

EXECUTIVE REPORT

Dr. Anthea Lafreniere, President
2016 Annual General Meeting
September 22nd – 25th, 2016, Edmonton, Alberta



I. DESCRIPTION OF POSITION

From the CFMS bylaws:

- a) Hold the Office of Chair of the Executive Committee; and
- b) Appoint the Chairs of all committees except as otherwise provided; and
- c) Appoint an Executive Vice President from among the Executive Committee; and
- d) Succeed to the Office of Past-President upon the election of their successor; and
- e) Be responsible for the general supervision and direction of the business of the Federation.

In practice, the role of the President is multifaceted. The President sets organizational goals and oversees their implementation. Specific activities are delegated to members of the Executive Committee and the President is responsible for providing support, guidance, and institutional memory. The President contributes to agenda-setting for each General and Executive meeting and chairs the proceedings of Executive Meetings. The President is also the designated spokesperson for the Federation and interacts with representatives of media, government, public, and national medical organizations. Representative roles set aside for the President include the Canadian Medical Association Board of Directors, the Physician Resource Planning Advisory Committee, the Canadian Medical Forum, and others by invitation.

II. ACTIVITIES

Date	Meeting	Location
Sept. 17 – 20, 2015	CFMS Annual General Meeting	Windsor, ON
Sept. 22, 2015	FMEC PG SIG	Teleconference
Sept. 28 – Oct. 14, 2015	1:1 New Executive Committee Calls	Teleconference
Sept. 29 – Oct. 3, 2015	CMA Board Orientation and Meeting	Estérel, QC
Oct. 16 – 18, 2015	CFMS Fall Executive Meeting	Ottawa, ON
Oct. 19, 2015	AFMC Student Portal Steering Committee Meeting	Teleconference
Oct. 26, 2015	CFMS-FMEQ Wellness Survey Meeting	Teleconference
Nov. 1, 2015	Clinical Investigator Trainee Assoc. Canada Meeting	Teleconference
Nov. 3, 2015	Education Portfolio Meeting	Teleconference
Nov. 4, 2015	RDoC Pre-Royal College Employment Summit Dinner	Ottawa, ON
Nov. 5, 2015	CMA Canadian Conference on Physician Leadership Planning	Teleconference
Nov. 9, 2015	University of Ottawa CFMS Leadership Presentation	Ottawa, ON
Nov. 13, 2015	Meeting with the AFMC CEO	Ottawa, ON
Nov. 15, 2015	Lobby Day Planning Meeting	Teleconference
Nov. 16, 2015	AFMC Residency Matching Task Force Meeting	Teleconference
Nov. 19 – 20, 2015	Physician Resource Planning Task Force Meeting and Summit	Ottawa, ON
Nov. 22, 2015	CFMS November Executive Meeting	Teleconference
Nov. 25, 2015	Canadian Medical Forum	Ottawa, ON
Nov. 25, 2015	AFMC-CaRMS Meeting	Ottawa, ON
Nov. 27 – 29, 2015	Resident Doctors of Canada Board Meeting	Ottawa, ON
Dec. 1, 2015	CMF Ideation Session	Teleconference
Dec. 1, 2015	CFMS Finance and Budget Meeting	Teleconference
Dec. 3 – 5, 2015	CMA Board of Directors Meeting	Ottawa, ON
Dec. 4, 2015	CMA Trainee Engagement Meeting	Ottawa, ON

