

# 2025 CONTINUING EDUCATION & PROFESSIONAL DEVELOPMENT

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MARCH 2024 – APRIL 2025



**NOSM**  
UNIVERSITY

Continuing Education  
and Professional Development

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# A Year in CEPD

- **April 2024:** Micro-credential funding awarded! NOAMA funding provided, New Moodle Course Launch: CAMINO
- **May 2024:** Northern Constellations and Connections launch in Toronto + Northern Lights + Clinical Content
- **June 2024:** Northern Health Research Conference, Northeastern Women's Health Symposium, Northern Ontario Virtual Emergency Medicine Conference
- **July 2024:** CACME visit preparations in full swing, summer application season
- **August 2024:** CME Needs Assessment released
- **September 2024:** Annual Report released, CFPC/RCPC audit submitted, Fall Conferences Kick off with Thunder Bay Family Medicine Update
- **October 2024:** Fall conferences: North of 44; National Accreditation Conference
- **November 2024:** Northern Ontario Women's Health Conference & Leg Lead & Administrators Meeting
- **December 2024:** New CFPC Standards, EOY reporting
- **January 2025:** CACME awards compliant status based on audit, Together we are Stronger
- **February 2025:** Palliative Care conference; launch of new applications for FD and Rounds, Submission of CACME documentation for visit
- **March 2025:** Pediatrics conference, final prep for CACME visit



# Accreditation/Certification

**61** unique activities were certified and/or accredited.

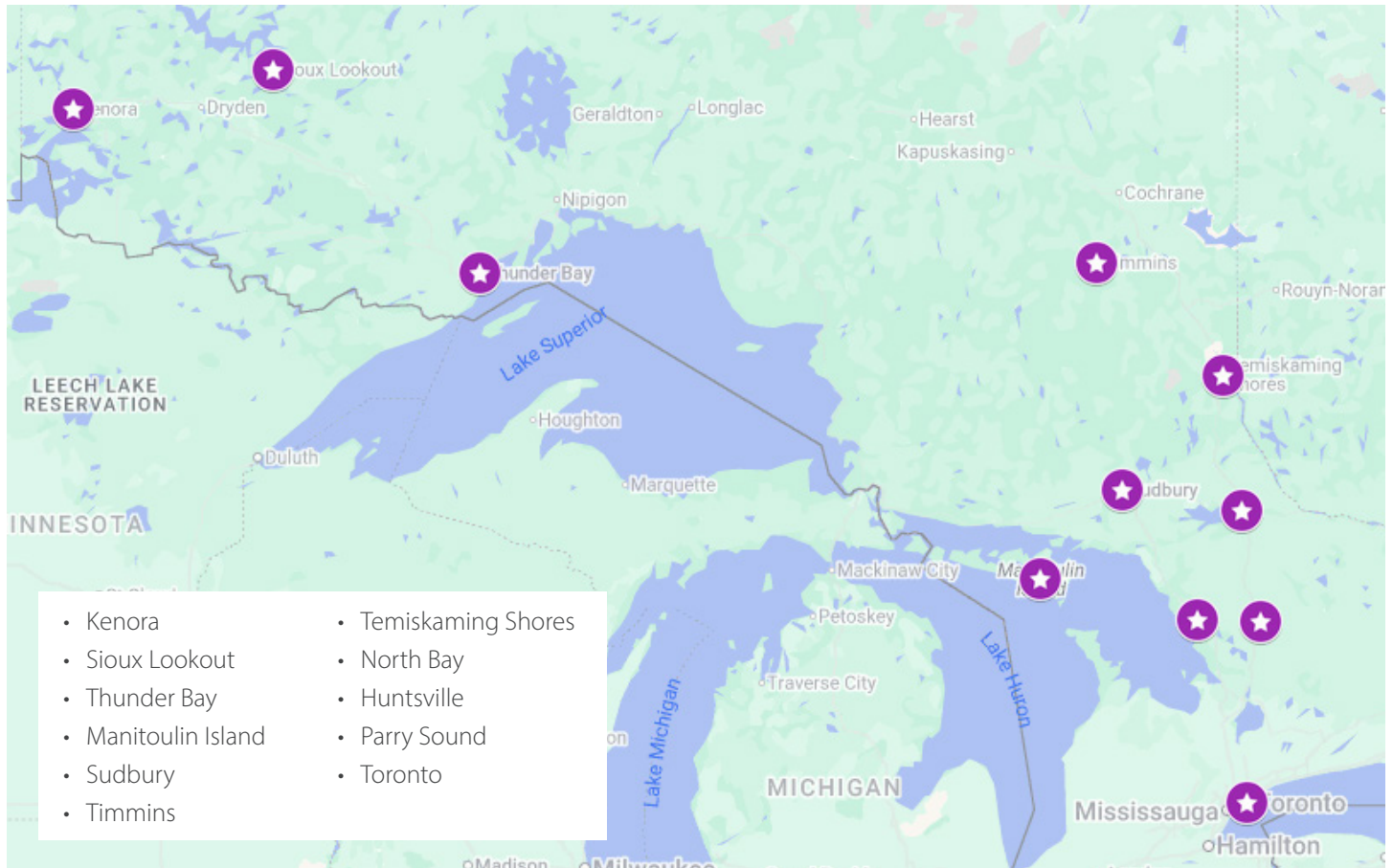
**11** activities were accredited/certified in March, our busiest month.

