiting lists for patients without a primary care provider implemented in six Canadian provinces: study protocol. 2017; 17(1):60.
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- Jacklin K, Henderson RI, **Green M**, Walter LM, Calam B, Crowshoe. Health care experiences of Indigenous people living with type 2 diabetes in Canada. *CMAJ*. 2017;189(3):E106-112.

13. Jacklin K, Ly A, Calam B, **Green M**, Walker L, Crowshoe L. An Innovative Sequential Focus Group Method for Investigating Diabetes Care Experiences with Indigenous Peoples in Canada. *International Journal of Qualitative Methods*. 2016; 1-12.
14. Larson Soles, T. **Wilson CR**, Oandasan IF. Family medicine education in rural communities as a health service intervention supporting recruitment and retention of physicians. *Advancing rural family medicine: The Canadian Collaborative Taskforce*. *Can Fam Physician*. 2017; 63(1):32-38.
15. **Leung L**. Health Economic Evaluation: A Primer for Healthcare Professionals. *Primary Health Care* 2016; 6(2): 223.
16. **Leung L**. Diabetes mellitus and the Aboriginal diabetic initiative in Canada: An updated review. *J Family Med Prim Care*. 5(2):259-65.
17. Meuser J, **Purkey E**, Lantadilla Barticevic N, Ng V. Achieving competencies in family medicine through continuing professional development. *Educ Prim Care*. 2016;27(5):349-350.
18. Miszkurka M, Steensma C, **Phillips SP**. Correlates of partner and family violence among older Canadians: a lifecourse approach. *Health Promot Chronic Dis Prev Can*. 2016;36(3):45-53.
19. Naqshbandi Hayward M, Mequanint S, Paquette-Warren J, Bailie R, Chirilia A, Dyck R, **Green M**, Hanley A, Tompkins J, Harris S. On behalf of the FORGE AHEAD Team. The FORGE AHEAD clinical readiness consultation tool: a validated tool to assess clinical readiness for chronic disease care mobilization in Canada's First Nations. *BMC Health Serv Res*. 2017; 17:233.
20. Pérez-Zepeda MU, Belanger E, Zunzunegui MV, **Phillips SP**, Ylli A, Guralnik J. Assessing the Validity of Self-Rated Health with the Short Physical Performance Battery: A Cross-Sectional Analysis of the International Mobility in Aging Study. *PLoS One*. 2016; 11(4):e0153855.
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27. Pulver A, Davison C, Parpia A, **Purkey E**, Pickett W. Nonmedical Use of Prescription Opioids and Injury Risk Among Youth. *J Child Adols Subst*. 522-529.
28. **Purkey E**, Hollaar G. Developing consensus for postgraduate global health electives: definitions, pre-departure training and post-return debriefing. *BMC Med Educ*. 2016;16:159.
29. **Queenan JA**, **Birtwhistle R**, Drummond N. Supporting primary care public health functions. *Can Fam Physician*. 2016;62(7):603.
30. **Shoots L**, **Schultz K**. Program chief resident: introducing a new leadership role for residency programs. *Can Fam Physician*. 2017: 63(1), 10-12.
31. Sousa AC, Zunzunegui MV, Li, A, **Phillips SP**, Guralnik J, Guerra R. Association between C-reactive protein and physical performance in older populations: Results from the International Mobility in Aging Study (IMIAS). *Age and Ageing*. 2016;45(2):274-80.
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33. **Ward M**. Understanding the use of emergency department and urgent care services by diabetic patients of a Family Medicine Health Team: a retrospective observational study. *Prim Health Care Res Dev*. 2016; 18(2):200-207.
34. **Wolf from B**, **Hodgetts G**, Kotecha J, **Pollock E**, **Martin M**, **Han H**, Morissette P. Satisfaction with civilian family medicine residency training: Perspectives from serving general duty medical officers in the Canadian Armed Forces. 2016;62:e-540-546.
35. **Wonnacott D**. Berringer R. Spontaneous coronary artery dissection: case report and review of the literature. *Canadian Family Physician*. 2016; 62(12):994-996.





Dr. Lindsey Griffith (KTI), Dr. Amanda Murdoch (PK) and Dr. Justin Bell (KTI), along with Dr. Paige Hacking (KTI), who presented her research remotely from Peawanuck during her Moose Factory rotation, earned the awards for Best Academic Research Project at Primary Care Research Day.

## PRESENTATIONS

1. **Adler M.** Honour Thy Mother and Father: Truth telling and respect for the elderly. Presented at Family Medicine Forum. Vancouver, British Columbia. Nov 10, 2016. [Poster]
2. **Aziz N, Schultz K.** How Does Family Medicine Identity of Residents Develop in a Longitudinal Curriculum? Presented at Family Medicine Forum. Vancouver, British Columbia. Nov 10, 2016. [Poster]
3. **Barber D, Morkem R, Queenan J,** Patten S. Trends in ADHD Medication Prescribing in Canadian Primary Care. Presented at the North American Primary Care Group Conference. Colorado Springs, Colorado. November 2016. [Poster]
4. **Casson I.** Making the Invisible Visible: Health care access research and developmental disabilities. Presented at Family Medicine Forum. Vancouver, British Columbia. Nov 11, 2016. [Oral]
5. **Casson I, Grier E, Robb Blenderman L, Gemmill M, Martin M,** Lunskey Y, Durbin J, Cassidy L, Uens R, Alden M. How a Health Links approach can facilitate intervention for change for adults with IDD. Presented at the Association of Family Health Teams of Ontario. Toronto, Ontario. October 17, 2016. [Oral]
6. **Casson I, Grier E, Robb Blenderman L, Gemmill M, Martin M,** Lunskey Y, Durbin J, Cassidy L, Ouellette-Kuntz H, Uens R. The Health Links approach for adults with intellectual/developmental disabilities and complex health. Presented at the Primary Health Care Forum. Kingston, Ontario. October 6, 2016. [Poster]
7. **Donnelly C,** Ruggles D. Pain outreach clinic in primary care. Trillium Primary Health Care Research Day. Toronto, ON. June 2016.
8. **Donnelly C,** Webster R, Leavitt A, Lynch S, Bobbette N, Wolfe A, Adams C. Measuring the impact of team based primary care. Presented at North American Primary Care Group Conference. Colorado Springs, Colorado. November 2016. [Educational Session]
9. **Donnelly C,** Webster R, Leavitt A, Lynch S, Bobbette N, Wolfe A, Adams C. Measuring the impact of team based primary care: Preliminary findings. Trillium Primary Health Care Research Day. Toronto, ON. June 2016.
10. **Grady C,** Howell M. Physicians in the lead: Developing capacity. Presented at the Association of Family Health Teams of Ontario. Toronto, Ontario. October 16, 2016. [Oral]

11. **Grady C**, Dickens P. System change needs physicians that can lead. Presented at the National Health Leadership Conference. Ottawa, Ontario. June 6-7, 2016. [Oral]
12. **Gilic F**. How to Train 50 Residents a Year in Acute Care and Not Lose Your Mind. Presented at Family Medicine Forum. Vancouver, British Columbia. Nov 11, 2016. [Oral]
13. **Green M**, McKinney V, Kitty D, Funnell S. Systemic Racism and the Health of Indigenous Patients: What can you do? Presented at Family Medicine Forum. Vancouver, British Columbia. Nov 10, 2016. [Oral]
14. **Griffiths J, Dalgarno N, Schultz K**. Feedback on feedback: An innovative addition to electronic workplace-based daily assessment forms. Presented at the Celebration of Teaching, Learning and Scholarship, Faculty of Health Sciences, Queen's University, Kingston, Ontario. June 2016. [Poster]
15. **Griffiths J, Dalgarno N, Schultz K**. Feedback on feedback: An innovative addition to electronic workplace-based daily assessment forms. Presented at An International Association for Medical Education (AMEE), Barcelona, Spain. August 27-31, 2016. [Poster]
16. **Griffiths J, Dalgarno N, Schultz K**. Feedback on feedback: An innovative addition to electronic workplace-based daily assessment forms. Presented at the International Conference on Residency Education (ICRE), Niagara Falls, Ontario. September 29 - October 1. [Poster]
17. **Griffiths J, Dalgarno N, Schultz K, Han H**. How are we changing the culture of assessment? Presented at the 1st World Summit on CBME, Barcelona, Spain. August 27-31, 2016. [Oral]
18. **Griffiths J, Dalgarno N, Schultz K, Han H**. How are we changing the culture of assessment? Presented at the International Conference on Residency Education (ICRE), Niagara Falls, Ontario. September 29 - October 1. [Oral]
19. **Griffiths J, Dalgarno N, Schultz K**. Feedback on feedback: An innovative addition to electronic workplace-based daily assessment forms. Presented at the International Conference on Residency Education (ICRE), Niagara Falls, Ontario. September 29 - October 1. [Oral]
20. **Griffiths J, Dalgarno N, Schultz K**. Feedback on feedback: An innovative addition to electronic workplace-based daily assessment forms. Presented at the Family Medicine Forum, Vancouver, British Columbia. November 9-12, 2016. [Poster]
21. **Griffiths J, Han H, Dalgarno N, Rich J, Schultz K, Hodgetts G**, Van Melle E. How family medicine residents learn: Understanding the role of cues in self-regulated learning. Presented at the North American Primary Care Research Group (NAPCRG), Colorado Springs, Colorado. November 12-16, 2016. [Poster]
22. **Griffiths J, Dalgarno N, Schultz K**. Feedback on feedback: An innovative addition to electronic workplace-based daily assessment forms. Presented at the North American Primary Care Research Group (NAPCRG) Colorado Springs, Colorado. November 12-16, 2016. [Oral]
23. **Hacking P, Frid B**. Team Room 5S: Improving the efficiency of team room layouts at Queen's Family Health Team. Presented at Family Medicine Forum. Vancouver, British Columbia. Nov 11, 2016. [Poster]
24. **Hand C, Donnelly C, Borczk M, Bauer M, Bobbette N, Doesborgh C, Dries-Glover Fish G, O'Neill C**. Implementing patient reported outcome measures to evaluate service: A falls programming case example. Presented at the Association of Family Health Teams of Ontario. Toronto, Ontario. October 17, 2016. [Oral]
25. **Leung L**. ABCs of Dermatoscopy. Presented at Family Medicine Forum. Vancouver, British Columbia. Nov 11, 2016. [Oral]
26. **Leung L**. Fire Over Ice: In the face of recalcitrant non-genital warts. Presented at Family Medicine Forum. Vancouver, British Columbia. Nov 11, 2016. [Oral]
27. **Leung L**. Red and Itchy: How to approach and manage common skin conditions and avoid pitfalls. Presented at Family Medicine Forum. Vancouver, British Columbia. Nov 10, 2016. [Oral]
28. **Leung L**. Odd and Scary: How to approach and manage unusual skin conditions and avoid pitfalls. Presented at Family Medicine Forum. Vancouver, British Columbia. Nov 10, 2016. [Oral]
29. **Lynch S, Donnelly C, Wotten M**. Identifying older adults at risk for falling in the community using a quick screening survey. Canadian Association of Physical Medicine and Rehabilitation, London, ON. May 2016.
30. **MacDonald SE, LeBlanc S, Schultz K, Dalgarno N**. Educating Canadian family medicine residents about medical assistance in dying (MAID). New Zealand Bioethics Conference-Bioethics and Health Law in the Information Age. Dunedin, New Zealand. 2016. [Free standing paper]
31. **MacDonald SE, LeBlanc S, Schultz K, Dalgarno N**. Educating Canadian family medicine residents about medical assistance in dying. Australasian Association of Bioethics and Health Law (AAHBL) conference. Melbourne Australia. Nov 2016. [Free standing paper]
32. **Morkem R, Barber D, Queenan J**. Prescribing of proton pump inhibitors in Canadian Primary Care 2009-2010 compared to



