

Navigating the research landscape as NOSM U Clinical Faculty

November 5, 2022

Dr. TC Tai. Professor - Assistant Dean Research

Dr. Ed Hirvi. Associate Professor - PCTA Chair

Dr. Barb Zelek. Associate Professor - CSD Head

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UNIVERSITY



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Speaker Disclosure



Faculty: Ed Hirvi

Financial disclosures/COI:

I hold several contract positions with NOSM including Co-Section Chair Family Medicine. I hold a NOAMA grant for Clinical Innovation.

Faculty: TC Tai

Financial disclosures/COI:

I am a full-time faculty at NOSM U and the Assistant Dean of Research.

Faculty: Barb Zelek

Financial disclosures/COI:

I am an employee of NOSM as the Clinical Sciences Division Head and a named investigator on 3 Northern Ontario Academic Medical Association grants.

Objectives

- Describe the intricacies of developing/conducting research as a Clinical Faculty member at NOSM U.
- Successfully approach research at NOSM U while maintaining clinical practice in the North.



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Who does what?

- Roles of:
 - NOSM U Research & Graduate Studies Office
 - NOAMA/PCTA
 - Clinical Sciences Division
- Environmental scan of clinical faculty research
- Tips for success





Research & Graduate Studies Office

Dr. David Marsh - Vice Dean, Research, Innovation & International Relations

Patty Fink - Director, Research, Innovation & International Relation

Dr. Alain Simard - Assistant Dean, Graduate Studies

Dr. TC Tai - Assistant Dean, Research

Research Services

The Office provides support to faculty seeking research funding, assistance navigating certifications such as research ethics, and administration of awarded funding.

The Office can assist with identifying research funding opportunities, guidance for budget development and building research teams. The Office does not do the research.

When applying for funding, a completed [Research Approval Form](#) is required.

RAF completed via ROME research administration system. The system will improve our administrative processes. Training information available online.

The following services are available to all faculty:

- Grant application review and budget development support
- Guidance on Research Ethics Board and Tri-Council Policy Statement on Ethical Conduct for Research Involving Humans (TCPS2)
- Support with informed consent and conflict of interest
- Research consultations
- Financial stewardship of awarded grants

NOSM also provides several internal award opportunities:

- Summer Medical Student Research Award
- Mach-Gaensslen Summer Medical Student Research Award
- Education Research Fund
- NOHFC Research Internship
- Roger Strasser NHRC Student Travel Award
- Rene Guilbeault Research Award
- PSI Research Trainee Award
- Michael John Page PhD, Graduate Student Award

Competition notices are sent to the Divisions for distribution, in addition to posting in the *Research Matters* newsletter.

Master of Medical Studies

The Master of Medical Studies is a graduate degree that provides the opportunity for physicians to develop the skills necessary to build a successful research program. Students learn how to acquire grant funding, obtain ethics approval, develop a research question and appropriate methodology, complete a research thesis, and finally write and present the results at conferences and in publication. The program can be completed on a full-time or part-time basis, and is delivered online and asynchronously to accommodate busy schedules.

A few facts:

- Launched in September 2020
- Current student enrolment: 10 full-time & 1 part-time
- Open to international applicants in 2022
- 35 Faculty Supervisors

We will need more supervisors as this program grows and as we establish additional graduate studies programs.

Research funding opportunities are posted to the [website](#).

Those opportunities, and research news/updates, are also shared in the [Research Matters](#) newsletter.

[Subscribe](#) to receive the bi-weekly newsletter to your email.



RESEARCH & GRADUATE STUDIES OFFICE

research@nosm.ca

graduatestudies@nosm.ca

Research

How can NOAMA support me?

NOAMA AFP Highlights

- Established in 2009 for \$7M
- Original distribution strategy
 - Clinical teaching
 - IFPOC grants
- New NOAMA Initiatives (2012/2013)
 - Implementation of LEGs (Funding Formula)
 - Implementation of CIOF grants
 - Implementation of faculty development lottery
 - Continued to support clinical teaching
 - Continued to support IFPOC grants



NOAMA AFP Progress to Date

- **Background:**

- NOAMA's previous AFP totaled ~\$7.5M
- Successful negotiations provided NOAMA with new annual funding of:
 - 2020-21 ~\$10.5M
 - 2021-22 ~ \$12.5M
 - 2022-23 ~ \$14.0M
- The AFP Distribution Group was formed to make recommendations to the NOAMA Board.

NOAMA AFP Guiding Principles

- 1) Target to rebalance workloads to support PCTA wellbeing and support retention of clinical faculty
- 2) In research domain, target support for specific clinical issues that impact care delivery at front line of care and system performance (Develop research focus, Cluster model)
- 3) Increase teaching capacity (Consider NOSM Expansion)
- 4) Targeted funding for specific disciplines with teaching gaps
- 5) Support faculty requests for formal mentorship – for learners, for research and for faculty development
- 6) Promote faculty development (LEG Funding – NOSM CEPD)
- 7) Promote research (Protected time for physicians with track record of research)
- 8) Support truth and reconciliations calls to action (Targeted support for Indigenous faculty in first 5 years of practice)

