MISSION STATEMENT

AFMC is the academic partnership of Canada’s faculties of medicine. Through our collective leadership, expertise and advocacy, we will achieve excellence in education, research and care for the health of all Canadians.

STRATEGIC GOALS

To support Canadian faculties of medicine and their faculty members, staff and learners.
To be the leading national advocate and knowledge resource for academic medicine.
To lead collaborative initiatives that achieve excellence and innovation in academic medicine.
To integrate academic medicine into the health system, with the goal of improving the health of all.

VALUES

Excellence
To achieve excellence in all its endeavours, AFMC will apply innovation, ingenuity, creativity, inquiry, discovery, and continuous quality improvement.

Inclusivity
AFMC embraces differences amongst people and respectfully creates value from diversity of ideas, culture and language.

Collaboration
For AFMC, collaboration is both a process and outcome that engages different perspectives and involves partnerships between organizations, professions and individuals.

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Message from the Chair

Last year, just like my past three years as Chair, was a very busy one. AFMC took a leadership role in important projects, both highly strategic and historic. Therefore, 2013 was a turning point in many ways.

First of all, there was the departure of Dr. Nick Busing. He had provided the AFMC with a devoted leadership for many years, and we had to find him a suitable replacement, capable to fill his shoes. As Chair, I directed the recruitment process to find that special someone who could continue to lead the way for AFMC and tackle the new strategic challenges ahead. I am very pleased that our choice was Dr. Geneviève Moineau. Her personal and professional qualities make her an excellent leader; intelligent, innovative, ambitious and a good listener.

It is also with great pride that I was able to witness how our hard work over the last few years allowed the AFMC to evolve in its governance structure, becoming more strategic in its approach and objectives, and playing a more active role as an official voice on behalf of the faculties. We have forged more solid relationships with our different partners in education and research, as well as with different governments, in order to solidify our influence and promote our interests. I had the privilege to witness first-hand this great transformation.

Last December, AFMC signed a historic agreement with regards to the accreditation of the faculties of medicine of Canada. This memorandum of understanding between the Liaison Committee on Medical Education (LCME) and the Committee on Accreditation of Canadian Medical Schools (CACMS) is one more step towards greater latitude for Canada in terms of medical education norms and will make the process easier by recognizing the Canadian specificity of the training of medical students. I am very proud to have been an active part of this important milestone that will have positive and long term impacts.

It is therefore with a mind at peace, with a feeling of pride and accomplishment, that at the end of this 2013-2014 year I will pass on my responsibilities as Chair to my colleague from Montréal University, Dr. Hélène Boisjoly. Not only am I confident that she will be successful in her endeavour, I am even more satisfied to see a Francophone Quebecker take on this leadership role. I am convinced this will have a positive impact on our work and the challenges ahead for the years to come.

Dr. Jacques Bradwejn
Chair, Board of Directors
Message from the Chair-Elect

On April 27, I will have the honour of assuming the role of Chair of the Association of Faculties of Medicine of Canada (AFMC) Board of Directors. Founded 71 years ago, this association works to improve the health of Canadians by pursuing excellence in medical education and research. The AFMC will, I believe, play an important role in the coming years.

In Canada and around the world, society and faculties of medicine are facing increasingly complex health issues. In this context, collaboration, one of the AFMC’s three core values, will be extremely important. If medical schools are to fulfil their mission, they must enhance their cooperative efforts and build on the strength of this association to continue training excellent physicians, that is, experts who act with professionalism and continue to learn and adapt to the needs of society.

Cooperation between our 17 Canadian faculties will help us better address difficult issues such as rising healthcare costs; redefining the first, second and third lines of treatment to ensure a continuum of care; chronic disease; physician health; and the dissemination and assimilation of constantly evolving scientific knowledge.

Faculties of medicine must, of course, adapt to the needs of the population. By working together, they can, for example, accelerate knowledge transfer and the exchange of expertise. I also believe that our faculties should explore interprofessional care models and the patient-partnership approach.

By teaching future doctors effective ways of interacting with their colleagues in other health professions, we will teach them to understand and value the role of each member of the healthcare team in order to provide patients with optimal quality care.

In addition, by training medical students to recognize the role and experiential knowledge of the patient, we will ensure that each patient receives the best treatment adapted to his or her situation and needs.

I will work enthusiastically with my colleagues in the 16 other faculties of medicine so that, together, we may draw on our Canadian diversity and different types of expertise to promote excellence and innovation in academic medicine throughout Canada.

Dr. Hélène Boisjoly
Chair-Elect, Board of Directors
Message from the President and CEO

It is an honour to write my first message as President and CEO. As I embarked on this journey, I am committed to AFMC’s mission to strive for excellence in education, research and care for the health of all Canadians, through its collective leadership, expertise and advocacy. I am excited to lead the organization that is the voice of academic medicine in Canada.

Taking the reins from Nick Busing would not be easy. His work was fully aligned with the organization’s values: excellence, inclusivity and collaboration. We are pleased that he continues to focus his legacy project, the Future of Medical Education in Canada, on a part-time basis. The AFMC will be launching a Future of Medical Education – Continuing Professional Development (FMEC CPD) project this year in collaboration with our partners in medical education.

The AFMC has had a momentous year. We are thankful to the many members of our community who contributed to our commemorative collection and video as we celebrated AFMC’s 70th anniversary. It was the perfect opportunity to reflect upon how far the organization has come.

Last December a historic event took place when the AFMC signed a memorandum of understanding with the Association of American Medical Colleges (AAMC), the American Medical Association and the Canadian Medical Association – the sponsors of accreditation in their respective countries – regarding the accreditation of medical schools. As of 2014, Canada will have the authority to modify the standards and processes currently used to allow them to be more responsive to the needs of Canadians while preserving reciprocity for our graduates. This is also a first step in fulfilling the FMEC recommendation to align accreditation standards along the medical education continuum. The first set of Canadian standards and rules of procedure will be confirmed by July 2014.