- 2014-2015. Presented at North American Primary Care Group Conference. Colorado Springs, Colorado. November 2016. [Poster]
33. **Morkem R, Barber D**, Williamson T, Manca D, Wong S, Patten S. The Pharmacoevidence of antidepressant prescribing in Canadian Primary Care. Presented at the International Health Conference. London, United Kingdom. June 2016. [Poster]
  34. **Purkey E**. Implementation of a Neonatal Hepatitis B Immunization Program in the Fragile-State Health System Context of Karenni State, Myanmar. Presented at Fourth Global Symposium on Health Systems Research. Vancouver, British Columbia. Nov 14, 2016. [Poster]
  35. **Purkey E**. Women's experience of trauma informed care in the context of chronic disease management in family medicine. Presented at Primary Healthcare Partnership Forum. St John's, Newfoundland. June 2016. [Oral]
  36. **Purkey E**, Patel R. Women's Experience of Trauma-Informed Care in the Context of Family Medicine Chronic Disease. Presented at Family Medicine Forum. Vancouver, British Columbia. Nov 9, 2016. [Oral]
  37. **Purkey E**, Patel R. Women's experience of trauma informed care in the context of chronic disease management in family medicine. Presented at North American Primary Care Group Conference. Colorado Springs, Colorado. November 2016. [Educational Session]
  38. **Queenan J**, Drummond N, Taylor M, **Birtwhistle R**, Greiver M, **Barber D**, Manca D, Lussier MT, Butt D. Using the CPCSSN Data Presentation Tool: Quality improvement projects and clinical decision support. Presented at Family Medicine Forum. Vancouver, British Columbia. Nov 11, 2016. [Oral]
  39. Mehrani M, Sanborn M, Grierson L, Upshur R, **Vakil C**, Marshall L, Scott F, Griffith L, Cole D. Environmental Health Attitudes, Knowledge, and Learning Needs of Family Medicine Residents: A multi-program survey. Presented at Family Medicine Forum. Vancouver, British Columbia. Nov 9, 2016. [Poster]
  40. Van Melle E, **Dalgarno N**, Whitehead C, **Phillips SP**, **Howse K**, Cline C, Parsons T, Joneja M. Family medicine residents' perceptions of patient-centred care: Is it time to make the implicit, explicit? Presented at AMS Phoenix at Queen's Symposium, Queen's University, Kingston, Ontario. Oct, 2016. [Poster]
  41. **Watson S**, **Donnelly C**, Chapman C, Katsoulas E, Pinchin S, Taylor C. Mapping reflective practice: Thematic analysis of family medicine clerkship case reflections. Presented at North American Primary Care Group Conference. Colorado Springs, Colorado. November 2016. [Educational Session]
  42. **Wilson CR**. Grzybowski S, Smith-Windsor T. Rural Educators' Forum. Presented at Family Medicine Forum. Vancouver, British Columbia. Nov 10, 2016. [Oral]



KTI residents Dr. Katelynn Comeau, Ariel Isackson and Balraj Singh at Primary Care Research Day.



# INSIDE THE **DEPARTMENT**

Human Resources

Faculty Development

Faculty Recruitment

Information Management

Risk Management, Physical Plant and Workplace Safety

Partnerships and Planning Activities



# HUMAN RESOURCES



Staff members Marissa Beckles, Angie Mahoney, Carolyn Powell, Reza Hasselaar, Tess Smith and Michelle Banks raised \$660 for cancer research as competitors in Mudmoiselle. The women-only Canadian Cancer Society event in September 2016 was a day of “mud, sweat and cheers” during which participants were challenged to navigate a five-km stretch of “mucky, filthy, slimy” mud.



**Vanessa Patterson**  
*Human Resources*  
*Co-ordinator*

Programming and events designed to promote work-life balance, worker satisfaction and healthy lifestyles continue to be at the forefront of the department’s WorkLife Balance Committee. Supporting all staff, faculty and residents, these educational and social opportunities play an integral role in fostering the department’s team spirit.

Two sessions of the committee’s popular “wellness rounds” series were held this year. Former faculty member Dr. Michael Sylvester returned to the Queen’s Family Health Team in June 2016 to share a presentation entitled Practical Happiness: Fiction and Fact. This enlightening and thought-provoking topic provided perspectives on the meaning of happiness, and strategies for fostering happiness in our personal and work lives. In late fall, the committee hosted Shannon Hill, Learning and Development Specialist with Queen’s University Human Resources, who presented a session called It’s About Time! This session focused on attitudes towards time management and ways to develop the skills necessary to effectively manage our personal and work lives.

In keeping with the department’s mission to be socially responsible and in support of vulnerable and underserved populations, faculty and staff donated \$400 to the department’s charity of the year, the Dental Treatment Assistance Fund, administered through Kingston, Frontenac, Lennox & Addington Public Health. This fund provides emergency dental care to adults in need.

The WorkLife Balance Committee is exploring more opportunities for fundraising, with a view to contributing further to this fund and to expanding its charitable efforts to include support for refugees settling in the Kingston area.

# FACULTY DEVELOPMENT



Photo: Dr. Ian Sempowski

Dr. Jane Griffiths at the department's annual matrix retreat, at which leaders in curriculum, evaluation and assessment, faculty development, and research gather for some blue-sky thinking and brainstorming on possible projects to enhance the residency program.



**Dr. Ruth Wilson**



**Dr. Ian Casson**

*Faculty Development  
Co-ordinators*

The department's faculty development program supports faculty members in their roles as teachers, scholars and leaders. Through a variety of formats and methods, formal and informal, group and individual, the program offers seminars, retreats, individual support, informal mentorships and, for new teachers, orientation to faculty roles. Activities are directed to geographic full-time (GFT) teachers in Kingston and adjunct teachers at all sites where the department's residents are based.

## Co-ordination

Regular faculty development teleconferences for site leads connect and support faculty development activities across the department's Kingston and three satellite sites. Site leads are Dr. Ian Casson and Dr. Ruth Wilson (Kingston-Thousand Islands), Dr. Jennifer Webster (Belleville-Quinte), Dr. Natalie Whiting (Peterborough-Kawartha) and Dr. Ed Osborne (Queen's Bowmanville-Oshawa-Lakeridge).

## Liaison with Queen's Offices and Beyond

Dr. Richard van Wylick, Director of Faculty Development, Faculty of Health Sciences, joins in these teleconferences, as well as Dr. Phillip Wattam, Assistant Dean, Regional Education, to co-ordinate faculty development efforts. Because of the objective-setting and evaluation components of the seminars and retreats, and the collaboration of the Faculty of Health Sciences Faculty Development Office and the Department of Family Medicine faculty development co-directors, participants are eligible to claim Mainpro+ credits if they are College of Family Physicians of Canada (CFPC) members. Royal College members who are teaching family medicine residents are similarly eligible to claim Maintenance of Certification (MOC) credits.



Faculty development resources organized by these two offices – as well as by the Faculty of Health Sciences' Office of Health Sciences Education and the Queen's Centre for Teaching and Learning – are available to the department's faculty members at all four sites.

### Seminars and Workshops

Among all four program sites, the department supports travel for faculty development activities and events. As part of their roles, Postgraduate Education Program Director Dr. Karen Schultz and Resident Assessment Co-ordinator Dr. Jane Griffiths offer support throughout the year to all department faculty members and preceptors. Sessions are also shared between sites via teleconference or videoconference. Individual sites also provide local sessions:

#### Kingston-Thousand Islands (KTI)

Seminars the site leads organize in Kingston are primarily attended by Kingston-based family physicians and interdisciplinary health professionals who teach family medicine residents. As examples, recent seminars have included:

- Presentation Skills Prezi and Polleverywhere (Dr. Matt Simpson and Dr. David Barber, June 2016)
- DIL Teaching (Sheila Pinchin, September 2016)
- Time Management (Dr. Ruth Wilson, September 2016)
- Working Together (Dr. Ian Casson, December 2016)
- Conflict Management (Dr. Ruth Wilson, February 2017)
- Incorporating Small-Group Teaching (Sheila Pinchin, March 2017)

#### Belleville-Quinte (BQ)

- Patients Behaving Badly (Dr. Susan Phillips, May 2016)

- Pearls Handout: Having a Resident in your Practice (Circulated October 2016)
- Conflict Resolution (April 2017)

#### Peterborough-Kawartha (PK)

- Making the Most of the Teachable Moment (Dr. Natalie Whiting, April 2016)
- Teaching Professionalism in the Office (Dr. Natalie Whiting, May 2016)
- Conflict Management for Preceptors (PBSGL, November 2016)
- Teaching in a Procedural Setting (Dr. Boris Zevin, February 2017)

#### Queen's Bowmanville-Oshawa-Lakeridge (QBOL)

- The Learner in Difficulty (PBSGL, June 2016)
- Quality Improvement Project Presentations (June 2016)
- Research Project Presentations (June 2016)

### Retreats

The department's retreats provide an opportunity to offer joint faculty development for GFT and regional community-based faculty. A two-day retreat at the Glen House Resort in Gananoque in April 2017 offered a variety of topics designed for all faculty members to share ideas and develop relationships. This year the theme was "Workplace Learning for Medical Leadership." Department Head Dr. Glenn Brown and Dr. Louise Nasmith, this year's CFPC Calvin L. Gutkin Family Medicine Ambassador award winner, presented the keynote addresses. Participants enjoyed a number of workshops on clinical and organizational leadership at this event.

### Website

The department's faculty development website provides links to online resources for self-directed learning,

organized under learning objectives specific to Queen's faculty members. The CFPC also hosts an increasing number of faculty development resources.

### Individual Teaching and Mentoring

Individual teaching and mentoring occurs at all sites. As examples, the QBOL site lead has been doing one-to-one teaching, as has the PK site lead, the latter in the form of "house calls" to faculty on the use of field notes.