NOAMA AFP LEG Funding

Variable Funding: Enhanced Scholarly Activity and Research \$2,400,000

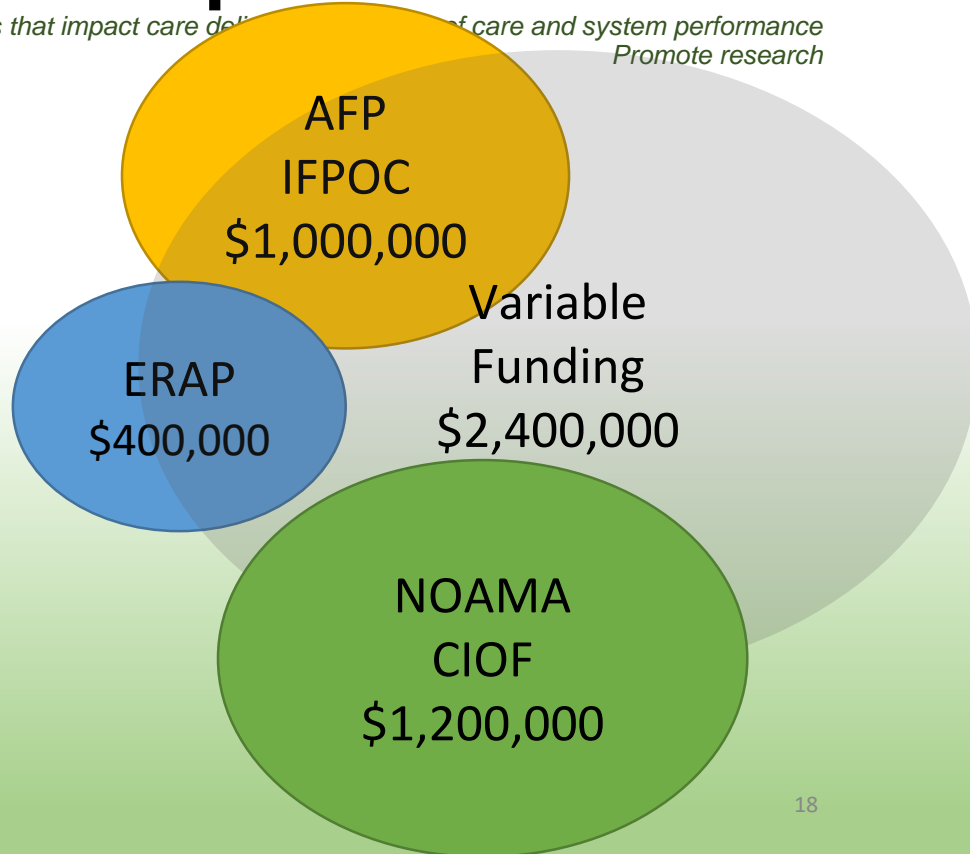
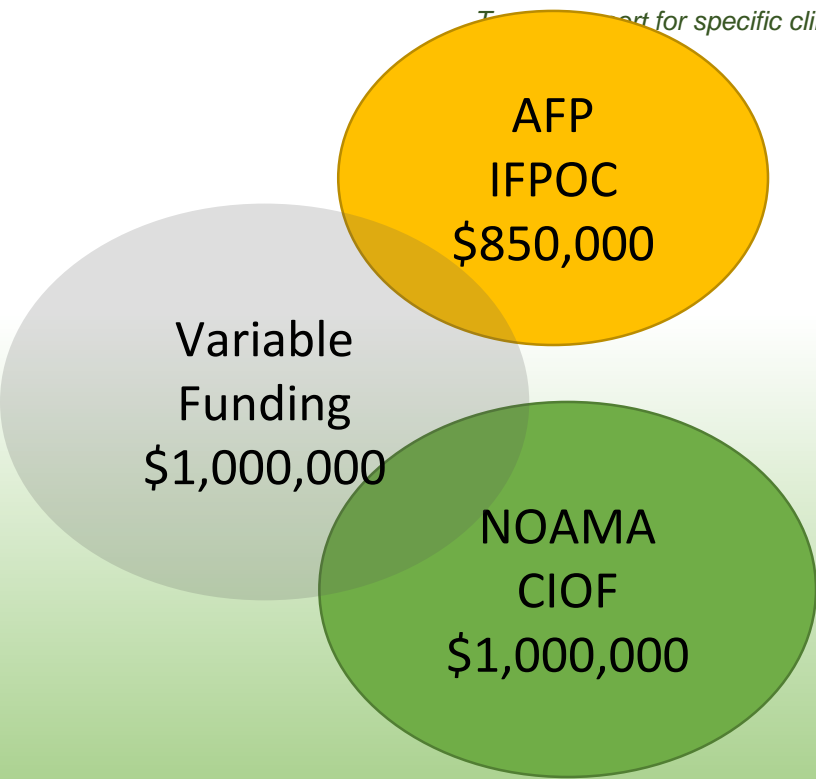
- An annual per capita allocation based on LEG membership
 - to support LEGs in the activities related to planning, development, and establishment of support infrastructure related to enhanced scholarly activity and research

NOAMA AFP Research Opportunities

- **AFP IFPOC - \$50k grant**
 - The AFP Innovation Fund provides funding to support the development of new and innovative approaches in health care delivery, and to support leadership in the dissemination of knowledge across the healthcare system.
 - Physicians in Northern Ontario have the opportunity to access these funds to support their research or investigation of new and creative methodologies for health care delivery, and knowledge dissemination
- **NOAMA CIOF - \$50k grant**
 - The intent of the Clinical Innovation Opportunities Fund is to support physician clinical faculty in the development and implementation of new evidence based enhancements within their clinical practices which positively impact direct patient care.
 - Northern physicians are committed to patient care. This Clinical Innovation Opportunities Funding provides you with the opportunity to further explore and implement changes which can ultimately be shared.
- **LEG Funding**
 - NOAMA provides variable funding to support scholarly activity which includes research

NOAMA AFP Proposed Research

To support for specific clinical issues that impact care delivery and patient safety
To support for research that improves patient care and system performance
Promote research



NOAMA AFP Proposed Research

*Target support for specific clinical issues that impact care delivery at front line of care and system performance
Promote research*

\$400,000 budgeted annually

- Hybrid approach that would ‘pool’ the available resources. Early Researchers Award Program (ERAP) is a competition that falls in June annually. NOAMA could support \$400,000 of proposals. However, if PCTA members aren’t successful in the ERAP, that money would be available through the other granting competitions. The amount supported would be reduced from the overall budget line but would leave sufficient funding for both competitions.



