



Dear Colleagues,

I'm pleased to be developing a regular Divisional update, which I hope to distribute at least quarterly. You can expect it to evolve both in terms of content and format, but the purpose will primarily be to provide you with news and updates relevant to Division members and to keep our affiliated colleagues (those with secondary appointments, cross appointments, alumni) abreast of our activities. I'll try to bring you important information in the Director's Discussion section. Upcoming discussions will include committee composition and activity, for example. Other sections in the newsletter will include member updates, important dates, recent publications, and perhaps a member profile etc. So please email ocmed.div@utoronto.ca if you have any information to share with us.

Director's Discussion



One regular component of the newsletter will be a Member's Update section. But who are the Division Members anyway? For this update, I thought I would refresh your understanding of exactly "who we are" and remind you of the types of appointments. I know this can be confusing, especially when requests for yearly activity reports come from more than one "requestor" including the University, and for some, also a hospital.

Clinical faculty (MDs) at the university may be appointed to various Academic Positions (job title):

- Clinician-teacher (CT)
- Clinician in Quality & Innovation (CQI)
- Clinician-educator (CE)
- Clinician-investigator (CI)
- Clinician-scientist (CS)

Those appointments may be full-time (80%+), part-time (20-79%) or adjunct (<20%). Obviously, this describes the amount of time committed to teaching/scholarly activities but also relates to the location of practice. Adjuncts can be community-based, not requiring a hospital appointment.

Ranks in an academic position vary based on degree of advanced training and demonstration of sustained excellence in teaching, creative professional activities, or research. Ranks include lecturer, assistant professor, associate professor, or professor. An overview can be found here:

[Clinical Faculty Academic Appointments | Department of Medicine \(utoronto.ca\)](#)

Don't mix up a clinical hospital appointment, which defines the nature of hospital privileges you may have (admitting, courtesy), with a University appointment which reflects scholarly (vs clinical activity). It is entirely possible to have a hospital appointment and not do any teaching or research, and thus not have a University appointment. Conversely, it is possible to have a University appointment, and not have a hospital appointment because you are a community-based practitioner.

Primary Appointments:

- | | | |
|-----|--------------------|-------------------------------|
| 1. | Ronald Dykeman | Adjunct Lecturer |
| 2. | Bruce McGoveran | Adjunct Lecturer |
| 3. | Roohi Qureshi | Adjunct Lecturer |
| 4. | Nikhil Rajaram | Adjunct Assistant Prof |
| 5. | Joan Saary | Part-time Associate Prof |
| 6. | Michael Schweigert | Adjunct Lecturer |
| 7. | Vincent Spilchuk | Full-time Assistant Prof |
| 8. | Aaron Thompson | Part-time Time Associate Prof |
| 9. | Conrad Tsang | Adjunct Lecturer (pending) |
| 10. | Joyce Zhang | Adjunct Lecturer |

Emeritus Members:

- Linn Holness
- Ron House
- Gary Liss

Conrad Tsang is a newly appointed Clinical Associate at Unity Health (St. Michael's Hospital) who will soon be an Adjunct Lecturer



Secondary Appointments:

There are also numerous others who are closely affiliated in a variety of ways but whose primary appointment in *another Division of the Dept of Medicine* at UofT. They have secondary appointments with us or have a relevant hospital appointment.

- Joel DeKoven – Dermatology
- Sandy Skotnicki – Dermatology
- Megan Clynick – Dermatology
- Susan Tarlo – Respiriology
- Stephen Betschel – Allergy & Clinical Immunology

Cross Appointments:

Primary appointment *outside Dept of Medicine:*

- Marina Afanasyeva – DLSPH
- Sol Sax - DFCM

Cross appointed to DLSPH:

- Vince Spilchuk
- Nik Rajaram
- Aaron Thompson

Alumni:

We're working on getting a consolidated list....