### New Faculty Orientation

As new GFT and community-based faculty begin their work, the faculty development site leads provide orientation to their academic roles and promote mentorship opportunities. A resource manual for faculty is available to support this and is available online. The School of Medicine also provides a new faculty orientation program for GFTs each year.

### Funding for Faculty Members to Attend Faculty Development-Related Events

In the past year:

- Family Medicine Forum (FMF): Drs. Michael Green, Jane Griffiths, Susan Phillips: November 2016, Vancouver, British Columbia
- North American Primary Care Research Group Annual Meeting (NAPCRG): Drs. Richard Birtwhistle, Glenn Brown, Michael Green and Jane Griffiths: November 2016, Colorado Springs, Colorado
- International Conference on Residency Education (ICRE): Dr. Jane Griffiths: October 2016, Niagara Falls, Ontario
- International Association for Medical Education (AMEE): Drs. Jane Griffiths, Karen Schultz: March 2016, Barcelona, Spain

# FACULTY RECRUITMENT



**Laura Kennedy**

*Faculty Support  
Co-ordinator*

“The successful candidates will have a combination of academic and clinical responsibilities with the department.”

The SEAMO Strategic Recruitment and Priorities Committee has approved the department to begin recruitment efforts for family physicians in the following roles:

- **Academic Family Physician:** The incumbent will primarily be responsible for providing patient care to individuals rostered to the Queen's Family Health Team. The incumbent will also participate in various academic responsibilities, as the department determines. Interest in palliative care would help address departmental needs at this time.
- **Research Director – Academic Family Physician:** The position of research director includes the role of director, Centre for Studies in Primary Care (CSPC). Preference will be given to senior scholars whose research and teaching clearly demonstrate a focus on primary care research. As CSPC director and an academic family physician, the incumbent will report to the head of the Department of Family Medicine. The incumbent will be eligible for an endowed chair: The Walter Wylie Rosser Chair in Family Medicine Research. This prestigious position recognizes the pioneering work of Dr. Rosser in advancing the research contributions of family physicians in the enhancement of the clinical care of the department's patients.
- **Academic (Research) Family Physician:** The incumbent will be responsible primarily for providing patient care to individuals rostered to the Queen's Family Health Team. The incumbent will also participate in various academic responsibilities, as the department determines. The academic responsibilities for this position will be primarily in research.

The successful candidates will have a combination of academic and clinical responsibilities with the department.

The department continues to employ an exceptional group of physicians within its faculty associate (locum) resource pool. This group of early-career to retired physicians provides first-class patient care, as well as outstanding teaching and mentoring to the department's residents. The employment of these highly respected physicians enables regular faculty members to attend to the many academic and educational responsibilities they hold. Recruitment for the faculty associate resource pool is an ongoing initiative co-ordinated by the faculty support co-ordinator.



## INFORMATION MANAGEMENT



**Dr. David Barber**  
*Physician Lead, IMC*

“ With the introduction of an Ontario-wide electronic health record, there are exciting things happening in the provincial realm. ”

This year was incredibly busy for the information management committee, with changes to both information technology (IT) infrastructure and electronic medical record (EMR) systems at the Queen's Family Health Team (QFHT), Kingston site.

In July 2016, the QFHT's IT infrastructure moved from the Sunray system to a Virtual Desktop Infrastructure (VDI) system. The most technologically advanced iteration of the thin client solution, the VDI system allows for ongoing updates and expansion over the years to come. The transition was successful overall, but not without its challenges. The committee certainly appreciated, and continues to appreciate, staff members' patience as the system is tweaked to meet the high performance expected.

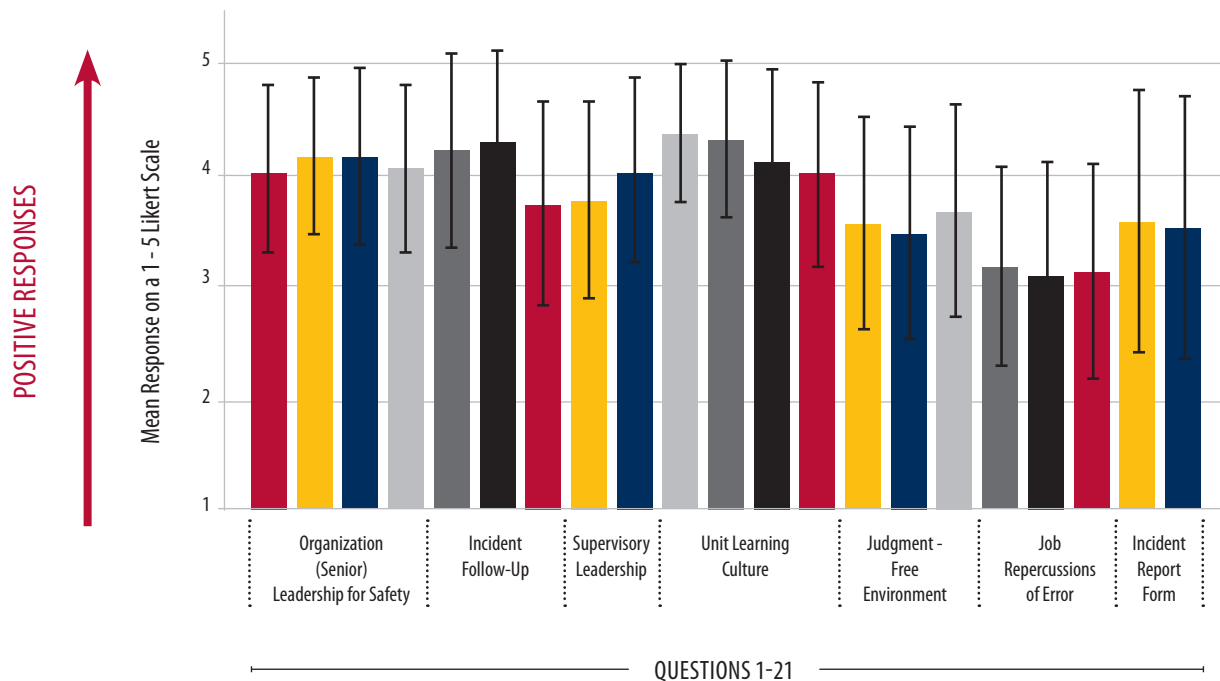
The second big transition was a move to OSCAR 15 – a major upgrade of the department's EMR system that required well over a year to lay the groundwork. Sub-committees were struck to prepare the clinic and staff, and to work with the vendor to make changes needed to maintain efficiencies. The QFHT clinic has multiple custom EMR needs associated with the department's teaching and research environment, and these were incorporated into the OSCAR 15 version. Moving to OSCAR 15 allows the clinic to intensify its focus on creating new innovations within the OSCAR environment, which can then be shared across the OSCAR open-source community.

The year ahead will focus on two primary areas. The first is to extract as much as possible from the two new platforms in terms of speed and efficiency. In concert with Queen's IT, the information management committee will continue to optimize the VDI system and commence rollout to staff in the department's research office, the Centre for Studies in Primary Care. The committee will work continuously with the OSCAR vendor over the year to achieve iterative enhancements.

The second area of focus will be continuing linkage with external entities and projects. With the introduction of an Ontario-wide electronic health record, there are exciting things happening in the provincial realm. This rollout is being staged across three areas across the province, and the department expects to be a leader in its implementation.

# RISK MANAGEMENT, PHYSICAL PLANT AND WORKPLACE SAFETY

## Staff Safety Culture Survey Overall Results



### Vicky Garrah

*Risk Management, Physical Plant  
and Workplace Safety Co-ordinator*

The Queen's Family Health Team's (QFHT) 220 Bagot St. location underwent a large renovation project in late 2016-early 2017, including painting and flooring, reconstruction and outfitting of all clinical utility rooms, and the addition of two clinical patient exam rooms.

In response to a staff safety culture survey, a revised incident report form has been created and is set to be installed on all department desktops in the near future. In addition to the new form, a comprehensive reporting process has been developed and

will be communicated with all staff to provide a better understanding of the purpose of incident reports and how they are distributed internally, investigated and managed. A subsequent survey will be distributed soon to gauge overall culture.

The workplace safety co-ordinator continues to serve as co-chair of the Southeast LHIN Regional Privacy Advisory Group. Meeting quarterly, this group has representation from a wide variety of health sectors including primary care, mental health, public health, CCAC and local hospitals. Among other projects, the group has facilitated the development of health information privacy training modules that are now accessible to all sectors for use in their staff training. The QFHT will soon be implementing this training for its clinical staff and faculty.

In 2016, the department's Quality Assurance Committee re-examined its terms of reference, mandate and future goals, which led to a decision that the committee focus more on clinical risk management. A new terms of reference was developed, along with a name change to the Clinical Risk Management Committee. The committee's purpose is to ensure the provision of quality service and care, along with a safe environment for clinical stakeholders through proactive strategies to prevent or minimize adverse occurrences.



# PARTNERSHIPS AND PLANNING ACTIVITIES

## Allen McAvoy

*Strategic Relations Manager*

Recognizing a significantly changed landscape since launching its five-year strategic plan in 2012, the Department of Family Medicine (DFM) has undertaken a variety of innovative partnerships and planning retreats over the past year.

The Queen's DFM – like other departments within Queen's School of Medicine or other departments of family medicine across the province – finds itself in a challenging, evolving environment that it could not fully anticipate five years ago when it created its strategic plan. Still, the department remains a high-functioning, partnership-responsive organization.

### Hospitalists at Providence Care Hospital

In collaboration with Providence Care, the DFM continues to advance the recruitment of two hospitalist positions for its hospitalist division, the first within the department. The two hospitalists will provide patient care to individuals within Providence Care's Complex Medical Program. One of these two hospitalists will be recruited to serve as the hospitalist division chair, tasked with implementing, developing and sustaining the new hospitalist division. Together, the two hospitalists will (a) provide medical coverage for a complex-care in-patient unit at the new Providence Care Hospital and (b) provide call coverage for these in-patient complex-care beds, working toward the goal of achieving a combined call schedule for all hospitalists at Providence Care Hospital. Further, among their academic responsibilities, these two hospitalists will undertake family medicine-based hospital medicine research and will assume educational duties. This work will eventually include

the pursuit of education and curriculum-development opportunities for residents interested in hospitalist medicine, as well as undergraduate medical education.

### The Financial Model

Last fall, DFM faculty and senior management undertook a full-day strategic retreat. The department needs to establish a renewed framework for its financial model while continuing to meet its strategic goals in education, research and clinical practice. With this in mind, the day's objective was to explore different perspectives on potential departmental strategies and initiatives to improve the DFM's financial status.

The work continues apace with the leadership team pursuing clinical expansion to enroll more patients at a similar capacity level; improving the management of locum use; undertaking financial reductions through structural and administrative efficiencies; and reviewing the role of PGY2/PGY3 residents to grow clinical and educational capacity. Combined with this financial retreat work, the department has undertaken an organizational review process that has involved several summits bringing together a cross-section of departmental faculty, residents and staff to identify opportunities for improvement.

