

# What's Going On?

## **THE NOSM CHALLENGE**

Strategic Plan 2021-2025

Local Education Group Meeting – October 23, 2020

# How are we doing?



**714 MD  
GRADS**

**48** SELF-IDENTIFIED  
AS **INDIGENOUS**

**151** SELF-IDENTIFIED  
AS **FRANCOPHONE**

AT MD ADMISSIONS



**NOSM**  
ALUMNI

# How are we doing?



**579**  
**RESIDENTS**

**HAVE COMPLETED NOSM PROGRAMS\* ...**

\*FOR WHICH WE HAVE PRACTICE LOCATIONS.

## **344 PRACTICE IN NORTHERN ONTARIO:**

**91** in Sudbury

**76** in Thunder Bay

**84** in Rural  
Communities

**91** in other Urban  
Communities

**2** in First Nation  
Communities



**196**  
**GRADUATES**

**COMPLETED THEIR MD + RESIDENCY AT NOSM\* ...**

\*FOR WHICH WE HAVE PRACTICE LOCATIONS.

## **176 PRACTICE IN NORTHERN ONTARIO:**

**55** in Sudbury

**40** in Thunder Bay

**38** in Rural  
Communities

**41** in other Urban  
Communities

**2** in First Nation  
Communities

# Faculty

**1,797**  
**FACULTY**

**1,500+\***  
CLINICAL SCIENCES  
PHYSICIANS

\* 1,392 PRACTISE IN  
NORTHERN ONTARIO  
( 344 RURAL + 1048 URBAN )

**91.94%**

**277**  
NON PHYSICIAN

**164** SELF-IDENTIFY  
AS FRANCOPHONE

**53** SELF-IDENTIFY  
AS INDIGENOUS

**1,004** MALE

**779** FEMALE



# The NOSM Challenge 2025

NOSM has identified four strategic directions:

1. Transform Health Human Resource Planning
2. Advance Social Accountability
3. Innovate Health Professions Education
4. Strengthen Research Capacity in Northern Ontario

NOSM will be supported by four strategic enablers:

1. Valuing Our People
2. Managing Our Resources
3. Investing in Our Infrastructure
4. Sustaining Our Resilience



An aerial photograph of a vast, dense forest in Northern Ontario, Canada, during the golden hour of sunset. The sun is low on the horizon, casting a warm, orange glow over the scene. The forest is a mix of green and yellow-green, indicating the start of autumn. In the foreground, a calm lake reflects the sky and the surrounding trees. The overall atmosphere is serene and natural.

# MISSION

To improve the health of Northern Ontarians by being socially accountable in our education and research programs and advocating for health equity.



**STRATEGIC DIRECTION # 1**

# **Transform Health Human Resource Planning**

**GOAL:** To link health human resources (HHR) to Northern Ontario's needs (Francophone, Indigenous, rural, and urban) with a focus on specialist and subspecialist physician training.



Bear Island First Nation

**STRATEGIC DIRECTION # 2**

# **Advance Social Accountability**

**GOAL:** To embed social accountability throughout NOSM with a focus on measurable, transformative, and sustainable change in health-care systems for Northern Ontario.



STRATEGIC DIRECTION # 3

## Innovate Health Professions Education

**GOAL:** To be recognized across Northern Ontario for developing innovative models of education in Northern, Indigenous, Francophone, rural and remote medicine that lead to well trained health-care practitioners who stay in the communities of the North.



Lake Superior

**STRATEGIC DIRECTION # 4**

**Strengthen Research  
Capacity in Northern Ontario**

**GOAL:** To strengthen research capacity in Northern Ontario by aligning with health-research partners to improve performance and measurable outcomes in health services, quality health care, health and biomedical research and knowledge translation.

# Strategic Enablers

NOSM will be supported by four strategic enablers:

1. Valuing Our People
2. Managing Our Resources
3. Investing in Our Infrastructure
4. Sustaining Our Resilience



# Relationships and Collaborations



- ✓ 51 Local Education Groups
- ✓ 34 different communities joining together and collaborating:
  - ✓ Sudbury - 14 LEGs
  - ✓ Thunder Bay - 15 LEGs

# 2019 – LEG Workshop

"How might we better support education and research for both medical learners and clinical faculty to optimize recruitment and retention of doctors at all NOSM affiliated teaching sites?"

# Key Themes

- Protected time for academic work
- Accessible faculty education/development/CEPD
- Education Support services - Accommodations
- Recruitment and retention - Ongoing
- Research support services
- Improved Faculty Affairs - application process
- Consistent NOSM resources and communications

# What's Being Done

- Capacity Assessment
- Regional Networks
- Review of Accommodations
- Enhanced support for LA and Resident Wellness re struggling learner – learning advocates
- Advocacy for Academic Mandate
- Investment in Faculty Development

# NOSM – NOAMA Relationship

“You can’t have one without the other.”

# Challenges and Opportunities

- Expansion: Pre-election environment
- Northern Focus: Accessibility
- Mental Health and Addictions
- Indigenous and Francophone Health
- OHTs
- AHSNN
- NOAMA must continue to address the unfunded expansion and future expansion of the medical school.

# Moving Forward Our Mutual Goal:

- Transform physician workforce in Northern Ontario from fragile to flourishing.
- COVID-19 highlighted both fragility & Social Accountability in practice.

# Fragility: By the numbers

- > 100 family physicians - mostly rural generalists
- > 100 specialists in the 5 Northern Urban Hospitals, but also Sioux Lookout, Kenora.
- Information collected from one study indicates that up to 50% of rural clinicians expect to retire in next 5 years.

# NOSM's Role: Clinical Community

- Building a rural generalist pathway to support rural generalist development to meet needs of rural, remote and Indigenous communities.
  - Requires distributed training in rural context, urban training for volume
- Ensure training of urban generalist FP's and specialists.
- Create support to “join up” into clinical networks of care – from urban hubs through to rural communities.

# Thank you.



Northern Ontario  
School of Medicine  
École de médecine  
du Nord de l'Ontario  
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