## Average number of applications approved each month, by quarter:

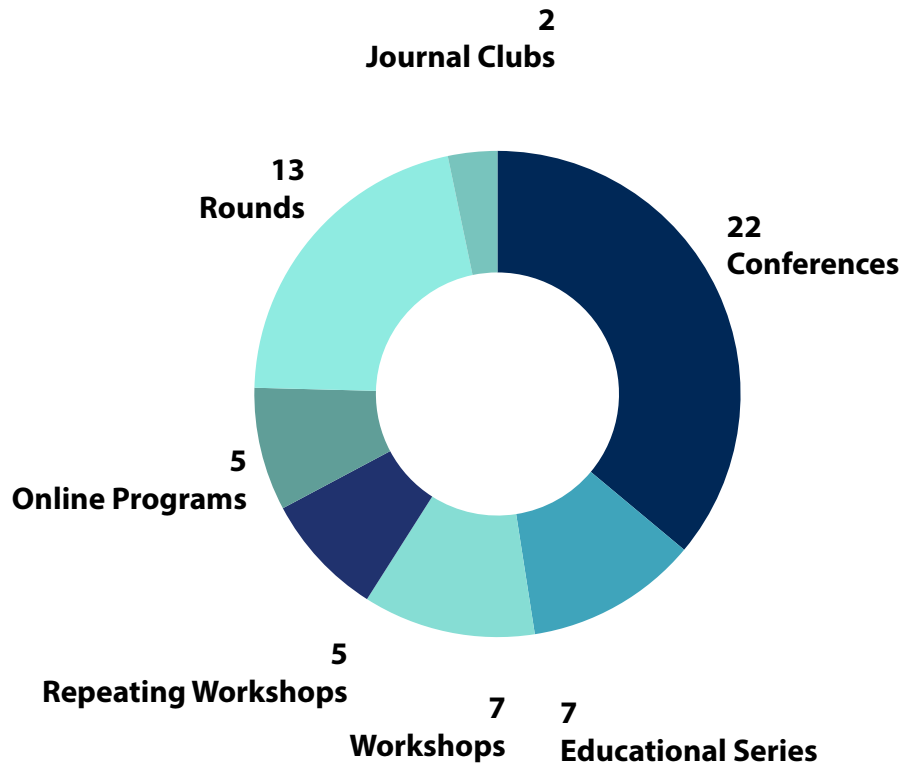


# Accredited Activities

## Communities in which activities were accredited:



## Wide Distribution Of Accredited Activities



Accredited  
FD Hours



Accredited  
CEPD Hours



Faculty-Led  
Activities



Local Education Groups  
Certified/Accredited



Unique  
Activities

# Co-Developing and Supporting CEPD

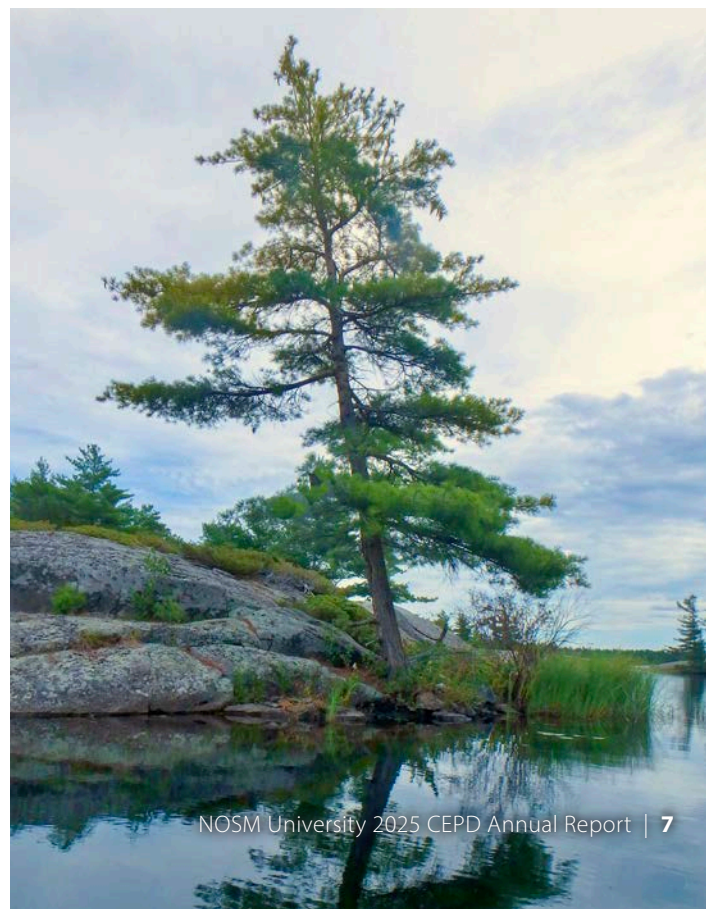
In 2024-2025, the NOSM University CEPD office provided event support to 11 diverse conferences across Northern Ontario.

- Thunder Bay Family Medicine Update
- North of 44
- Northern Ontario Academic Medicine Association (NOAMA) LEG Meeting
- Northern Ontario Women's Health Conference