ERAP
\$400,000

NOAMA AFP Mentorship

*Target to rebalance workloads to support PCTA wellbeing and support retention of clinical faculty
Support faculty requests for formal mentorship – for learners, for research and for faculty development*

\$250,000 budgeted annually

Formal mentorship funded under a NOAMA mentorship initiative would include:

- a) Faculty payments for mentoring undergraduate learners where mentorship has been determined to be a “mandatory” component of the training (to a maximum per year depending on the structure of the program)
- b) Faculty payments for mentorship of new graduates at transition to practice (a maximum number of sessions would be determined for formal mentorship – ie. 10 hours)
- c) Faculty payments for time limited mentorship for initiation of research training (a maximum number of sessions would be determined for formal mentorship – 10 hours)
- d) Faculty payments for clinician teachers who are seeking mentorship for clinical teaching (a maximum number of sessions would be determined for formal mentorship – 10hours)

NOAMA AFP NOSM Faculty Rank Enhancement

Target to rebalance workloads to support PCTA wellbeing and support retention of clinical faculty

\$1,000,000 budgeted annually

Compensation at OMA rates for unfunded academic work that justified the faculty rank (0.5 days/month = 6 days/year @ NOAMA FTE rate = \$1,000/day)

- **\$6,000/Associate Professor Annually**
- **\$12,000/Professor Annually**

Insurance Considerations

Building bridges between LEGs

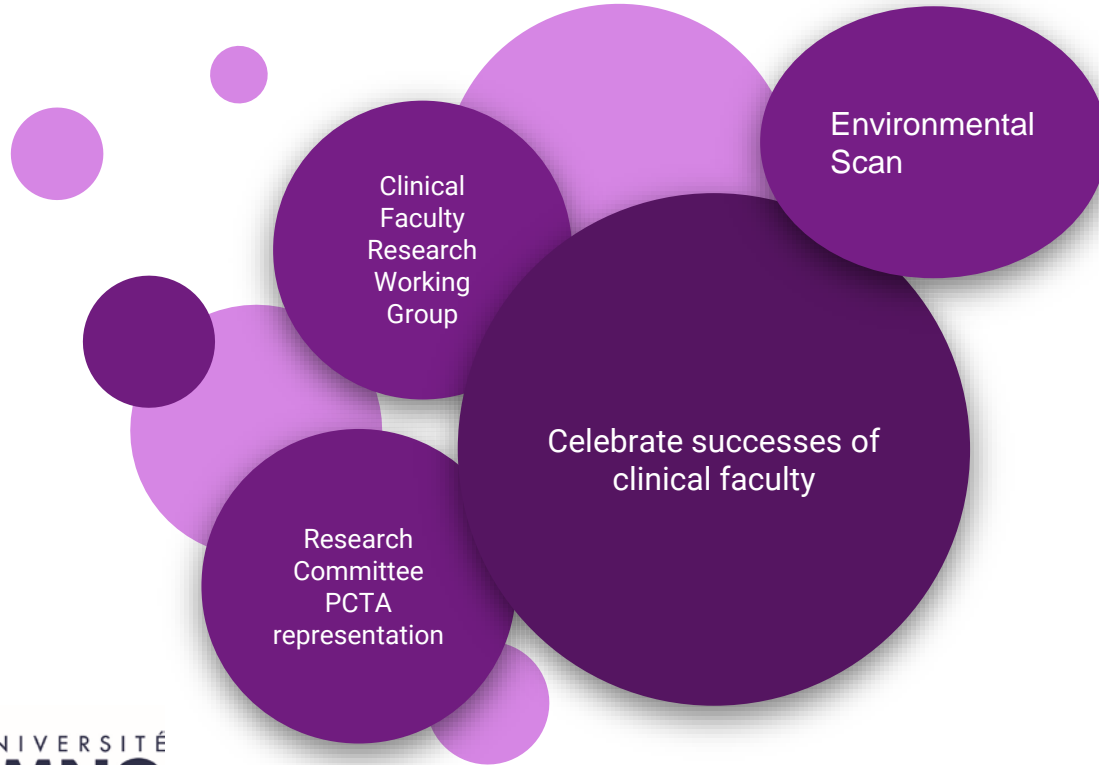


Clinical Sciences Division



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Clinical Sciences Division



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Clinical Faculty Research

2017-Present

Data was pulled from available sources such as the NOSM faculty publications database, NOAMA reports, LEG surveys, hospital reports, and CVs to collate 2420 data points that reflect research activities of clinical faculty members. These sources of data are not exhaustive.

