

GET READY
TO GO &
**MAKE A
DIFFERENCE**

Job Fair



MAY 26 - 27, 2021
5:30 P.M. - 8:30 P.M.



PRACTICE MANAGEMENT & COMMUNITY EXPLORATION CONFERENCE 1ST ANNUAL

Welcome

Thank you for your interest in the "Get Ready to Go and Make a Difference" Job Fair and conference. Together NOSM, the planning committee and sponsors for the conference, Ontario Health (Health Force) and communities of Northern Ontario are delighted to welcome you!

You will see from the agenda that there are three learning streams - one for undergraduate learners, one for postgraduate learners and one for partners and spouses - and there are sessions that we will share together.

Conference Objectives

We hope that you will be able to:

1. Prepare for transitions in medical education as a physician trainee or partner, whether that transition is from undergrad to postgrad, or from postgrad training to practice.
2. Deepen your understanding of financial management as you move from undergrad to postgrad to practice.
3. Explore with your peers the kind of community in which you might like to do electives, train or ultimately make your professional home.
4. Plan as a partner or spouse for life as a medical family, and begin to network with other medical partners to create a peer community for yourselves as well.

Wednesday, May 26, 2021

Please note that to be able to attend concurrent sessions and community visits, you must log in to the conference using a device. Call in attendees will not be able to access breakout rooms.

STREAMS	
Undergraduate	UME
Postgraduate	PGME
Spouse/Partner/ Family Member	SPFM

TIME	EVENT
5:30 p.m. - 5:40 p.m.	Welcome and Housekeeping <i>Welcome from Daniel Labonté, President & CEO - MD Financial Management and Scotiabank</i>
5:40 p.m. - 6:00 p.m.	Updates on Strategic Plan; Workforce Needs of Northern Ontario; NOSM Role and Social Accountability <i>Presenters: Dr. Sarah Newbery, Assistant Dean - Physician Workforce Strategy, NOSM</i> Session objectives: <ol style="list-style-type: none"> 1. Gain insight about future work opportunities through understanding data regarding current need; 2. Understand the elements of work that lead to engagement and satisfaction and why that matters.

6:00 p.m.- 6:45 p.m.	Concurrent Sessions			
	UME Electives: What to Expect and How to Prepare <i>Presenter: Dr. John Coccimiglio, Academic Lead-Electives, NOSM</i>	PGME Running a Practice: Human Resources, Good Practice Governance in Shared Practice Models <i>Presenters: Adam Farber, General Counsel and Executive Director, Governance and Legal, OMA & Richard Rodrigue, Senior Regional Manager, Economics, Policy & Research, OMA</i> Description: In this session, you will receive an introduction on starting a practice, including legal considerations on human resources and practice model governance. There will also be an overview of available OMA practice supports as well as northern-specific practice incentives.	SPFM What To Do As the Spouse/Partner of a Physician Before You Transition to Practice <i>Presenter: Elina Pacu, Early Career Specialist, MD Financial Management and Scotiabank</i> Description: As spouses and partners of physicians are probably aware by now, what impacts the physician- impacts the household. In this session, we'll present the opportunities of planning at the household level (even if you don't comingle assets), with some practical tips and tricks on what to do (and avoid doing) before the transition, and after the transition to help you reach your goals sooner.	
6:45 p.m.- 6:50 p.m.	Health Break & Stretch			
6:50 p.m.- 7:20 p.m.	Community Visits			
	Room 1: <i>Urban Specialist</i> Thunder Bay Sudbury Sault Ste. Marie	Room 2: <i>Urban Family Medicine</i> Thunder Bay Sudbury Timmins Sault Ste. Marie	Room 3: <i>Medium Hospital/Community North West</i> Kenora Dryden Fort Frances Red Lake Sioux Lookout Vermillion Bay	Room 4: <i>Small/Medium Hospital/Community North East & Francophone Corridor</i> Wawa Massey Cochrane Hearst Kapuskasing Chapleau
	Room 5: <i>Medium Hospital/Community & Francophone Corridor</i> Hearst Kapuskasing Chapleau	Room 6: <i>Medium Hospital/Community North East</i> Timiskaming hospital & surrounding communities Kirkland Lake Englehart Elliot Lake Sundridge Mattawa	Room 7: <i>Medium Hospital/Community North West</i> Geraldton Marathon Terrace Bay/ Schreiber Nipigon Manitouwadge Longlac	Room 8: <i>North Shore & Manitoulin</i> Blind River Thessalon Richards Landing Little Current Mindemoya Gore Bay Manitowaning
7:20 p.m. - 7:50 p.m.	Financial Aspects of Practice <i>Presenter: Debora Jankovics, Early Career Specialist, MD Financial Management and Scotiabank</i> Description: Learn about paying down debt, lines of credit and making investments as you transition to practice			