- Northeast Women's Health Symposium
- Northern Ontario Pediatric Conference
- Palliative Care Conference
- Northern Health Research Conference
- Coaching and Mentoring in Northern Ontario - Online Modules + Educational Series
- Northern Ontario Virtual Emergency Medicine Conference (NOVEC)
- Together We Are Stronger

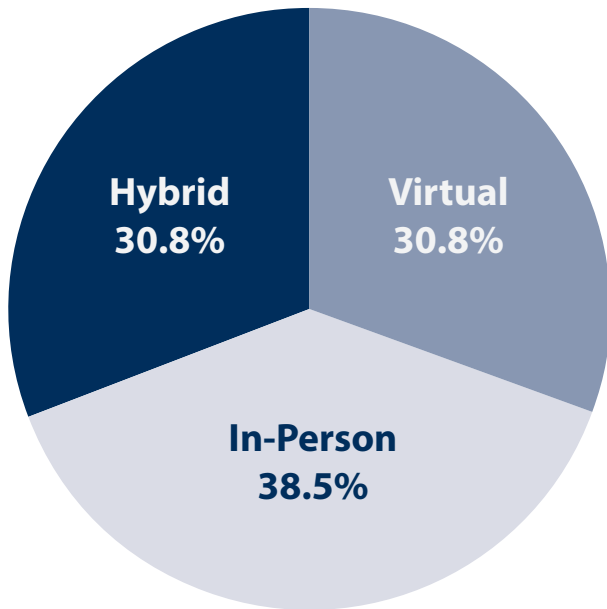


**Thank you to all of the SPCs and their sponsors for the partnerships contributing to faculty development and continuing medical education.**

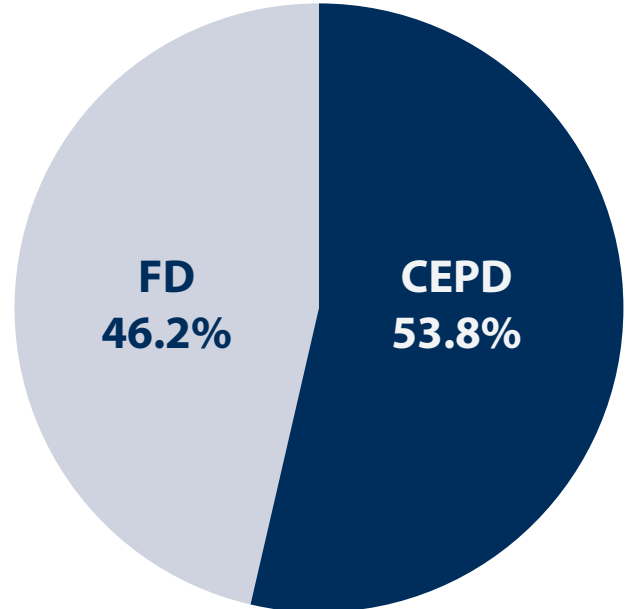
“  
*I enjoyed the entire day as each session brought different information and perspectives-great variety of speakers and information.*  
— **Palliative Care Conference Participant**  
”



