Dr. Stephen Couban has been appointed Division Chief, Hematology. He has been Chief of Service in Hematology for 30 years and was previously Director of the Department's Medical Teaching Unit (MTU). He has also held a number of other hospital positions including Medical Director of the Medical Day Unit, Medical Director of the Blood and Marrow Transplant Program, Medical Director of the Apheresis Unit and Chair of the QEII Cardiopulmonary Resuscitation Committee. Dr. Couban's academic interests lie in clinical trials in malignant hematology and blood and marrow transplantation and he currently holds a major grant from the Terry Fox Research Institute (TFRI) related to the development of biomarkers and improving the use of biomarkers in patients with myelodysplasia and acute myeloid leukemia.

Dr. Jeremy Moeller has accepted a position with Yale University. He will leave the Division of Neurology to become its Co-Director of the Epilepsy Fellowship Program and assistant professor of neurology.

Department of Medicine Professors of Medicine Reception A new, special event to honour promoted faculty and Professors of Medicine in the department.

Wednesday, May 22 Dalhousie University Club

Atlantic Canada Cardiovascular Conference

May 31 – June 1 Sir Cranks Tupper Medical Building

For info: http://cme.medicine.dal.ca/18_ACCC.html

Department of Medicine Golf Day Monday, June 3 Chester Golf Club

For info: helen.parsons@ Dalhousie.ca

Capital Health Quality Summit Thursday, June 6 For info: pees.teamrnr@casdinewhs.ca

Deadline for poster presentation submissions: May 24

Department of Medicine Spring Party Thursday, June 20 6:30 p.m. reception, 7 p.m. dinner

For info: mcloughl@ Dalhousie.ca

Great Work!

The Transcatheter Aortic Valve Replacement (TAVI) Team received an Award of Excellence from the Department of Anesthesia, Pain Management and Perioperative Medicine in March. The team was recognized in the external team category for making an outstanding contribution to the department’s vision and mission via a joint initiative/innovative clinical procedure. The TAVI team, led by Dr. Najaf Nadeem, Division of Cardiology, implanted the first transcatheter aortic valves at Capital Health in the fall of 2012.

Susan Raeley, neuropsychology program coordinator, celebrated Purple Day - The Global Day of Epilepsy Awareness, March 26, by hand-dying 14 lab coats purple for staff to wear. Purple Day was created by young Nova Scotian, Megan Cassidy, whose goal is to get people talking about epilepsy. In an effort to dispel myths and inform those with seizures that they are not alone.

New Strategic Plan

As I write this message, the Department of Medicine’s first Professors of Medicine Reception to be held May 22 is quickly approaching. This special event recognizes departmental members who were granted an academic promotion as of July 2012 and celebrates their accomplishments. Promotion is the recognition of the highest form of academic achievement of department members. It is the culmination of years of hard work and of the contributions of these individuals to the academic and clinical missions of the Department. I would like to congratulate the following department members on their academic promotions:

- Dr. Paul Hernandez, Professor, Respiratory
- Dr. S. Ali Inman, Professor, Endocrinology
- Dr. Tammy M. Keough-Ryan, Professor, Nephrology
- Dr. Christiansen J. Koolpina, Professor, Cardiology
- Dr. Laurie H. Mallory, Professor, Geriatric Medicine
- Dr. Shelly A. McNeil, Professor, Infectious Diseases
- Dr. John L. Sapp, Professor, Cardiology
- Dr. Lori A. Wood, Professor, Medical Oncology
- Dr. Penelope S. Poyah, Assistant Professor, Nephrology
- Dr. Stephanie L. Snow, Assistant Professor, Med. Oncology
- Dr. Trudy A. Taylor, Assistant Professor, Rheumatology

I should also remind you that there are changes coming to the Faculty of Medicine Appropriations and Promotions process. Of note, the system of Continuing Appointment with Annual Career Development will replace the CAPR regulations as of 2014-15. The process, which applies to all clinical faculty, will be piloted in 2013-14. For more information, contact Kathryn Mcleath.

As you read this issue of Medicine Matters, I trust you will get a good sense of some of the great work of department members, divisions and the Department as a whole. The research committee organized one of the most successful research days in the Department’s history. Dr. Kenneth Rockwood is the latest in a line of department members who have been appointed Division Chief, Hematology. He has been Chief of Service in Hematology for 30 years and was previously Director of the Department’s Medical Teaching Unit (MTU). He has also held a number of other hospital positions including Medical Director of the Medical Day Unit, Medical Director of the Blood and Marrow Transplant Program, Medical Director of the Aphe...
The solution is rarely the solution at all, especially in healthcare. Dr. Kevork Peltekian and members of the Division of Digestive Care & Endoscopy knew that tackling the wait lists and wait times for consults, referrals and endoscopy, and addressing the mounting complaints from referring physicians would not be easy or simple. But it was – it is – time.

