Growing Joy & Fulfullment

CME supported physician well-being and professional satisfaction through dedicated wellness programming and coaching initiatives. Programs such as the Wellness Program and the Coaching and Mentorship Program for Saskatchewan Physicians (CoMPAS) promoted professional resilience, meaningful career development, and personal fulfillment throughout the healthcare workforce.

Wellness Impact

The Wellness Program has successfully delivered a total of **12** sessions and engaged a total of **168** participants across various departments. It has supported teams in delivering essential accredited sessions and provided valuable resources to enhance overall well-being and resilience, fostering a healthier work environment and equipping individuals to manage personal and professional challenges more effectively.

Dr. Alana Holt, Physician Wellness Lead, was part of the USask Strategic Planning Working Group

Departmental Wellness Education Sessions:

- Surgery
- Psychiatry
- Internal Medicine
- Physical Medicine & Rehabilitation
- Pathology & Laboratory Medicine
- College of Physicians & Surgeons of Saskatchewan

Conferences/Events:

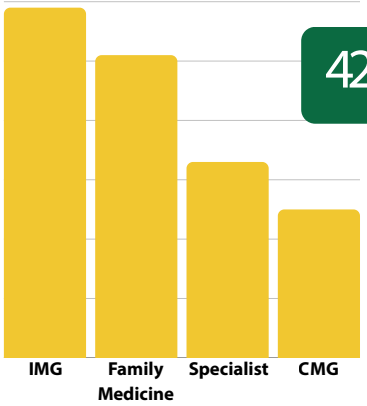
- Highlights in Medicine Conference
- SMA EDI Conference

Coaching & Mentorship

> "My coach has helped me take major steps in my career that I was not aware of and did not prioritize. These steps have increased my knowledge base and overall confidence in practice. I am really pleased! ~ Coachee/Mentee"

CoMPAS strengthened its contribution to scholarly and evaluative work through participation in program evaluation and knowledge of translation. In April 2026, Dr. Melissa McGee, CoMPAS Physician Lead, represented CoMPAS at the International Congress on Academic Medicine (ICAM), presenting "Supporting New-to-Saskatchewan Physicians Through Coaching & Mentorship: A RE-AIM Evaluation of the CoMPAS Pilot Program." The presentation highlighted the successful feasibility of a structured coaching and mentorship model, demonstrating strong reach and effectiveness in reducing barriers and supporting physician wellness, community integration, and professional growth.

This work contributes to the growing evidence base for CoMPAS and its potential as a scalable approach to strengthening physician retention, healthcare workforce stability, and ultimately, patient care across Saskatchewan.



42 total Coach/Mentor as of April 2026

42 total Coachee/Mentee as of April 2026

> "I can stand tall with the support of my Coach, and I feel more settled to give back to the province of Saskatchewan in my best capacity. ~ Coachee/Mentee"

Program Highlights

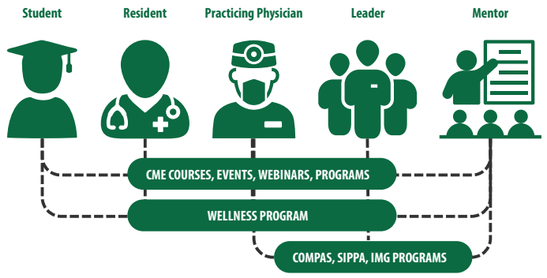
- Earn up to **66.5 CFPC** credits or **48.5 Royal College** credits per year
- **100%** of participants report that CoMPAS is acessible and offers and inclusive learning environment

Top topics initiated by Coachee/Mentee:

- Workflow Workplace Support
- Personal Wellness
- Medical Leadership

Supporting Lifelong Learning & Career Development

Through its broad range of educational events, online courses, mentorship opportunities, and professional development programs, CME supported lifelong learning and continuous improvement for healthcare professionals across Saskatchewan. These opportunities enabled learners to develop new competencies, strengthen existing skills, and adapt to an evolving healthcare landscape.



Attracting, Training, & Retaining the People Our Province Needs

CME played an important role in strengthening Saskatchewan's healthcare workforce through initiatives such as SIPPA, the IMG Program, and targeted educational programming that supports healthcare professionals throughout their careers. These efforts contribute to recruitment, integration, retention, and ongoing professional development, particularly in communities facing healthcare workforce challenges.

SIPPA

Since 2011, **639** internationally trained Family Physicians have successfully completed the Saskatchewan International Physician Practice Assessment (SIPPA) program and entered practice. As of spring 2026, **336** SIPPA graduates were practicing in Saskatchewan, with **74%** working in rural and northern communities. Collectively, these physicians provide care to an estimated 500,000 patients in Saskatchewan (based on an average patient panel of 1,500 patients per physician).

- **3** PRA iterations delivered in 2025-26
- **52** Family Physicians completed SIPPA's Clinical Field Assessment
- **115+** Physicians supported through SIPPA's longitudinal Supervision phase
- **90+** Physicians Assessors supporting SIPPA across Sask

IMG Support Program

The program experienced strong growth and demand across all service areas during this funding cycle:

- **236** IMGs served, including **82** new registrations
- **15** IMG members advanced into licensure pathways, including:
  - **11** CaRMS matches (7 in SK)
  - **3** PRA acceptances (2 in SK)
  - **1** MLPIMG admission
- **16** engagement sessions delivered, reaching **221 IMGs** (364 total attendances)
- Extensive CaRMS application support, including **52** interview preparation sessions and 50 document reviews to support competitive applications
- Alternate career support for **49** IMGs across webinar participation, career counseling, document support, and interview preparation sessions
- Clinical Experience Opportunity (CEO) placements for **6** IMGs
- IMG Support Program members live in **14** communities, with **58.8 %** residing in Saskatoon.
- IMG program participants received their medical education in **49** countries worldwide.







Fostering a Culture of Recognition, Appreciation, & Celebration

CME celebrated excellence through awards and recognition programs that acknowledged outstanding contributions to education, leadership, mentorship, and patient care. The CME Teaching Excellence Award, SIPPA Award, recognition of award-winning educational initiatives, and celebration of faculty, staff, and healthcare partners reinforced a culture of appreciation and achievement across the province.

Dr. Osama Souied



CME Teaching Excellence Award

The CME Teaching Excellence Award recognizes a College of Medicine faculty member who colleagues, learners, and participants deem as excellent in their teaching at the CME level. The award also recognizes individuals who demonstrate at least one of the CoM core values.

Dr. Souied was nominated for the creation of the Immunotherapy Toxicity Management Module, and for his contributions to the Saskatchewan Oncology Education program.

SIPPA Award

New to the College of Medicine Staff and Faculty awards, this award allows physicians in SIPPA to recognize individuals, teams, or organizations who they have worked with in their assigned communities who have positively impacted their experience.

Dr. Eseosa Desmond Aghedo



Crystal Kuras



Sandra Hintz



CoM Staff Leadership Excellence Award

This award recognizes staff members who have embodied exemplary leadership practices and demonstrated the college values.

Amanda Galambos is the Program Coordinator for CME's STBBI Treatment Education Program for Saskatchewan (STEPS). Amanda was a member of the USask College of Medicine Strategic Planning Working Group.

Amanda Galambos