## DELIVERY FORMAT



## TYPE OF CONTENT



Across programs, participants agreed activities met key learning needs:

**87%**

Agreed that the program was well-organized

**84%**

Agreed that networking & interaction opportunities were sufficient

**88%**

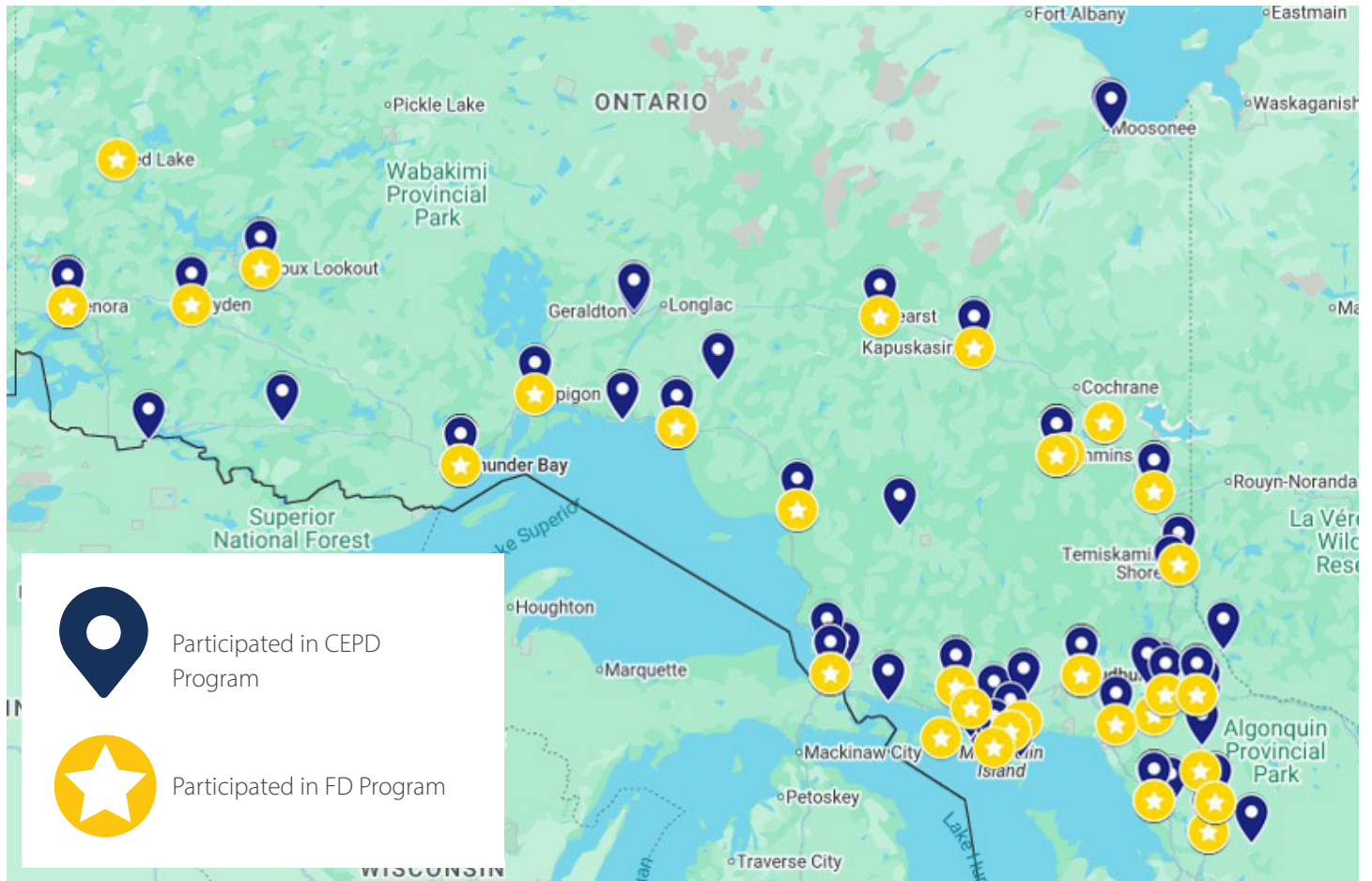
Agreed the program promoted self-reflection