Here’s the backdrop: Over the last five years, there has been a 23% increase in GI clinic registrations, 31% increase in new patient consents, 75% increase in endoscopic procedures, but the wait times haven’t budged.

Where to start? The first steps included a thorough review of the wait list and wait time data, a literature review, an environmental scan of external factors that could be influencing increasing demand, and discussions about how to do things differently. The team then developed a plan. They would first make changes internally: centralize the referrals and combine the wait lists, introduce a new digestive care and endoscopy referral form to help address inconsistencies with referrals, tighten up and bring more consistency to the triage process, revisit and revise the GI radiology ordering guidelines, enable direct access to endoscopy, and do more telephone consultation.* These changes have been implemented.

What’s next? Drs. Peltekian and Rick Gibson, District Department of Family Practice, are co-leading a multidisciplinary working group to organize GI referrals within the district.

*New fee codes for telephone consultation and follow-up visits via telephone were recently approved by the MSI Fee Code Advisory Committee Chair.

Record Attendance, Impressive Abstracts: A record-breaking 120 people attended the annual Department of Medicine Resident Faculty Research Day, signaling a growing interest in research in the 340 member Department. By Friday April 11 at the Lord Nelson Hotel, celebrated research by students, residents and faculty in the Department of Medicine.

An impressive 70 abstracts were presented, including ten podium presentations morning session speakers, John Hard, Research Director, and David Macdonald, Resident Research Committee Chair.

Keynote speaker, Dr. Susan Kahn, presented “Improving outcomes after deep venous thrombosis: Research challenges.”

Dr. Kahn is Professor of Medicine, McGill University; Director, McGill Thrombosis Fellowship; Director, Thrombosis Program; and Associate Director for Clinical Research, Jewish General Hospital/ Lady Davis Institute, Montreal. She is recognized as an international expert in thrombosis prevention and post-thrombotic syndrome, as well as quality of life after venous thromboembolism.

As of July 1, the Department will have four new Chief Medicine Residents and a host of new residents (we’ll introduce them soon).

Dr. Andrew Moeller, Co-Chief Medicine Resident, hails from Antigonish, Nova Scotia and earned his MD at Dalhousie University.

Why? “…since starting medical school so many of my role models have filled the spot of chief resident: Drs. Arleigh McCand, Consti MacIntyre, John Igoe and Jackie Fleming. It was evident from my interactions with them that the role is not just a job description, but a role of representing the program in a prominent and positive light.”

What? “I think the majority of the job is being an advocate for both the residents and the program. It’s important to represent our program with passion, camaraderie and fun.”

How? “I want to be diligent with respect to all of the responsibilities of co-chief, but my main goal is to ensure a smooth and seamless year for all of the residents. In Internal Medicine, there are lots of new ideas that are being implemented in our program such as the PGY1 boot camp, regularly scheduled simulation sessions, Royal College exam preparation, etc. I want to ensure that these initiatives are carried forward and made sustainable.”

Dr. Jordan Webber, Co-Chief Medicine Resident, hails from Calgary, Alberta and earned his MD at the University of Calgary. Why? “To be involved in the residency training process, take on a representative role and help bring fresh ideas for growth and positive change in the program.”

How? “It’s important to represent the group and be their advocate to staff and administration, to be an intermediary, organizer, planning partner, and to be a general go-to for any issues that may arise.”

Dr. Vicki Xu, Associate Chief Medicine Resident, hails from Edmonton, Alberta and earned her MD at the University of Alberta.

Why? “Dalhousie was my first choice program for residency because of how tightknit and friendly the residents are. I want to be as involved as possible and be a role model to younger incoming residents as so many of my role models have filled the spot of chief resident: Drs. Ed Cuthbert and Nathalie Jette. I hope to be a supportive leader within the program, devoted to the satisfaction of the trainees. Along with this, I would like to help contribute to our already strong training program.”

What? “The role of the chief, first and foremost, is to be a supportive leader within the program, devoted to the satisfaction of the trainees. Along with this, I would like to help contribute to our already strong training program.”