Our support to faculties and learners will increase exponentially in the year ahead. We are proud to be working on the first version of the AFMC Canadian Graduation Questionnaire. Transfer of the questionnaire from the AAMC is occurring very smoothly and we look forward to making a truly Canadian product responsive to the needs of our schools. Long anticipated by our students, the AFMC Student Portal, a bilingual tool to support their elective application process, will be launched over the summer and be in full swing by the end of this academic year. And finally, the AFMC is working to improve the resident matching process for our students and our faculties by clarifying roles and providing better oversight in the future.

The AFMC is in a privileged position of representing our faculties of medicine whose members determine the future members of our profession, the residency positions available to them, and which international graduates have access to training in Canada. Our faculties, with their hospital affiliates are the hub of the health care provision for years to come.

AFMC advocacy activities and parliamentary liaison continue to expand with our AFMC on the Hill lobby day and presentations to House of Commons Standing Committees. The AFMC will, moving forward, expand its role of representing our faculties in regards to health research and strategically influence decision makers and funders. I look forward to continuing to develop and deepen relationships with all of our partner organizations in medical education, health research, health and healthcare.

This year, the AFMC is thrilled to announce the creation of two new awards: The Clinical Teacher Award to recognize individuals who have a sustained track record as outstanding teachers, and we are very proud to partner with Dr. Charles Boelen, world leader in Social Accountability, to launch the AFMC-Charles Boelen International Social Accountability Award. We look forward to announcing our first winners, in Vancouver, at the 2015 Canadian Conference on Medical Education.

The AFMC is the premier data source on academic medicine in Canada. This, along with our collaborative leadership approach in the FMEC – postgraduate (PG) projects has led to our invitation by the Deputy Minister of Health supported by the Federal/ Provincial/ Territorial Committee on Health Workforce to co-chair the Physician Resource Planning Task Force and Technical Steering Committee to work on ensuring the right number mix and distribution of physicians to meet societal needs. This work will have a lasting impact on healthcare provision for years to come.

I am fortunate to be working with such a dedicated team. Steve Slade, our VP Data and Analysis, who supported me during my transition, Larry Peterson, our new Director of Corporate Services, and Connie LeBlanc our interim VP Education. I am very excited for the years to come, and I look forward to working with our faculties to grow AFMC’s influence and impact in our response to our social accountability toward the health of Canadians.

Dr. Geneviève Moineau, President and Chief Executive Officer
**AFMC COMMITTEES**

**Admissions**  
Chair: Dr. Peter Hugh MacDonald,  
Kingston General Hospital

**Continuing Professional Development**  
Chair: Dr. Constance LeBlanc,  
Dalhousie University

**Faculty Development**  
Chair: Dr. Kalyani Premkumar,  
University of Saskatchewan

**Postgraduate Medical Education Community**  
Chair: Dr. Anurag Saxena,  
University of Saskatchewan

**Research and Graduate Studies**  
Chair: Dr. Andrew Watson,  
University of Western Ontario

**Senior Administration**  
Chair: Mr. Dwayne Martins,  
University of Western Ontario

**Student Affairs**  
Chair: Dr. Leslie Nickell,  
University of Toronto

**Undergraduate Medical Education**  
Co-chair: Dr. Kent Stobart,  
University of Alberta  
Co-chair: Dr. Gary Tithecott,  
University of Western Ontario

**AFMC GROUPS**

**Distributed Medical Education**  
Chair: Dr. Jill Konkin,  
University of Alberta

**Equity, Diversity and Gender (EDG)**  
Chair: Dr. Saleem Razack,  
McGill University

**Academic Leaders Group**  
Chair: Dr. Ryan Meili,  
University of Saskatchewan

**Clerkship Directors**  
Chair: Dr. Beth Ann Cummings,  
McGill University

**Clinical Skills**  
Chair: Dr. Alan Neville,  
McMaster University

**Electives Coordinators**  
Chair: Dr. Kelly Jacobs,  
University of British Columbia

**Francophone Minorities**  
Chair: Dr. Aurel Schofield,  
Moncton University

**Global Health**  
Co-chair: Dr. Lynda Redwood-Campbell,  
McMaster University  
Co-chair: Dr. Katherine Rouleau,  
University of Toronto

**Senior Education Deans**  
Chair: Dr. Alan Neville,  
McMaster University

**Informatics**  
Chair: Mr. Wes Robertson,  
University of Toronto

**Institutional Advancement**  
Co-chair: Ms. Geneviève Bherer,  
Laval University  
Co-chair: Ms. Susan Maroun,  
University of Ottawa

**Interprofessional Education**  
Chair: Ms. Lesley Bainbridge,  
University of British Columbia

**Libraries**  
Co-chair: Dr. Sandra Langlands,  
University of Toronto  
Co-chair: Dr. Susan Murphy,  
University of Saskatchewan

**Physician Health and Well-being**  
Chair: Dr. Susan Edwards,  
University of Toronto

**Professionalism**  
Co-chair: Dr. Heather Lochnan,  
Ottawa Hospital  
Co-chair: Dr. Gurdeep Parhar,  
University of British Columbia

**Public Health Educators Network**  
Chair: Dr. Denise Donovan,  
Sherbrooke University
Board of Directors

Dr. James Rourke, Dean, Faculty of Medicine, Memorial University of Newfoundland
Dr. Thomas J. Marrie, Dean, Faculty of Medicine, Dalhousie University
Dr. Rénald Bergeron, Dean, Faculty of Medicine, Laval University
Dr. Pierre Cossette, Dean, Faculty of Medicine and Health Sciences, Sherbrooke University
Dr. Hélène Boisjoly, Dean, Faculty of Medicine, Laval University
Dr. David Eidelman, Vice-Principal (Health Affairs) & Dean, Faculty of Medicine, McGill University
Dr. Jacques Bradwejn, Dean, Faculty of Medicine, University of Ottawa
Dr. Richard Reznick, Dean, Faculty of Health Sciences, Queen’s University at Kingston
Dr. Catharine Whiteside, Dean, Faculty of Medicine, University of Toronto
Dr. John Kelton, Dean & Vice-President, Faculty of Health Sciences, McMaster University
Dr. Michael J. Strong, Dean, Schulich School of Medicine and Dentistry, University of Western Ontario
Dr. Roger Strasser, Founding Dean, Northern Ontario School of Medicine
Dr. Brian Postl, Dean, Faculty of Medicine, University of Manitoba