**95%**

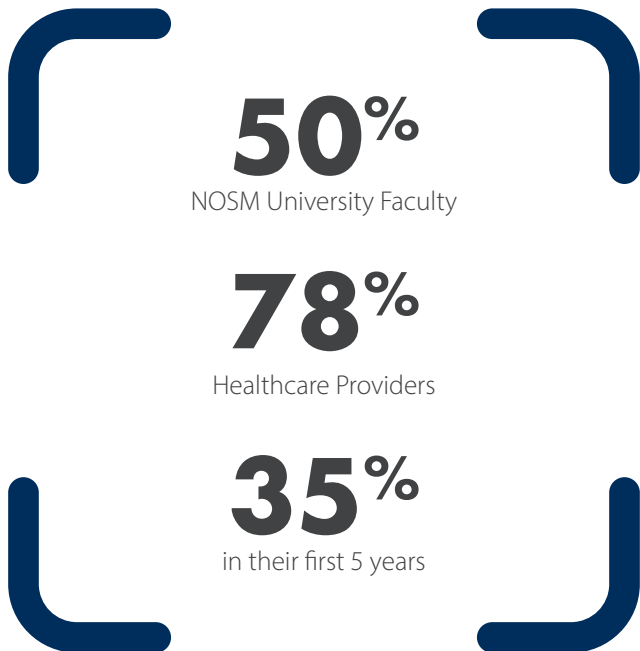
Agreed they came away with new skills, attitudes, or knowledge



**Office-accredited programs provided education for attendees representing more than 50 communities across Northern Ontario**



**Attendees at a Glance**



“  
 Seriously all [sessions] were so educational and pearls for each session can be applied to my family practice.  
 — **Women’s Health Conference Participant**”

# The CEPD Learning Hub

## NOSM University CEPD's Online Learning One Stop Shop

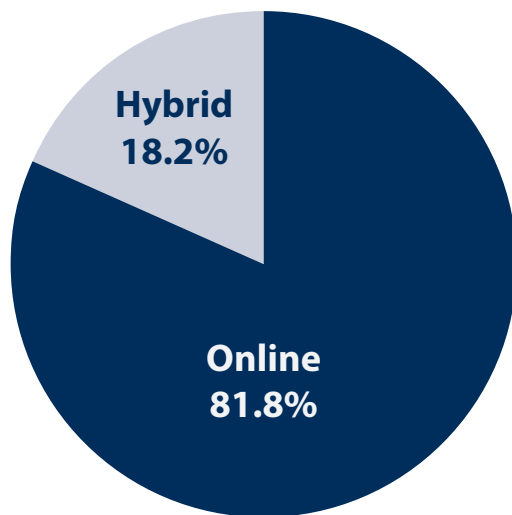
**9** ACCREDITED COURSES    **7** QUICK HIT MODULES



### Cohort Enrolments

2024-2025 continued to bring in learner cohorts from NOSM University programs to CEPD's Indigenous Cultural Safety Training Course, *Hearing Our Voices*, and saw increasing engagement with non-NOSM University health care partner cohorts in *Stand Up: Understanding and Combatting Microaggressions*.