Dr. Stephen Robinson, Associate Chief Medicine Resident (Saint John site), hails from Sussex, New Brunswick and earned his MD at Dalhousie University.

Dr. Rocky Rockwood, Division of Geriatric Medicine, recently received a Queen Elizabeth II Diamond Jubilee Medal. Dr. Rockwood was nominated by the Honourable Alice Wong, Canada’s Minister of State for Seniors. In her nomination letter, she praised Dr. Rockwood’s dedication to the care of older patients and his research in the field of gerontology. Dr. Rockwood is the third Department member to receive a Jubilee Medal joining Drs. Kevork Peltekian and Stephanie Kaisser.

We want to be sure department members and the divisions and department are recognized for awards and accolades but also current initiatives, projects and programs. There is a tremendous amount of great work underway in the department so please share “notables” on an ongoing basis. Submit information on awards, accolades, and notable projects, programs and happenings to Helen Parsons, helen.parsons@dalhousiehealth.ca. Helen will ensure your news is passed on and recognized, whether in Medicine Matters, via Capital Health or the Faculty of Medicine, at the departmental meeting or all of the above.

**CONGRATULATIONS!**

**Dr. Colin Josephson** is the recipient of the inaugural Canadian Society of Clinical Neurophysiologists (CSCN) National Clinical Fellowship in Epilepsy and Electroencephalography for 2013-2014. He will be doing a two-year fellowship in epilepsy in the Department of Clinical Neurosciences at the University of Calgary under the supervision of Drs. Samuel Wilke and Nathalie Jette. Dr. Josephson is also the recipient of the Canadian League Against Epilepsy (CLAE) Mary Anne Lee Award for best Canadian neurology or neurosurgery resident research.

**Dr. Heather Rigby** won the Samuel R. McLaughlin Fellowship Award from Dalhousie. Dr. Rigby will be doing a one-year Movement Disorder Fellowship at the Mayo Clinic in Scottsdale, Arizona.

**CONGRATULATIONS!**

Dr. Kenneth Rockwood, Division of Geriatric Medicine, received a Public Sector Leadership Award gold in the health category - from the Institute of Public Administration of Canada for their work with the PATH program. PATH, which stands for Palliative and Therapeutic Harmonization, is a process that helps frail patients and their families understand their health status and guide them through the process of making health care decisions that protect their best interests and quality of life.

**Drs. Laurie Mellery and Paige Moorhouse** , Division of Geriatric Medicine, received a Public Sector Leadership Award silver in the health category - from the Institute of Public Administration of Canada for their work with the PATH program. PATH, which stands for Palliative and Therapeutic Harmonization, is a process that helps frail patients and their families understand their health status and guide them through the process of making health care decisions that protect their best interests and quality of life.
DOING THINGS DIFFERENTLY

The solution is rarely the solution at all, especially in healthcare. Dr. Kevork Peltekian and members of the Division of Digestive Care & Endoscopy knew that tackling the wait lists and wait times for consultations and endoscopy, and addressing the mounting complaint from referring physicians would not be easy or simple. But it was – it is – time.

Here’s the backdrop: Over the last five years, there has been a 23% increase in GI clinic registrations, 31% increase in new patient consuls, 75% increase in endoscopic procedures, but the wait times haven’t budged.

Where to start? The first steps included a thorough review of the wait list and wait time data, a literature review, an environmental scan of external factors that could be affecting increasing demand, and discussions about how to do things differently.

The team then developed a plan. They would first make changes internally: centralize the referrals and combine the wait lists, introduce a new digestive care and endoscopy referral form to help address inconsistencies with referrals, tighten up and bring more consistency to the triage process, revisit and revise the GI radiology ordering guidelines, enable direct access to endoscopy, and do more telephone consultation*.

These changes have been implemented.

What’s next? Dr. Peltekian and Rick Gibson, District Department of Family Practice, are co-leading a multidisciplinary working group to optimize GI referrals within the district.

Stay tuned!

*Editor’s note: This is just one of the many projects underway within the Department of Medicine to improve patient care. If you have a project and a story to share, contact Cindy Bayers, pbbayers@tmi.ca

RESEARCH DAY 2013

As of July 1, the Department will have four new Chief Medicine Residents and a host of new residents (we’ll introduce them soon).

Dr. Andrew Moeller, Co-Chief Medicine Resident, hails from Antigonish, Nova Scotia and earned his MD at Dalhousie University.

