

#### **A BRIEF HISTORY**

Dalhousie Medical School's roots stretch back to September of 1843, when the Dalhousie College Act specified that a medical faculty be established within the college. With the support of the premier and a provincially-funded hospital located on the South Common, the Faculty of Medicine began its work in 1868, about 50 years after the founding of Dalhousie University.

The Dalhousie University Medical School's rich and diverse history has culminated in our position today as one of Canada's leading medical schools. The medical school has long focused on excellence in medical education. For 155 years, the faculty has been training students to become physicians and scientists, many of whom have made their mark on the national and international stage. Almost as old as the country itself, Dalhousie Medical School has endured two world wars, the Halifax Explosion, and numerous government and physical changes.

An integral part of Maritime Canada since 1868, Dalhousie Medical School's success has always been linked to our relevance to the communities we serve. Dalhousie Medicine New Brunswick, a distributed medical education program based in Saint John, was launched in 2010 and trains 40 medical students each year. While most Maritime doctors earned their MDs at Dalhousie, our well-trained, highly skilled graduates can be found caring for people of all ages throughout Canada and around the world.



#### **MESSAGE FROM THE DEAN**



It has been another busy and eventful year for Dalhousie Medical School, as faculty, staff, and students, continued to advance our mission to drive excellence in health and health care through world-class medical education and research, and our commitment to social accountability.

In January, after months of consultation and review, we proudly launched our new strategic plan, *Realizing our Ambition: Defining a New Era at Dalhousie Medicine*. The plan signals the Faculty of Medicine's long-term aspirations while providing a clear, actionable strategy to guide us through the next five years. It builds on our achievements, while guiding us in new, and exciting directions.

New and exciting truly is a theme of the past year. In January we were pleased to announce the partnership we have formed with Cape Breton University to establish a <a href="new medical school campus">new medical school campus</a> in Cape Breton. The campus, the province's second and the third campus for Dalhousie Medical School, will focus on family medicine and rural

health and will train up to 30 new doctors every year. We believe that this partnership has great potential to provide excellent medical education and health research in Cape Breton and will benefit the region for years to come.

And while we look forward to these new developments, I would be remiss if I did not recognize some major organizational changes happening at our Dalhousie Medicine New Brunswick campus. Three of our senior leadership positions are coming to an end: Dr. Jennifer Hall's term as Associate Dean, DMNB, ends in December 2023, Dr. Robert Boulay, Assistant Dean Clerkship, completed his term in September 2023, and Ms. Pamela Bourque, Chief Operating Officer, retired in June 2023. The steady, dedicated, and thoughtful leadership of these three individuals has greatly contributed to our success, establishing a strong foundation of excellence at DMNB.

I am so proud of all we have accomplished over the last year, particularly our efforts to improve upon diversity, equity, and inclusion, and a new focus area announced in our strategic plan, valuing people. Our success and advancement would not be possible without the combined efforts of the faculty, staff, and students, who work tirelessly each day to make the Faculty of Medicine a leader in education and research, and a positive place to work and learn.

I am pleased to share some of the numerous highlights and accomplishments achieved by our exceptional faculty members. This report showcases stories that demonstrate the significant progress we are making in addressing the healthcare needs of the diverse communities in our region.

I extend my heartfelt gratitude to all members of the Dalhousie Medical School community for your patience and hard work over the last year. You have been instrumental in driving our successes, and you have my immense appreciation for your unwavering support and dedication. Thank you all.

Sincerely,

David Anderson, MD

Dean, Dalhousie Medical School

## REALIZING OUR AMBITION: **DEFINING A**

## **NEW ERA AT DALHOUSIE MEDICINE**

In October of 2021 we began consulting broadly to gain insight into the unique perspectives of our faculty, staff, students, and stakeholders, leading into the development and implementation of our new strategic plan, Realizing Our Ambition.

The plan signals the Faculty of Medicine's long-term aspirations while providing a clear, actionable strategy to guide us through the next five years. It builds on our achievements, while guiding us in new, and exciting directions.

Realizing Our Ambition was developed to guide and engage our students, staff, and faculty and chart our course to where we hope to be over the next five years. It shows respect and appreciation for where we have been, with an understanding of the new standard of excellence and accountability to which we will be held. With our collective efforts, foundational and enduring change is possible and attainable.

The people, and programs, that make Dalhousie Medical School a desirable place to work and learn, and an internationally recognized leader in research, education, and collaboration, are guided by infinite ambition. In the Faculty of Medicine, we aren't content with the status quo. We are innovators and changemakers, and as we look forward, we strive for a new era in Dalhousie Medicine, one that sees healthier Maritime and global communities, and equitable healthcare for all.

Realizing Our Ambition was developed through the most in-depth consultation process for any Faculty of Medicine strategic plan to date. As we have begun implementing the plan's action items, which fall under four core streams: Educational Excellence, High-impact Research, Serving and Engaging Society, and Valuing People, that implementation has continued. Dr. David Anderson has been meeting with departments individually to revisit earlier consultations and discuss execution of the plan.

Realizing Our Ambition is a dynamic and shared plan, owned by the entire Faculty of Medicine community. As we move forward, continued collaboration among faculty, staff, students, and stakeholders will be critical to our success. Together, we will achieve our vision of healthier communities.



### RESEARCH AT DALHOUSIE'S

## **FACULTY OF MEDICINE**

Research is integral to our mission to drive excellence in health and health care through world-class medical education and research, our commitment to social accountability, and our vision of healthier communities. Our graduate programs in the medical sciences offer a number of exciting, varied, and challenging opportunities. Innovative research programs and initiatives at Dalhousie and our affiliated institutions are leading their fields in Canada and around the world.

2022/2023 was defined as a year of change for our medical research community. As such, much of the year has been devoted to strengthening existing relationships and building new collaborations in order to ensure a healthy a vibrant research community within the Faculty of Medicine. One important example of this is the milestone integration of the Dalhousie Medical Research Foundation with Dalhousie University. This partnership has seen the two entities combine efforts to create an expert team with a vision of raising even more funds for research at Dalhousie for the benefit of the broader communities served.

In Graduate and Postdoctoral Studies, work has been ongoing to establish connections with basic science department heads, graduate coordinators, Faculty of Medicine Graduate Students Society (FMGSS), Faculty of Graduate Studies (FGS), and the Association of Faculties of Medicine of Canada (AFMC) to work on the promotion of the interests and perspectives of the graduate students and postdoctoral fellows.

It was a busy year with major funding applications from groups focused on cardiovascular and pandemic research and reducing the burden of infectious disease.