Dr. Colum Smith, Interim Dean, College of Medicine, University of Saskatchewan
Dr. D. Douglas Miller, Dean, Faculty of Medicine & Dentistry, University of Alberta
Dr. Jon Meddings, Dean, Faculty of Medicine, University of Calgary
Dr. Gavin Stuart, Dean, Faculty of Medicine, University of British Columbia
Dr. Pierre-Gerlier Forest, Professor and Director, Johns Hopkins University
Mr. Graham W.S. Scott, President, Graham Scott Strategies Inc.

President & CEO:
Dr. Geneviève Moineau

Executive Committee
Dr. J. Bradwejn, Chair
Dr. H. Boisjoly, Chair-Elect
Dr. C. Whiteside
Dr. R. Bergeron
Dr. R. Strasser

Governance and Nominating Committee
Dr. M. Strong, Chair
Mr. G. Scott
Dr. T. Marrie
Dr. R. Reznick
Dr. H. Boisjoly, Chair-Elect
Dr. J. Bradwejn (Ex-Officio)

Finance, Audit and Risk Committee
Dr. R. Strasser, Chair
Dr. P.G. Forest
Dr. C. Whiteside
Dr. B. Postl
Dr. J. Bradwejn (Ex-Officio)
Dr. H. Boisjoly (Chair-Elect)

Council of Deans Advisory Committee (CODAC):
Dr. R. Bergeron
Dr. H. Boisjoly
Dr. J. Bradwejn
Dr. P. Cossette
Dr. D. Eidelman
Dr. J. Kelton
Dr. T. Marrie
Dr. J. Meddings
Dr. D. Douglas Miller
Dr. B. Postl
Dr. C. Smith
Dr. R. Reznick
Dr. J. Rourke
Dr. R. Strasser
Dr. M. Strong
Dr. G. Stuart
Dr. C. I. Whiteside
Highlights

Office of the President and CEO

Meeting our Mission as the Voice of Academic Medicine in Canada

Support our faculties of medicine and our faculty members, staff and learners

To better serve our faculties, our President and CEO has committed to visit all 17 faculties before the end of the next academic year. It has been an opportunity to spend time with all members of the faculty leadership, partners, residents and students. This all aims at being equipped to respond to the challenges facing us in the coming months: the AFMC Student Portal, long anticipated by our students, is our biggest single project in the upcoming year and it will be launched over the summer and be in full swing by the end of this academic year; our data team has provided increased support to schools in preparation for accreditation activities; the support to our eight committees and 16 groups will increase and will be requesting feedback to understand how to better serve our faculties moving forward.

Lead as a national advocate and knowledge source for academic medicine

The AFMC continues to grow as a strong voice for our faculties regarding the funding of health research. We disseminated a positive response to the February Federal Budget announcement for increased research funds and attended a CIHR Summit on Capacity building for SPOR. We have responded to requests for feedback from Health Canada on the current Controlled Drugs and Substances Act (CDSA) and its regulations and attended the House of Commons Standing Committee on Health to discuss scope of practice. The Canadian Faculties of Medicine Economic Impact Study performed in this academic year will result in national, provincial and faculty reports and provide data that will be invaluable in advocating for our schools.

Lead collaborative initiatives that achieve excellence and innovation in academic medicine

The MOU recently signed by the AFMC with CMA, AMA and AAMC now gives us the ability to make desired changes to the UG accreditation standards and processes and, eventually, align accreditation along the medical education continuum. The resulting CACMS standards and procedures will be approved in June with the procedures being effective as of July 2014. We look forward to the opportunity for Canada to determine the priorities for our schools.

Integrate academic medicine into the health system, with the goal of improving the health of all

Our leadership on the Physician Resource Planning Task Force and its Technical Steering Committee established by the Committee on Health Workforce at the direction of the Conference of Deputy Ministers of Health exemplifies our potential impact on the health system. This work will potentially have a significant impact on education, the medical profession as well as health and healthcare for Canadians.

Physician Resource Planning Task Force

Mandated by the Conference of Deputy Ministers of Health in May 2013, the F/P/T Committee on Health Workforce Physician Resource Planning Task Force (PRPTF), co-chaired by AFMC and Ontario and composed of representatives from federal, provincial and territorial governments, national stakeholders, medical educators and learner organizations, is actively working toward its three objectives: 1) to develop a consultative process for collaboration and coordination to address physician workforce imbalances across identified specialties; 2) lead the development of a pan-Canadian physician planning tool to better inform physician supply, and subsequently physician demand and 3) provide accurate information to support decision-making by Canadians, at home and abroad, considering or currently pursuing medical education in Canada. In 2014, the PRPTF has determined the specific requirements for the development of the pan-Canadian HHR physician supply planning tool and is working in collaboration with the Canadian Institute for Health Information (CIHI) toward finalizing a data-sharing agreement and linking datasets. The Task Force also determined the components of a Career Counseling Data Set for those considering and currently pursuing medical education and established a timeline for the deliverables.
AFMC on the Hill

The highlight of the AFMC advocacy activities is the AFMC on the Hill lobby day, the 5th edition of which was held on October 30th, 2013. Board members, including Deans of Medicine, along with AFMC staff, met with Members of Parliament and Senators of the three major parties to discuss key policy issues. Several members in key positions heard our advocacy message with great interest. This year our ask was focused on the creation of a Medical Education Opportunities Fund to provide bursary programs to reduce the cost of medical education for students from disadvantaged socioeconomic groups. This lobby day triggered much activity, and serves to create sustained lines of communication between the AFMC and our federal policy makers and funders in Canada.