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Dec. 8 – 20, 2015	CFMS-FMEQ Wellness Survey Group/PI Calls	Teleconference
Dec. 9, 2015	University of Manitoba Medical Student Society	Winnipeg, MB
Dec. 11, 2015	Meeting with AFMC Student Affairs Deans Committee Chair	Teleconference
Dec. 15, 2015	Ontario Ministry of Health and Long-Term Care	Teleconference
Dec. 15, 2015	FMEC PG Implementation Project Interview	Teleconference
Dec. 16, 2015	CMA Ambassador Program Meeting	Teleconference
Dec. 17, 2015	Meeting with AFMC CEO	Teleconference
Dec. 18, 2015	Meeting with AFMC Student Affairs Deans Committee Chair	Teleconference
Jan. 2, 2016	CFMS-RDoC Residency Matching Meeting	Teleconference
Jan. 8 – 10, 2016	CFMS Winter Executive Meeting	Toronto, ON
Jan. 26, 2016	AFMC CEO Meeting	Teleconference
Jan. 28, 2016	University of Western Ontario Medical Society Meeting	London, ON
Feb. 5, 2016	Physician Resource Planning Task Force Meeting	Teleconference
Feb. 10, 2016	CFMS SGM Planning Meeting	Teleconference
Feb. 11, 2016	CCME Learner's Forum Planning Meeting	Teleconference
Feb. 16, 2016	CCME Learner's Forum Planning Meeting	Teleconference
Feb. 17, 2016	CMA Ambassador Program Meeting	Teleconference
Feb. 17, 2016	Sexual Harassment and Resiliency Meeting	Teleconference
Feb. 18, 2016	Choosing Wisely Canada Meeting	Teleconference
Feb. 20 – 21, 2016	CFMS Lobby Day	Ottawa, ON
Feb. 26 – 27, 2016	CMA Board of Directors Meeting	Ottawa, ON
Feb. 26, 2016	CMA Ambassador Representative and Engagement Meeting	Ottawa, ON
Feb. 26, 2016	NewCo Product Orientation Session	Ottawa, ON
Mar. 5 – 6, 2016	RDoC Board of Directors Meeting	Ottawa, ON
Mar. 6, 2016	CFMS Executive Teleconference	Teleconference
Mar. 7, 2016	CMA General Council Planning Meeting – Resilience Session	Teleconference
Mar. 7, 2016	CFMS-FMEQ Wellness Survey Meeting	Teleconference
Mar. 8, 2016	CFMS-MDFM Partners Meeting	Teleconference
Mar. 14, 2016	CFMS Insurance Offerings Meeting	Teleconference
Mar. 21, 2016	CMA Ambassador Working Group Meeting	Teleconference
Mar. 23, 2016	MDFM Innovation Program Meeting	Ottawa, ON
Mar. 24, 2016	CaRMS CEO Meeting	Ottawa, ON
Mar. 30, 2016	Choosing Wisely Canada National Conference	Toronto, ON
Apr. 5, 2016	CMAJ Editorial Board Representative	Teleconference
Apr. 5, 2016	CCME Hot Topics Session Meeting	Teleconference
Apr. 7, 2016	CFMS-FMEQ Wellness Survey Meeting	Teleconference
Apr. 8, 2016	Canadian Press Interview: Physician-Assisted Death	Teleconference
Apr. 12, 2016	CCME CMA Planning Meeting	Teleconference
Apr. 13, 2016	Interprofessional Education Alliance Meeting	Teleconference
Apr. 14 – 16, 2016	CFMS Spring General Meeting	Montréal, QC
Apr. 15, 2015	CFMS-FMEQ Executive Meeting	Montréal, QC
Apr. 15, 2016	AFMC UGME Deans Committee Meeting	Montréal, QC
Apr. 15, 2016	AFMC Student Affairs Deans Committee Meeting	Montréal, QC