#### DR. MARY ELLEN MACDONALD APPOINTED J & W MURPHY **FOUNDATION ENDOWED CHAIR IN PALLIATIVE CARE**



More than just end of life care and pain management, palliative care can often be the forgotten or misunderstood tool in the healthcare system. As our province faces an aging population and the country's highest cancer rates, and with grief amplified by the COVID-19 pandemic, Dr. Mary Ellen Macdonald, the J & W Murphy Foundation Endowed Chair in Palliative Care, has a simple message.

"Death and dying, and even bereavement, do not have to be that scary."

A medical anthropologist by training and a decorated scholar, Dr. Macdonald joined Dalhousie University, the QEII Health Sciences Centre, and Nova Scotia Health in summer 2022 with a clear mission: to provide leadership and mentorship to those involved in palliative care research in Nova Scotia and Atlantic Canada, and to establish an active research program that will stimulate evidence-based breakthroughs in the delivery of palliative

#### THE QUEST FOR BETTER

For Dr. Macdonald, who grew up in Nova Scotia, the pull to return home from McGill University was rooted in a deeply personal, yet not uncommon, experience with the healthcare system.

After two-and-a-half years with ovarian cancer, Dr. Macdonald's mother was transitioned to palliative care. This meant moving from one side of the hall in a county hospital in Nova Scotia to the other, with the only noticeable difference being a more spacious room with a small kitchenette that was available to the family.

In that moment, Dr. Macdonald was no longer a researcher or palliative care expert - she was a family member with questions and uncertainty.

"We had no bereavement follow-up, we had no end-of-life preparation from the team," says Dr. Macdonald. "We literally had palliative care for 48 hours."

## SPOTLIGHT ON RESEARCH

Dr. Macdonald is quick to point out the exceptional care her mother received over the years, but unwavering about the essential role high-quality palliative care can play not only for patients, but their families and communities.

"I know how important palliative care can be, and I know how wonderful palliative care can be in Nova Scotia," says Dr. Macdonald. "I want the best for all Nova Scotian families."

#### A TRANSFORMATIONAL GIFT

The Murphy family, through the J & W Murphy Foundation, made a \$3-million gift to the QEII Foundation to make this Chair a reality. Through their generous support, the J & W Murphy Foundation Endowed Chair in Palliative Care ensures dedicated research dollars are available in perpetuity – helping to transform palliative care here at home and on a national stage.

The Murphy's felt inspired to make a difference after they lost three family members in quick succession, only a few years before they made the decision to give.

"It needs to be easy to talk about advanced care directives and end of life decision making, and hospice accessibility," says Lisa Murphy. "Unless those conversations start early enough, it will always be a crisis situation. It has to be as easy to have that conversation as it is to talk about the flu shot."

With the endowment, Dr. Macdonald can fully dedicate her time to research that will influence palliative care policies and standards that improve the quality of life for individuals, families, and communities facing serious illness, and those grieving losses.

"It means the world to me. It's amazing that someone thought about protecting time for palliative care research," says Dr. Macdonald. "I'm a researcher in my heart, and this endowment means that I can do what I was trained to do  research. Talking to people and hearing their stories and being authentically engaged, and not working on what I love 'off the side of my desk'."

#### **COMMUNITIES KNOW BEST**

The topic of death and grief can be uncomfortable to many, specifically when discussing our own mortality. For Dr. Macdonald, the importance of learning from communities and putting a name to the work that is being done is critical.

When someone is sick or dying, communities come together to help families and patients and to ensure their basic needs are taken care of. This could be as simple as mowing the lawn while someone is in hospital, preparing meals, or even offering a drive.

"From diagnosis through bereavement, that's all palliative care," says Dr. Macdonald. "There's a lot of living that happens before the dying starts, and after the death too; that's what we also need to focus on. Yes, the death can be scary, but there are months on either side full of opportunities to support your neighbor. That's not scary, that's just being a good citizen."

As an anthropologist and social scientist, Dr. Macdonald's approach to palliative care research is one of appreciative inquiry. By looking through the lens of public health and analyzing how an institution fits into the community, rather than only at the bedside, she hopes to gain greater insight into what is already working well, and how can 'the good' be multiplied and operationalized.

More than anything, her approach is pragmatic.

"Everyone is going to grieve, and everyone is going to die. We could be doing both better.".

## SPOTLIGHT ON RESEARCH

# GOVERNMENT OF CANADA INVESTS \$10 MILLION IN RESEARCH ON ORAL MEDICATIONS FOR SARS-COV-2

The Government of Canada has invested in effective and affordable COVID-19 therapeutics, including emerging antiviral medications.

Dr. Emily Gard Marshall, associate professor in the Departments of Family Medicine and Psychiatry at Dalhousie University, and her colleagues are part of a Toronto-led study looking at the effectiveness of these COVID-19 treatments for non-hospitalized patients, with the aim to provide timely evidence that will support decision making for health system managers and public health officials in Canada and abroad. In a response to the need for this research, the Canadian Institutes of Health Research (CIHR) joined forces with Health Canada and the Public Health Agency of Canada to fund the project.

On July 7, 2022 the Honourable Jean-Yves Duclos, Minister of Health, announced that this \$10M partnership would fund the COVID-19 Outpatient Therapeutic Study to advance research into the effectiveness and challenges of new COVID-19 treatments for non-hospitalized patients.

The research team, including Dr. Marshall, and led by Dr. Andrew Pinto, director of the <u>Upstream Lab</u> at St. Michael's Hospital, a site of Unity Health Toronto, and the University of Toronto was awarded this funding to establish the Canadian ADAptive Platform Trial of COVID-19 Therapeutics in Community Settings (Can-ADAPT COVID), working with colleagues from across Canada.

In collaboration with patients, community partners, and research networks across Canada, the United Kingdom and the European Union, Dr. Pinto and team are comparing oral medications for SARS-CoV-2 such as nirmatrelvir/ritonavir (Paxlovid<sup>TM</sup>) in non-hospitalized patients and providing key insights into whether treatments prevent long COVID.

CIHR says this research will provide new insights and timely evidence in support of public health and clinical decision making for the effective roll out of new antiviral medications developed to treat non-hospitalized COVID-19 patients.



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## SPOTLIGHT ON RESEARCH

# ROYAL ASCENT: DALHOUSIE'S DR. FORD DOOLITTLE NAMED TO THE ROYAL SOCIETY FOR CONTRIBUTIONS TO SCIENCE

<u>Dr. Ford Doolittle</u> has joined the ranks of Stephen Hawking, Isaac Newton, Charles Darwin, Lise Meitner, and other leading scientists throughout history in the <u>Royal</u> <u>Society</u>.

Reputed as the world's most esteemed organization devoted to the development and use of science for the benefit of humanity, the Royal Society is comprised of approximately 1,700 Fellows and Foreign Members — a number that includes 85 Nobel Laureates. Dr. Doolittle is one of just 74 Fellows from Canadian institutions included in the Royal Society membership and one of just five Canadians added in 2023.