### E-Consult Pilot Project

Early in 2017, the DFM launched a six-month e-consult pilot project with its Queen's Family Health Team (QFHT) clinics. This work, which continues until early summer, involves partnering with Kingston-area family health teams, SEAMO, the Southeast LHIN, OTN, OntarioMD and the Champlain BASE Project Team. The QFHT's referral clerks have been essential to the success of this initiative.

The use of e-consults enables family physicians to engage in a secure, electronic dialogue with specialists to manage patient care, and may avoid the need to refer some patients to a specialist for diagnosis and treatment.

Similar projects in the province have shown e-consult services help enhance access to specialist care and advice; decrease wait times; promote communication between specialists and family physicians; decrease unnecessary referrals to specialists; and ensure patients are better prepared for specialist consultations by completing testing ahead of time. More information about this initiative is available on the SEAMO dedicated e-consult website.

### Strategic Plan

Finally, the DFM is entering the final months of its current strategic plan. The department faces many challenges, but every challenge presents an opportunity to partner with Queen's and community colleagues. Several expected challenges include sub-LHIN structures that will see greater integration at the local level; Queen's Faculty of Health Sciences and School of Medicine department funding cuts; and the creation of initiatives that address the DFM's financial issues but also benefit patients and residents.

With the development of a new nimble, responsive multi-year strategic plan over the coming months, the department's leadership team will engage faculty, staff, residents, internal stakeholders and external partners. However, as with the 2012-2017 plan, the new strategic plan will align with the Faculty of Health Sciences' recently released strategic plan. This engagement is essential to understanding the educational, clinical, financial, political, organizational, social and technological factors that will affect the department over the next three to four years.



# THE DFM IN THE **COMMUNITY**

Intellectual & Developmental Disabilities Program





# INTELLECTUAL AND DEVELOPMENTAL DISABILITIES PROGRAM



**Dr. Meg Gemmill**  
IDD Program Director

“ This year, Queen’s Family Health Team met its goal of completing a health check for 80 per cent of its patients with IDD. ”

## Research

Research efforts in the Intellectual and Developmental Disabilities (IDD) program this year have focused on initiation of the new project: *Implementation and Evaluation of Health Links’ Coordinated Care Plans for Adults with Intellectual and Developmental Disabilities*. This is the first year of a two-year project, supported by the Innovation Fund grant. Several care plans have been completed to date, and the project is already providing valuable insight into co-ordination of care for this vulnerable population.

Dr. Jessica Ladoucer (Queen’s Family Health Team – Belleville) received a Centre for Studies in Primary Care Research Initiation Grant to implement co-ordinated care plans for patients with a dual diagnosis (a diagnosis of intellectual or developmental disability and a mental health diagnosis) in the Quinte Health Link.

Drs. Ian Casson, Liz Grier and Meg Gemmill have been involved in updating the Primary Care for Adults with Developmental Disabilities Canadian Consensus Guidelines. This important national project continues the work towards providing evidence-based recommendations regarding the health and well-being of adults with IDD. The updated guidelines will be published in a special issue of *Canadian Family Physician* devoted to developmental disabilities, to be published later this year. Originally written in 2006, these guidelines were last updated in 2011.

## Clinical

The IDD Health Check program is in its fourth year of proactively offering an annual health check to patients with IDD, as is recommended in the Primary Care for Adults with Developmental Disabilities Canadian Consensus Guidelines. This year, Queen’s Family Health Team met its goal of completing a health check for 80 per cent of its patients with IDD.

The IDD program has also expanded the Health Check program to include all patients who reside at group homes for adults with intellectual and developmental disabilities. The goal to complete a health check for 90 per cent of group home residents was also met.

## Education

The IDD program continues to provide education to Queen’s undergraduate medical students and family medicine residents about care of adults with intellectual and developmental disabilities. Dr. Grier developed a curriculum through which second-year undergraduate medical students receive a half-day session in advanced communication for adults with IDD, and feedback for the program from both students and faculty has been positive.

Dr. Gemmill continues to provide a case-based workshop to family medicine residents to introduce them to the Primary Care for Adults with Developmental Disabilities Canadian Consensus Guidelines and to orient them to the Health Check program at the Queen’s Family Health Team.





# THE DFM GLOBALLY

Global Health Curriculum

WONCA Promotes Value of Family Doctors



# GLOBAL HEALTH CURRICULUM



Resident physicians Dr. Shruti Sebastian and Dr. Hugh Guan (with Dr. Eva Purkey, centre) during a work break in Loikaw, Myanmar, January 2016



**Dr. Eva Purkey**

*Global Health Director*

The highlight of this year's Global Health program was the launch of the Refugee Health Initiative. Thanks to co-operation between the Department of Family Medicine, the South East LHIN, and Immigrant Services Kingston and Area, the department's Global Health website now features a Refugee Health Initiative section.

This Refugee Health Initiative website is designed for health-care providers and newcomers to access information, tools and services on health-care resources available to new refugees.

Beyond launching this website, the Queen's Family Health Team (QFHT) hosted two refugee intake clinics, which brought nine newly arrived Syrian families into the QFHT's patient population. These clinics were an excellent example of multidisciplinary collaboration, with great enthusiasm from faculty, residents, nursing staff and administration.

The Global Health program also introduced its electronic newsletter, *Horizons*, in 2016. With input from other Queen's departments and community organizations, *Horizons* provides updates on important topics relevant to various determinants of health. Topics in the premiere issue included the basic income guarantee, Kingston's opioid epidemic and a profile on Dr. Susan Bartels, Queen's Emergency Medicine. The second issue focused on refugee health.

One of the top priorities for 2017-2018 is redesigning the indigenous health curriculum to ensure residents receive robust training and are ready to provide excellent care to indigenous populations in both urban and rural/remote settings. The Global Health Working Group will also start work on the next strategic plan.

# WONCA PROMOTES VALUE OF FAMILY DOCTORS



**Dr. Ruth Wilson**  
*President  
North American Region  
WONCA*

“The World Health Organization recognizes the need to strengthen family medicine and primary care in countries throughout the world.”

In November 2016, Dr. Ruth Wilson was re-elected for a second term as President, North American Region, World Organization of Family Doctors (WONCA). The election took place at WONCA's World Conference in Brazil.

In this role, Dr. Wilson served this year as an external examiner for family medicine in the Caribbean at the University of the West Indies. She also spoke about the work of WONCA at meetings in Orlando, Vancouver and Kingston, Jamaica. This work is aimed at sharing knowledge, information and best practices to ensure that the goal of every family around the world having a family doctor may someday be achieved.

The organization's mission is to promote the value of family doctors to the health-care system around the world. Dr. Wilson represents the region's member organizations on the world executive, and works to encourage and enhance family medicine in North America and globally.

The World Health Organization recognizes the need to strengthen family medicine and primary care in countries throughout the world. Unlike Canada, where 50 per cent of physicians are family doctors, the role of family medicine in the health-care system is not yet valued and understood in many countries.

In 2015, the United Nations introduced a set of 17 goals to “end poverty, protect the planet and ensure prosperity for all.” Following “No Poverty” and “Zero Hunger” as the first two goals, Goal 3 is “Good Health and Well-Being” – “ensuring healthy lives and promoting well-being for all at all ages.” Currently, there are no measures of primary care in the indicators being developed to measure progress towards this goal. Lobbying for inclusion of this key metric has been a particular focus for WONCA.



Dr. Ruth Wilson, far right, and WONCA members from around the globe in Brazil in November 2016



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## GEOGRAPHIC FULL-TIME FACULTY

Birtwhistle, Richard ..... Professor  
 Green, Michael ..... Professor  
 Hodgetts, P. Geoffrey ..... Professor  
 Phillips, Susan ..... Professor  
 Schultz, Karen ..... Professor  
 Wilson, C. Ruth ..... Professor  
 Brown, Glenn ..... Associate Professor

Casson, R. Ian ..... Associate Professor  
 Griffiths, Jane ..... Associate Professor  
 Hall Barber, Karen ..... Associate Professor  
 MacDonald, Susan ..... Associate Professor  
 Sempowski, Ian ..... Associate Professor  
 Barber, David ..... Assistant Professor  
 Gemmill, Meg ..... Assistant Professor

Howse, Kelly ..... Assistant Professor  
 Purkey, Eva ..... Assistant Professor  
 Simpson, Matthew ..... Assistant Professor  
 Vakil, Cathy ..... Assistant Professor  
 Watson, Shayna ..... Assistant Professor  
 Wolfrom, Brent ..... Assistant Professor

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## ADJUNCT FACULTY

### A

Abbud, Saad ..... Assistant Professor  
 Abdel Hadi, Farid ..... Assistant Professor  
 Abramenko, Heather ..... Assistant Professor  
 Adel, Anoushirvan ..... Assistant Professor  
 Adelman, Karin ..... Assistant Professor  
 Ademidun, Aderotimi ..... Assistant Professor  
 Adetola, Ejibunmi ..... Assistant Professor  
 Affoo, Clifford ..... Assistant Professor  
 Agoston, Hanga ..... Assistant Professor  
 Ahluwalia, Nalin ..... Assistant Professor  
 Akingbola, Rotimi ..... Assistant Professor  
 Alexieva, Nedalina ..... Assistant Professor  
 Allin, Jeffery ..... Assistant Professor  
 Andrawis, Mamdouh ..... Assistant Professor  
 Aniol, Wojciechm (Vick) ..... Assistant Professor  
 Archibald, Wallace ..... Assistant Professor  
 Arcieri-Piersanti, Vincent ..... Assistant Professor  
 Arrowsmith, Sarah ..... Assistant Professor  
 Ashbury, Janet ..... Assistant Professor  
 Aspy, William ..... Assistant Professor  
 Athaide, Gregory ..... Assistant Professor  
 Avers, Henry ..... Assistant Professor

### B

Bailey, Allan ..... Assistant Professor  
 Baldisera, Tara ..... Assistant Professor  
 Banayan, Charleen ..... Assistant Professor  
 Barber, Albert ..... Assistant Professor  
 Barnabi, Francesco ..... Assistant Professor  
 Barnard-Thompson, Kathleen ..... Assistant Professor  
 Barnes, Christopher ..... Assistant Professor  
 Bartlett, Leah ..... Assistant Professor  
 Bartlett, Norman ..... Assistant Professor  
 Battel, Luigi ..... Assistant Professor