7:50 p.m. - 7:55 p.m.	Health Break & Stretch		
7:55 p.m. - 8:25 p.m.	Concurrent Sessions		
	<p>UME CaRMS Application Process <i>Presenter: Rachel Cabana, Client Services Coordinator, CaRMS</i></p> <p>Description: CaRMS will provide a high-level explanation of how the match process works, CaRMS's role, R-1 match data, as well as an overview of the different match phases. This presentation is an introduction and students should expect a more detailed and comprehensive walk-through of the match process, including specific deadlines, at a later date.</p>	<p>PGME What to Expect When Transitioning to Practice <i>Presenter: Debora Jankovics, Early Career Specialist, MD Financial Management and Scotiabank</i></p> <p>Description: Financial tips and tricks on how to better navigate your transition to practice</p>	<p>SPFM Thriving Not Just Surviving: Navigating the Challenges & Opportunities of Physician Families <i>Presenter: Hayley Harlock, The Flipside Life</i></p> <p>Description: The journey of a physician family is a unique, and often misunderstood experience that involves many personal and familial sacrifices along the way. It is also an experience that can be accompanied by many remarkable opportunities. This session will explore and highlight some of the challenges and opportunities experienced by physician families, and provide you with insight and strategies to help keep your physician family healthy and thriving during transition to practice and beyond.</p> <p>At the conclusion of this session, participants will be able to:</p> <ul style="list-style-type: none"> • Explain some of the unique challenges and opportunities physician families experience during transition and beyond; • Describe the impact medicine can have on the health and well-being of physicians and their families; • Apply strategies to help support and enhance the overall experience for physician families.
8:25 p.m. - 8:30 pm	Wrap Up & Evaluations		



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Thursday, May 27, 2021

TIME	EVENT			
5:30 p.m. - 5:40 p.m.	Welcome and Housekeeping <i>Dr. Sarah Newbery, Assistant Dean - Physician Workforce Strategy, NOSM & Dr. Sarita Verma, Dean, President & CEO, NOSM</i>			
5:40 p.m. - 6:20 p.m.	Transitioning to Practice: Medico-legal tips to improve safe care <i>Presenter: Dr. Shirley Lee, Physician Advisor, Practice Improvement-Safe Medical Care, CMPA</i> Learning Objectives: <ul style="list-style-type: none">Describe common medico-legal issues for early career physiciansHighlight potential strategies to mitigate your risk		SPFM Transition to Practice: Moving Forward Together <i>Presenter: Hayley Harlock, The Flipside Life</i> Description: Like all stages of the medical journey, the transition to practice impacts more than just the physician; partners, families and supporters are directly impacted too. This session will explore what to expect when you are transitioning to practice, and provide you with insight, tips and strategies to help support you and your family as you move forward together. At the conclusion of this session, participants will be able to: <ul style="list-style-type: none">Describe the impact the transition to practice can have on partners, families and supporters of physicians;Understand the possible implications the transition to practice can have on relationships;Locate resources to guide you and support you;Apply strategies to help minimize impact and improve the overall experience of physician families.	
6:20 p.m.- 6:50 p.m.	Community Visits			
	Room 1: <i>Urban Specialist</i> Thunder Bay Sudbury Sault Ste. Marie Timmins	Room 2: <i>Urban Family Medicine</i> Sudbury Sault Ste. Marie	Room 3: <i>Medium Hospital/Community</i> North West Kenora Dryden Fort Frances Red Lake Sioux Lookout Vermillion Bay	Room 4: <i>Small/Medium Hospital/Community & Francophone Corridor</i> North East Wawa Massey Cochrane Hearst Kapusksasing Chapleau

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6:50 p.m. – 6:55 p.m.	Health Break & Stretch			
6:55 p.m. - 7:25 p.m.	Concurrent Sessions			
	UME Residency: You're Ready, But Here Are Some Tips <i>Presenters: Dr. Pierre Plamondon, Rural Family Medicine Resident- NOSM & Dr. Pamela Ng, Pediatric Resident- NOSM</i> Description: Transition to residency- tips and tricks	PGME Faculty Appointment and Teaching with NOSM <i>Presenter: Dr. Anjali Oberai, Enhanced Skills Program Director and Co-Section Chair for Family Medicine, NOSM</i> Description: A session geared towards those graduating from residency and planning to practice in Northern Ontario. Who should apply and how to apply for faculty status at NOSM will be reviewed.	SPFM Networking and "Ask Me Anything" <i>Presenter: Hayley Harlock, The Flipside Life</i> Description: Meet with Hayley to ask questions	
7:25 p.m.- 7:55 p.m.	Community Visits			
	Room 1: <i>Urban Specialist Thunder Bay Sudbury Sault Ste. Marie Timmins</i>	Room 2: <i>Urban Family Medicine Sudbury Sault Ste. Marie</i>	Room 3: <i>Medium Hospital/Community North West Kenora Dryden Fort Frances Red Lake Sioux Lookout Vermillion Bay</i>	Room 4: <i>Small/Medium Hospital/Community & Francophone Corridor North East Wawa Massey Cochrane Hearst Kapusksing Chapleau</i>
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7:55 p.m.- 8:00 p.m.	Wrap Up & Evaluations <i>Draw- MD Financial Management and Scotiabank</i>			
8:00 p.m. – 8:30 p.m.	Q&A with MD Financial Management and Scotiabank <i>Moderator: Dr. Sarah Newbery</i> Opportunity to ask questions and get some tools and resources			