Dr. Doolittle has a long career as an honoured academic. He graduated from both Harvard and Stanford, before taking a position in the Faculty of Medicine at Dalhousie where he is Professor Emeritus.

For much of his storied 40-year career, Dr. Doolittle split his time between experimental work in evolutionary biology and what he calls "theoretical interventions." In the 1970s, he worked to prove the then-controversial "endosymbiont hypothesis" for the origin of chloroplasts — an organelle within the cells of plants and certain algae that is the site of photosynthesis.



A decade later he proposed that most DNA is "selfish" or parasitic, its primary purpose being to make copies of itself. And then, at the turn of the millennium, Dr. Doolittle argued for gene-swapping as the driving force in early evolution, figuratively tearing down Charles Darwin's "tree of life" as failing to account for two-thirds of life's history on Earth.

Dr. Doolittle directed the Canadian Institute for Advanced Research's Evolutionary Biology Program for 20 years, which made Canada uniquely strong in early cell and genome evolution.

For his achievements, Dr. Doolittle received the 2013 Gerhard Herzberg Gold Medal, Canada's top prize for science which is accompanied by an unrestricted milliondollar research grant, and the Killam Prize of the Canada Council, another of Canada's most-coveted academic awards.

# DALHOUSIE RESEARCHERS DISCOVER EXISTING DRUG CAN DISRUPT CORONAVIRUS REPLICATION



In early 2020, Eric Pringle and Brett Duguay found themselves busy testing potential antivirals for common cold coronaviruses and were seeing promising results.

The pair, both post-doctoral researchers working with Dr. Craig McCormick, were studying an approved drug already being used to treat other diseases, like cancer and irritable bowel syndrome. Their lab completed a separate study showing the drug — 6-Thioguanine or 6-TG — was surprisingly effective at inhibiting flu virus replication in the laboratory.

Just as they were wrapping up that work, however, the World Health Organization declared the COVID-19 pandemic, ushering in widespread lockdowns that shuttered labs and put some research on hiatus at institutions around the globe.

## SPOTLIGHT ON RESEARCH

Exceptions were being made for some researchers studying the highly transmissible and potentially lethal SARS-CoV-2 and other coronaviruses.

Drs. Duguay and Pringle, along with colleagues in the McCormick Lab, got permission to go back into their laboratory in March 2020 and began looking at how 6-TG would work on strains of common cold coronaviruses, like OC43 and 229E.

They discovered a new effect — or mechanism of action — for 6-TG. In cell-culture experiments, they found that the drug can inhibit the replication of human coronaviruses, including SARS-CoV-2. It does so by interfering with the development of the virus's hallmark spike proteins, which are needed to penetrate the host cell and initiate infection. Without them,

viruses like SARS-CoV-2 cannot interact with host cell or spread.

The team is now working with Dalhousie medicinal chemist and neurologist, Dr. Sultan Darvesh, to better understand how the drug works and how it could be improved to more effectively target SARS-CoV-2. He is doing computational studies looking at how the drug interacts with proteins within the cell. The question is which of the many host cell proteins does the drug affect.

The discovery is an important first step in a long process that could take years before it produces a treatment for future coronavirus outbreaks.

# DAL RESEARCHER LEADS INTERNATIONAL TEAM STUDYING CONDITIONS THAT FUEL POXVIRUS OUTBREAKS



Dalhousie University researcher <u>Dr. David Kelvin</u> launched an \$850,000 research project to identify hotspots for poxviruses and better understand their spread, filling an important knowledge gap while improving preparedness, prevention, and response efforts for future outbreaks.

Dr. Kelvin, an infectious disease expert, assembled an international team of clinicians, scientists, entomologists, veterinarians, sociologists and government officials in Africa and Canada to study highly contagious poxviruses, like mpox (monkeypox).

Research Nova Scotia (RNS) has invested \$250,000 in the project, the Canadian Institutes of Health Research (CIHR) provided \$500,000, and the African Institute for Mathematical Sciences (AIMS) provided \$100,000 in-kind.

The RNS investment builds on a growing expertise in health and environmental surveillance research in Nova Scotia. Dr. Kelvin's project team is working with Dalhousie's Graham Gagnon and the Centre for Water Resources Studies to use specialized equipment to test wastewater at five busy border areas in Rwanda to quickly identify the presence of the viruses. They will also take samples from animals to see if they are carrying it.

The two-year project will provide a comprehensive map of the state of mpox and orthopox viruses in central Africa and Nova Scotia, as well as new variants that are emerging.

The recent emergence of mpox viral outbreaks and epidemics has shown how extensive the poxvirus family is. Last year, Canada experienced its first major mpox outbreak, indicating that zoonotic diseases once thought to be contained to one geographic region are becoming worldwide health emergencies.

In the wake of the outbreaks, the federal government announced an investment of \$6.35 million for Dr. Kelvin's and 12 other teams across Canada to study mpox and other zoonotic threats.

### FDUCATION AT DAI HOUSIF'S

## **FACULTY OF MEDICINE**

Dalhousie Medical School trains the next generation of physicians and scientists through undergraduate, postgraduate, continuing professional development, and graduate and postdoctoral training programs.

The Inclusive Pathways to the Medical Professions (IPMP) initiative, a cohort program for African Nova Scotian (ANS) and Indigenous students in the Medical Sciences Program, officially launched in 2022 due to the incredible efforts of Dr. Sarah Wells, as well as the Indigenous Cohort Advisor, Ms. Kim Lickers, and the African Nova Scotian Cohort Advisor, Ms. Vanessa Jackson. Now in its second year, the 30 students in these cohorts receive wrap-around supports, including access to, and financial coverage of, private tutoring, access to racialized counselling, and residence priority for incoming and returning students. We hope these students will continue their education in graduate and professional programs at Dalhousie.

Over the past year, the updates and adjustments to the undergraduate curriculum continued as part the Curriculum Refresh project, with the Med 2 cases being revised by the Case Diversification group, to ensure that the cases presented to the medical students represent the rich diversity of the populations they will serve. Importantly, new material on antioppressive practice and on anti-Black racism were also introduced into the curriculum.

In postgraduate medical education, Dalhousie filled all the residency positions despite a significant expansion in the number seats offered in the match this year. Congratulations to the PGME team for this incredibly successful match cycle.

Virtual programming has continued in Continuing Professional Development/Division of Medical Education (CPDME) with the extremely successful delivery of hybrid (virtual and in-person) large conferences (Fall Family Medicine Refresher; Spring Emergency Medicine Refresher) and virtual Community Hosptial Program (CHP)/Clinical Webinar programs.

Attendance has exceeded expectations and has seen the largest audiences of the past decade.