Academic Health Network Symposium

This year again the AFMC partnered with the Canadian Healthcare Association (CHA) and the Association of Canadian Academic Healthcare Organizations (ACAHO) in organizing the 3rd Academic Health Network Symposium, under the theme The Sustainability of Health Research in Canada. This symposium aims at bringing together senior leaders from the academic, health care, government, university, research and private sector communities, from at home and abroad, to discuss key challenges and opportunities facing the health research enterprise within the network of Academic Health Sciences Centres. This year’s edition was a great success, with almost 80 participants from across the country.

Medical Education

Canadian Graduation Questionnaire (CGQ)

The AFMC will be bringing home the Canadian Graduation Questionnaire that is currently run by the AAMC. Content development will be led by an Advisory Group co-chaired by Drs Gary Tithecott, co-chair of the UG Deans and Leslie Nickell, Chair of the SA Deans. The committee will also include other UG and SA Deans as well as administrators, CACMS, CMA and AFMC staff. A Questionnaire Research Analyst has been hired to support this work. All knowledge transfer from AAMC is underway. The first AFMC Graduation Questionnaire will be produced for distribution in 2015.

Future of Medical Education in Canada MD (FMEC-MD)

Integration of the curriculum related recommendations are well underway at all schools in Canada. Discussions are occurring with regard to the Admissions recommendation and a Symposium will be held on April 29, 2014 at CCME. Accreditation standards have been proposed to the newly formed CACMS Standards Subcommittee by the FMEC MD leadership (Drs Busing, Rourke and Rosenfield) to ensure appropriate emphasis on certain key recommendations (e.g., Social Accountability, Leadership). A new focus is also on the Enabling Recommendations: Realign Accreditation Standards, Build Capacity for Change, Increase National Collaboration, Improve the Use of Technology and Enhance Faculty Development. FMEC Accreditation meetings continue to have representation from CACMS. A Clinical Teachers Working Group has been struck with a focus on National Faculty Development Tools.

Future of Medical Education in Canada – Postgraduate (FMEC PG)

AFMC is the secretariat and one of the consortium partners of the FMEC PG Project implementation and involved in moving forward on each of the 10 recommendations. An example is our work on recommendation 1 to “Ensure the Right Mix, Distribution and Number of Physicians to Meet Societal Needs”. The AFMC co-chairs the F/P/T Physician Resource Task Force that is established at the request of the Deputy Ministers of Health to facilitate the collaboration and coordination of pan-Canadian physician human resource planning and produce tools to support career decision making by Canadians who are training in medicine in Canada and abroad as well as those who counsel them.

Future of Medical Education in Canada – Continuing Professional Development (FMEC CPD)

With the support of the Offices of Continuing Professional Development from all 17 schools and from each of the seven major partner organizations we have committed to develop a CEO Oversight Committee and a Steering Committee to help develop the project. The national consultation “the Future of CPD in Canada Invitational Summit” is planned for April 25th and will include the breadth of CPD stakeholders who will provide input to direct the development of this project. Pre-event information and a survey will allow some synthesis ahead of time and a rapid start to take full advantage of the expertise in attendance at the summit. Engagement has been overwhelming and we have an excellent list of confirmed attendees. The AFMC will serve as the secretariat for this project and has hired a project coordinator as well as a consultant to provide support for the project. Once the strategic direction has been set and approved, working groups will be struck, with formalized work plans and timelines. The FMEC CPD project represents the third part of the FMEC triad and will complete the direction for medical education across the continuum.
The Canadian Conference on Medical Education

The Canadian Conference on Medical Education (CCME) is a partnered conference with the Canadian Association for Medical Education, the Medical Council of Canada, the College of Family Physicians of Canada, the Royal College of Physicians and Surgeons of Canada and the AFMC, that acts as the secretariat. The 2013 CCME was held in Quebec City and hosted by Laval University. We set record attendance at just over 1600 participants (23% increase). The 2014 conference will be held conjointly with the Ottawa Conference in Ottawa, from April 26-29, hosted by the University of Ottawa. The theme is “Transforming Healthcare through Excellence in Assessment and Evaluation”. There were 665 abstracts submitted this year (10% increase). The registration at time of print is in excess of 2300 participants. The 2015 CCME will be held in Vancouver (April 25-28, 2015), hosted by the University of British Columbia and will be shaped around the theme of Leadership.

Accreditation

Committee on Accreditation of Continuing Medical Education (CACME)

The Committee on Accreditation of Continuing Medical Education (CACME) is made up of representatives from AFMC, the Canadian Medical Association (CMA), the College of Family Physicians Canada (CFPC), the Royal College of Physicians and Surgeons Canada (RCPSC), the Federation of Medical Regulatory Authorities of Canada (FMRAC) and the Collège des médecins du Québec (CMQ). In 2013, the Committee met in May and in November and reviewed six full survey reports, one limited survey report and three status reports. In addition, the Secretary to CACME conducted one consultation visit. The AFMC, CACME and Dr. Murray Kopelow of the Accreditation Council for Continuing Medical Education (ACCME) met to discuss possible areas of future collaboration between the ACCME, the Royal College, the College of Family Physicians of Canada, the Collège des médecins du Québec and CACME. CACME’s Chair, Dr. José François, attended the FMEC PG Accreditation Alignment meeting on March 17, 2014. A working group of CACME and the RCPSC has created a unified set of accreditation standards. These were presented to CACME and are being piloted in the Spring of 2014, during a full CACME visit.