### DELIVERY FORMAT



*Very worthwhile course - I would strongly recommend to others.*

— Stand Up! to Microaggressions Participant



### DEMOGRAPHICS

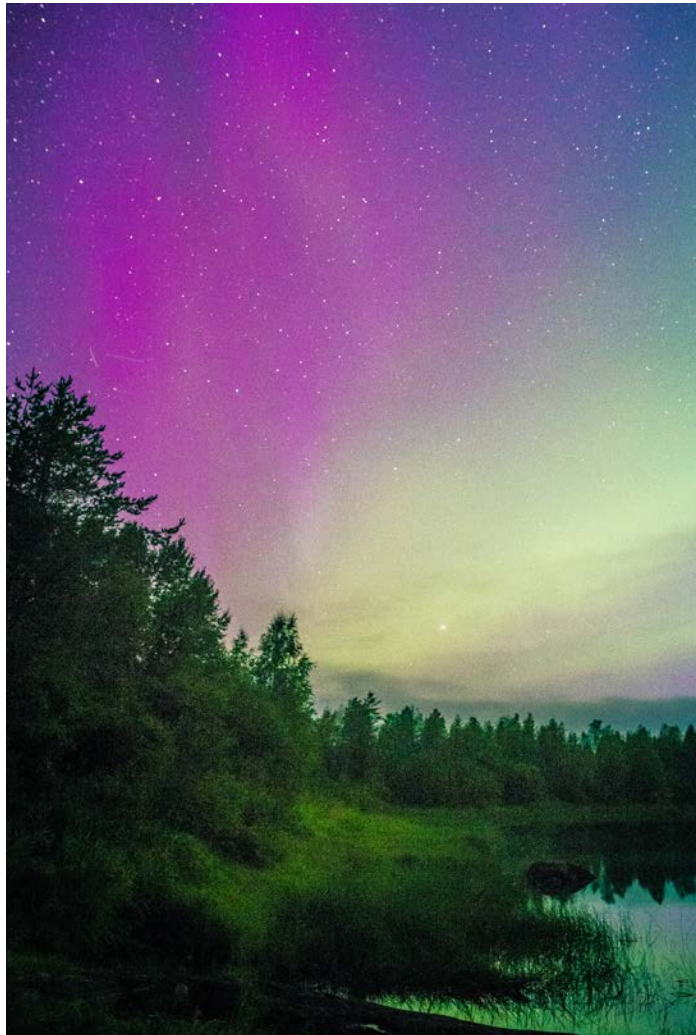


### TYPE OF CONTENT



# CEPD Learning Hub Offerings

6 New "Quick Hit" Modules



1

**Small Group Facilitation**

2

**Teaching Professionalism**

3

**Mitigating Bias in Residency Selection**

4

**Intro to Competence by Design**

5

**Sexual Violence Prevention: Learners**

6

**Sexual Violence Prevention: Faculty & Staff**

## Thank you to the Ministry for the Funding



Thank you to the ministry, all of the project partners for your contributions and in-kind support.

### Clinician Teacher Certificate Partners:

- Thunder Bay Regional Health Sciences Centre (TBRHSC)
- Huntsville Local Education Group (LEG)
- Northern Ontario Academic Medical Association (NOAMA)

### Local and Traditional Food Handler Certificate

- Nourish
- Roots Community Food Centre
- Sioux Lookout Meno Ya Win Health Centre
- Public Health and Preventive Medicine Residency program
- North Bay Parry Sound District Health Unit
- Northern Ontario Dietetic Internship Program

### Artificial Intelligence in Health System Transformation

- Health Sciences North (HSN)
- Thunder Bay Regional Health Sciences Centre (TBRHSC)

### MCU Micro Credential: Clinician Teacher Certificate

Thanks to the excellent efforts of the Scientific Planning Committee, CEPD successfully completed six modules and four workshops during 2024-2025. Additionally, two more courses are currently in development for 2025-2026. CEPD and the Scientific Planning Committee are excited to share highlights from the first year in 2025-2026, which include the launch of online workshops and in-community sessions in locations such as Huntsville, Timmins, and Kenora, with one planned for Northern Constellations 2026.

### MCU Micro Credential: Local and Traditional Food Handler Certificate

NOSM Equity and Inclusion has partnered with various organizations to develop the Local and Traditional Food Handler Certificate and to secure accreditation for the program "Food is Our Medicine." This initiative aims to provide a culturally relevant and safe online Food Handler Training program that integrates Indigenous knowledge, thereby fostering the preparation of local and traditional foods in a respectful manner. The NOSM Equity and Inclusion and the Scientific Planning Committee continues to collaborate closely with the CEPD as we seek provincial approval for the online Food Handler Training from the Ministry of Health for a program launch in 2025-2026.

### MCU Micro Credential: Artificial Intelligence in Health System Transformation

The Scientific Planning Committee, in collaboration with NOSM CEPD, Research, and AI NORTH, has been actively developing the initial modules for a program titled "Artificial Intelligence for Health System Transformations." The primary goal of this initiative is to provide healthcare providers and administrators with essential knowledge and skills to responsibly integrate AI innovations into their practices. This is particularly focused on meeting the unique needs of the Northern Ontario healthcare landscape. These pilot courses are scheduled to launch in the fall of 2025.