Data Collected

1,898

Faculty
Publications

Data Collected

299

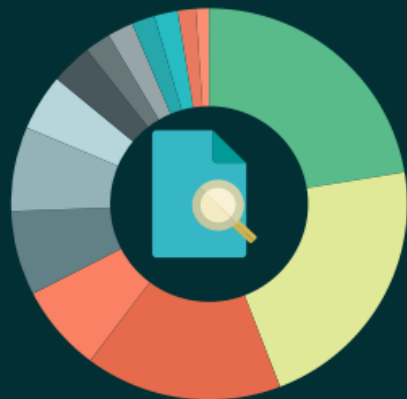
NOAMA
Grants

Data Collected

3

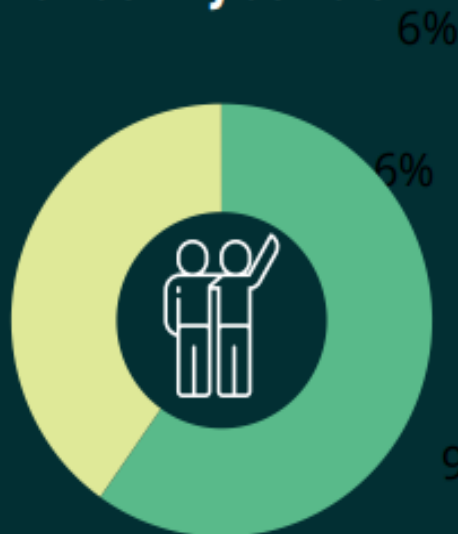
PSI Grants

473 of 1767 Clinical Faculty Were Active Researchers (27%). These Are Some Demographics:



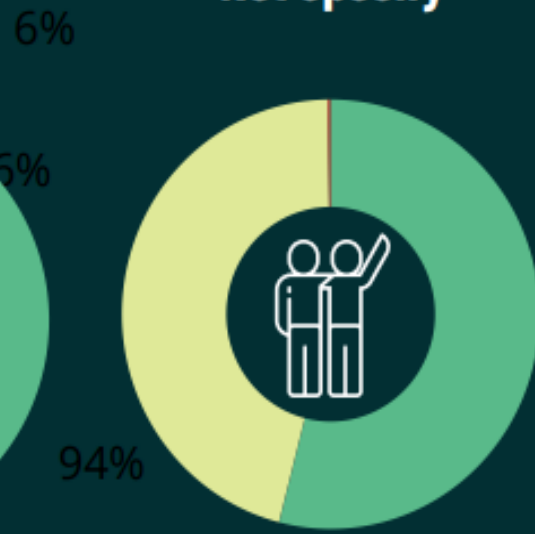
- Family Medicine (22.41%)
- Internal Medicine (21.78%)
- Surgery (16.07%)
- Health Sciences (7.19%)
- Emergency Medicine (6.98%)
- Psychiatry (6.98%)
- Anaesthesia (4.65%)
- Pediatrics (3.38%)
- Diagnostic Imaging (2.11%)
- Unknown (2.11%)
- Pathology (1.9%)
- OB-GYN (1.9%)
- Radiology (1.48%)
- PHPM (1.06%)

Of The Active Clinical Faculty Members, 189 Identify As Female and 281 Identify As Male



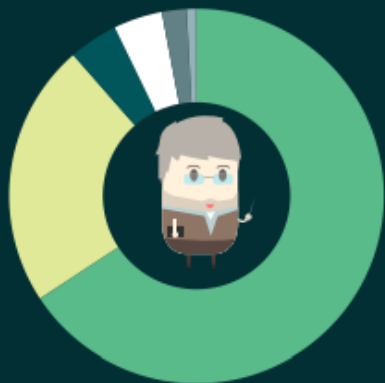
- Male (59.79%)
- Female (40.21%)

Of The Total 1767 Faculty, 809 Identify As Female, 954 As Male, And 4 Did Not Specify



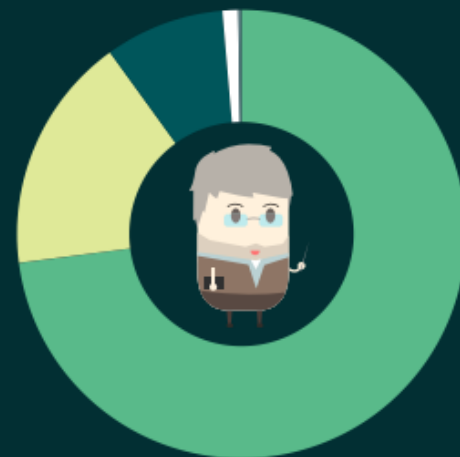
- Male (53.99%)
- Female (45.78%)
- Unspecified (0.23%)

The Most Common Rank of These 473 Faculty is 'Assistant Professor'