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Meet the Speakers

Dr. Sarah Newbery- Assistant Dean, NOSM Physician Workforce Strategy



Dr. Newbery is the inaugural Assistant Dean of [Physician Workforce Strategy](#). In this role, she works with faculty, communities and other partner organizations to support strategic initiatives to enhance the physician workforce for Northern Ontario.

A rural generalist family physician of 25 years in the community of Marathon, she has held leadership roles in primary care, the hospital sector, the OCFP and the NW LHIN. She brings her knowledge of Northern Ontario and the health care system to her service in this role.

Daniel Labonté -President & CEO, MD Financial Management & Scotiabank



With over 30 years in leadership roles across a variety of industries, Daniel Labonté, as the CEO of MD Financial Management is focused on the customer experience and its alignment with a brand's value. He believes strongly in the power of trust, in cultivating deep relationships, and in always striving to achieve more. He is passionate about MD's mission to help Canada's physicians achieved their financial well-being. This is both a professional and personal commitment— his daughter is currently completing her medical degree.

Dr. Sarita Verma- Dean, President and CEO, NOSM



Dr. Verma is the Dean, President and CEO of the Northern Ontario School of Medicine. She currently sits on the boards of the Thunder Bay Regional Health Sciences Centre, the Health Sciences North Research Institute in Sudbury, and the Association of Faculties of Medicine of Canada.

She is a former Vice President, Education at the Association of Faculties of Medicine of Canada. Prior to this role, she was the Associate Vice-Provost, Relations with Health Care Institutions and Special Advisor to the Dean of Medicine at the University of Toronto. Dr. Verma was also bestowed the title of Professor Emerita in the Department of Family and Community Medicine at University of Toronto.

As a family physician (McMaster University, 1991), lawyer (University of Ottawa, 1981) and Canadian diplomat, Dr. Verma practised international mediation with the foreign service of United Nations High Commissioner for Refugees (UNHCR) in Sudan and Ethiopia.

Dr. Verma is known for her commitment to equity, diversity and advocacy for marginalized, underserved populations. In her current role, she has spearheaded and nurtured tangible values, action-based campaigns, educational awareness and regional initiatives supporting truth and reconciliation, wellness, Indigenous health and access to health care in rural and remote areas of Northern Ontario.

Dr. Shirley Lee – Physician Advisor, Practice Improvement-Safe Medical Care, CMPA



Dr. Lee completed her medical degree at Western University, and Family and Emergency medicine certification at the University of Ottawa.

She completed a Masters degree in Health Science (Education) at the University of Toronto, as well as the Physician Leadership Development certificate program with the Schulich School of Business.

Prior to joining the CMPA, she was the Director of Education, at the Schwartz/Reisman Emergency Centre, Mount Sinai Hospital.

While at the University of Toronto, she served as the Director for the SEME (Supplemental Emergency Medicine Experience) fellowship, a CPD program created to enhance comprehensive primary care delivery in rural and smaller communities.

Nationally, she has served with organizations including the College of Family Physicians of Canada (CFPC), the Royal College of Physicians and Surgeons of Canada (RCPSC). She has been the recipient of a number of awards in recognition for her long-standing contributions to medicine and teaching.

She continues to practice emergency medicine at the Ottawa Hospital.

Debora Jankovics - Early Career Specialist, MD Financial Management and Scotiabank



Debora is an Early Career Education Specialist with MD Financial Management and her main goal is to provide financial literacy and practical information that will help Residents through the major transitions in their career. She will explain major financial concepts that are relevant to your current career stage so you can get a better understanding of how that will impact you and your family and how you can prepare yourself for what's ahead.

Hayley Harlock – Founder & CEO, The Flipside Life



Hayley Harlock is the founder of The Flipside Life (TFSL), and an advocate for physician families. Hayley is married to a vascular surgeon and a mom to three school-aged children. Hayley holds a Master of Social Work degree from Wilfred Laurier University and previously practiced as a medical social worker at the Hospital for Sick Children.