Bayer, Michael W. .... Assistant Professor  
 Bayoumi, Imaan ..... Assistant Professor  
 Beach, David A. .... Associate Professor  
 Beamish, John ..... Assistant Professor  
 Beattie, David ..... Assistant Professor  
 Beattie, Erin ..... Assistant Professor  
 Beaubien, Eliot Rene ..... Assistant Professor  
 Belanger, Sara ..... Assistant Professor  
 Belhaj, Abdelbaset ..... Assistant Professor  
 Beliveau, James ..... Assistant Professor  
 Bell, Thomas ..... Assistant Professor  
 Bell, Peter W. .... Assistant Professor  
 Bell, Allan ..... Assistant Professor  
 Bellack, Neil ..... Assistant Professor  
 Bengough, Michael ..... Assistant Professor  
 Bernes, Carolyn ..... Assistant Professor  
 Bhan, Heather ..... Assistant Professor  
 Bhatia, Jaspreet ..... Assistant Professor  
 Bhatt, Nikhil ..... Assistant Professor  
 Biedermann, Alyson ..... Assistant Professor  
 Bishop, Greg ..... Assistant Professor  
 Blackmore, Elizabeth ..... Assistant Professor  
 Blanchard, Stephen F. .... Assistant Professor  
 Bolton, Craig ..... Assistant Professor  
 Bonacci, Giuseppe ..... Assistant Professor  
 Bond, Andrew ..... Assistant Professor  
 Bonn, John M. .... Assistant Professor  
 Borins, Carolyn ..... Assistant Professor  
 Boronowski, Peter ..... Assistant Professor  
 Borzecki, Mark ..... Assistant Professor  
 Bothwell, Stuart ..... Assistant Professor  
 Bourne, Mary Elizabeth ..... Assistant Professor  
 Bowering, Evelyn M. .... Assistant Professor  
 Boyce, Debra ..... Assistant Professor  
 Boyle, Patrick ..... Assistant Professor

Brankston, Edwin R. .... Assistant Professor  
 Brar, Deepinderjit Singh ..... Assistant Professor  
 Briggs, Debby ..... Assistant Professor  
 Broderick, David ..... Assistant Professor  
 Brown, Marty ..... Assistant Professor  
 Brown, Robyn ..... Assistant Professor  
 Brown, Merrilee ..... Assistant Professor  
 Brown, Jamie ..... Assistant Professor  
 Brown-Shreves, Danielle ..... Assistant Professor  
 Bryson, Julie ..... Assistant Professor  
 Burgham, Ian ..... Assistant Professor  
 Burke, Howard ..... Assistant Professor  
 Burns, Brenda ..... Assistant Professor  
 Bushby, Barbara ..... Assistant Professor  
 Butan, Radu ..... Assistant Professor  
 Butler, Laura ..... Assistant Professor  
 Buxton, Max ..... Associate Professor

### C

Callow, John ..... Assistant Professor  
 Cambridge, Mary ..... Assistant Professor  
 Campbell, Joseph ..... Assistant Professor  
 Campbell, Barbara E. .... Assistant Professor  
 Campbell, Melanie ..... Assistant Professor  
 Carr, David ..... Assistant Professor  
 Cernat, Geta ..... Assistant Professor  
 Cescon, Mel ..... Assistant Professor  
 Cescon, Maria ..... Assistant Professor  
 Chabikuli, Sibomana ..... Assistant Professor  
 Chan, Tony Hong-Bun ..... Assistant Professor  
 Chan, Tak-Leung ..... Assistant Professor  
 Chan, Benedict ..... Assistant Professor  
 Chanda, Melanie ..... Assistant Professor  
 Chandra, Mark ..... Assistant Professor  
 Chandrarajan, Leonard ..... Assistant Professor

Charriere, Norma.....Assistant Professor  
 Chavlovski, Anna.....Assistant Professor  
 Chawla, Bharat.....Assistant Professor  
 Chen, Richard.....Assistant Professor  
 Cherla, Kiran.....Assistant Professor  
 Cheung, Caroline.....Assistant Professor  
 Cheung, Vincent.....Assistant Professor  
 Chou, Angela.....Assistant Professor  
 Christie, Elizabeth.....Assistant Professor  
 Chu, Robert Wei Xian.....Assistant Professor  
 Cleminson, Doug.....Assistant Professor  
 Cluett, Helen.....Assistant Professor  
 Cohen, Michelle.....Assistant Professor  
 Colapinto, David.....Assistant Professor  
 Colby, Joshua.....Assistant Professor  
 Collins, Celeste.....Assistant Professor  
 Conley, Douglas.....Assistant Professor  
 Connidis, Stephanie.....Assistant Professor  
 Cook, Douglas.....Assistant Professor  
 Coolican, Paul.....Assistant Professor  
 Corpus, Teofilo.....Assistant Professor  
 Coulas, Denise.....Assistant Professor  
 Cozens, Karen.....Assistant Professor  
 Crane, Jordon.....Assistant Professor  
 Crawford, Kathleen.....Assistant Professor  
 Cristoveanu, Nicholas.....Assistant Professor  
 Crosby, John.....Assistant Professor  
 Cunniffe, Aidan.....Assistant Professor  
 Curran, Daniel.....Assistant Professor  
 Curtin, Kimberley A.....Assistant Professor

**D**

Dallaire, Stephane.....Assistant Professor  
 Damji, Zumil.....Assistant Professor  
 Darling, Jennifer.....Assistant Professor  
 Daskalopoulos, Rina.....Assistant Professor  
 Dayal, Amita.....Assistant Professor  
 De Francesco, Nicole.....Assistant Professor  
 De La Roche, Michael.....Assistant Professor  
 Deacon, James.....Assistant Professor  
 Defoort, Ericka.....Assistant Professor  
 Deichert, Ken.....Assistant Professor  
 Delva, M. Dianne.....Professor  
 Dempsey, Laurel J.....Associate Professor  
 Denton, Richard.....Assistant Professor  
 Devins, Robert.....Assistant Professor  
 Devost, Nicole.....Assistant Professor  
 Dhiraj, Navraj.....Assistant Professor  
 Di Quinzio, Laura.....Assistant Professor  
 Di Stefano, Matt.....Assistant Professor

Dillon, Kirk.....Assistant Professor  
 Dixon, Heather.....Assistant Professor  
 Dobbs, Ryan.....Assistant Professor  
 Dobson, J. Crawford.....Assistant Professor  
 Dobyys, Jessica.....Assistant Professor  
 Doell, Donald.....Assistant Professor  
 Donald, Douglas.....Assistant Professor  
 Dong, Jihao (Jay).....Assistant Professor  
 Doobay, Calesh.....Assistant Professor  
 Doucet, Katie.....Assistant Professor  
 Drummond, Alan.....Assistant Professor  
 D'Souza, Mark.....Assistant Professor  
 Dubin, Ruth.....Assistant Professor  
 Ducharme, James.....Professor  
 Dukesz, Peter.....Assistant Professor  
 Dumas, Matthew.....Assistant Professor

**E**

Ebisuzaki, Lawrence.....Assistant Professor  
 Edwards, Rebecca.....Assistant Professor  
 Ehrat, Caroline.....Assistant Professor  
 Elahi, Mahmood.....Assistant Professor  
 Elcock, Sherwood.....Assistant Professor  
 Eldjama, Tarik.....Assistant Professor  
 Elia, Eshay.....Assistant Professor  
 Elms, Sherri.....Instructor  
 Erb, John.....Assistant Professor  
 Esperanzate, Patrick.....Assistant Professor  
 Essak, Mark.....Assistant Professor  
 Everett, Andrew.....Assistant Professor

**F**

Falconer, Erin.....Assistant Professor  
 Fantus, Claire.....Assistant Professor  
 Farnell, Barbara (Basia).....Assistant Professor  
 Farnell, Brian.....Assistant Professor  
 Ferdman, Doron.....Assistant Professor  
 Fern, Ken.....Assistant Professor  
 Finn, Brian.....Assistant Professor  
 Forster, Lisa.....Assistant Professor  
 Foster, Laura.....Assistant Professor  
 Francoeur, Maeve.....Assistant Professor  
 Fraser, Michelle.....Assistant Professor  
 Freeman, Kenneth.....Assistant Professor  
 Freeman, Christie.....Assistant Professor  
 French, Robert.....Assistant Professor  
 French, John.....Assistant Professor  
 Friesen, Dale.....Assistant Professor  
 Friesen, Reinhard.....Assistant Professor  
 Fuller, Benjamin.....Assistant Professor

Fuller, Barbara.....Assistant Professor  
 Fuoco, Gabriel.....Assistant Professor

**G**

Gabriel, Claudia.....Assistant Professor  
 Gallupe, Paul.....Assistant Professor  
 Gandhi, Sohail.....Assistant Professor  
 Gao, Megan.....Assistant Professor  
 Garfield, Hartley.....Associate Professor  
 Gaschler, Gordon.....Assistant Professor  
 Gazendam, Mary K.....Assistant Professor  
 Geddes, John A.....Assistant Professor  
 Gee, David.....Assistant Professor  
 Gemmill, H. Ian M.....Associate Professor  
 Gevorgyan, Artur.....Assistant Professor  
 Ghadai, Talha.....Assistant Professor  
 Ghatavi, Kayhan.....Assistant Professor  
 Gibb, Graham.....Assistant Professor  
 Gibson, Michelle.....Assistant Professor  
 Gibson, Michael.....Assistant Professor  
 Gibson, Kevin.....Assistant Professor  
 Gibson, Glenn.....Assistant Professor  
 Giffin, Meredith.....Assistant Professor  
 Gilic, Filip.....Assistant Professor  
 Ginzburg, Val.....Assistant Professor  
 Go, Katharyn.....Assistant Professor  
 Goldwater, Amy.....Assistant Professor  
 Golger, Alexander.....Assistant Professor  
 Gonu, Crystal.....Assistant Professor  
 Good, Louise.....Assistant Professor  
 Gooderham, Melinda.....Assistant Professor  
 Gow, Barbara.....Assistant Professor  
 Gow, Erin.....Assistant Professor  
 Grady, Colleen.....Assistant Professor  
 Graham, Kevin.....Assistant Professor  
 Grant, F. Curry.....Assistant Professor  
 Grant, Anna.....Assistant Professor  
 Gray, Aileen.....Assistant Professor  
 Green, Gordon.....Assistant Professor  
 Green, Michael.....Assistant Professor  
 Grier, Elizabeth.....Assistant Professor  
 Grieve, Geoffrey.....Assistant Professor  
 Grieve-Elgin, Leandra.....Assistant Professor  
 Griffin, Steven.....Assistant Professor  
 Griffin, Glenn.....Assistant Professor  
 Groen, Jeremiah.....Assistant Professor  
 Gruder, Alicja.....Assistant Professor  
 Gulati, Meena.....Assistant Professor  
 Gupta, Priya.....Assistant Professor