Committee on Accreditation of Canadian Medical Schools (CACMS)

As a result of the MOU signed in December 2013, a workshop entitled “Preparation for Surveys, New Standards and Future Directions” will be held at CCME on April 26, 2014. The new “CACMS Accreditation Standards” and the new “CACMS Rules of Procedure” will be presented at the AFMC Hot Topic on Monday April 28, 2014 at CCME. After this round of feedback, a final draft must be approved by the CACMS and then by the LCME at the joint CACMS/LCME meeting in June (Victoria, British Columbia). The incoming Secretary to CACMS will start on July 1, 2014 and will be announced during the AFMC Hot Topic session. All documents required for school preparation from 2016 onwards will be available in September 2014 after approval by the CACMS. Orientation and training sessions will be held by the CACMS secretariat in the fall of 2014.

Data and Analysis

Annual Statistical Reports

Canada’s faculties of medicine are constantly evolving, keeping pace with changing demands on their tripartite commitments to research, education and high quality health care. The AFMC data offers reliable, accurate indicators of how academic medicine is changing. Our annual reports serve as a constant resource to those who rely on data to inform their plans and decisions.

Canadian Medical Education Statistics Report

This year, we published Volume 35 of the annual Canadian Medical Education Statistics (CMES) report. The CMES report is a comprehensive statistical almanac offering present-day and longitudinal academic medicine trends, at the national, provincial and university level. Data series include students applying to and registering in medical degree programs, enrolment in graduate studies, tuition fees and resident salaries, full- and part-time faculty members, as well as biomedical and healthcare research revenues. If a medical education statistic is available for Canada, it will be found in the CMES report.

Annual Census of Post-M.D. Trainees Report

CAPER published the 25th edition of its flagship report this year. The Annual Census of Post-M.D. Trainees offers comprehensive statistics on enrolment in residency and fellowship programs. CAPER supplements the Annual Census with a series of reports that focus on individual specialties and provincial profiles. Together, these reports provide key metrics on the numbers and types of doctors we’re training, as well as the communities they serve following medical education. This information attracts growing interest as we act on the FMEC recommendation to “ensure the right mix, distribution and number of physicians to meet societal needs”.
First Year Medical Students
- 2,028 in 2002/03
- 2,919 in 2012/13
  up 44%

First Year Post-M.D. Residents
- 1,644 in 2002/03
- 3,040 in 2012/13
  up 85%

Research Funding
- $1.477 billion in 2000/01
- $2.763 billion in 2010/11
  up 87%

Admission Requirements of Canadian Faculties of Medicine
In 2013, the AFMC Admission Requirements report was updated to provide information to M.D. program applicants who hope to start their medical studies in 2014. With approximately 12,000 students applying to Canada’s M.D. programs each year, this report has become well known to those who are thinking about medical careers. AFMC’s Admission Requirements report contains standardized information for all medical degree and MD-MSc/MD-PhD programs in Canada. Information fields include tuition fees, entry quota, academic requirements, interview dates and applicant success rates. With more than 45,000 page views in 2013, the Admission Requirements report is the single-most accessed resource on the AFMC website and serves as an invaluable resource to medical school aspirants.

Spotlight on CAPER
CAPER had a busy 2013, delivering its core products and services while at the same time achieving new milestones. In addition to publishing the 2012-13 version of the Annual Census report, CAPER updated its annual provincial and specialty specific reports. With more than 19,000 hits in 2012-13, the CAPER website continues to serve as an important source for data on post-M.D. training. The spotlight was on CAPER during well-attended sessions at the 2013 Canadian Conference on Medical Education, 2013 International Conference on Residency Education, 2014 IMG Symposium and the 2014 National Physician Employment Summit. Throughout 2013, CAPER assisted its partners on a variety of initiatives, as wide-ranging as the AFMC’s Physician Resource Planning Task Force, Canadian Medical Association’s (CMA) Specialty Profiles, the College of Family Physicians of Canada’s (CFPC) Triple-C Working Group for Survey Development and the Medical Council of Canada’s (MCC) Practice Ready Assessment project. Established in 1988, the Canadian Post-M.D. Education Registry is a partnership of Canada’s federal-provincial-territorial governments and medical organizations, including the AFMC, Canadian Association of Internes and Residents (CAIR), CMA, CFPC, MCC, and the Royal College of Physicians and Surgeons of Canada.

Taking the Data Further

Pan-Canadian Physician Resource Planning Tool
Established by Deputy Ministers of Health in 2013, the Physician Resource Planning Task Force has been directed to create a Pan-Canadian Physician Resource Planning Tool. This key Task Force objective is being carried out by a Technical Steering Committee, co-Chaired by CAPER and the Ontario Ministry of Health and Long-Term Care. The broad parameters of a new physician supply modelling tool have been set out. Collaborating with Task Force partners and technical experts, a consulting firm will develop the new modelling tool in 2014. Before the end of the year, physician supply forecasts will be made available to Faculty of Medicine Deans and Deputy Ministers. The supply model will be implemented as a web-enabled tool and, with continued funding, it will serve as the foundation of a more robust needs-based health workforce planning tool in support of informed decision-making.

Economic Impact of Canada’s Faculties of Medicine
In the fall of 2013, the AFMC embarked on a study of the impact that Canada’s faculties of medicine have on the nation’s economic and labor markets. The AFMC Data and Analysis team has worked with an experienced firm to collect high quality study data from faculties of medicine in the most efficient manner possible. In 2014, we will be producing a series of national, provincial and faculty impact reports.

Accreditation Data Services
Throughout 2013-14, the AFMC provided data support to faculties of medicine that were going through accreditation processes. We worked with faculty leads to ensure that, wherever possible, AFMC and CAPER databases were used to complete sections of the accreditation Data Collection Instrument. This service continues to be well-received by our member faculties. It capitalizes on data they routinely send to the AFMC and it offers important data quality opportunities as faculties of medicine look at their data submissions in the context of accreditation reporting.
Core Activities

The AFMC Student Portal

The Portal is an online, bilingual service to facilitate the application and placement of medical students (including international students) for undergraduate electives in Canada. The AFMC is working with the University of Toronto (technical lead), to oversee the overall portal development. The development of the application is scheduled for completion in June 2014. Dr. Rob Whyte, UG Dean at McMaster University, Chair of the Steering Committee, meets regularly with the project team. The vendor for the hosting environment has been selected and a deployment consultant is creating the foundation for deployment of the application. The AFMC is working with stakeholders to prepare for implementation.