Why? …since starting medical school so many of my role models have filled the spot of chief resident: Drs. Arleigh McNally, Consti MacIntyre, John Igoe and Jackie Fleming. It was evident from my interactions with them that the role is not just a position described in its job description, but a role of representing the program in a prominent and positive light.

What? “I think the majority of the job is being an advocate for both the residents and the program. It’s important to represent our program with passion, camaraderie and fun.”

How? “I want to be diligent with respect to all of the responsibilities of co-chief, but my main goal is to ensure a smooth and seamless year for all the residents in Internal Medicine. There are a lot of new ideas that are being implemented in our program such as the PGY1 Boot Camp, regularly scheduled simulation sessions, Royal College exam preparation, etc. I want to ensure that these initiatives are carried forward and made sustainable.”

Dr. Jordan Webber, Co-Chief Medicine Resident, hails from Calgary, Alberta and earned his MD at the University of Calgary. Why? In the residency training process, take on a representative role and help bring fresh ideas for growth and positive change in the program.

What? “I represent the resident group and be their advocate to staff and administration, to be an intermediary, organizer, planner, supporter and to be a general go-to for any issues that may arise.”

How? “I have a few ideas, amongst them is bringing about new structure to resident duty hours in pre-empptive accordance with changing national perspectives on resident call shift hours.”

Dr. Vicki Xu, Associate Chief Medicine Resident, hails from Edmonton, Alberta and earned her MD at the University of Alberta.

Why? “Dalhousie was my first choice program for residency because of how tightknit and friendly the residents are. I want to be as involved as possible and be a role model to younger incoming residents as so many of the senior residents have been.”

What? “The chief resident walks the fine balance of being the representative of all the internal medicine residents and their concerns, and issues, while also being the voice of the faculty liaising with the resident body. We should be the soundboard for residents when they have concerns to address or new ideas to bring to the table.”

How? “I want to improve the transition period from junior to senior role, hopefully creating more confident and efficient teams on the MTU and subsequently MTU-ED. There is nothing more chaotic than the MTU at times, and getting equipped with the right tools to be leaders and teachers is what I hope to help the new incoming residents achieve.”

Dr. Stephen Robinson, Associate Chief Medicine Resident (Saint John site), hails from Sussex, New Brunswick and earned his MD at Dalhousie University. Why? “…to contribute to our already strong training program.”

What? “The role of the chief, first and foremost, is to be a supportive leader within the program, devoted to the satisfaction of the trainees. Along with this the chief must be able to elicit concerns from the trainees and staff and work with both to solve them. And finally, we make call schedules.”

MISSION: We are a diverse group of highly trained professionals dedicated to improving health through education, research and providing exemplary clinical care to our community

CONGRATULATIONS!

Dr. Kenneth Rockwood, Division of Geriatric Medicine, recently received a Queen Elizabeth II Diamond Jubilee Medal. Dr. Rockwood was nominated by the Honourable Alice Wong, Canada’s Minister of State for Seniors. In her nomination letter, she praised Dr. Rockwood’s dedication to the care of older patients and his research in the field of gerontology. Dr. Rockwood is the third Department member to receive a Jubilee Medal joining Drs. Kevork Peltekian and Stephanie Kaisser.

Drs. Laurie Mallory and Paige Mooringhouse, Division of Geriatric Medicine, received a Public Service Leadership Award in the health category - from the Institute of Public Administration of Canada for their work with the PATH program. PATH, which stands for Palliative and Therapeutic Harmonization, is a process that helps frail patients and their families understand their health status and guide them through the process of making health care decisions that protect their best interests and quality of life.

Dr. Colin Josephson is the recipient of the inaugural Canadian Society of Clinical Neurophysiologists (CSCN) National Clinical Fellowship in Epilepsy and Electrocencephalography for 2013-2014. He will be doing a two-year fellowship in epilepsy in the Department of Clinical Neurosciences at the University of Calgary under the supervision of Drs. Samuel Wible and Nathalie Jette. Dr. Josephson is also the recipient of the Canadian League Against Epilepsy (CLAE) Mary Anne Lee Award for best Canadian neurology or neurosurgery resident research.

Dr. Heather Rigby won the Samuel R. McLaughlin Fellowship Award from Dalhousie. Dr. Rigby will be doing a one year Movement Disorder Fellowship at the Mayo Clinic in Scottsdale, Arizona.