TOTAL ACCREDITED  
CONTENT HOURS



TOTAL ENROLLED  
LEARNERS



TOTAL COURSES  
ON THE LEARNING HUB

“

*Thank you for a fantastic course! I have done other Indigenous cultural safety courses in the past but this one introduced new concepts ...*

*I will highly recommend to others!*

— **Hearing Our Voices Participant**

”



# Scholarly Activity

## SCHOLARSHIP ACTIVITIES



Faculty and staff collaborated within the CEPD office, across NOSM University, and with external colleagues to present peer-reviewed work at regional, & (inter)national venues.

## OFFICE SCHOLARSHIP: INNOVATION AND COLLABORATION



### Bias detection & mitigation

Clare Cook & Ashley D'Amour

- How do we reliably detect bias in CEPD programs?
- How can we effectively mitigate bias?
- Ongoing work within the office and collaboratively.
- Regional, national, and international presentations.



### Assessing educational needs for addictions sim training

Tara Leary, Clare Cook, Michael Roach, Jared Bonis, Adele Bodson, Paola Nikodem, Kristen Morin

- How frequently do providers see substance use presentations? Are they confident in treating?
- Is education needed? Collaborative work by HSN and CEPD, part of a larger project funded by NOAMA.



### Use of AI in CEPD

Mat Litalien & CEPD team

- Development and evaluation of an AI tool for learning objectives; Use of AI in office processes; AI-readiness in CEPD
- National & international presentations



### Supporting learning for unperceived needs

Lisa Kokanie & Clare Cook

- Innovative communication of unperceived needs and supporting spiralled learning QI-based approach.

# Highlights

## OFFICE DEVELOPED ACTIVITIES

In 2024-25, the NOSM University CEPD office met the needs of learners through multiple platforms and strategies.

### Northern Constellations & Connections 2024

May celebrated the successful launch of the combined Northern Constellations & Connections conference in Toronto. The conference included a full-day pre-conference leadership symposium (Northern Lights), multiple CME offerings, and enhanced space and opportunities for networking.

### Addictions Sims

In partnership with Health Sciences North, CEPD has launched the Addictions Simulation Workshop: Enhancing Skills in Addictions Treatment. This interactive workshop focuses on developing skills in two key areas: pharmacotherapy and interpersonal communication.

Participants will learn how to initiate and adjust anti-craving medications for individuals with Opioid Use Disorder (OUD) and Alcohol Use Disorder (AUD). The workshop also emphasizes essential interpersonal skills, including brief motivational interviewing and reducing stigma when providing care to individuals with substance use disorders. CEPD looks forward to offering this workshop in various communities throughout 2025-2026.

## Pan Northern Clinical Rounds Collective (PNCRC)

In response to input from clinicians in the North, the CEPD team reimagined the Pan Northern Rounds initiative, creating the PNCRC. This revamped program consolidated Rounds from across the NOSM University campus into a single, accessible location. It aims to create a comprehensive collection of both live and archived Continuing Medical Education (CME) content. In its inaugural year, three rounds programs were successfully shared, for a total of 17 sessions. For the 2024-2025 period, the program's offerings will broaden further, and interested Rounds are encouraged to apply to be part of this initiative.

“

*The CEPD team did an amazing job of bringing Northern Ontario to Toronto. The conference was very well organized and truly felt like a professional conference. I loved all of the special touches.*

— NCC Participant

”

**Thank you to all of the SPCs and their sponsors for the partnerships contributing to faculty development and continuing medical education.**



## ► HIGHLIGHTS CONTINUED

### Mindful Self-Compassion with MSC North

MSC North and CEPD's Instructional Designers have been diligently preparing for the launch of the online adaptation of the Mindful Self-Compassion series, scheduled for 2025-2026. In the first year of the project, the team successfully completed the adaptation of the first half of the modules. The second half is expected to be finalized by early fall 2025.

### CAMINO

In the inaugural year of the Coaching and Mentoring in Northern Ontario (CAMINO) program, CEPD worked with Physician Workforce Strategy to release the CAMINO Online Modules on the CEPD Learning Hub, along with launching the Education Series to provide training opportunities for NOSM University Mentors in the CAMINO program's four mentorship streams: Rural Generalist Pathway, Transition to Practice, and Clinical Teacher.

For more information on the current program, please visit their [website](#).

### NOAMA Funding

We extend our sincere gratitude to NOAMA/PCTA for their funding to CEPD this year. This support has played a crucial role in several of the activities and events detailed in our annual report.