## SPOTLIGHT ON EDUCATION

#### PROVINCE FUNDS NEW MEDICAL **SCHOOL CAMPUS IN CAPE BRETON**

On March 7, 2023, Premier Tim Houston announced a \$58.9 million investment to develop a new medical sciences building at Cape Breton University, which will house the medical school campus slated to open in 2025 in collaboration with Dalhousie University.

The campus, the province's second and the third campus for Dalhousie Medical School, will train 30 new doctors every vear. It will include a new collaborative care clinic at the Nova Scotia Community College (NSCC) Marconi campus, and an expansion of Cape Breton University's health and counselling centre.

"Families across Cape Breton and our rural communities need more family doctors, and we know the best way to meet that need is to train more of them here and do more to ensure that the ones who graduate here, practise here," said Premier Houston. "Nova Scotians deserve to have more healthcare workers practising in their communities, and with a strong focus on rural care training, we expect better patient care happening across the province."

#### A PROVEN TRACK RECORD

Dalhousie Medical School has a longstanding history of providing medical education in Cape Breton, most

prominently in Family Medicine residencies and Longitudinal Integrated Clerkships in North Sydney and New Waterford. The launch of the Cape Breton medical campus, and partnership with Cape Breton University, is the natural progression and important next step in fulfilling the Faculty of Medicine's mission of healthier communities.

"Dalhousie Medical School has a proven track record of providing excellent medical education opportunities throughout the Maritimes," says Dr. David Anderson, Dean of the Faculty of Medicine at Dalhousie University. "We look forward to partnering with Cape Breton University to train the next generation of physicians to further address the healthcare needs of the Cape Breton community."

#### TRANSFORMATIVE INVESTMENT

The new medical sciences building will be the cornerstone of the Cape Breton medical campus, housing educational and research space to train the next generation of family doctors. Their ed`ucation will include special training in rural health needs such as aging, frailty and disease prevention, as well as Indigenous health and African Nova Scotian health.

"We know that healthy communities are thriving communities and today, with this investment, we take a major step



## SPOTLIGHT ON EDUCATION



forward in improving the collective health of our citizens," said David Dingwall, President and Vice-Chancellor of Cape Breton University. "We are deeply grateful to the Province of Nova Scotia for their faith in us, and for investing in a healthier future for our community. Simply put, this investment will change the face of healthcare in Cape Breton, in rural Nova Scotia, and the entire province."

Data has shown that physicians are more likely to work in communities where they've had an educational experience. It is why Dalhousie Medical School residency programs outside Halifax have been so successful for recruitment of physicians to work in Nova Scotia.

This campus will offer students the chance to complete their medical studies in their home region of Cape Breton/ rural Nova Scotia, and it will inspire them to stay and practice in the communities that shaped them.

"The funding and construction of a state-of-the-art medical sciences building is a transformative decision that will have long-lasting impacts on the healthcare of the region," said Dr. Jennifer Hall, Associate Dean, Dalhousie Medicine New Brunswick, who represented Dalhousie at the announcement. "Future students can be assured that they will be receiving a world-class medical education in a facility that reflects their ambition and talents."

#### **WORKSHOP PREPARES MEDICAL LEARNERS FOR LARGE SCALE CASUALTY AND TRIAGE SITUATIONS**

Following an incredible collaboration between both undergraduate medical education teams in Nova Scotia (DMNS) and New Brunswick (DMNB), local healthcare professionals and associations, as well as the Centre for Collaborative Clinical Learning and Research (C3LR), the first Disaster Preparedness Workshop was held on November 26, 2022.

Many months in the making, the workshop offered learners in their third year of medicine at Dalhousie's Nova Scotia and New Brunswick campuses, the opportunity to develop and practice skills associated with large scale casualty and triage situations. With 34 simulated patients (SP) participating alongside volunteer physicians (including residents), paramedics, nurses, and respiratory therapists, the workshop was the first of its kind at Dalhousie and a massive undertaking.

## SPOTLIGHT ON EDUCATION

To set the scene, the simulation was planned as an explosion that took place on a busy street in Halifax, where there were patients with differing levels of injury and care required. These patient cases were developed by physician leads, Drs. Adam Harris, and John Armstrong, alongside clinical skills educator, Laura Thomas, and simulated patient educator, Emily Armstrong. Simulation assistants Tom Smith and David Hutton spent months preparing props and purchasing any supplies that were needed. The pair utilized 3D printing equipment and silicone casting to create blood, burns, cuts, and broken bones that were attached to manikins and simulated patients.

In the months leading up to the event, Emily and her colleagues recruited and trained simulated patients (SPs), while Laura, and fellow clinical skills educator, Sheldon Payne, along with Dr. Harris, enlisted the help of healthcare professionals (HPs) to guide learners through the simulation.

In all there were 17 SP cases, and eight manikin cases, some of which were deceased, which allowed learners the opportunity to triage someone who would be considered 'black' in the triage system. The simulation ran three times throughout the day, with roughly 40 learners in each session.

Feedback on the session has been incredibly positive from all those involved, with learners and HPs showing extraordinary enthusiasm for the experience.

#### DAL NEUROSURGERY RESIDENCY ATTAINS GENDER PARITY

A program at Dalhousie University's Faculty of Medicine is among the first in the country to achieve gender parity among trainees.

The Division of Neurosurgery's six-year postgraduate training program, one of the most competitive programs for residents, achieved an equal distribution of males and females among learners. In fact, with six of the 11 trainees in the program identifying as female, they actually surpassed it.

The Division of Neurosurgery is made up of 10 faculty members, two of whom are women, which is above average for the country. According to 2019 statistics, there were about 333 practicing neurosurgeons in Canada, and only 10 per cent of them women.

Each year the Division of Neurosurgery receives on average 20-28 applications and takes one to two residents. In the last few years there has been an overall increase in female applicants to the program, with nearly half of all applicants in 2022 being women.

With an influx of female residents, in early 2023 the program reached another milestone. For two consecutive months, the resident call schedule was managed completely by women.

The growing trend of women in neurosurgery is not specific to Dalhousie, with other programs in the country also reaching or approaching gender parity. At Dalhousie however, this milestone was reached in the summer of 2022.



Being among the first programs in Canada to achieve gender parity is certainly worth bragging rights. But what program director Dr. Gwynedd Pickett is most proud of is that both her female and male colleagues have cultivated a welcoming, inclusive environment where learners feel supported, and where women want to come.

## SPOTLIGHT ON EDUCATION

#### DAL POSTDOC WINS MITACS ENTREPRENEURSHIP AWARD FOR **WORLD'S FIRST AT-HOME TEST TO MEASURE MUSCLE HEALTH**



Dalhousie Postdoctoral Fellow Dr. Rafaela Andrade is on a mission to keep people healthy and safe by giving them an easy at-home test to monitor their muscle health — simply by peeing on a stick.