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Apr. 16, 2016	AFMC Board Workshop	Montréal, QC
Apr. 16, 2016	AFMC PGME Deans Committee Meeting	Montréal, QC
Apr. 17, 2016	CCME CaRMS Forum	Montréal, QC
Apr. 17, 2016	CCME Learner's Forum	Montréal, QC
Apr. 17, 2016	RDoC Awards Gala	Montréal, QC
Apr. 17, 2016	National Graduation Questionnaire Meeting	Montréal, QC
Apr. 17, 2016	CCME Hot Topics Session	Montréal, QC
Apr. 17, 2016	FMEC-PG Gala	Montréal, QC
Apr. 22, 2016	Education and CACMS Representatives	Teleconference
Apr. 22, 2016	CaRMS CEO Meeting	Teleconference
Apr. 25 – 26, 2016	CMA Joule Launch	Banff, AB
May 2, 2016	CMA Ambassadors Working Group	Teleconference
May 11 – 12, 2016	CMA PLI Leadership Course	Toronto, ON
May 11, 2016	CFMS President-Elect Transition Meeting	Teleconference
May 12, 2016	VP Education Meeting	Teleconference
May 17, 2016	SEM Planning Meeting	Teleconference
May 18, 2016	MDFM Early Career Specialist Presentation	Ottawa, ON
May 19 – 20, 2016	CMA Board of Directors Meeting	Ottawa, ON
May 25, 2016	CFMS-CMA Engagement Meeting	Teleconference
May 25, 2016	MDFM Brand Ambassador Meeting	Ottawa, ON
May 30, 2016	PGME Governance Council	Ottawa, ON
June 1, 2016	CMA Ambassadors Meeting	Teleconference
June 3-5, 2016	CFMS Summer Executive Meeting	Calgary, AB
June 9, 2016	Canadian Medical Forum	Ottawa, ON
June 10, 2016	Physician Resource Planning Advisory Committee	Ottawa, ON
June 13, 2016	CMA General Council Political Education Session Meeting	Teleconference
June 16, 2016	Learner Organization Match Meeting	Teleconference
June 29, 2016	CMA General Council Resiliency Session Meeting	Teleconference
July 12, 2016	Learner Organization Match Meeting	Teleconference
July 21, 2016	Ontario Medical Association Tentative PSA Meeting	Toronto, ON
July 27, 2016	Learner Organization Match Meeting	Teleconference
Aug. 4, 2016	CaRMS-Learner Organization Match Meeting	Ottawa, ON
Aug. 10, 2016	CaRMS CEO Meeting	Teleconference
Aug. 11, 2016	CMA General Council Political Education Session Meeting	Teleconference
Aug. 13, 2016	CFMS Summer Executive Teleconference	Teleconference
Aug. 17, 2016	CMA Ambassadors Meeting	Teleconference
Aug. 20 – 24, 2016	CMA General Council	Vancouver, BC
Aug. 22, 2016	AFMC CEO Meeting	Vancouver, BC
Sept. 13, 2016	Health Canada Asst Deputy Minister Meeting	Teleconference
Sept. 19, 2016	CMA Federal Health Youth Council Meeting	Teleconference
Sept. 19, 2016	CMA Ambassadors Program Review Meeting	Teleconference
Sept. 19, 2016	Learner Organization Match Meeting	Teleconference
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III. PRIORITIES AND PROJECT AREAS

The Residency Match and Canada's Health Human Resources

The R-1 Residency Match

The CFMS continues to advocate for a fair and transparent matching process and is concerned about the increasing number of unmatched students. Members of the CFMS Executive actively sit as members of the AFMC Residency Matching Task Force and the Physician Resource Planning Advisory Committee (see below).

The CFMS is participating actively with our partner learner organization, FMEQ, RDoC, and FMRQ, to advance trainee concerns and the unique learner perspective. We have begun to look actively at the individual learner contract and to identify opportunities to strengthen protections for learners and to enhance the candidate match experience. Some examples include: Early/third party notification of R-1 Match results; Immunization documentation; Match breaches; Data release and consent to research.

AFMC Residency Matching Task Force

I have transitioned from my role on this committee and President-Elect Franco Rizzuti continues to participate via teleconference with the AFMC Residency Matching Taskforce, a group that seeks to address challenges faced by Canadian medical students in the match. The CFMS, FMEQ, RDoC, and FMRQ continue to provide our input as it relates the CaRMS Institutional Agreement and evidence-based strategies for HHR planning and residency-matching enhancements. President-Elect Franco Rizzuti has continued to advocate for such important issues as clear, protected R-1 Match Interview Dates and transparent, arms-length data stewardship.

