

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
A L U M N I

How are we doing?



579
RESIDENTS

HAVE COMPLETED NOSM PROGRAMS* ...

*FOR WHICH WE HAVE PRACTICE LOCATIONS.

344 PRACTICE IN NORTHERN ONTARIO:

| | |
|--------------------------------|--------------------------------------|
| 91 in Sudbury | 91 in other Urban Communities |
| 76 in Thunder Bay | 2 in First Nation Communities |
| 84 in Rural Communities | |



196
GRADUATES

COMPLETED THEIR MD + RESIDENCY AT NOSM* ...

*FOR WHICH WE HAVE PRACTICE LOCATIONS.

176 PRACTICE IN NORTHERN ONTARIO:

| | |
|--------------------------------|--------------------------------------|
| 55 in Sudbury | 41 in other Urban Communities |
| 40 in Thunder Bay | 2 in First Nation Communities |
| 38 in Rural 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. The trees are mostly green, with some showing early autumn colors of yellow and orange. A calm lake is visible in the lower center, reflecting the sky. The sky is a mix of orange, yellow, and blue, indicating a sunset or sunrise. A dark blue rectangular box is overlaid in the center, containing the text.

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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