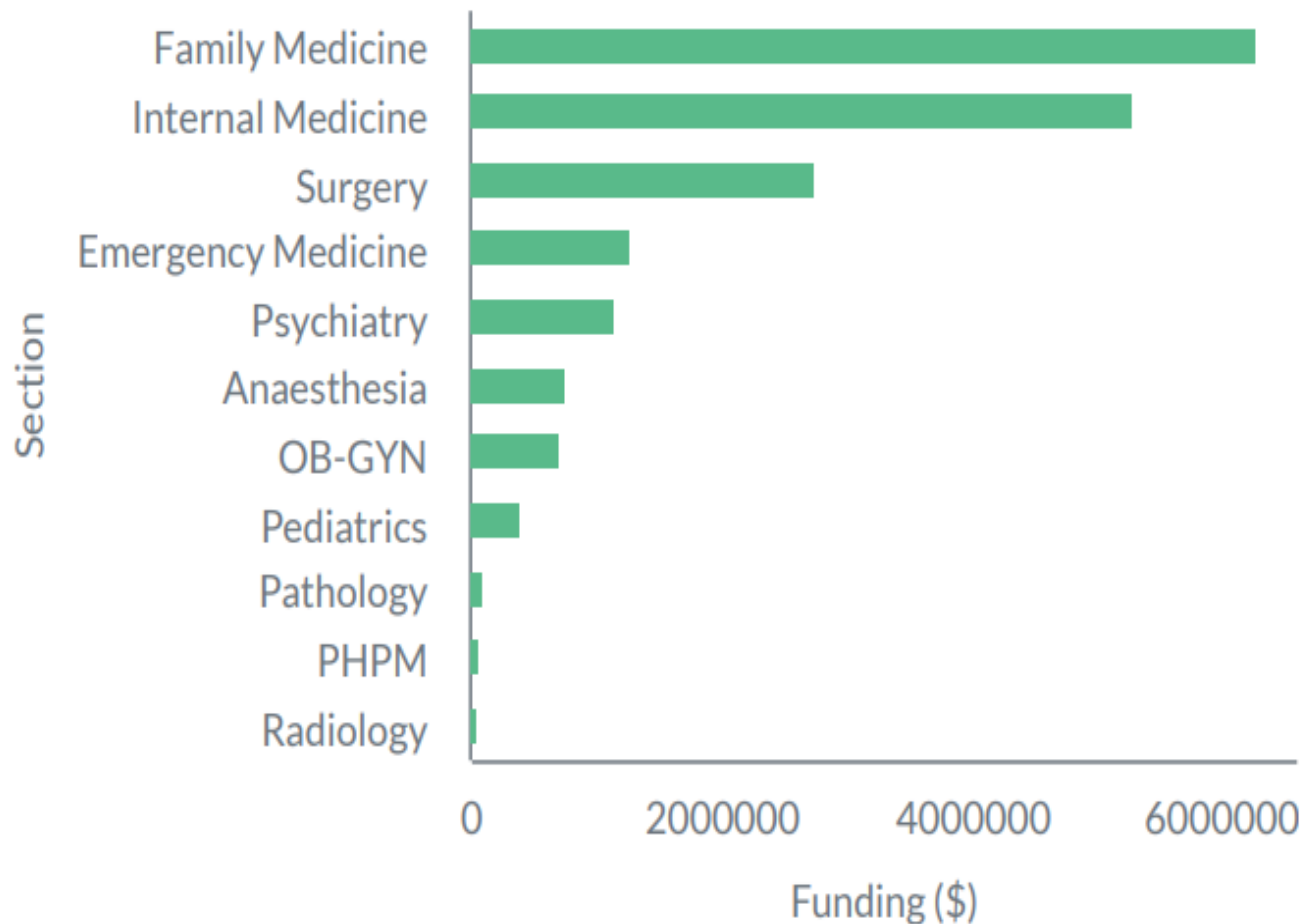
- Assistant Professor (65.75%) (311)
- Associate Professor (22.83%) (108)
- Professor (4.23%) (20)
- Clinical Lecturer (4.23%) (20)
- Unknown (2.11%) (10)
- Emeritus or Honourarius (0.85%) (4)

In Comparison The Overall 1767 Faculty Ranks

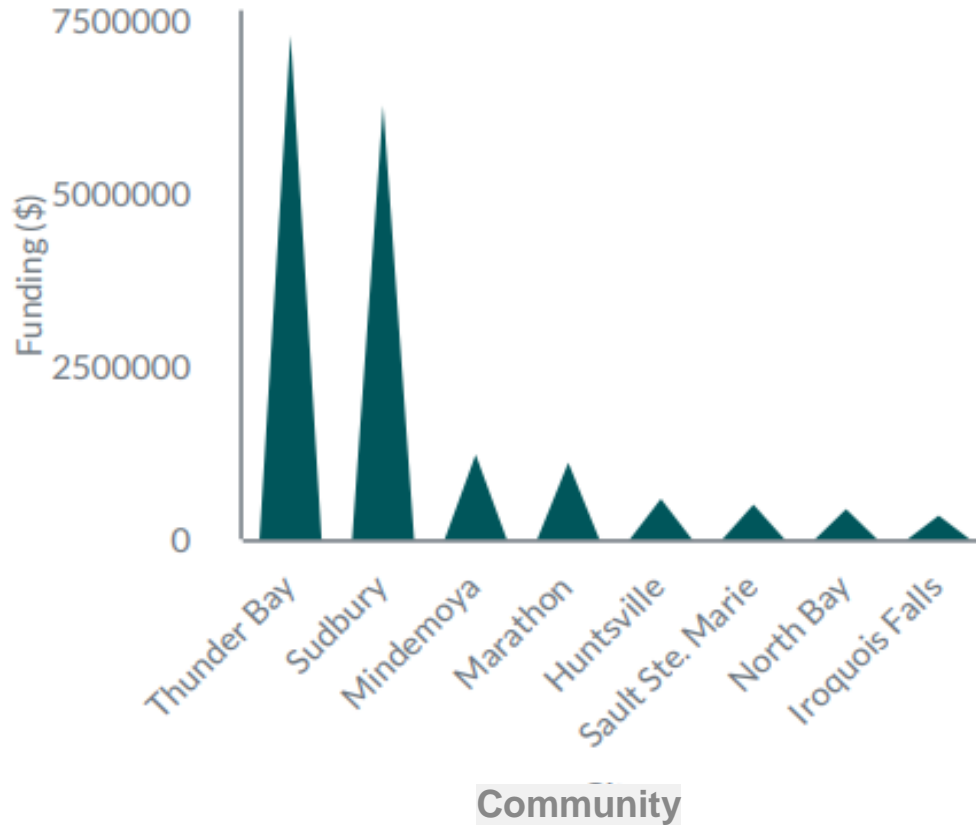


- Assistant Professor (72.95%) (1289)
- Clinical Lecturer (17.09%) (302)
- Associate Professor (8.6%) (152)
- Professor (1.13%) (20)
- Emeritus or Honourarius (0.23%) (4)