## FACULTY STAFF

### H

Hacking, Jennifer .....Assistant Professor  
 Haigh, Kim .....Assistant Professor  
 Hainer, Steven .....Assistant Professor  
 Hall, Ryan .....Assistant Professor  
 Halladay, Mark .....Lecturer  
 Hameed, Asiya .....Assistant Professor  
 Hameed, Faiza .....Assistant Professor  
 Hanson, Garth .....Assistant Professor  
 Harrington, Brian .....Assistant Professor  
 Hartleib, Michael .....Assistant Professor  
 Harvey, Bartholomew .....Associate Professor  
 Hasan, Shauknt .....Assistant Professor  
 Hassan, Hanadi .....Assistant Professor  
 Hataley, Joy .....Assistant Professor  
 Haunts, Kirk .....Assistant Professor  
 Hayward-Stewart, Amber .....Assistant Professor  
 Hebert-Croteau, Nicolas .....Assistant Professor  
 Heid, Robert .....Assistant Professor  
 Hendry, Graeme .....Assistant Professor  
 Henry, Rowan .....Assistant Professor  
 Henstock, Jennifer .....Assistant Professor  
 Hepburn, Douglas .....Assistant Professor  
 Hicks, Lisa .....Assistant Professor  
 Hill, Gary Vernon .....Associate Professor  
 Himann, Joan .....Assistant Professor  
 Hinkkala, Kaarlo .....Assistant Professor  
 Ho, Grant .....Assistant Professor  
 Ho, Vincent .....Assistant Professor  
 Hobbs, Cynthia .....Assistant Professor  
 Hogan, Jeff .....Assistant Professor  
 Holmes, Rebecca .....Assistant Professor  
 Holmes, Roger .....Assistant Professor  
 Holowaty, Melissa .....Assistant Professor  
 Horsey, Mike .....Assistant Professor  
 Hota, Ven S V B .....Assistant Professor  
 Hotson, Kenneth .....Assistant Professor  
 Houpt, Daniel .....Assistant Professor  
 Hsu, Chia-Wen .....Assistant Professor  
 Hughes, Brendan .....Assistant Professor  
 Hughes, Carol A .....Assistant Professor  
 Hughes, Peter .....Assistant Professor  
 Hurst, David .....Assistant Professor  
 Husain, Aisha .....Assistant Professor  
 Hutchings, Leslie .....Assistant Professor

### I

Ibrahim, Abdulmajid .....Assistant Professor  
 Ingram, Jennifer Karen .....Assistant Professor  
 Ingram-Crooks, Jennifer .....Assistant Professor

Irish, Leon .....Assistant Professor  
 Irvine, Rebecca .....Assistant Professor  
 Ivanovich, Den .....Assistant Professor

### J

Jaffer, Zahra .....Assistant Professor  
 Jain, Seema .....Assistant Professor  
 Jamieson, Brett .....Assistant Professor  
 Jamil, Khalid .....Assistant Professor  
 Jana, Elizabeth .....Assistant Professor  
 Janikowski, Andrew .....Assistant Professor  
 Jeffery, Anthony .....Assistant Professor  
 Jensen, Carlye .....Assistant Professor  
 Jeyaraj, Hamilton .....Assistant Professor  
 Jilani, Amer .....Assistant Professor  
 Joannou, Manuela .....Assistant Professor  
 Johnson, Ian .....Associate Professor  
 Johnson, C. Anthony .....Professor Emeritus  
 Joshi, Virat .....Assistant Professor  
 Joynt, Meileen .....Assistant Professor

### K

Kakavand, Farid .....Assistant Professor  
 Kalchbrenner, Joan .....Assistant Professor  
 Kalyniuk, Alanna .....Assistant Professor  
 Kamal, Maaz .....Assistant Professor  
 Kammila, Srinu .....Assistant Professor  
 Karn, Heather .....Assistant Professor  
 Kassirer, Aubrey .....Assistant Professor  
 Kelly, Janet .....Assistant Professor  
 Kennedy, Michael Geoffrey .....Assistant Professor  
 Kennedy, Joel .....Assistant Professor  
 Kennedy, Michael .....Assistant Professor  
 Kennie, Robin .....Assistant Professor  
 Kenny, Paul .....Assistant Professor  
 Khan, Sandra .....Assistant Professor  
 Khan, Danish .....Assistant Professor  
 Kilpatrick, Katherine .....Assistant Professor  
 Kim, James .....Assistant Professor  
 King, Crystal .....Assistant Professor  
 Kizoff, Peter .....Assistant Professor  
 Klein, Anna .....Assistant Professor  
 Knarr, Nadia .....Assistant Professor  
 Knight, Drew .....Assistant Professor  
 Kondor, Natalie .....Assistant Professor  
 Kos, Antonio .....Assistant Professor  
 Kotecha, Jyoti .....Lecturer  
 Koval, Donald .....Assistant Professor  
 Krete, Derek .....Assistant Professor  
 Kuchinad, Anil .....Assistant Professor

### L

LaCaprara, Lauren .....Assistant Professor  
 Ladak, Rahim .....Assistant Professor  
 Ladouceur, Jessica .....Assistant Professor  
 Lafrance, Kristy .....Assistant Professor  
 Lainey, Allison .....Assistant Professor  
 Lajoie, Lucie .....Assistant Professor  
 Langlois, Stephanie .....Assistant Professor  
 Lapena, Elsa .....Assistant Professor  
 Lapena, Hilario .....Assistant Professor  
 Larmer, James .....Assistant Professor  
 Lau, Ho Yin .....Assistant Professor  
 Lawler, Michelle .....Assistant Professor  
 Leahy, Patrick .....Assistant Professor  
 Leahy, Natalie .....Assistant Professor  
 Leblanc, Sarah .....Assistant Professor  
 Lee, Linda Li-Wen .....Assistant Professor  
 Lee, Carl .....Assistant Professor  
 Lee, Betty .....Assistant Professor  
 Lees, Ronald E.M. ....Professor Emeritus  
 Lennox, Catherine .....Assistant Professor  
 Leonard, Greg .....Assistant Professor  
 Lerm, Leon .....Assistant Professor  
 Lett, Darren .....Assistant Professor  
 Leung, Lawrence .....Associate Professor  
 Leventis, Tom .....Assistant Professor  
 Leyton, Edward .....Assistant Professor  
 Li, Chien .....Assistant Professor  
 Li, David .....Assistant Professor  
 Lindsay, Brian .....Assistant Professor  
 Linett, Lauren .....Assistant Professor  
 Lingertat, John .....Assistant Professor  
 Lo, Andrea .....Assistant Professor  
 Lockner, Charlene .....Assistant Professor  
 Loeb, Graham .....Assistant Professor  
 Loh, Lawrence .....Assistant Professor  
 Loiskandl, Rainer .....Assistant Professor  
 Lokanathan, Vanita .....Assistant Professor  
 Lombardi, Rocco .....Assistant Professor  
 Lottering, Wilraad .....Assistant Professor  
 Lussier, Timothy .....Assistant Professor  
 Lynch, Jennifer .....Assistant Professor

### M

Ma, Elaine .....Assistant Professor  
 MacGillis, Murray .....Assistant Professor  
 Mackenzie, Meredith .....Assistant Professor  
 Mackesy, Derek .....Assistant Professor  
 Mackinnon, Laura .....Assistant Professor  
 MacPherson, Colin .....Assistant Professor

MacPherson, David .....Assistant Professor  
 MacTavish, James.....Assistant Professor  
 MacTavish, Alison.....Assistant Professor  
 Mahadevan, Varagunan.....Assistant Professor  
 Mahim, Ardavan .....Assistant Professor  
 Mahoney, Brian.....Assistant Professor  
 Maini, Bharat .....Assistant Professor  
 Majeed, Sonilla .....Assistant Professor  
 Mak, Mabel .....Assistant Professor  
 Makary, David .....Assistant Professor  
 Malevich, Victoria.....Assistant Professor  
 Malhotra, Gurpreet .....Assistant Professor  
 Malinowski, Jason .....Assistant Professor  
 Mallin, Constantine (Dan) .....Assistant Professor  
 Mallory, Jonathan .....Assistant Professor  
 Maltman, Craig .....Assistant Professor  
 Mansworth, Colman.....Assistant Professor  
 Marashiello, Mark .....Assistant Professor  
 Marshall, Bryan.....Associate Professor  
 Martens, Benjamin .....Assistant Professor  
 Mascan, Lavinia .....Assistant Professor  
 Maskens, Peter D.....Assistant Professor  
 Mathur, Arun.....Assistant Professor  
 May, Terry .....Assistant Professor  
 Mayr, Michael .....Assistant Professor  
 Mazzoli, Paul.....Assistant Professor  
 McAllister, Caroline .....Assistant Professor  
 McBride, Allen .....Assistant Professor  
 McCall, Marnie .....Assistant Professor  
 McDonald, Lois .....Assistant Professor  
 McGarry, Ursula .....Assistant Professor  
 McGarry, Patrick.....Assistant Professor  
 McGregor, Tara .....Assistant Professor  
 McGregor, Aaron .....Assistant Professor  
 McIlquham, Ross .....Assistant Professor  
 McIlreath, Sean .....Assistant Professor  
 McIntosh, Douglas.....Assistant Professor  
 McLaughlin, Heather .....Assistant Professor  
 McLean, Ross R. ....Lecturer  
 McLeod, Valerie.....Assistant Professor  
 McMurray, Stephen .....Assistant Professor  
 McNally, Ed.....Assistant Professor  
 McNamara, Martin .....Assistant Professor  
 Mian, Ahmed .....Assistant Professor  
 Milio, Hany .....Assistant Professor  
 Miller, Christine.....Assistant Professor  
 Miller, Paul .....Assistant Professor  
 Miller, Thomas.....Assistant Professor  
 Milone, Stephen.....Assistant Professor  
 Milone, Stephanie.....Assistant Professor

Miron, Michele.....Assistant Professor  
 Mitchell, Wade .....Assistant Professor  
 Mitchell, Jessica .....Assistant Professor  
 Moeck, Lori.....Assistant Professor  
 Mohapatra, Subhra.....Assistant Professor  
 Mohr, Veronica .....Assistant Professor  
 Molson, Jenny L. ....Assistant Professor  
 Momi, Rajinder .....Assistant Professor  
 Montgomery, Christopher .....Assistant Professor  
 Moore, Kieran.....Associate Professor  
 Moreau, Monique .....Assistant Professor  
 Morgan, Jonathan.....Assistant Professor  
 Morris, Madeline.....Assistant Professor  
 Morrison, Cynthia.....Assistant Professor  
 Morrison, Kimberley .....Assistant Professor  
 Moulson, Brittany .....Assistant Professor  
 Mount, Victoria.....Assistant Professor  
 Moxon, Richard.....Assistant Professor  
 Muldowney, Siobhan.....Assistant Professor  
 Munoz, Michael .....Assistant Professor  
 Muselius, Brendas.....Assistant Professor