PRPAC/PRPTF

The Physician Resource Planning Advisory Committee (previously the Physician Resource Planning Task Force) continues its work to address the health care needs of all Canadians. This group has been provided with the opportunity to give feedback to the preliminary supply-based modelling tool.

We await progress on the demand-based aspect of the HHR planning tool and to work towards long-term HHR planning across Canada.

Please see Presidential Report SGM 2016 for previous activities in this area.

Collaboration with Resident Doctors of Canada

Throughout the past year, the CFMS has been able to work closely alongside our national resident colleagues at Resident Doctors of Canada. I have been closely connected to RDoC President Dr. Thomas McLaughlin and have worked in alignment on several topics and projects. In addition to those projects cited in my previous report, we have collaborated on CMA Engagement, the Match Process, Learner Privacy, and Professionalism & Trainee Treatment.

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Dr. Kimberly Williams, newly elected RDoC President, and CFMS President-Elect Franco Rizzuti have already begun their work on issues including CACMS and the Match Process.

Please see Presidential Report SGM 2016 for previous activities in this area.

CMA Member Engagement

The CMA continues to work to engage its medical student, resident, and new-to-practice physician members. The CFMS have continued to collaborate with the CMA on ways to engage its membership through engagement with Joule, planning and support for CMA General Council programming, facilitation of CMA General Council Ambassador Recruitment

CMA Board of Directors

I have had the pleasure of serving on the CMA Board of Directors for the past year. The CMA Board of Directors continues to address issues of importance to all physicians and trainees, including medical professionalism, the Health Accord, medical education, physician health & wellness, and the overall modernization of the organization. In this role, I was able to participate in a CMA Physician Leadership Institute Course: Leadership Strategies for Sustainable Physician Engagement in advance of the Canadian Conference on Physician Leadership.

Franco Rizzuti has joined the CMA Board, attending his first meeting in August 2016.

Joule Launch

I attended the Joule (formerly NewCo) Launch Event in Banff in April 2016 and was joined by the CFMS Senior IT Officer Kevan Lu. This event brought together a broad group of medical innovators from across Canada. We participated in a hack-a-thon event that challenged groups of medical innovators to create technological and social solutions for problems facing Canada's patients. It was a particularly rewarding experience to get to know several First Fifteen physicians in Canada who have pursued the path less travelled in medicine. I became acquainted with several individuals who have created robust practices in innovative medicine – forgoing residency training – a group seldom recognized and a route seldom encouraged despite its impact on Canadian health care.

CMA General Council 2016 and the CMA Ambassadors Working Group

Working on the CMA Ambassadors Working Group file as well as the modernization of CMA General Council has been particularly rewarding. This year, we created Pre-GC, during GC, and Post-GC task forces that endeavoured to create meaningful programming for 30 CMA Ambassadors – medical students, resident, and new-to-practice physicians. For the first time, we facilitated several Pre-GC sessions to discuss the format of the meeting, the resolutions, and the many facets of the emerging issues topics.

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This year's General Council was more modern than ever before, address current medical issues in new and creative ways. In the new Emerging Issues session, CMA members freely debated and discussed physician autonomy, federal taxation, indigenous health, health system redesign, and marijuana legislation. CFMS leaders were influential in these discussions and in additional programming. VP Student Affairs Marie-Pier Bastrach was part of a three-member panel entitled "Strengthening resilience in medical training and practice: moving from rhetoric to action". I had the opportunity to facilitate the CMA Political Action Panel featuring journalists Andrew Coyne, Althia Raj, and Daniel Lessard, as they discussed the upcoming Federal Health Accord.