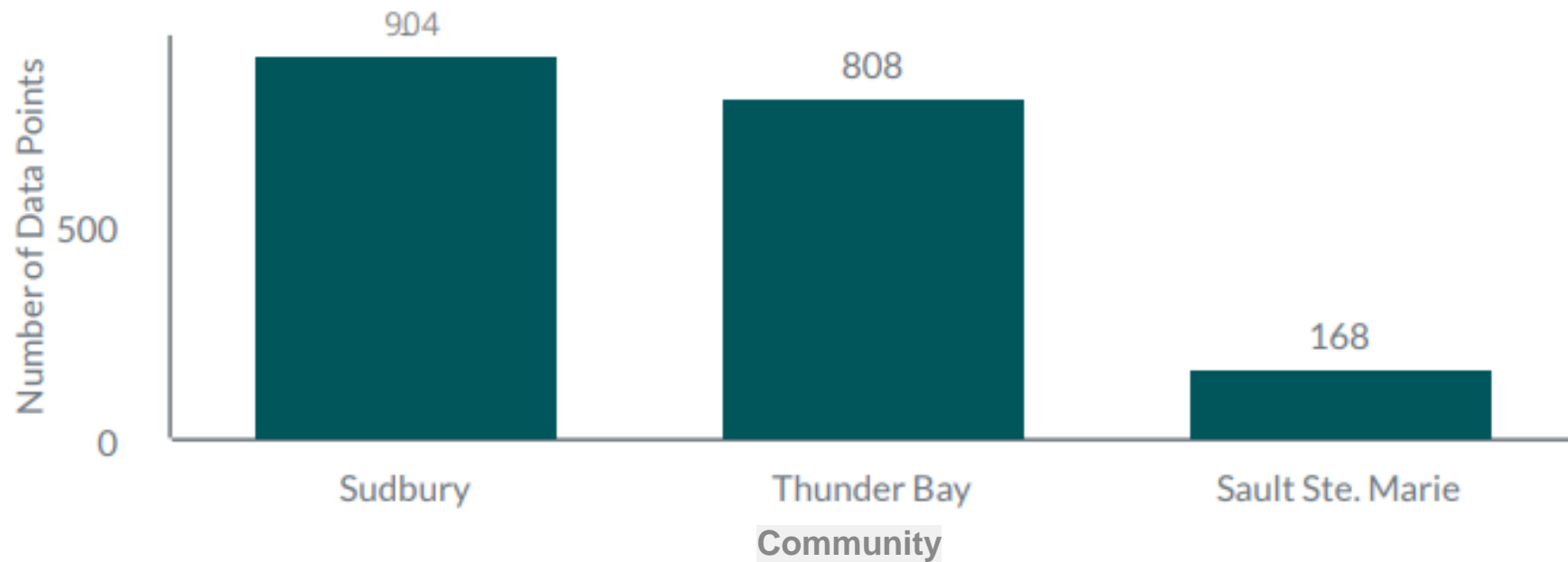
Total Funding Awarded Per Section (\$)



Total Funding Awarded per Community (\$)