After personally experiencing the gap in support available for physician families, Hayley founded The Flipside Life in 2019. Hayley's personal and professional experience, coupled with her natural ability to connect with others and her determination to improve the experience of physician families, uniquely positions her to lead the TFSL community. Hayley now spends her days championing physician families as the CEO of The Flipside Life.

Dr. John Coccimiglio, Academic Lead- Electives, NOSM



Dr. John Coccimiglio completed his undergraduate medical education and family medicine residency at NOSM. Devoted to living and working in the region, Dr. Coccimiglio now practices as a family physician in acute and long term care in Thunder Bay.

Dr. Coccimiglio has been recognized throughout the years for his academic excellence, clinical teaching, research and volunteer work. He attributes his achievements and work ethic to the academic and clinical experiences he obtained while student at NOSM.

Adam Farber- General Counsel and Executive Director, Governance and Legal, OMA



Adam is General Counsel for the OMA and the Executive Director of Legal and Governance, which provides trusted advice and assistance to OMA staff, Board, Executive Committee, Council, OMA Committees, Bi-Lateral OMA/MOHLTC Committees and Sections. Legal and Governance also advises physicians on a wide range of legal issues including practice arrangements, employment issues, privacy of personal information and personal health information, as well as interpretation of legislation relevant in a health-care setting. The department also assists in the negotiation of physician services agreements and the negotiation of various non-fee-for-service funding agreements with the Ontario MOHLTC.

Adam is a graduate of the University of Western Ontario Law School and was called to the Ontario Bar in 2012.

Richard Rodrigue- Senior Regional Manager, Economics, Policy & Research OMA



As part of a small team of OMA staff working remotely from the OMA, Richard has been working with and supporting physician leaders, OMA members and health system stakeholders in Northern Ontario since 2007. He is the primary point of contact for physicians when they want to access the support and services on the OMA. Richard supports the implementation of OMA priorities and activities in the North and helps to inform members about OMA initiatives, products, services and policy positions and identifies issues for the OMA to resolve on behalf of members. Prior to joining the OMA, Richard worked with the Ministry of Health and Long-Term Care's Regional Office which included Northern Health Programs. He is a lifelong resident of Northern Ontario.

Elina Pacu - Early Career Specialist, MD Financial Management and Scotiabank



Elina is an Early Career Education Specialist with MD Financial Management. She joined the MD family six years ago with the purpose of helping physicians better navigate the financial literacy world at each stage of their careers. She comes from a family of physicians and has a deep understanding of the physician universe and its challenges. Her goal is to make sure physicians and their families have the right financial tools to move forward with confidence into the next stage of their life.

Rachel Cabana- Client Services Coordinator, CaRMS



Rachel has been with CaRMS since September 2014. As a Client Services Coordinator, she liaises with and promotes positive relationships with stakeholders and represents CaRMS at various events. She also provides informative presentations to potential applicants on the R-1 match process through school visits and is responsible for applicant, undergraduate and postgraduate communications.

Dr. Pierre Plamondon- Rural Family Medicine Resident, NOSM



Dr. Plamondon is from Kapuskasing, having also grown up in communities along the HWY 11 corridor between Hearst and Smooth Rock Falls. He worked as a front-line worker in primary industries before moving into roles of training and development, then human resources. He served as a board member with the local Centré Communautaire and with the physician recruitment committee before venturing off to medical school to fill the local gap.

He has returned to Kapuskasing as a rural family medicine resident with NOSM, currently PGY1. His passion for rural and remote, Francophone, and Indigenous healthcare is strong. His clinical interests are in care of the elderly, palliative, emergency and hospitalist care. He also loves procedures and minor surgery... and many other things.

Dr. Pamela Ng- Pediatric Resident, NOSM



Dr. Ng is a first year NOSM pediatrics resident. The majority of her time is spent at Health Sciences North in Sudbury and Children's Hospital of Eastern Ontario in Ottawa. Originally from Ottawa, Pam completed her undergraduate degree in psychology and nutritional sciences at the University of Toronto. She completed medical school in Toronto as well.

Pam is interested in the intersectionality between child health, community outreach and the social determinants of health. She is excited to continue working with diverse families in Northern Ontario.

Dr. Anjali Oberai, Enhanced Skills Program Director, Co-Section Chair Family Medicine, NOSM



Dr. Anjali Oberai has been a rural generalist for over 20 years. She graduated from the University of Calgary FM residency program in 1995. After doing several locums across the country, she settled in Wawa, ON and has been working and playing there since 1998. Her practice includes clinic, ER, inpatients, low risk OB and stress testing. She and her husband (and kids) have also spent time working in Ethiopia with CUSO and CPAR.

At NOSM, she holds the position of Enhanced Skills Program Director and Co-Section Chair for Family Medicine. When not at work, she can be found outside enjoying the beauty of Northern Ontario.