At CMA General Council, many resolutions of relevance to CFMS members were passed. Examples include: Medical-Aid-In-Dying curriculum recommendations; Medical tourism curriculum recommendations; MD/PhD funding reinstatement; Climate change; Resiliency curriculum recommendations; and Research into nationwide trainee working conditions.

The CMA Ambassadors as well as other CFMS Representatives in attendance had the incredible experience of a 1-on-1 session with Federal Minister of Health Dr. Jane Philpott. She provided First Fifteen members with insights into her own path, the future of medicine, and how to make a difference. I will continue to liaise with the CMA and Ministry of Health about several promising opportunities for further First Fifteen engagement discussed at this meeting with the Minister, including a Federal Health Youth Council.

I will continue to Co-Chair the CMA Ambassador Working Group alongside RDoC Past-President Dr. Thomas McLaughlin (RDoC). We will continue to look for ways to create longitudinal engagement of First Fifteen members with CMA and other organizations as well as advocating for the ultimate aim of the program, the allocation of proportionate voting-delegate seats at the PTMA level.

Please see Presidential Report SGM 2016 for previous activities in this area.

Partnerships

MDFM

Our relationship with MDFM has been integral to the success of the organization. I have enjoyed a close relationship with Alison Forestell at MDFM, an individual who takes to heart the MDFM goal to support medical students to heart. Along with the CFMS VPs Finance and Student Affairs, we have continued to provide learners with valuable online financial tools as well as meaningful opportunities, such as Travel Awards and Leadership Awards.

OMSA and PARO: Trainee Mistreatment

Throughout the Summer of 2016, the CFMS has been in close contact with the Ontario Medical Students' Association (OMSA) as well as the Professional Association of Residents of Ontario (PARO) with regards to the

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Ontario Physicians Services Agreement (PSA). The CFMS did not involve itself in the details of contract negotiations nor did it take a stance on any iteration of the PSA. Our involvement has included assistance to OMSA with member communication, and, more importantly, advocacy for the rights and professional treatment of medical student. We continue to stand by the rights of all trainees to be active and equal participants in their PTMAs. Furthermore, it has been with great disappointment that I have witnessed the mistreatment, harassment, and threats of violence made in-person and via social media to our Ontario student members by their physician colleagues. This mistreatment cannot be tolerated in Canada. We have connected with our national colleagues, including CMA, FMRAC, and Colleges of Physicians and Services within several provinces to support our Ontario colleagues. We continue to monitor the situation and will support our student members however necessary.

CFMS-FMEQ National Medical Student Wellness Survey

The National Student Wellness Survey and the analysis and dissemination of its resultant data has been an on-going priority and will be in the upcoming year. Principal Investigator Dr. Brandon Maser as well as VP Student Affairs Marie-Pier Bastrash continue to work on this project, presenting at Canadian Conference on Medical Education and the International Conference on Physician Health in Boston, MA.

Please see Presidential Report SGM 2016 for previous activities in this area.

IV. FOLLOW UP, VISION, GOALS AND RECOMMENDATIONS FOR THIS POSITION

CFMS Past-President: CFMS Strategic Plan

An integral part of my year serving as Past-President will be the facilitation and creation of the CFMS 2017-2020 Strategic Plan.

I presented the CFMS Strategic Plan Mid-Point Assessment Tool at the Winter Executive Meeting. In early Spring 2016, I obtained an assessment from the CFMS Executive, CFMS Presidents, CFMS Representatives, Global Health Program Members, and those Executives previous involved in the Strategic Plan. I presented these results at SGM 2016, highlighting our success to date and areas requiring further work and consideration. Further discussion and feedback on the topic of the CFMS Strategic Plan was had at the 2016 Summer Executive Meeting.

Through this consultation, it has become clear that the Strategic Directions as outlined in the 2014-2017 Strategic Plan are still relevant and in alignment with our organizations goals. The Mid-Point Assessment Tool also revealed that there are many objectives and implementation goals that have not yet been accomplished and that are still desired by the membership. Further, many members expressed fatigue at the frequency of turnover for a new plan, suggesting a five-year cycle might be more appropriate.