## N

Nagel, Daniel.....Assistant Professor  
 Nancekievill, Elizabeth A.....Assistant Professor  
 Naoum, Susanne.....Assistant Professor  
 Narini, Philip P. ....Instructor  
 Nasarullah, Fareeha .....Assistant Professor  
 Neelamkavil, Mirian.....Assistant Professor  
 Neufeld, Troy.....Assistant Professor  
 Neville, Robert J. ....Assistant Professor  
 Newman, Adam.....Assistant Professor  
 Newton, Kathryn.....Assistant Professor  
 Nichols, Kathleen .....Assistant Professor  
 Nicholson, Joanne.....Assistant Professor  
 Nicoara, Lucia Viorica .....Assistant Professor  
 Nicula, Mihaela .....Assistant Professor  
 Nijhawan, Monica.....Assistant Professor  
 Nijmeh, Larry .....Assistant Professor  
 Nimigan, Andre.....Assistant Professor  
 Ninan, Thomas.....Assistant Professor  
 Noulty, Elizabeth.....Assistant Professor  
 Nowak-Hariasz, Daria .....Assistant Professor  
 Nugent, Zoe.....Assistant Professor  
 Nuttall, John.....Assistant Professor  
 Nyholt, Noranda.....Assistant Professor

## O

O'Connor, Linda.....Assistant Professor  
 O'Connor, Emily.....Assistant Professor

O'Donnell, Patricia .....Assistant Professor  
 Ohrling, David .....Assistant Professor  
 Oketch, Consolata .....Assistant Professor  
 Oldham, Jaclyn .....Assistant Professor  
 Oluyole, Oluwakemi .....Assistant Professor  
 Osborne, Edward.....Assistant Professor  
 Ostic, Heather.....Assistant Professor

## P

Paidra, Erik .....Assistant Professor  
 Pajot, Denise .....Assistant Professor  
 Pakenham, Susan.....Assistant Professor  
 Paki Javan, Abdolreza .....Assistant Professor  
 Pang, Wei-Hsi .....Assistant Professor  
 Parbtani, Anwar .....Assistant Professor  
 Parker, Anne .....Assistant Professor  
 Parker, Barbara .....Assistant Professor  
 Parmar, Varinder.....Assistant Professor  
 Patel, Rupa .....Assistant Professor  
 Patey, Greg M. ....Assistant Professor  
 Paulsen, Tennille.....Assistant Professor  
 Pawley, Amanda.....Assistant Professor  
 Pedretti, Luigi .....Assistant Professor  
 Penney, Brian .....Assistant Professor  
 Pepper, Erin .....Assistant Professor  
 Perry, Jennifer .....Instructor  
 Petersen, Karin .....Assistant Professor  
 Philpott, Jane .....Assistant Professor  
 Pickle, Andrew .....Assistant Professor  
 Pike, Malcolm .....Assistant Professor  
 Pincock, Robert.....Assistant Professor  
 Pinkerton, David .....Assistant Professor  
 Pinto, Sebastian .....Assistant Professor  
 Pitre, Denise .....Assistant Professor  
 Poonja, Zahir .....Associate Professor  
 Pope, Jennifer.....Assistant Professor  
 Post, Ellen.....Assistant Professor  
 Potvin, William.....Assistant Professor  
 Poyner, Matthew.....Assistant Professor  
 Prince, Timothy .....Assistant Professor  
 Pritchett, Sean.....Assistant Professor  
 Pun, Christine.....Assistant Professor  
 Purvis, Jane .....Assistant Professor  
 Pyle, Adam.....Assistant Professor

## R

Ragaz, Stephan .....Assistant Professor  
 Rahil, Preetinder .....Assistant Professor  
 Rahim, Sherali.....Assistant Professor  
 Rajendran, Bahe.....Assistant Professor



## FACULTY STAFF

Raleigh, John P. .... Assistant Professor  
 Ramachandran, Sanjay ..... Assistant Professor  
 Ramirez, Oswaldo ..... Assistant Professor  
 Ranade, Sudit ..... Assistant Professor  
 Rand, Juri ..... Assistant Professor  
 Razvi, Yasar ..... Assistant Professor  
 Read, James ..... Assistant Professor  
 Reade, Mauianne ..... Assistant Professor  
 Ready, Eric ..... Assistant Professor  
 Reesor, John ..... Assistant Professor  
 Reinhartz, Abraham ..... Assistant Professor  
 Revel, Lillian ..... Assistant Professor  
 Rice, Brenda ..... Assistant Professor  
 Rice, Clifford G. .... Assistant Professor  
 Richard, Thomas ..... Assistant Professor  
 Rivlin, Leon ..... Assistant Professor  
 Riyaz, Samreen ..... Assistant Professor  
 Rizvi, Shahbano ..... Assistant Professor  
 Robertson, Margaret ..... Assistant Professor  
 Robinson, Hilary ..... Assistant Professor  
 Robson, Mark ..... Assistant Professor  
 Rockwell, Helen Audrey ..... Assistant Professor  
 Roman, Stephanie ..... Assistant Professor  
 Romanowski, Andrew ..... Assistant Professor  
 Rosebush, David ..... Assistant Professor  
 Ross, Andrew ..... Assistant Professor  
 Rosser, Walter ..... Professor Emeritus  
 Rowan, Declan ..... Assistant Professor  
 Rowland, Mary ..... Assistant Professor  
 Rowland, Richard ..... Assistant Professor  
 Rubenstein, Beth ..... Assistant Professor  
 Rubenzahl, Steven ..... Assistant Professor  
 Rukholm, Gavin ..... Assistant Professor  
 Ruparelia, Meera ..... Assistant Professor  
 Russell, Lois ..... Assistant Professor  
 Rutledge, David ..... Assistant Professor

### S

Sajed, Sina ..... Assistant Professor  
 Salja Halili, Elvira ..... Assistant Professor  
 Salvaterra, Rosana ..... Assistant Professor  
 Sangster-Gibson, Susan ..... Assistant Professor  
 Santin, Jose ..... Assistant Professor  
 Schabas, Richard ..... Associate Professor  
 Schatzmann, Markus ..... Assistant Professor  
 Scher, Kim ..... Associate Professor  
 Schriver, Christine ..... Assistant Professor  
 Scooley, Jessica ..... Instructor  
 Scott, Gregory ..... Assistant Professor

Scotton, Paul ..... Assistant Professor  
 Scrivens, Blair ..... Assistant Professor  
 Selvarajah, Prasonna ..... Assistant Professor  
 Sethi, Abhimanyu ..... Assistant Professor  
 Shack, Jason ..... Assistant Professor  
 Shah, Natavarlal ..... Assistant Professor  
 Shah, Nikhil ..... Assistant Professor  
 Shahzad, Karina ..... Assistant Professor  
 Shaikh, Muhammed ..... Assistant Professor  
 Shannon, William ..... Assistant Professor  
 Sharma, Shalini ..... Assistant Professor  
 Shephard, Suzanne ..... Assistant Professor  
 Shew, Raphael ..... Assistant Professor  
 Shipley, William ..... Assistant Professor  
 Shoucri, Rami ..... Assistant Professor  
 Shourideh-Ziabari, S.M. Amir ..... Assistant Professor  
 Shufelt, Kathryn ..... Assistant Professor  
 Simpson, Craig ..... Assistant Professor  
 Simpson, John ..... Assistant Professor  
 Singarayer, Chandrakumar ..... Assistant Professor  
 Singh, Davindra ..... Assistant Professor  
 Sladic, Sabina ..... Assistant Professor  
 Sloan, Jeffrey ..... Assistant Professor  
 Smith, Whitney ..... Assistant Professor  
 Smith, Karen ..... Assistant Professor  
 Snarr, Michelle ..... Assistant Professor  
 Snider-Adler, Melissa ..... Assistant Professor  
 Sosnowski, Chris ..... Assistant Professor  
 Spacek, Kimberly ..... Assistant Professor  
 Spacek, Stan Zdenek ..... Assistant Professor  
 Spink, Donald ..... Assistant Professor  
 Stanford, Timothy ..... Assistant Professor  
 Steinitz, Tracy ..... Assistant Professor  
 Stelzer, Hans ..... Assistant Professor  
 Stephenson, Christina ..... Assistant Professor  
 Stewardson, Julie ..... Assistant Professor  
 Stewart, Paula ..... Assistant Professor  
 Stewart, G. Ivan ..... Assistant Professor  
 Stewart, Adam ..... Assistant Professor  
 Steyn, Jacobus ..... Assistant Professor  
 Stirtzinger, Ruth ..... Assistant Professor  
 Stone, Anthoney ..... Assistant Professor  
 Struthers, Emma ..... Assistant Professor  
 Stubbins, Robert ..... Assistant Professor  
 Stuparyk, Robert ..... Assistant Professor  
 Suhadolc, Thomas ..... Assistant Professor  
 Sun, Christina ..... Assistant Professor  
 Sundaram, Manickavasagam ..... Assistant Professor  
 Swift, Valerie ..... Assistant Professor

Sylvester, Michael ..... Assistant Professor  
 Szlanta, Agata ..... Assistant Professor

### T

Taerk, Eric ..... Assistant Professor  
 Tahir, Ferhana ..... Assistant Professor  
 Takhar, Baldeep ..... Assistant Professor  
 Tatham, Nancy ..... Assistant Professor  
 Tauseef, Nazia ..... Assistant Professor  
 Taylor, James ..... Assistant Professor  
 Taylor, Okuda ..... Assistant Professor  
 Tebbenham, Troy ..... Assistant Professor  
 Thassanapaff, Vatinnee ..... Assistant Professor  
 Therrien, Arawn ..... Assistant Professor  
 Thomas, Andrew James ..... Assistant Professor  
 Thomas, Richard ..... Assistant Professor  
 Thompson, Courtney ..... Assistant Professor  
 Thomson, Linda ..... Assistant Professor  
 Thornton, Mary ..... Assistant Professor  
 Tigchelaar, Tim ..... Assistant Professor  
 Tillman, William ..... Assistant Professor  
 Touzel, Elizabeth ..... Assistant Professor  
 Touzel, Thomas A. .... Lecturer  
 Trail, Carla ..... Assistant Professor  
 Tram, Carolyn ..... Assistant Professor  
 Tromp, Margaret M. .... Associate Professor  
 Troughton, Kevin Mark ..... Assistant Professor  
 Trozzi, Mark ..... Assistant Professor  
 Tuppal, Raj ..... Assistant Professor  
 Turner, Paul ..... Assistant Professor  
 Turner, Douglas (Robert) ..... Assistant Professor

### V

Vaga, Kristin ..... Assistant Professor  
 Vajid, Muhammad ..... Assistant Professor  
 Van Melle, Elaine ..... Assistant Professor  
 Vanderkamp, Nick ..... Assistant Professor  
 Vandersluis, Rudy ..... Assistant Professor  
 Vanderwater, Charles ..... Assistant Professor  
 Vanier, Kelly ..... Assistant Professor  
 VanNoppen, Bob ..... Assistant Professor  
 Verma, Geetika ..... Assistant Professor  
 Veselskiy, Oleg ..... Assistant Professor  
 Viaznikova, Tanya ..... Assistant Professor  
 Vieira, Rose-Anne ..... Assistant Professor  
 Vilcini, Michelle ..... Assistant Professor  
 Vincent, David ..... Assistant Professor  
 Voinov, Valentin ..... Assistant Professor  
 Vu, John ..... Assistant Professor