On May 18, 2023, she took home the Mitacs Outstanding Entrepreneur Award at a gala in Waterloo, Ontario for her ground-breaking innovation and her efforts to bring it to the world. The awards were hosted by Mitacs, a Canadian notfor-profit organization dedicated to boosting the country's economic growth and innovation by connecting companies and academic institutions.

The ground-breaking technology behind Dr. Andrade's fastgrowing company Myomar Molecular Inc. identifies unique and specific molecular changes in urine that are associated with muscle degeneration. They aim to equip medical practitioners and their patients with the information needed to predict the risk of musculoskeletal disease and improve quality of life by catching muscle loss early.

The company is making great strides validating its product, having completed a clinical evaluation study in Newfoundland in the spring. Dr. Andrade says it was a major milestone that paved the way for the submission of a patent application filed in June 2023.

Dr. Andrade is gaining recognition as an up-and-coming founder of a woman-led start up. The momentum has helped her secure over \$200K in angel investment and take on four employees, including three Dalhousie alumni.

Her short-term goal is to commercialize Myomar Molecular's test kit as a consumer product by fall 2024. Longer term, she aims to include the development of an Al coaching tool that can provide individualized recommendations to improve muscle health and a more robust test that can be used as a medical monitoring tool for self-management of neuromuscular diseases.

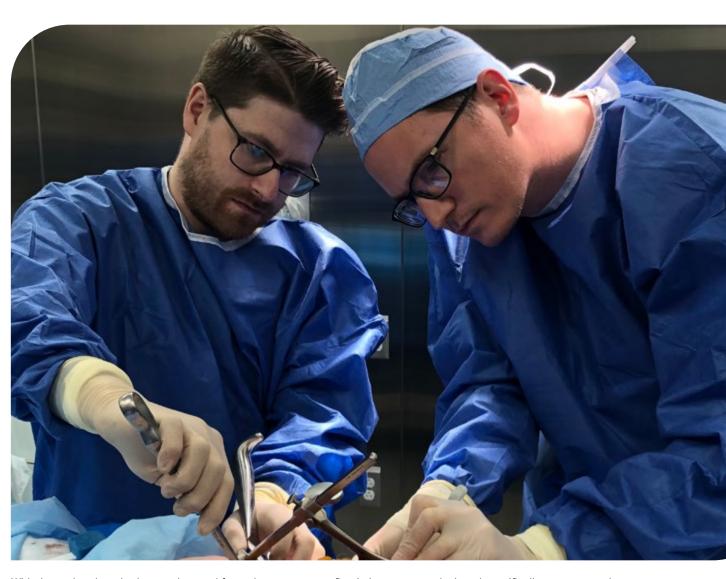
#### **CLINICAL CADAVER PROGRAM AT DALHOUSIE ALLOWS** SAFE, REALISTIC SURGICAL SIMULATION

In existence for more than 150 years, the Dalhousie University Human Body Donation Program accepts bodies from Nova Scotia, New Brunswick, and Prince Edward Island. These donations are critical to providing future healthcare practitioners with the knowledge they need to be successful in their careers.

In 2006 while on a trip to Baltimore with colleague Dr. Adam Law, Dr. George Kovacs, current director of the Clinical Cadaver Program and emergency medicine physician, witnessed something that would forever change the way learners and physicians practiced on cadavers. It wasn't long before Rob Sandeski, manager of Dalhousie's Human Body Donation Program, was heading to Baltimore to learn the embalming techniques used by the Baltimore team.

Upon his return to Halifax, he prepared the first donor, and with a few adjustments to the formula to allow for longevity, the Halifax Clinical Cadaver Preparation (Halifax Prep) was

The first of its kind in Canada, and only the second place in North America to utilize this method of preparing cadavers, the Halifax Prep allows the cadaver to be utilized for approximately eight weeks. Since developed, schools across Canada and in the United States have approached Dalhousie with requests to study and emulate the process. Despite this, Dalhousie remains one of the only places in the country using this method of cadaver preparation.



With the updated method came the need for a place to practice. An old ambulance bay at the Halifax Infirmary was turned into a simulated resuscitation area, and with approval from the dean of the medical school, the Dalhousie Clinical Cadaver Program was formalized.

Since the first clinical preparation, the program has increased to accepting approximately 170 donors a year—a more than a 115 per cent per cent increase from 2006, with 60-70 per cent utilized for clinical procedural learning. A recently renovated lab in the Tupper Building is now the

first in-house space designed specifically to accommodate clinical cadavers. The new lab provides further opportunities for learning for undergraduate and postgraduate students, as well as for faculty and external groups.

Eighteen years after the inception of the Halifax Preparation, more than 2100 donations have been made to the Human Body Donation Program, providing learning opportunities for countless undergraduate, postgraduate, continuing medical education, and other groups.

## SERVING AND ENGAGING SOCIETY AT DALHOUSIE'S FACULTY OF MEDICINE

The Faculty of Medicine has articulated a vision for improving health in the Maritimes that exceeds its traditional roles of educating physicians and conducting leading-edge research. Our intentions are to examine and redefine the medical school's interactions with historically marginalized communities, and to work with our government partners and external stakeholders to meaningfully catalyze system change. We seek to build an inclusive faculty that welcomes diversity and appreciates diverse forms of excellence within its members. Our teams work to enhance equitable health outcomes for diverse populations with underrepresented voices in health systems and engage communities in the design and delivery of our educational programs and in identifying priorities in our research mission.

The first applications from Indigenous persons were received under the Indigenous Admissions Pathway, and 10 admissions offers were made. The Black Learners Admissions Pathway was also approved and accepting applications for the 2023-2024 application cycle.

An important appointment was made this year, with <u>Dr. Leah Jones</u> being named the Academic Director for Black Health.

These are meaningful steps in demonstrating our commitment as a faculty to removing the barriers Indigenous and Black applicants have faced in the historical application to our program and we look forward to welcoming and supporting these students in the future.

The Faculty of Medicine is working to prioritize planetary health as an area of education, research and practice. Planetary Health is a solutions-oriented, transdisciplinary field and social movement that focuses on understanding and dealing with the effects of human activities on the Earth's natural systems, and how these impacts affect the health of both humans and all living things on the planet.

In 2023, Dalhousie University signed the Academic Health Institutions' Declaration on Planetary Health, urging the immediate adoption of planetary health education and research, along with the transition to climate-resilient and lowcarbon health systems, aiming to create a healthy, sustainable, and just future for all.

Earlier this year, Elise Sammons joined Community Partnerships and Global Health as the new Manager for Planetary Health, where she is working closely with Dr. Sean Christie, Healthy Populations Institute (HPI), and others on several planetary health initiatives.