The Canadian Healthcare Education Commons (CHEC)

The Canadian Healthcare Education Commons - La collaboration pour l’éducation en santé au Canada (www.CHEC-CESC.ca) is AFMC’s social networking platform. In 2012-13, AFMC maintained the current web portal, supported users on the site, hosted the CHEC-CESC Virtual Patient Challenge, moderated e-learning and social media communities, and provided help desk support. A redesign of CHEC-CESC is underway to support new features that will help users share information easily across platforms. We continue to strongly encourage all AFMC committees and groups to use CHEC as their platform for communication. CHEC-CESC is supporting the Social Media Bootcamp, an AFMC pre-conference workshop at CCME, presented by Dr. Anne Marie Cunningham (UK), Dr. Alireza Jalali (Canada), Mrs. Natalie Lafferty (UK), Dr. Neil Mehta (USA), and Ms. Catherine Peirce (Canada).

AFMC Interim Accreditation Review Process

Since approval of the AFMC Interim Accreditation Review Process in 2009, all schools have identified an Interim Review Coordinator (IRC) and eight medical schools have completed an Interim Accreditation Survey. The Interim Accreditation Survey takes approximately 12-15 months to complete and has been found to be very effective in measuring compliance with accreditation standards and developing plans to address deficiencies.

Projects

Public Health Promotions through Learning, Assessment and Recruitment Project

The AFMC Public Health Educators’ Network and medical learners are involved in this Public Health Agency of Canada funded project. Recently, our team has continued developing a second edition of the AFMC Primer on Population Health. Thirteen financial awards will soon be announced for the winners of the AFMC Public Health Learning Tools Challenge, a competition for learners, and the resulting learning tools will be disseminated to our MD and other health care programs. A full-day workshop was held to share strategies and tools for assessing student proficiency in the Medical Council of Canada population health competencies and the CanMEDS Health Advocate and Collaborator roles. Learners and educators discussed what makes a good public health elective for the MD program, developed a discussion framework for meetings with Public Health & Preventive Medicine (PHPM) Program Directors, and approved supporting the development of a national promotional tool for the PHPM residency programs.

AFMC-Infoway Physician in Training e-Health Curriculum and eLearning Initiative

Funded by Infoway, the third CHEC-CESC Virtual Patient Challenge has concluded. The Challenge encourages students to create virtual patient cases that incorporate the use of EHRs and other e-health components to improve patient care. To support the findings of the environmental scan on e-health, a working group was established co-led by Drs Kendall Ho (UBC) and Rob Hayward (Alberta) and has developed the undergraduate e-health competencies. Consultations with outside stakeholders including a student and faculty specializing in competency or curriculum advancement have started. Feedback will be incorporated and a final iteration of the competencies will be complete in mid-April.
AFMC Addiction e-Learning for Undergraduate Medical Education
Podcasts | Virtual Patients | e-Textbook
Primer

The AFMC Addiction e-Learning for UGME Project is funded by the Norlien Foundation. Current work is on three new chapters for “The AFMC Primer on the Biopsychosocial Approach to Addiction” and the final review and revisions on a number of virtual patients on addiction. The Primer is an e-textbook that focuses on the basic and social science of addiction, reflective practice and principles of clinical management for undergraduate medical students. The virtual patients include a set of self-directed, interactive cases on intergenerational issues related to addiction and a point-of-care reference tool with streetwise phrases. This year, AFMC participated in the Accelerating Innovation: Telling the Brain Story to Inspire Action Symposium hosted by the Alberta Family Wellness Initiative. The AFMC is in the process of developing new funding proposals for projects relevant to addiction in postgraduate medical education.

AFMC Physician Wellness Webinar & Podcast Series on Addiction

The AFMC has received funding from The Canadian Physician Health Institute to launch a new webinar and podcast series on addiction. Twelve webinars will be developed for physicians, physician educators and physicians in training. Each webinar will include a presentation by an expert in addiction medicine followed by a live question and answer session. The AFMC will work in partnership with e-learning programs at the faculties of medicine to host sessions on a bi-monthly basis from April to December 2014. The webinars will be adapted and translated for release in English and French as a short podcast episode. The podcast will be hosted on www.CHEC-CESC.ca and iTunes as an extension of our existing podcast series on addiction.

Human Resources

The operational review determined that it would be more cost-effective to bring in a full-time manager.

Some of the achievements of this portfolio include: the development and implementation of Recruitment and Selection Policy, Employee Handbook, Health and Safety Policy, Joint Health and Safety Committee, Employee Engagement Survey and a Staff Social Committee. These tasks were managed exceptionally well, while juggling routine tasks associated with recruitment activities, employment contracts, performance management, and labour relations issues.

Information Technology (IT)

A complete assessment of the Association’s information technology environment was commissioned to identify potential risks and opportunities for improvement. Management is moving quickly to address any significant gaps and material risks to IT operations. We are in the process of hiring an IT Administrator to assist with the priority issues identified by the Consultant.

Marketing/Communication/Media Relations

We recently created the position of Manager, Marketing, Communication and Media Relations within the Corporate Services Department to help us assess our communication needs and redefine our approach in order to ensure better alignment with the strategic goals of the organization. The new manager has collaborated on a number of projects with different teams in an effort to communicate more efficiently our messages to the relevant audiences, using the right tools. We are currently working on the branding aspect of AFMC, and will develop a long term strategy to give our association more visibility. We will also require the manager’s expertise to help the Association to advocate more effectively on behalf of the faculties of medicine and develop strong relationships with policy makers.