Vukojevic, Duska .....Assistant Professor

## W

Wahay, Leigh .....Assistant Professor  
 Waldin, Amelie .....Assistant Professor  
 Waldron, Mark .....Assistant Professor  
 Wang, Xiao Ling (Lancy) .....Assistant Professor  
 Ward, Michael .....Assistant Professor  
 Warwick, Kim .....Assistant Professor  
 Webb, Katie .....Assistant Professor  
 Webster, Jennifer .....Assistant Professor  
 Webster, Colleen .....Assistant Professor  
 Webster, Lindsay .....Assistant Professor  
 Weinstein, David .....Assistant Professor  
 Weir, Erica .....Assistant Professor  
 Weir, Martina .....Assistant Professor  
 Weir, Michael .....Assistant Professor  
 Weisbaum, Karen .....Lecturer  
 Wells, Peter .....Assistant Professor  
 West, Robert D. ....Assistant Professor  
 Wheeler, Jesse .....Assistant Professor

Whelan, Jennifer .....Assistant Professor  
 Wherrett, Laurie J. ....Assistant Professor  
 White, Carol A. ....Assistant Professor  
 White, Stephen F. ....Assistant Professor  
 White, Nancy .....Assistant Professor  
 Whitehead, Sara .....Assistant Professor  
 Whiting, Natalie .....Assistant Professor  
 Wiebe, Arthur .....Assistant Professor  
 Wiginton, Richard .....Assistant Professor  
 Wilkins, Warren .....Assistant Professor  
 Wilkinson, Sarah .....Assistant Professor  
 Willms, Joanna .....Assistant Professor  
 Wilson, Meghan .....Assistant Professor  
 Wilson, Colin .....Assistant Professor  
 Wilson, Kaetlen .....Assistant Professor  
 Withers, Martin .....Assistant Professor  
 Wlodarski, Martin .....Assistant Professor  
 Wong, Richard .....Assistant Professor  
 Wong, King .....Assistant Professor  
 Wong, Patrick .....Assistant Professor  
 Wonnacott, Matthew .....Assistant Professor

Wynd, Henriette .....Assistant Professor  
 Wynd, Kimberly .....Assistant Professor  
 Wyss, Kristina .....Assistant Professor

## Y

Yamashiro, Hirotaka .....Assistant Professor  
 Yates, Stephen .....Assistant Professor  
 Yau, Joyce .....Assistant Professor  
 Yee, Ernest .....Assistant Professor  
 Yousefi, Vanda .....Assistant Professor  
 Yu, Carlos .....Assistant Professor  
 Yu, Maria .....Assistant Professor  
 Yusuf, Muhseen .....Assistant Professor  
 Ywakim, Fikry .....Assistant Professor

## Z

Zahradnik, Joseph .....Assistant Professor  
 Zbar, Ariella .....Assistant Professor  
 Zelek, Barbara .....Assistant Professor  
 Zouros, Irene .....Assistant Professor

## DEPARTMENT STAFF

### KINGSTON SITE

Allen, Cindi .....Billing Clerk  
 Bain, Carly .....Clinic Clerk  
 Banks, Michelle .....Clinic Clerk/Medical Office Assistant (Casual)  
 Batchelor, Diane .....Nurse Practitioner  
 Beckles, Marissa .....CSPC Administrative Assistant  
 Biggs, Kendra .....Clinic Clerk / After Hours Clinic Assistant  
 Bolding, Jennifer .....Registered Practical Nurse (Casual)  
 Bouman, Jennifer .....Registered Practical Nurse  
 Bowering, Evelyn .....Assistant Professor, Social Worker  
 Boyce, Cindy .....Clinic Clerk (Referral Clerk)  
 Briely, Jennifer .....Senior Program Co-ordinator  
 Butler-Patterson, Lisa .....Registered Practical Nurse (Foot Care)  
 Cavanaugh, Rebecca .....Clinic Clerk  
 Chick, Lorraine .....Nurse Practitioner  
 Coates, Steve .....Stocking Clerk/Medical Office Assistant  
 Corrigan, Joe .....IT Administrator  
 Cross, Diane .....QFHT Clinic Manager  
 Cutrona, Edwin .....Finance Co-ordinator  
 Dalgarno, Nancy .....Health Researcher  
 DeBlois, Judy .....Revenue and Compensation Administrator  
 Deir, Julie .....Registered Practical Nurse (Casual)

Doherty, Mitch .....Manager of Operations  
 Doll, Dana .....PGY3 Program Co-ordinator  
 Ehsani-Moghaddam, Behrouz .....Senior Data Analyst  
 Elms, Sherri .....Pharmacist  
 Evaristo, Carla .....Residency Program Assistant  
 Faroldi, Roberta .....Registered Nurse (Casual)  
 Fisher, Marjorie .....Finance Clerk  
 Friske, Pat .....Registered Nurse  
 Garrah, Vicky .....Workplace Safety Co-ordinator  
 Gauthier, Rhonda .....Registered Nurse  
 Giles, Margaret .....Registered Nurse  
 Grady, Colleen .....CSPC Manager  
 Graves, Grace .....Medical Office Assistant (Casual)  
 Han, Han .....CSPC Research Associate  
 Harris, Karen .....Registered Nurse  
 Hasselaar, Reza .....Administrative Assistant  
 Hillhorst, Amanda .....Clinic Clerk (Casual)  
 Hughson, Elizabeth .....Registered Nurse  
 Janiuk, Francine .....Nursing Manager  
 Jarzyllo, Susan .....Administrative Assistant  
 Johnston, Emily .....Research Associate



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## DEPARTMENT STAFF

Kennedy, Laura.....Faculty Support Co-ordinator  
Kinsella, Lorne.....CSPC Data Manager  
Kopecki, Cecilia.....Clinic Clerk  
Lamont, Lisa.....Registered Practical Nurse  
LeBlanc, Peter.....Stocking Clerk  
Little, Allison.....Dietitian  
Little, Michelle.....Clinic Clerk (Referral Clerk)  
Lloyd, Brooke.....Clinic Clerk (Casual)  
MacDaid, Jennifer.....Clinical Program Co-ordinator  
MacDonald, Jenny.....Medical Office Assistant  
MacKinnon, Kristen.....Clinic Clerk (Casual)  
Martin, Ken.....CSPC Senior Data Manager  
Martin, Mary.....Research Associate  
McAvoy, Allen.....Manager, Strategic Relations & Planning  
McHugh, Sara.....Clinic Clerk  
McQuarrie, Lynne.....Registered Practical Nurse  
Miller, Rose.....Registered Practical Nurse  
Morkem, Rachael.....Research Associate  
Murray, Jessica.....Clinic Clerk (Referral Clerk)  
Parr, Tammy.....Clinical Administrative Assistant  
Patterson, Vanessa.....Human Resources Co-ordinator  
Peruelo, Angeline.....Registered Practical Nurse  
Peters, Susan.....Nurse Practitioner  
Powell, Carolyn.....Administrative Assistant (Department Head)  
Queenan, John.....Epidemiologist  
Robinson, Christina.....Medical Office Assistant (Casual)  
Rude, Louise.....Clinic Clerk (Casual)  
Sakell, Judy.....Manager of Education  
Scott, Abigail.....Data & Quality Improvement Analyst  
Shinniman, Gail.....Registered Practical Nurse  
Smith, Tess.....Clinic Clerk (Medical Records)  
Taylor, Sarah.....Residency Program Assistant (Curriculum)  
Turnbull, Paule.....Administrative Assistant  
Van Luven, Ashleigh.....Clinic Clerk

VanKougnet, Amy.....Registered Practical Nurse  
Villeneuve, Amanda.....Clinic Clerk  
Wallace, Kim.....Medical Office Assistant  
Ware, Lily.....Registered Practical Nurse  
Weaver, Tracy.....Communications Co-ordinator  
Wells, Jennifer.....Assessment & Evaluation Co-ordinator  
White, Kerry.....Registered Practical Nurse  
Zuliniak, Karen.....Recruitment & Orientation Co-ordinator

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### BELLEVILLE-QUINTE SITE

Adams, Cindy.....Registered Nurse  
Bobbette, Nicole.....Occupational Therapist  
Cao, Dr. Yan.....Psychologist  
DiGiovanni, Andrea.....Social Worker  
Donnelly, Catherine.....Occupational Therapist  
Hughson, Jessica.....Site Co-ordinator (Shared 2016-2017)  
Leavitt, Abby.....Program Manager  
Lynch, Stephanie.....Pharmacist  
Proulx, Judith.....Dietitian  
Richardson, Raquel.....Program Assistant  
Vance, Jessica.....Site Co-ordinator (Shared 2016-2017)  
Wolfe, Ashleigh.....Registered Nurse (System Navigator)

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### PETERBOROUGH-KAWARTHA SITE

Van Parys, Chantal.....Site Co-ordinator

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### BOWMANVILLE-OSHAWA-LAKERIDGE SITE

Billings, Christie.....Site Co-ordinator (Shared 2016-2017)  
Hodges, Julie.....Site Co-ordinator (Shared 2016-2017)  
McKay, Suzanne.....Site Co-ordinator (Shared 2016-2017)

### SECTION COVER PHOTOGRAPHY

**Education:** Resident physicians at Camp Oconto.

*Photo Rob Whelan Photography*

**Clinical Services:** Dr. Meg Gemmill with baby William.

*Photo Rob Whelan Photography*

**Research:** KTI resident Dr. Sheila Wang at Primary Care Research Day. *Photo Rob Whelan Photography*

**Inside the Department:** Dr. Ruth Wilson and Dr. Natalie Whiting at the department's annual matrix retreat.

*Photo Dr. Ian Sempowski*

**The DFM in the Community:** Dr. Ian Casson with a patient from Ongwanada. *Photo Taylor Studios*

**The DFM Globally:** A family in a refugee camp in Ban Nai Soi, Thailand. *Photo Dr. Eva Purkey*



## OUR MISSION

To be recognized as opinion leaders and valued partners, advancing the discipline of family medicine and health-care systems within Queen's, locally, regionally, nationally and internationally;

To be committed to a distinctive, foundational education program that prepares family doctors to be competent, confident generalists who are responsive to the needs of the communities they serve – from urban settings to small towns, rural or remote regions of Canada;

To act as a model of outstanding patient-centred health care;

To contribute to improving the health of individuals and populations by supporting our researchers and the Centre for Studies in Primary Care;

To be dedicated to social responsibilities and service, acting as advocates for our patients and as champions for issues that affect health so as to improve society and better care for vulnerable and underserved populations, locally and abroad;

To cultivate a highly collaborative environment where personnel are integrated into the clinical, education and research processes, and to foster a work environment that enables and sustains outstanding teamwork and performance.





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