Top 3 Most Active Research Communities

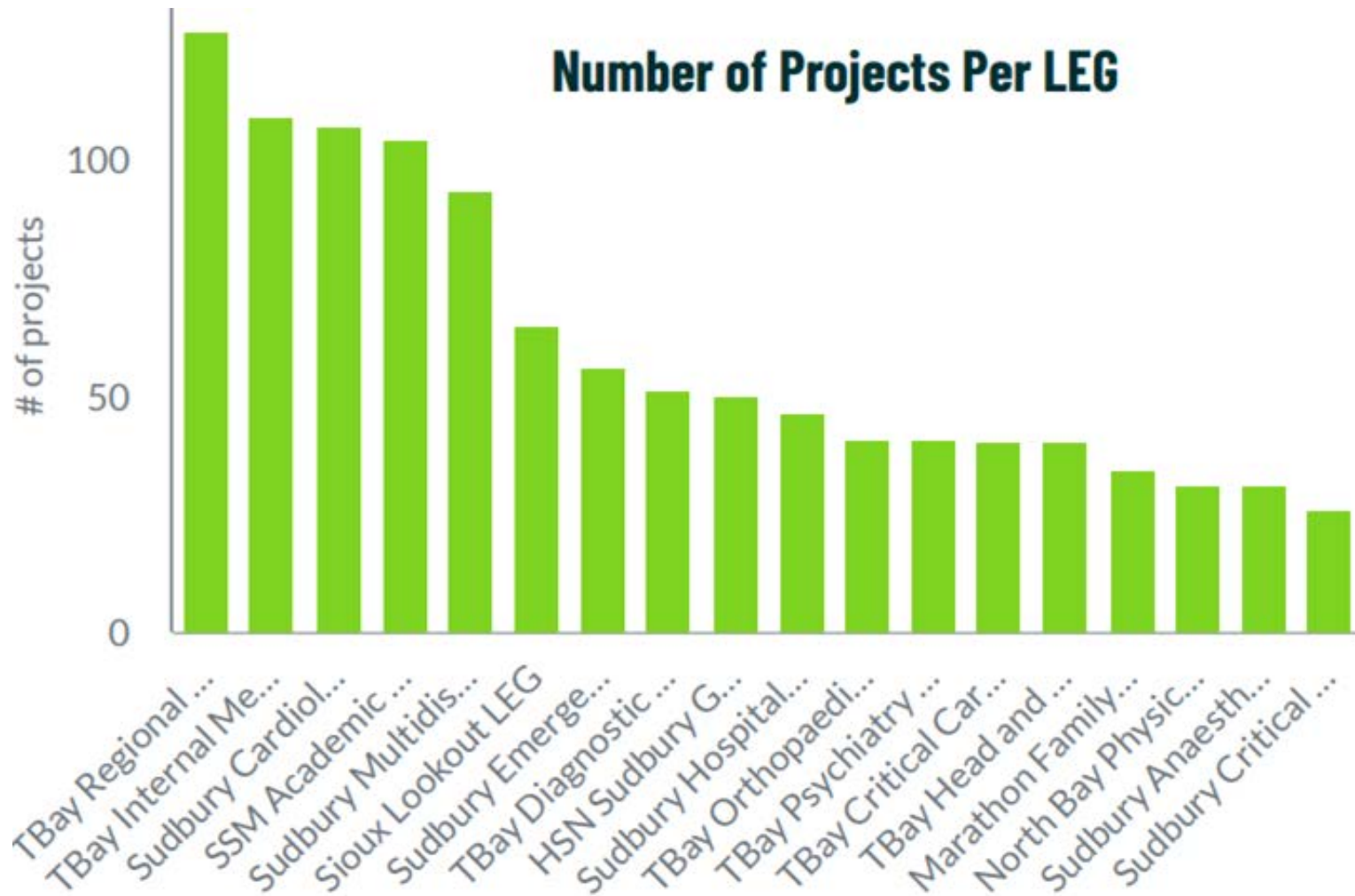


Clinical Faculty LEGs

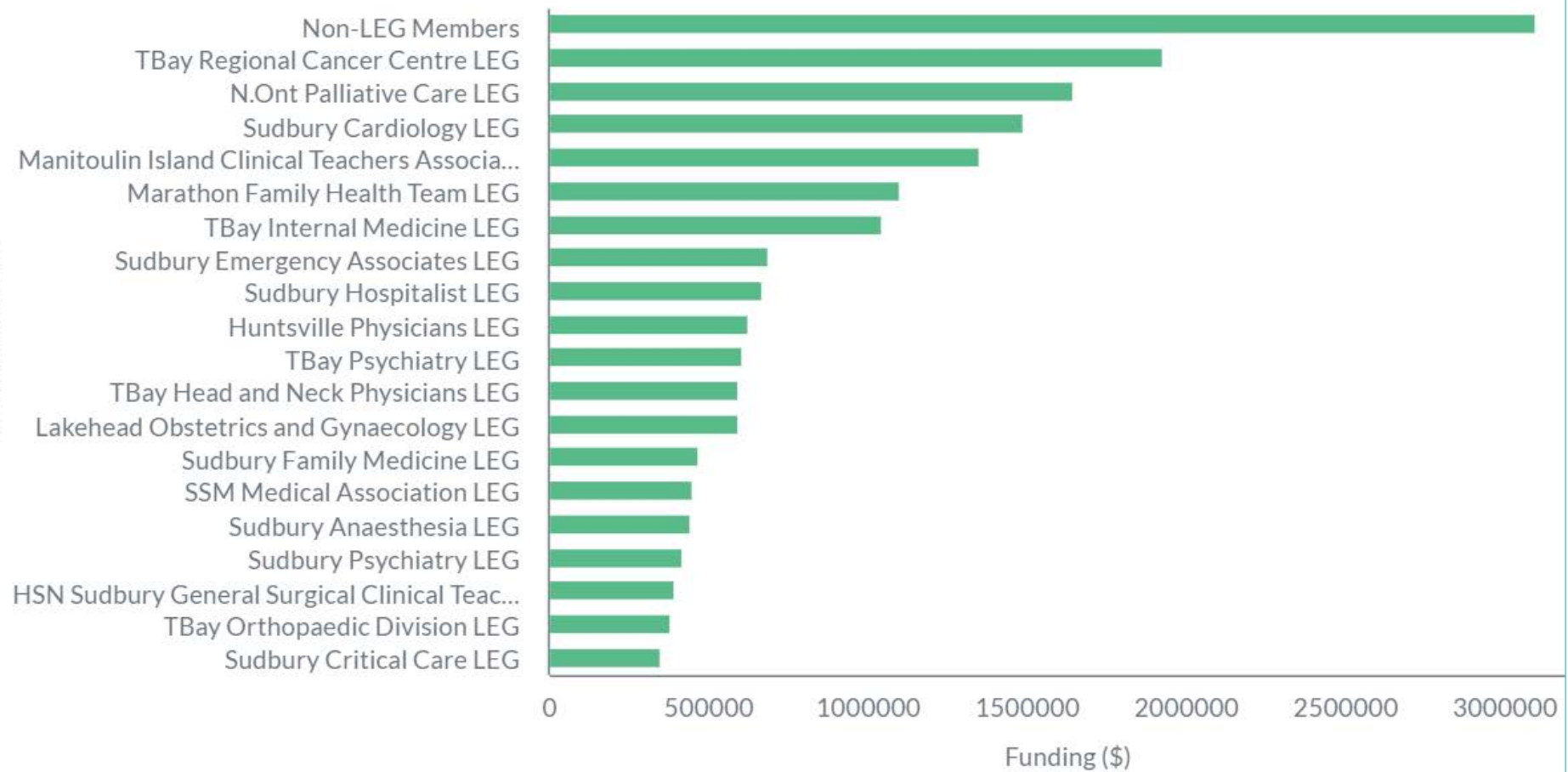
2017-Present

Using the data available, we were able to paint a clearer picture of LEG research activities.