Translation Services

A Certified Translator joined our team this year, in line with our commitment to truly represent and serve our Francophone community. We now internally handle French translation of all written communications with members and stakeholders. This allows documents and other materials issued by the AFMC to be broadly disseminated and accessible by members, stakeholders, and the public in both official languages. This will also enable us to produce the new CACMS accreditation standards and other documents in both official languages.

Corporate Services

Financial Administration

The re-organization has resulted in the successful integration of CAPER’s accounting services with AFMC’s, leading to a greater level of consistency and efficiency. To allow the AFMC to comply with new reporting requirements under the Not-for-profit Act (CNCA), without changing the timing of the Annual General Meeting, the Board approved, in October 2013, the changing of the fiscal year end from March 31 to June 30 effective in 2014. This Unit’s achievements include the implementation of many process improvements, but none as significant as the delivery of the first balanced budget in four years.
Canada’s Faculties of Medicine by the Numbers From our 2013 Reports:

<table>
<thead>
<tr>
<th>Statistic</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculties of medicine</td>
<td>17</td>
</tr>
<tr>
<td>Satellite campuses</td>
<td>13</td>
</tr>
<tr>
<td>Clinical teaching facilities</td>
<td>over 870</td>
</tr>
<tr>
<td>First year postgraduate medical trainees</td>
<td>3,136</td>
</tr>
<tr>
<td>MD program applications</td>
<td>34,404</td>
</tr>
<tr>
<td>Total postgraduate medical trainees; 72% Canadian medical graduates, 28% IMGs</td>
<td>14,982</td>
</tr>
<tr>
<td>New undergraduate medical students</td>
<td>2,904</td>
</tr>
<tr>
<td>Exiting and practice-ready postgraduate trainees; 41% family medicine, 41% medical, 15% surgical, and 3% other specialties</td>
<td>2,771</td>
</tr>
<tr>
<td>Total undergraduate medical students</td>
<td>11,375</td>
</tr>
<tr>
<td>Graduate and post-Doctoral students; 48% Masters, 39% PhD and 13% post-Doctoral</td>
<td>14,024</td>
</tr>
<tr>
<td>Medical Degrees awarded; 58% women, 42% men</td>
<td>2,641</td>
</tr>
<tr>
<td>MSc and PhD degrees awarded</td>
<td>1,766 and 742</td>
</tr>
<tr>
<td>Faculty members; 28% full-time, 72% part-time</td>
<td>43,078</td>
</tr>
<tr>
<td>Biomedical and healthcare research revenue; 36% federal government, 16% provincial government, 18% internal and local university/hospital, 13% not-for-profit agencies, 10% international, 7% industry and other sources</td>
<td>$2.763 billion</td>
</tr>
</tbody>
</table>
AFMC Award Winners

The Association of Faculties of Medicine of Canada is pleased to announce the 2014 award winners. The awards celebrate outstanding contributions by individuals in promoting and advancing medical education in Canada. These awards will be presented during the Canadian Conference on Medical Education (CCME) on April 27, 2014 in Ottawa.

AFMC President’s Award for Exemplary National Leadership in Academic Medicine
Recipient: Dr. Yvonne Steinert, McGill University

Dr. Steinert is a clinical psychologist and Professor of Family Medicine. She is the Director of the Centre for Medical Education, the Richard and Sylvia Cruess Chair in Medical Education, and the former Associate Dean for Faculty Development in the Faculty of Medicine at McGill University. Dr. Steinert has been engaged in faculty development and medical education for over 25 years in a variety of settings and is actively involved in undergraduate and postgraduate medical education, educational research, and the design and delivery of interprofessional faculty development programs and activities. Her research interests focus on teaching and learning in the health professions, curriculum development and program evaluation, the impact of faculty development on the individual and the organization, and the continuing professional development of faculty members. She has written extensively on the topic of faculty development and medical education, is frequently invited to address health professionals and medical educators in academic and scientific settings, and has been a driving force in promoting faculty development and medical education in local, national, and international contexts.

At a national level, Dr. Steinert has been the Chair of the AFMC Faculty Development Resource Group, Co-Editor of the AFMC Faculty Development Program for Teachers of International Medical Graduates, President of the Canadian Association for Medical Education, and Co-Founder of the Canadian Leadership Institute in Medical Education. She has also been a recipient of several honours and awards, including the AFMC Award for Exemplary Contribution to Faculty Development in Canada and the CAME-Ian Hart Award for Distinguished Contribution to Medical Education.

AFMC Award for Outstanding Contribution to Faculty Development in Canada
Recipient: Dr. Danielle Blouin, Queen’s University

Dr. Blouin graduated from Université Laval Medical School and completed a Family Medicine / Emergency Medicine residency from the College of Family Physicians of Canada at Queen’s University, and an Emergency Medicine residency from the Royal College of Physicians and Surgeons of Canada at McGill University. She also completed in 2003 a Master of Health Professions Education degree at the University of Illinois at Chicago, where she is currently pursuing a doctorate degree in Education.

From 2006 until 2013, she served as Director of Faculty Development for Health Sciences at Queen’s University. She chaired the Association of Faculties of Medicine of Canada resources group on faculty development from 2008 to 2011. She has been involved as an educator and scholar in numerous faculty development projects at the provincial, national and international levels. Dr. Blouin maintains an active academic clinical practice in Emergency Medicine at Queen’s University, and was granted professorship in 2012.
AFMC John Ruedy Award for Innovation in Medical Education
Recipient: Dr. Eric Wooltorton, University of Ottawa

Dr. Eric Wooltorton obtained his BSc from McGill, and MD/MSc from Queen’s University. He completed his family medicine training at the University of Ottawa, where he is now on faculty as the Department of Family Medicine’s Director of Curriculum. He works as a staff physician at The Ottawa Hospital Academic Family Health Team (which was named “Family Practice of the Year” for Ontario in 2013). Dr. Wooltorton has helped lead his department’s implementation of a competency-based curriculum, through department-wide faculty and resident engagement processes. These include developing tools such as a peer-reviewed online curriculum, a form to collect feedback from patients on patient-centredness and communication skills, and regular surveys of resident confidence in a variety of curriculum domains. Other key tools developed include specialized Field Notes (paper and electronic) to track resident competence, and rubrics for resident selection processes. This proud father of four has received “Teaching Skills Attainment Awards” from the University of Ottawa, and was recognized as a “Family Physician of the Year” by the Ontario College of Family Physicians in 2012.