The Office of Community Partnerships and Global Health was pleased to collaborate this year with HPI to offer two interdisciplinary training opportunities related to planetary health. In January, they hosted an Interprofessional Education mini-course on Planetary Health and in June they hosted the Dalhousie hub of the CASCADES Summer Institute on Sustainable Health Systems. The Summer Institute includes nation-wide virtual panel discussions and meetings with local sustainability leaders and provides an opportunity for health trainees and graduates to learn about sustainable health systems.

## SPOTLIGHT ON SERVING AND ENGAGING

#### DR. LEAH JONES APPOINTED FIRST ACADEMIC DIRECTOR. **BLACK HEALTH, AT DALHOUSIE MEDICAL SCHOOL**

When Dr. Leah Jones was completing her medical degree and residency training, she recalls she was often one of the only Black people in the room.

Appointed Academic Director, Black Health, in September 2022, the family physician is hoping to change that for future students by creating a supportive, welcoming environment to work and learn.

"I want to make sure that, as we recruit and support Black learners into medical school, they continue to feel that support during their training and want to stay in the Maritimes to practice."

Dr. Jones leads in co-developing and overseeing the direction for the Faculty of Medicine to engage African Nova Scotian and Black populations in the Maritimes.

A 2018 graduate of Dalhousie Medical School, Dr. Jones hopes she will be able to connect with students and understand what they are experiencing.

"Very recently I was in their shoes, so I know how challenging it can be," she says. "So, if there's anything that I can do to help, even one person, it will be worth it."

#### **INEQUITIES IN HEALTH**

A native of Dartmouth, Nova Scotia, with roots to the historic Black community of Whitney Pier, Cape Breton, Dr. Jones knew from a young age she wanted to be a physician, despite a lack of Black physician role models. She enrolled in a Bachelor of Science in Biology at Dalhousie University where she further cultivated her dream. She was accepted into Dalhousie Medical School and went on to complete her family medicine residency training at McMaster University in Hamilton, Ontario. And though she made her dream come true, she admits it wasn't an easy road.

"Along the way I ran into different challenges that disproportionately affected the Black community, as well as Black medical learners, that has left me restless" she says. "This is a direct result of how anti-Black racism infiltrates all systems in our society."

Following her residency, Dr. Jones moved to Ottawa where she worked in addictions medicine. When the opportunity to return to Dalhousie and work as the Academic Director, Black Health, became available, Dr. Jones jumped at the chance.



"I was definitely feeling like there was a void in in what I was doing, because though I was doing rewarding clinical work I loved, I wasn't working for my community," she says. "I did this type of EDIA work in medical school, and so the opportunity to make change at this level brought me home sooner than expected."

When Dr. Jones was a student, she spent time working with Imhotep's Legacy Academy, working to improve academic success in STEM for Grades 6-12 students of African heritage in Nova Scotia. She also cofounded the Health Association of African Canadian Student Organization, whose goal is to bring students together from across Dalhousie faculties and beyond to create a community of learning centered on Black health issues, career development and community engagement. Perhaps most notably was her work with PLANS, who aim to increase the representation of African Nova Scotians in the health

"I worked alongside PLANS throughout my medical school training," says Dr. Jones. "I wouldn't be where I am without them, however, having a dedicated role within the Faculty of Medicine such as this one, would have been incredibly valuable for me as a medical learner."

## SPOTLIGHT ON SERVING AND ENGAGING

#### **INCREASING REPRESENTATION**

As Academic Director, Dr. Jones leads the new Black Learners Admissions Pathway, developed by the Black Learner's Admissions Subcommittee, which she chairs. Similar to the Indigenous Admissions Pathway and aligning with Dalhousie's Third Century Promise, as well as recommendations from the African Nova Scotian Strategy, this formalized equitable pathway aims to increase representation of African Nova Scotian and Black learners into Dalhousie Medical School, and in turn, the healthcare

"It is known that Black people are underrepresented in medicine due to systemic barriers," says Dr. Jones. "This pathway is so important in bridging this gap. Representation within health care matters and will in turn improve the health outcomes for our community."

Dr. Jones is advising on undergraduate curriculum related to African Nova Scotian and Black health and will co-lead both the Sofia B. Jones Mentorship Program for Black medical students, and PLANS. She also provides advice to the Dean of Dalhousie Medical School, Dr. David Anderson, and the Associate Dean of Serving and Engaging Society, Dr. Gaynor Watson-Creed, on matters related to the health and wellbeing of African Nova Scotian and Black communities.

"Dr. Jones is a perfect fit for a much-needed role in the Faculty of Medicine," says Dr. Watson-Creed. "As a Dal grad, she understands our systems, and their pros and cons, very well, and as a faculty member she is an excellent role model for Black learners, and indeed for all of us, in compassion, thoughtfulness, and excellence. We are thrilled to have her

Dr. Jones shares in that excitement and is energized by collaborating with the Serving and Engaging Society group who are challenging systems with a social accountability

#### A SENSE OF COMMUNITY

Clinically, Dr. Jones works in addictions and harm reduction, and collaborating with the Nova Scotia Sisterhood, she provides primary care specifically for Black women and gender diverse individuals in Nova Scotia.

Returning home has brought Dr. Jones closer to family and friends, but also to a sense of community here at Dalhousie. It's that sense of community, and support, that she hopes Black students, and other physicians will recognize.

"I want our Black graduates to want to stay and work in the Maritimes. That's one of the biggest things we need to accomplish as a university and as a province. With this role, I hope to begin cultivating that change."

#### DALHOUSIE MEDICAL SCHOOL ADMITS FIRST STUDENTS **UNDER INDIGENOUS ADMISSIONS PATHWAY**

Bonnie Cremo, an Eskasoni First Nation woman, is one of 10 applicants who were offered a seat at Dalhousie Medical School under the new Indigenous Admissions Pathway.

Announced in winter 2022, the Indigenous Admissions Pathway helps facilitate entrance into Dalhousie Medical School for Indigenous students by assessing applications using a holistic file review.

Led by Dr. Brent Young, Academic Director for Indigenous Health, and supported by Keknu'tmasiek Ta'n Tel Welo'ltimk (pronounced: gag-new-d-muss-seeg dawn del well-oh-l-dim-k, a Mi'kmaw phrase that translates to "we



## SPOTLIGHT ON SERVING AND ENGAGING

are learning to be well") Program Manager Faith Julien, this admissions pathway addresses the barriers that have prevented Indigenous applicants from entering medical school at Dalhousie.

Recognizing the Medical College Admissions Test (MCAT) poses a significant barrier to Indigenous Applicants, Dalhousie Medical School removed it as a mandatory requirement in April 2023.