2013 - 2014 CHIEF MEDICINE RESIDENTS

Dr. Ahmed Ghaly
Best Resident/Student Oral Presentation
Development of Urinary Tract Infection (UTI) Prediction Rules Based on an Automated Urine Chemistry Analyzer and a Flow Cytometric Urine Cell Analyzer

Dr. A. MacKenzie Leach
Best Student Poster Presentation
Identification of Peptide Antagonists Targeting Tocin in Crohn’s Disease

Dr. Amanda Miller
Best Core Resident Poster Presentation
Perspective versus Objective Knowledge in Patients with Opioid Use

Dr. Rebecca Charbonneau
Best Sub-Specialty Poster Presentation
Manual Wristband Patterning by People with Homophobia: Why Patient Participation Counts

Dr. Olga Theou
Best Graduate Student/Post-Docinal Poster Presentation
Matured Atrial and Risk in Frailty in Middle and Older Offspring

Dr. Sultan Darvash
Best Residents’ Choice Award for Best Faculty Oral/Poster Presentation
Vasculitis: Alzheimer Pathology with Neuritic Plaques, Immunoreactive Aggregates

Dr. Rebecca Charbonneau
Best Faculty Oral/Poster Presentation
Identification of Peptide Antagonists Targeting Tocin in Crohn’s Disease

Dr. Nathan Lamond
Best Student Presentation
An impressive 70 abstracts were presented, including ten podium presentations mentioning students, John Hardy, Research Director, and David Macdonald, Resident Research Committee Chair.

SUPPORTING THE WORK OF MEMBERS

We want to be sure department members and the divisions and department are recognized for awards and accolades but also current initiatives, projects and programs. There is a tremendous amount of great work underway in the department so please share “notables” on an ongoing basis. Submit information on awards, accolades, and notable projects, programs and happenings to Helen Parsons, helen.parsons@cdha.ns.ca. Helen will ensure your news is passed on and recognized, whether in Medical Almanac, via Capital Health or the Face of Medicine, in the departmental meeting or all of the above.

VISION: To be leaders in academic medicine providing collaborative, innovative and appropriate care that is sustainable
Dr. Stephen Couban has been appointed Division Chief, Hematology. He has been Chief of Service in Hematology for 30 years and was previously Director of the Department's Medical Teaching Unit (MTU). He has also held a number of other hospital positions including Medical Director of the Medical Day Unit, Medical Director of the Blood and Marrow Transplant Program, Medical Director of the Apheresis Unit and Chair of the QEII Cardiopulmonary Resuscitation Committee. Dr. Couban’s academic interests lie in clinical trials in malignant hematology and blood and marrow transplantation and he currently holds a major grant from the Terry Fox Research Institute (TFRI) related to the development of biomarkers and improving the use of biomarkers in patients with myelodysplasia and acute myeloid leukemia.

Department of Medicine Professors of Medicine Reception
A new special event to honour promoted faculty and Professors of Medicine in the department.

Wednesday, May 22
Dalhousie University Club

Atlantic Canada Cardiovascular Conference
May 31 – June 1
Sir Craske Tupper Medical Building
For info: http://zime.medicine.dal.ca/18_ACCC.html

Department of Medicine Golf Day
Monday, June 3
Chester Golf Club
For info: helen.parsons@cdha.nshealth.ca

Capital Health Quality Summit
Thursday, June 6
For info: peec læarnere@cchs.ns whistle.ca
Deadline for poster presentation submissions: May 24

Department of Medicine Spring Party
Thursday, June 20
6:30 p.m. reception, 7 p.m. dinner
Prince George Hotel
For info: tracy.mccarthy@cdha.nshealth.ca

COMING UP

As I write this message, the Department of Medicine's first Professors of Medicine Reception to be held May 22 is quickly approaching. This special event recognizes department members who were granted an academic promotion as of July 2012 and celebrates their accomplishments. Promotion is the recognition of the highest form of academic achievement of department members. It is the culmination of years of hard work and of the contributions of these individuals to the academic and clinical missions of the Department.

I would like to congratulate the following department members on their academic promotions:

Dr. Paul Hernandez
Professor, Respiratory Medicine
Dr. S. Ali Imran
Professor, Endocrinology
Dr. Tarunzy M. Keough-Ryan
Professor, Nephrology
Dr. Christian J. Koopblia
Professor, Cardiology
Dr. Laurie H. Mallory
Professor, Geriatric Medicine
Dr. Shelly A. McNeil
Professor, Infectious Diseases
Dr. John L. Sapp
Professor, Cardiology
Dr. Lori A. Wood
Professor, Medical Oncology
Dr. Penelope S. Poyah
Assistant Professor, Nephrology
Dr. Stephanie L. Snow
Assistant Professor, Med. Oncology
Dr. Trudy A. Taylor
Assistant Professor, Rheumatology

I should also remind you that there are changes coming to the Faculty of Medicine Appointments and Promotions process. Of note, the system of Continuing Appointment with Annual Career Development will replace the CAPR regulations as of 2014-15. The process, which applies to all clinical faculty, will be piloted in 2013-14. For more information, contact Kathryn McIlrath.