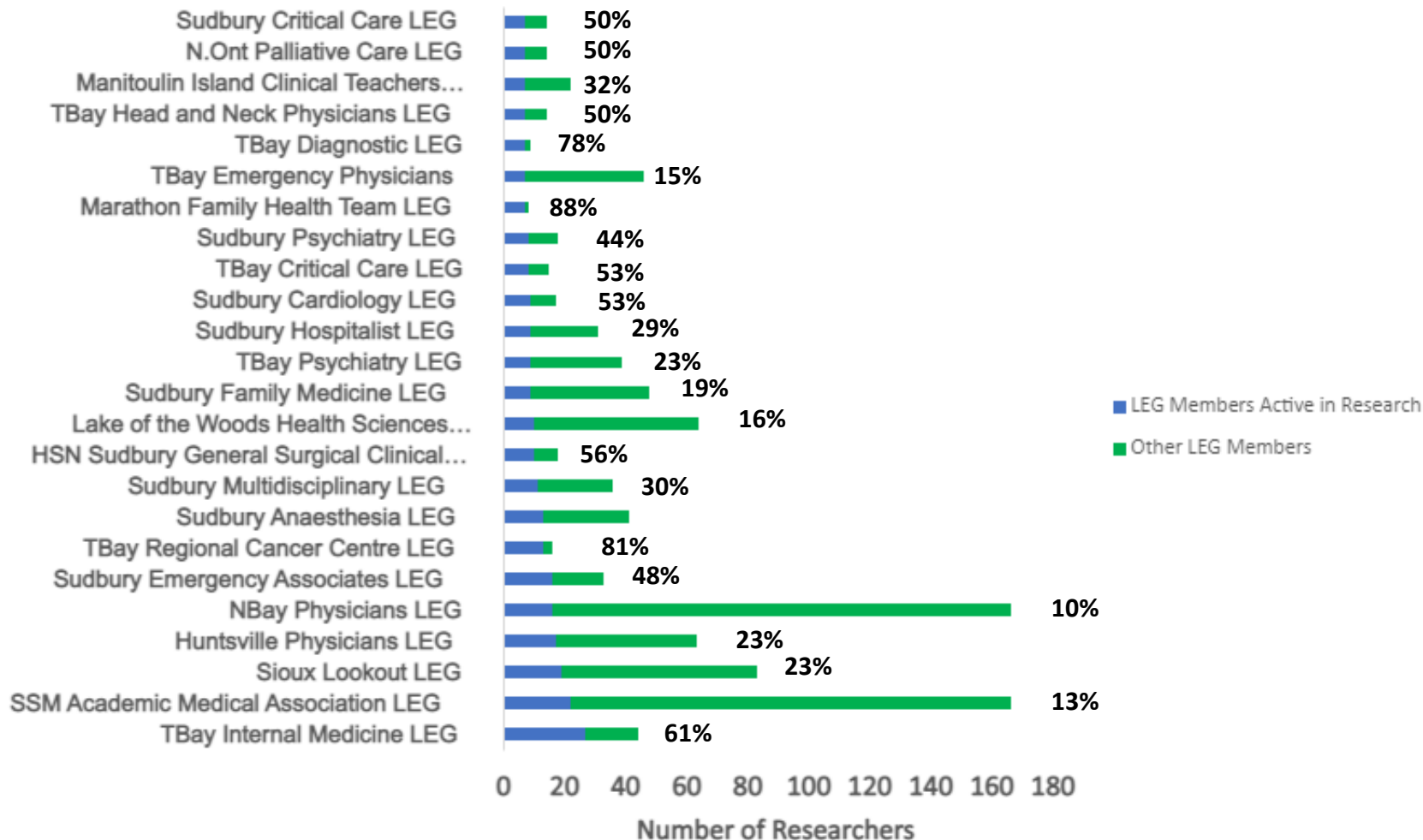
Number of Projects Per LEG



LEG Membership

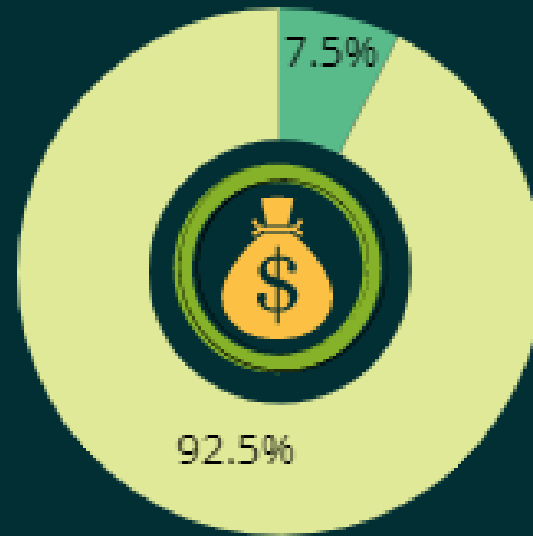


LEG



**Did you know that
NOSM Faculty are
required to report
research
activities?**

NOSM University Received RAF's for 7.5% of the Grant Applications Submitted to the 2021-2022 NOAMA AFP CIOF Cycle



■ RAFs Received by
NOSM University

■ NOAMA Grants Applied For
But Not Submitted To
NOSM University

Tips for ongoing success!

- NOSM Clinical faculty rock in research productivity!
- Cite your NOSM affiliation, faculty rank and any funding that have supported your publication or presentation
- Complete a Research Approval Form - RAF
- Environmental scan next steps - gap analysis of data input points



PCTA
PHYSICIAN CLINICAL TEACHERS' ASSOCIATION
AT THE NORTHERN ONTARIO SCHOOL OF MEDICINE



Local Education Groups



Thank you. Merci. Miigwetch.