When Bonnie began medical school this fall, she left behind her career in education. She was a teacher at Allison Bernard Memorial High School, with the Eskasoni School Board beginning in 2011.

And while she is fortunate to have been able to share her knowledge with her students, she looks forward to pursuing a passion in medicine that she has carried for so long, and to do so close to home, thanks to the Indigenous Admissions Pathway.

#### DAL SCHOLARS ADVANCE FIGHT AGAINST ANTI-BLACK **RACISM IN MEDICINE FROM PAGES OF TOP JOURNAL**

When Dr. OmiSoore Dryden of Dalhousie and Dr. Onye Nnorom, a colleague at the University of Toronto, first approached the Canadian Medical Association Journal in 2020 seeking figures on how many Black authors they'd published, the response was even more bleak than they'd feared: "I think we've published one," Dr. Dryden, the James R. Johnson Chair in Black Canadian Studies, recalls them saying.

The interaction sparked a bigger conversation about anti-Black racism with the journal, one that culminated last fall in the publication of two special issues (Issue 41, Issue 42) centred exclusively around anti-Black racism and Black health in Canada.

More than just two issues, the publishing initiative initiated and spurred on by the national Black Health Education Collaborative, of which Drs. Dryden and Nnorom are co-founders and co-leads, and supported by Dr. Mark Hanson — created an editorial shift at the journal designed to create a more equitable and welcoming publishing environment for Black researchers and scholars moving forward.

At the core of the two special issues lies a key theme about how anti-Black racism — in both the delivery of care and in the training of Black practitioners — directly impacts the health outcomes for Black people across the country.

Topics tackled in the issues range from the experiences of Black medical students and how anti-Black racism

manifests in academic medical circles to efforts for addressing historical anti-Black racism in health care professions and models of embedding Afrocentric principles in health care delivery.



Dr. Dryden was joined by several other Dal scholars in submitting articles as part of the editorial package. She hopes the issues send a powerful message about anti-Black racism in health care and produces anti-racist change in healthcare systems.

## SPOTLIGHT ON SERVING AND ENGAGING

# BLACK LEARNERS ADMISSIONS PATHWAY APPROVED BY DALHOUSIE MEDICAL SCHOOL

A new admissions pathway announced in spring 2023 by Dalhousie Medical School aims to diversify the healthcare workforce by adjusting their admission processes to be equitable for Black learners.

The Black Learners Admissions Pathway (BLAP) will reduce barriers faced by Black applicants on their path to medical school by assessing applications using a holistic file review.

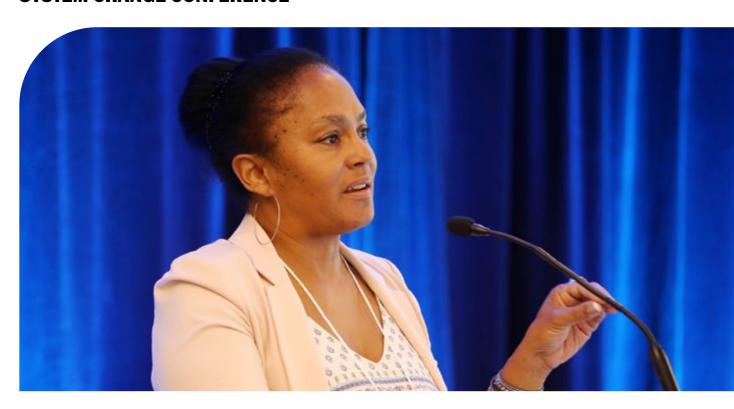
The Black Learners Admissions Subcommittee (BLAS), comprised of Black community and academic representation, and led by Dr. Leah Jones, Academic Director, Black Health, and supported by Promoting Leadership in Health for African Nova Scotians (PLANS) program manager Timi Idris, is overseeing this process.

Under the Black Learners Admissions Pathway, applicants who voluntarily self-identify as Black will be considered for a holistic file review. While the medical school will not do away with traditional testing procedures, should a Black applicant not meet one component of the traditional requirements, they can further themselves in a written personal statement. This statement will allow them to describe how their identification with, and connection to their Black ancestry and community impacted their educational path and goals. This approach will allow applicants to demonstrate the perseverance and skills that Black people build through how they navigate the world that we live in, skills that are sought after in physicians today. The BLAS will then assess the applicant's file as a whole and determine eligibility for admissions.



## SPOTLIGHT ON SERVING AND ENGAGING

# FACULTY OF MEDICINE HOSTS FIRST CATALYZING SYSTEM CHANGE CONFERENCE



Over the last few years, through challenge and change, we have seen the strength and power of collaboration.

As we slowly emerged from the pandemic, we found ourselves on a road to recovery rife with opportunities for growth and transformation. We witnessed the vulnerabilities of our existing systems and the urgent need for change.

In June 2023, the Faculty of Medicine hosted their first Catalyzing System Change conference, *Resilient and Responsive Health Systems in a Changing World*, presented by the generous support of the Fear Family Memorial.

Hosted by CPDME and in partnership with the Office of Serving and Engaging Society and the MacEachen Institute for Public Policy and Governance, Resilient and Responsive Health Systems in a Changing World, was three days of thought-provoking discussions aimed at challenging conventional wisdom and uncovering novel strategies to catalyze system change.

We are facing an exponentially challenging period in health care in the region and in the country, and with that challenge comes the opportunity to redefine systems, institutions, and mindsets, fostering a world that is more sustainable, and equitable for all those that we serve.

The Fear Conference inspired important discussions, created meaningful connections, and facilitated the faculty's strategic vision for improving health in the Maritimes. Over the course of the conference, national and international experts in systems change discussed and engaged on topics such as how to see through the complexity when systems are stuck, how to understand wellness through a systems perspective, and perhaps most importantly, how to make system change happen.

Health care system leaders from multiple disciplines and perspectives showed their interest and thirst for knowledge, as rich conversations developed around new strategies to seemingly intractable problems. Energized by these discussions, and by the presence of policy partners, conference participants were able to develop a new understanding of some of the problems facing the healthcare system.

### VALUING PEOPLE AT DALHOUSIE'S

## **FACULTY OF MEDICINE**

When consultations began for our renewed strategic plan, it became evident that although progress was made in initiatives related to Education, Research, and Serving and Engaging Society, we did not put enough emphasis on the people who make our collective accomplishments possible. In response, we added a fourth stream, Valuing People, that focuses on our commitment to the wellness of staff, students, and faculty, and ensuring we provide every opportunity to make this the best place to study, to work, and to fulfill one's career aspirations. By acknowledging the hard work of our people and creating a positive work environment that fosters well-being and supports career growth, there is so much more that we can accomplish.