As you read this issue of Medicine Matters, I trust you will get a good sense of some of the great work of department members, divisions and the Department as a whole. The research committee organized one of the most successful research days in the Department’s history.

Dr. Kenneth Rockwood is the latest in a line of department members to receive a prestigious Diamond Jubilee Award, Drs. Laurie Mallory and Paige Moutouhose were recognized with a Public Sector Leadership Award for PATH, and the Division of Digestive Care & Endoscopy’s efforts to improve patient care provide one example of many such projects underway in the Department. Enjoy.

Dr. David Anderson, MD, FRCP
Head, Department of Medicine, Dalhousie University
District Chief, Department of Medicine, Capital District Health Authority
Professor of Medicine, Community Health & Epidemiology, Pathology

The Transcatheter Aortic Valve Implantation (TAVI) Team received an Award of Excellence from the Department of Anesthesiology, Pain Management and Perioperative Medicine in March. The team was recognized in the external team category for making an outstanding contribution to the department’s vision and mission via a joint initiative/innovative clinical procedure. The TAVI team, led by Dr. Najef Nadeem, Division of Cardiology, implanted the first transcatheter aortic valves at Capital Health in the fall of 2012.

Great Work!

The Transcathether Aortic Valve Implantation (TAVI) Team received an Award of Excellence from the Department of Anesthesiology, Pain Management and Perioperative Medicine in March. The team was recognized in the external team category for making an outstanding contribution to the department’s vision and mission via a joint initiative/innovative clinical procedure. The TAVI team, led by Dr. Najef Nadeem, Division of Cardiology, implanted the first transcatheter aortic valves at Capital Health in the fall of 2012.

Susan Raheby, neurophysiology program coordinator, celebrated Purple Day - The Global Day of Epilepsy Awareness, March 26, by hand-dying 14 lab coats purple for staff to wear. Purple Day was created by young Nova Scotian, Megan Cassidy, whose goal is to get people talking about epilepsy in an effort to dispel myths and inform those with seizures that they are not alone.

STRATEGIC PLAN IMPLEMENTATION

The 5-Year Strategic Plan – actions:

- Develop focused leadership
- Integrate access to care in the best environment
- Enhance mentorship
- Continue to build a culture where clinician teachers are encouraged, while reducing or at least controlling medical education.
- Enhance team functioning & supports
- Drive research
- Develop subspecialties and leaders in each subspecialty
- Enhance team functioning & supports
- Develop focused leadership
- Integrate access to care in the best environment
- Enhance mentorship
- Improve patient experience in Canada.
- Develop subspecialties and leaders in each subspecialty
- Enhance team functioning & supports
- Develop focused leadership
- Integrate access to care in the best environment
- Enhance mentorship
- Improve patient experience in Canada.
- Develop subspecialties and leaders in each subspecialty
- Enhance team functioning & supports
- Develop focused leadership
- Integrate access to care in the best environment
- Enhance mentorship
- Improve patient experience in Canada.
- Develop subspecialties and leaders in each subspecialty
- Enhance team functioning & supports
- Develop focused leadership
- Integrate access to care in the best environment
- Enhance mentorship
- Improve patient experience in Canada.
- Develop subspecialties and leaders in each subspecialty
- Enhance team functioning & supports
- Develop focused leadership
- Integrate access to care in the best environment
- Enhance mentorship
- Improve patient experience in Canada.
- Develop subspecialties and leaders in each subspecialty
- Enhance team functioning & supports
- Develop focused leadership
- Integrate access to care in the best environment
- Enhance mentorship
- Improve patient experience in Canada.
- Develop subspecialties and leaders in each subspecialty
- Enhance team functioning & supports
- Develop focused leadership
- Integrate access to care in the best environment
- Enhance mentorship
- Improve patient experience in Canada.
- Develop subspecialties and leaders in each subspecialty
- Enhance team functioning & supports
- Develop focused leadership
- Integrate access to care in the best environment
- Enhance mentorship
- Improve patient experience in Canada.