AFMC Young Educator’s Award
Recipient: Dr. Miriam Lacasse, Université Laval

Dr. Lacasse completed the MD/MSc program in 2005 and her family medicine residency in 2007 at Université Laval. She then developed her academic expertise by completing the Academic Fellowship Program of the Department of Family and Community Medicine at the University of Toronto from 2007 to 2009. She has been practising and teaching family medicine at the Laurier Family Medicine Unit in the Université Laval network since 2009. She joined the faculty of the Department of Family and Emergency Medicine at the Université Laval Faculty of Medicine in 2009 and has been an associate professor since 2011. She is currently the Director of the Clinician Scholar Program, an enhanced skills program (R3) designed to train family doctors with academic careers. The author of Educational Diagnosis and Management of Challenging Learning Situations in Medical Education, she is now the Evaluation Director of the Family Medicine Program and works on faculty development for the Associate Dean of Continuing Education and Professional Development at the Faculty of Medicine. Nationally, Dr. Lacasse is the Communications Officer for the Section of Teachers Council of the College of Family Physicians of Canada.

AFMC May Cohen Gender Equity and Diversity Award
Recipient: Dr. Janet deGroot, University of Calgary

Janet de Groot, MD, associate professor of psychiatry and oncology at the University of Calgary (UofC), serves as the founding associate dean of equity and professionalism since 2008. In the latter position, she values the opportunity to apply her long-standing scholarly interest in gender equity and medical education. At the U of C faculty of medicine she has worked to heighten awareness of unconscious bias; educating for advanced communication for conflict competence, and reflective career development sessions for graduate students and junior faculty. Janet is pleased to have collaborated with members of the AFMC-EDG group since 2007 in developing an equity and diversity audit tool; and surveying for equity resources at Canadian medical schools. Currently, she is leading strategic planning for a professionalism framework at the U of C with an inclusive professionalism team whose vision is to establish ‘an appreciative culture of professionalism inspiring and advancing innovations to enhance and inform communities’ wellness’.

In 2008, Janet was a member of a national multi-disciplinary team awarded the Joint CPA-COPCE award for most outstanding continuing medical education activity (academic) in Canada for their CIHR grant funded symposium on Obesity and Eating Disorders: seeking common ground to promote health. At both the U of C and the University of Toronto, Janet’s leadership in postgraduate psychiatry education portfolios has been recognized through local teaching and educational organization awards.
AFMC Infoway e-Health Award

Co-Recipients: Dr. Rachel H. Ellaway, Northern Ontario School of Medicine and Dr. David Topps, University of Calgary

Rachel Ellaway, PhD is the Assistant Dean Curriculum and Planning, an Associate Professor in Human Sciences, and Acting Director of Simulation at the Northern Ontario School of Medicine. Widely published in the field of medical education, her academic work concentrates on online learning, simulation and the use of new technologies for teaching and assessment in and around health professional education. She is an acknowledged leader in education informatics in medical education, she is an active researcher and commentator on the intersections between medical education and e-health, and she has contributed to a number of major e-health initiatives including the AFMC-Infoway project and eHealth Ontario. Dr. Ellaway was the recipient of the AFMC John Reudy Award for Innovation in 2011 and was chair of the AFMC Informatics Resource Group for a number of years. Before moving to Canada her work in developing and implementing profession-focused educational systems was recognized in the award of a Queen’s Anniversary Prize for Higher and Further Education to the University of Edinburgh in 2005, the first such award given to work involving learning technologies.

Dr. Ellaway is also the instigator and ongoing Maîtresse des Ceremonies for the AMEE Fringe, the author of the eMedical Teacher column in the journal Medical Teacher and member of many national and international medical education committees and groups.

Dr. David Topps has a broad variety of expertise and experience from 3 countries (Canada, Australia, United Kingdom) and 2 provinces (Alberta & Ontario), and he has worked in a variety of clinical settings (rural, urban, academic, team-based). His research interests are also broad: virtual patients, mixed-modality simulation, interprofessional and team-based education especially in CPD, digital professionalism, education informatics, ubiquitous computing and distributed learning, informal and tacit learning.

AFMC is Proud to Introduce Two New Awards

AFMC – Charles Boelen International Social Accountability Award

The AFMC – Charles Boelen International Social Accountability Award will recognize outstanding accomplishment in implementing the principles of social accountability in the academic world of health. With an international scope, it will aim at recognizing people whose professional accomplishments in the medical education field are an example of the principles of social accountability as defined in the Global Consensus for Social Accountability of Medical Schools and in internationally recognized references. We are very proud to collaborate with Dr. Charles Boelen, who is a recognized world leader in Social Accountability.

AFMC Clinical Teacher Award

We all know that excelling at teaching goes beyond natural talent and intellect. It also requires a dedication of time and effort, patience, self-awareness, empathy, and leadership. Excellence in teaching is a valuable contribution to the development of emerging physicians and, in turn, to patients and communities. AFMC believes those teachers deserve our recognition. The AFMC Clinical Teacher Award will recognize individuals who have a sustained track record as outstanding teachers to medical students, residents and other health profession students. The award is open to candidates who are clinicians with MD or another professional degree.
AFMC Renews its Team

The 2013-2014 year has been fertile in renewal and changes for AFMC, and it is also reflected in its team. In addition to the arrival of a new President and CEO, several new members have joined the team. We are pleased to welcome these new colleagues among our experienced team and are confident that recent those changes will reinvigorate our association and give it a new momentum for the coming years. Welcome aboard!