Led by Chief Operating Officer and Stream Lead, Ms. Linda Penny, the Valuing People Advisory Committee conducted various consultation and working group sessions to develop four distinct focus areas that will allow us to make an immediate and lasting impact.

This work will not happen overnight, nor will it be easy. But it is attainable. We are starting with a strong base of extremely dedicated people, many of whom have been advancing this work for years. The Faculty Wellness Office and Student and Resident Affairs, are great examples of this.

The past year saw the appointments of <u>Dr. Samantha Gray</u> and <u>Dr. Ian Epstein</u> as Assistant Deans, Professional Affairs. The development of the <u>Office of Professional Affairs</u> and the appointment of the Assistant Dean positions will provide an opportunity for a systematic approach to effect change to improve the learning environment for undergraduate and postgraduate learners while providing the tools for faculty to achieve this outcome.

# FACULTY OF MEDICINE PRIORITIZES PEOPLE WITH NEW STRATEGIC PLAN

In a world where progress often takes center stage, we cannot deny that the true measure of our success lies in our unwavering commitment to valuing the very people who make that progress possible.

The Faculty of Medicine has embarked on an exciting new strategic stream of work, "Valuing People," aimed at placing people and culture at the forefront of our mission.

The Valuing People Advisory Committee, with stream lead, Ms. Linda Penny at the helm, has been established to steer and guide this strategic stream within the framework of *Realizing Our Ambition*, the faculty's strategic plan. Irrespective of one's role or location within the institution, the Faculty of Medicine is committed to embracing a "people first" approach, recognizing that individuals are at the heart of its success.

#### **AREAS OF FOCUS**

Valuing People consists of <u>four distinct focus areas of</u> <u>work</u>, each designed to enhance the overall experience of faculty, staff, and learners within the Faculty of Medicine:



create positive work environments; support career growth; foster wellbeing; and maintain an affirming organizational culture. These four pivotal areas underscore the Faculty of Medicine's dedication to cultivating an environment where individuals flourish in their careers, enjoy improved wellbeing, and are embraced by an inclusive and affirming organizational culture. This commitment to Valuing People extends beyond strategy—it's a reflection of the faculty's dedication to the individuals who contribute to its success.

## SPOTLIGHT ON VALUING PEOPLE

#### A MOVE TO IMPLEMENTATION

With the creation of the Valuing People Advisory Committee comes the first step in the implementation phase of strategic planning under this stream. The committee has identified five action items to take priority over the next year: renovation of the Tupper foyer; renewal of the tenure and promotion criteria to reflect Faculty of Medicine priorities; development of onboarding and mentorship programs; review and updating of EDIA policies and procedures and communicate as required; discourage

culture of overwork and target processes to simplify; and ingrain an annual and quarterly review process into the Faculty of Medicine culture.

These implementation activities, combined with the focus areas, demonstrate the Faculty of Medicine's commitment to translating its strategic priorities into tangible actions that will positively impact the wellbeing of its members. Through these efforts, the faculty aims to create a more supportive and respectful environment for everyone, while celebrating the diversity of its community.

# OFFICE OF PROFESSIONAL AFFAIRS AIMS TO EVOLVE LEARNING ENVIRONMENT





In the high-stress, high stakes world of medicine it has never been more crucial to ensure people have a positive working and learning environment.

The way we respect people in the workplace, and in education is changing. Expectations for acceptable behaviour are increasing, and accountability is more important than ever.

In December 2022, the Faculty of Medicine at Dalhousie announced a new Office of Professional Affairs (OPA). Their goal—to create and maintain a healthy and safe learning environment in the medical school.

Led by the assistant deans of professional affairs, <u>Drs. lan</u> <u>Epstein</u> (Dalhousie Medicine Nova Scotia) and <u>Samantha</u>

<u>Gray</u> (Dalhousie Medicine New Brunswick), the OPA is one of the first of its kind in Canadian medical schools.

More than two years ago, <u>Dr. Andrew Warren</u>, then assistant dean of postgraduate medical education, and <u>Dr. Carolyn Thompson</u>, assistant dean of resident affairs, started a learning environment task force, recognizing the need for a formal way to address these issues. The medical school's serving and engaging society portfolio is also focused on achieving greater social accountability. With the OPA, the Faculty of Medicine is taking things a step further.

The new office is focused on addressing reports of learner mistreatment, and the promotion of professionalism through education and outreach activities. Drs. Epstein and Gray are physically located on their respective campuses, but operate under one office. They work together in process development and the growth of the office, ensuring faculty development and the change in the culture of medicine is consistent across the medical school. They each address the day-to-day inquiries based on where the issues arise.

The OPA also collaborates with human resources, legal, serving and engaging society, and other stakeholders. They work closely with continuing professional development and medical education to develop a catalog of content and subject matter experts where they can direct interested parties.

# BY THE NUMBERS

**519** 

Medical students

222

Graduate students

**79** Doctoral gratuate students

**143** Master's graduate students

**59** 

Postdoctoral fellows

**657** 

Residents

**160** Family Medicine Resident's **497** Royal College

**497** Royal College specialties

2693

Clinical faculty members

483

Full-time staff

Departments

**79** 

Basic science faculty members (full-time equivalent)

9

Family Medicine
postgraduate teaching
sites in urban and rural
communities throughout
Nova Scotia, New Brunswick,
and Prince Edward Island

**40** 

New Brunswick students admitted to Dalhousie Medicine New Brunswick (DMNB) beginning in 2023 5

Undergraduate
teaching sites throughout
Dalhousie Medicine
New Brunswick including
Fredericton, Miramichi,
Moncton, Saint John, and
Waterville (Upper River Valley)

# RESEARCH FUNDING HIGHLIGHTS

#### \$83.8 million in total funding

\$58.6 million

in grants

**\$25.2** million

Clinical trials and contracts

\$2.9 million

in CIHR Spring 2022 competition, with a National success rate of **19.3**% and a FoM success rate of **18.2**%

\$2.9 million

in CIHR Fall 2022 competition, with a National success rate of **20**%, a FoM success rate of **15.8**%

Recruitment underway for a Canada Excellence Research Chair (CERC)

CRC renewals in progress

CRC renewed

2 Endowed chairs renewed

Recruitment of six endowed chairs in progress

Successful recruitment of two endowed chairs

Basic Science - Jan Rainey, Department of Biochemistry & Molecular Biology

Mentorship of Trainees - Nikhil Thomas,

Department of Microbiology & Immunology

Early Career Investigator - Amy Trottier, **Department of Medicine** 

Mentorship of Faculty - John Archibald, Department of Biochemistry & Molecular Biology

Clinical Research - Ratika Parkash, Department of Medicine Career Excellence in Mentorship - Roy Duncan,
Department of Microbiology & Immunology





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