Thanks to this funding, all NOSM U Faculty enjoy FREE access to all Faculty Development courses available on the CEPD Learning Hub. This repository of courses has expanded significantly over the past year and will continue to grow into 2025-2026.

### CME Needs Assessment

In late summer, the office released the 2024-2026 CME needs assessment. Combining a diverse set of perceived and unperceived needs sources, including perspectives from program evaluations, Local Education Group requests, and key informants, as well as regional public health and regulatory data, the needs assessment identified 7 key themes for addressing clinical education needs. A supplementary assessment focused on health sciences needs was released in collaboration with the Health Sciences portfolio.

### CACME Audit

In September 2024 the CEPD office underwent a program audit carried out by the CFPC and RCPSC on behalf of the CACME. This exercise serves as the initial step for the planned site visit in 2025. The office is pleased to report that they received a full compliance report in January 2025.

### Speaker Database

The office successfully completed phase one of a speaker database, compiling names and topics of NOSM U speakers who can provide high quality education. This database is currently a resource to our gold package clients, with expansions planned for 2025-26 in breadth and accessibility.

### Resources & Tip Sheets

To support planning committees and as part of the pre-accreditation review, CEPD:

- Created 2 new program planning resources
- Updated 19 existing planning resources
- Created 2 new tip sheets
- Updated 14 existing tip sheets

### New Application

In December, the CFPC launched a major revision of accreditation standards for family physician CEPD. The CEPD Office used this opportunity to streamline our application process. Two new applications forms tailored to Faculty Development and Rounds programs launched in February.

### Integrating AI

Using National Standard accreditation requirements and pedagogical best practice, the CEPD Director trained an AI instance to generate and provide feedback on learning objectives for CEPD programs. This AI tool has been adopted by CEPD offices across Canada and is a free resource for all planning committees.

# Financial Health

	2022-2023	2023-2024	2024-2025
Revenue	\$132,500	\$202,535	\$602,974
% Funded	89%	84%	63%

In 2023-2024, CEPD diversified its menu of offerings to support the NOSM University Community. The various service offerings and support from sponsors have enabled NOSM U CEPD on the path towards alignment with industry standards, reducing its reliance on ministry funding to provide support to healthcare faculty and preceptors.

# Looking Ahead

Date	Spring Events	Program Type
April 11, 2025	Women's Health Symposium	Conference
May 8-10, 2025	Northern Constellations & Connections & Northern Lights	Conference
June 5, 2025	Northern Ontario Virtual Emergency Conference (NOVEC)	Conference
June 16-17, 2025	Northern Health Research Conference (NHRC)	Conference

# Fall 2025 Programs

Date	Fall/Winter Events	Program Type
September 26, 2025	Palliative Care Education Series begins	Education Series
September 26, 2025	Thunder Bay Family Medicine Conference	Conference
October 3, 2025	Cardiovascular Symposium	Conference
October 24, 2025	Northern Ontario Women's Health Conference	Conference
October 31, 2025	North of 44	Conference
November 6, 2025	Geriatric Refresher Day	Conference
November 7, 2025	LEG Lead & Administrators Meeting	Online Course: CEPD Learning Hub
November 13, 2025	Northern Ontario Community Concierge and Connection Event	Conference & Job Fair

In addition to these CEPD supported programs, many faculty-led programs have been accredited so far in 2025-2026 . More to come!

For upcoming events, please visit [cepd.nosm.ca](http://cepd.nosm.ca).



# Thank You!

Thank you to everyone who made this year a success!

## CEPD Leadership

- Dr. Tara Baron, Associate Dean
- Mr. Mat Litalien, Director
- Dr. Tara Leary, CME Director
- Dr. Katherine Richardson, PGME Faculty Liaison

## Medical Reviewers

- Dr. Ranjit Baboolal
- Dr. Natasha St. Onge
- Dr. Edward Hirvi
- Dr. Jennifer MacPhail

## Staff

- Ms. Kaitlin Taylor
- Ms. Amanda Mihalus
- Dr. Clare Cook, PhD
- Dr. Kristen Shaw, PhD
- Ms. Irina Labuac
- Ms. Julie Colquhoun
- Ms. Sarah Bazinet
- Ms. Lisa Kokanie
- Ms. Ashley D'Amour

- Ms. Melissa Rye
- Ms. Sharon Boudreau
- Mr. Mahad Frazz

## Our Committees and SPCs

### The NOSM U Portfolios

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## Our Valued Sponsors