Divisional Admin Supports:

Michael John Hernandez – primary support for Vince Program Coordinator, Hematology & OM

Carolyn Laidlaw – primary support for Joan Program Coordinator, Emergency Medicine & OM

Hospital Admin and Tech Supports:

Coming soon

Trainees:

Fellows:

- Younus Alyaarbi
- Hatem Alqahtani
- Felix Chan (pending, Feb through June 2024)

Residents:

- Sharef Danho (PGY 4)

Collaborators:

- DLSPH -OEM Division
- Ash Bender – Psychiatry
- Shane Journeay – Physiatry

If you notice anyone missing, please let us know! We are building a database

Congratulations



This year the Temerty Faculty of Medicine promoted 63 faculty members to professor and 120 to associate professor. Candidates are promoted based on achievements in their academic fields and contributions to the university. The promotions took effect on July 1, 2023, and a list of promoted faculty members is posted on the Temerty Medicine website. https://temertymedicine.utoronto.ca/news/temerty-medicine-promotes-over-180-faculty-members?utm_source=MedEmail+2022&utm_campaign=4542a276ea-MedEmail_2019_2020_Vol29_Iss2_COPY_01&utm_medium=email&utm_term=0_f51fac87dd-4542a276ea-90730937

Join me in offering well-deserved congratulations to:

- **Joel DeKoven** who was promoted to Professor,
- **Aaron Thompson** who was promoted to Associate Professor, and
- **Nik Rajaram** who was promoted to Assistant Professor.

Congratulations also to **Conrad Tsang**, our most recent graduate. Conrad has accepted a clinical associate position at SMH where he will see patients ½ day per week while he continues to work on his PhD in Health Policy, Management & Evaluation (Concentration: Health Professions Education Research)

See photos from the Resident and Fellows Graduation Ceremonies here:

<https://www.flickr.com/photos/198646442@N06/sets/72177720309427098/>



Alumni

- Many of you may know **Jalees Razavi**, an alumnus of our training program. I am pleased to inform you that he received the Lifetime Achievement award from the American College of Occupational and Environmental Medicine at AOHC this year.
- **Shaima Lari** is now the Chair of the Occupational Medicine Scientific Committee of the Emirati Board

Member Activities

This is where we can highlight some of the great work our members are doing:

- **Vince Spilchuk** is the new WSIB Champion for the University of Toronto
- **Marina Afanasyeva** and I worked together with Victoria Arrandale of the DLSP-OEH Division to prepare a submission for CIHR funding to the National Women’s Health Research Initiative: Pan-Canadian Women’s Health Coalition – Hubs entitled “Improving Recognition of the Work Environment as a Determinant of Women’s Health”. Although it wasn’t funded, it generated significant interest and collaboration, setting the groundwork should another opportunity arise.



Appreciation

Thanks to **Gary Liss** for years of dedication to the role of UofT’s WSIB Champion in which he worked to incorporate Occupational Medicine concepts into undergraduate and postgraduate curricula. Gary has decided to pass the torch to Vince Spilchuk.





Member Publications

- **Nik Rajaram** prepared a response to a recent CMAJ article on physician fitness “Questioning physicians about health conditions at medical licensure registration: How should policy evolve in Canada?” <https://www.cmaj.ca/content/195/20/E710>
- **Joan Saary** and Rahul Suresh. Medical standard and evaluations. In: Barratt, M. (Ed) Principles of Clinical Medicine for Space Flight, Third Edition (in progress).



Upcoming Events

Please watch for a doodle poll regarding a few dates for a **Holiday gathering** in late November or early December, likely at my home in South Etobicoke

We’ll be having a **Division retreat for strategic planning** possibly in late 2023 or early 2024. In advance of that I’d like to ask some powerful questions that I will ask again later but to encourage reflective thinking, I want to provide some thought-provoking questions as early as possible.

As a leading Division in Occupational Medicine:

1. What are we doing that we should continue doing? (where do we have energy?)
2. What things should we consider no longer doing?
3. What are we doing that we should continue - but need renewal or change?
4. What is our desired future (our passion) and what is one thing we can do to build it together?

Residency Program Director Update: coming soon

DLSPH Occupational & Environmental Health Division Update: coming soon

I know this is an incomplete snapshot of all that’s happening but I hope that highlighting some of the great work we do will foster a sense of pride in our small division. If I missed something deserving of being shared, send it along to Carolyn who’ll be taking the lead on compiling our new stories, and she can add it to the next update.

Wishing you a wonderful autumn!

Joan