The limitation for the complete implementation of the 2014-2017 Strategic Plan appears to be organizational

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operations. We have a CFMS Executive that demands it fulfill dual roles, as Executive responsible for operations as well as Board with fiduciary responsibilities. We have been fortunate to have an exceptionally high-functioning General Manager and we have been successful in our limited attempts to employ temporary staff, such as at CFMS Lobby Day. Nonetheless, we clearly are being held-back from accomplishing everything that our membership mandates us to do. For that reason, we will undertake an Operations Review and Strategic Human Resources Evaluation that will result in the 2017-2020 Strategic Operations Plan (SOP).

We have appropriately allocated Strategic and Human Resource Funding for the dual undertaking of the SOP and probable future hiring needs. I have begun to solicit proposals from Operations and Human Resource Consultants for the SOP, reaching out to those firms used by our colleagues at PARO and RDoC. We will review these proposals at FEM with the aim to have an in-person half-day consultation at WEM and several iterative sessions at SGM 2017.

The Year That Was: Reflections on Relationships

As I reflect on my Presidential year of service at the CFMS, there is one critical element that stands out to me: relationships. Relationships were at the crux of every success and of every challenge over the course of the past year.

A close personal relationship was critical to my own success this year – that is, with Dr. Carl White Ulysse, our Executive Vice President. It is critical for any President to have an individual whose judgement they can depend on and who is, essentially, interchangeable with one's self. A deep sense of trust is also important to have the kind of relationship that encourages constructive criticism and the ability to oppose one's point of view. I do worry, however, that future Presidents may be limited by the current recommendations for Executive VP and, in that same vein, General Meeting Chair, to be someone whom is ineligible for the CFMS Presidency. This requirement necessitates these roles are filled by a final year medical student. As the only two final year students on the Executive, there was pressure on our synchronous academic schedules. Our ability to persevere despite this was, as outlined, due to our close relationship, however, it should be a risk strongly considered in years to come.

The 2015-2016 CFMS Executive saw a greater turnover than any prior year in which I have served. With many of us new to working with one another, it took time to develop the necessary relationships to allow us to work collaboratively and independently. In previous years, my professional relationships with individual Executive members were built on a foundation of personal and social relationships. This year, those relationships did not already exist and working relationships had to be forged from common goals, ideas, and a belief in the Strategic Plan. The organizational and operational learning curve was steep but well handled by the Executive team. I do feel, however, that I was less successful in creating a team that had seamless integration of portfolios and projects and that could debate freely and react nimbly. It will be important in the future to make this a priority in circumstances of high-turnover and it is my hope that a strong Operations and Human Resource Plan will provide important institutional insurance for high-turnover years.

I credit much of my success with national advocacy both in the realm of medical education as well as at the CMA to my strong relationship with outgoing RDoC President Dr. Tom McLaughlin. Having previously worked together at the CFMS, we had a high-functioning professional relationship with frequent, open communications that allowed us to act quickly and in tandem. This level of relationship between student and

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resident organizations has not always existed and it is my belief that that has been to the detriment of our mutual aims. Ensuring that this relationship, as well as the relationship with our partners at the FMEQ, is particularly well forged will serve us in the future.

Transition

President-Elect Franco Rizzuti has spent the past five months actively transitioning into the role of CFMS President. He has engaged with each and every national body, having already taken on several national leadership roles on behalf of the CFMS, including AFMC Residency Matching Task Force and CMA Board of Directors. His understanding of the organization is broad and deep and he has endeavoured at all times to participate actively in all Presidential duties.

I wish Franco the very best in the year ahead – I have every confidence he will serve the organization diligently and thoughtfully.

Should there be any questions pursuant to this update, please do not hesitate to contact me.

Dr. Anthea Lafreniere
President, 2015 – 2016
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