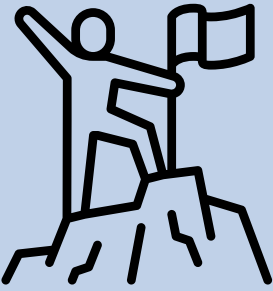

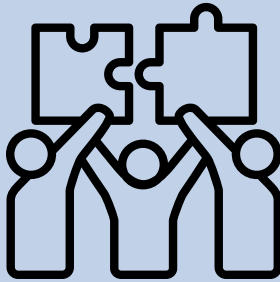
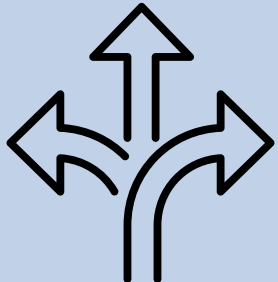


# 2024 Annual Report

## At a Glance

Core Program Achievements	Innovation and Growth	Collaborations and Visibility	Future Directions
			

## Core Program Achievements

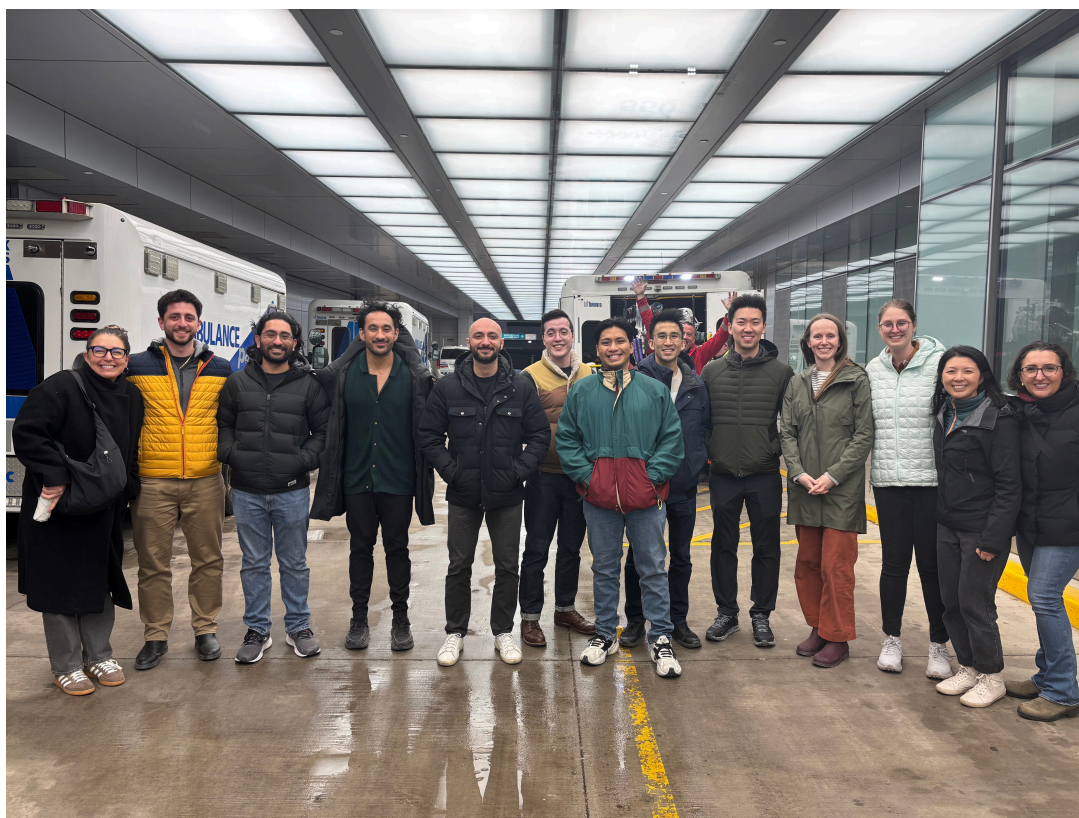
The Supplemental Emergency Medicine Experience (SEME) program is pleased to provide a summary report of our program for the year April 2024 to March 2025 to the Department of Family and Community Medicine (DFCM) at the University of Toronto (UofT). We thank the DFCM at the University of Toronto and the Ontario Ministry of Health for their continued support of the program.

We are very proud of all we have accomplished this year in our goal to use innovative educational approaches and build community to enhance family physicians' knowledge, skills and confidence to provide excellent and accessible emergency care to Ontario's rural and remote communities.

**242**

**family physicians trained**

In 2024/25, we trained 21 family physicians in the SEME program, bringing the total number of SEME graduates to date to 242 since the program's inception. Additionally, SEME has now supported a total of 52 SEME graduates in successfully challenging and obtaining their CCFP Certification of Added Competence in Emergency Medicine, demonstrating that a significant proportion of those trained are dedicated to having emergency medicine as part of their continued practice.



A total of 14 University of Toronto-affiliated sites contributed to providing clinical experiences to this year's SEME learners. Additionally, Thunder Bay Regional Health Centre continues to host core ED and elective clinical experiences for SEME Thunder Bay learners.

### **Emergency Medicine Rotation**

Brampton Civic Hospital  
 Credit Valley Hospital  
 Etobicoke General Hospital  
 Humber River Hospital  
 Mackenzie Health - Richmond Hill Hospital  
 Markham Stouffville Hospital  
 Michael Garron Hospital  
 Mount Sinai Hospital  
 North York General Hospital  
 Royal Victoria Regional Health Centre  
 St. Joseph's Health Centre  
 Scarborough Health Network  
 Thunder Bay Regional Health Centre

### **ICU Rotations**

Etobicoke General Hospital  
 Humber River Hospital  
 Lakeridge Health - Oshawa  
 Mackenzie Health - Richmond Hill and Vaughan Cortelluci Hospitals  
 Royal Victoria Regional Health Centre  
 Thunder Bay Regional Health Centre

### **Anesthesia Rotations**

Credit Valley Hospital

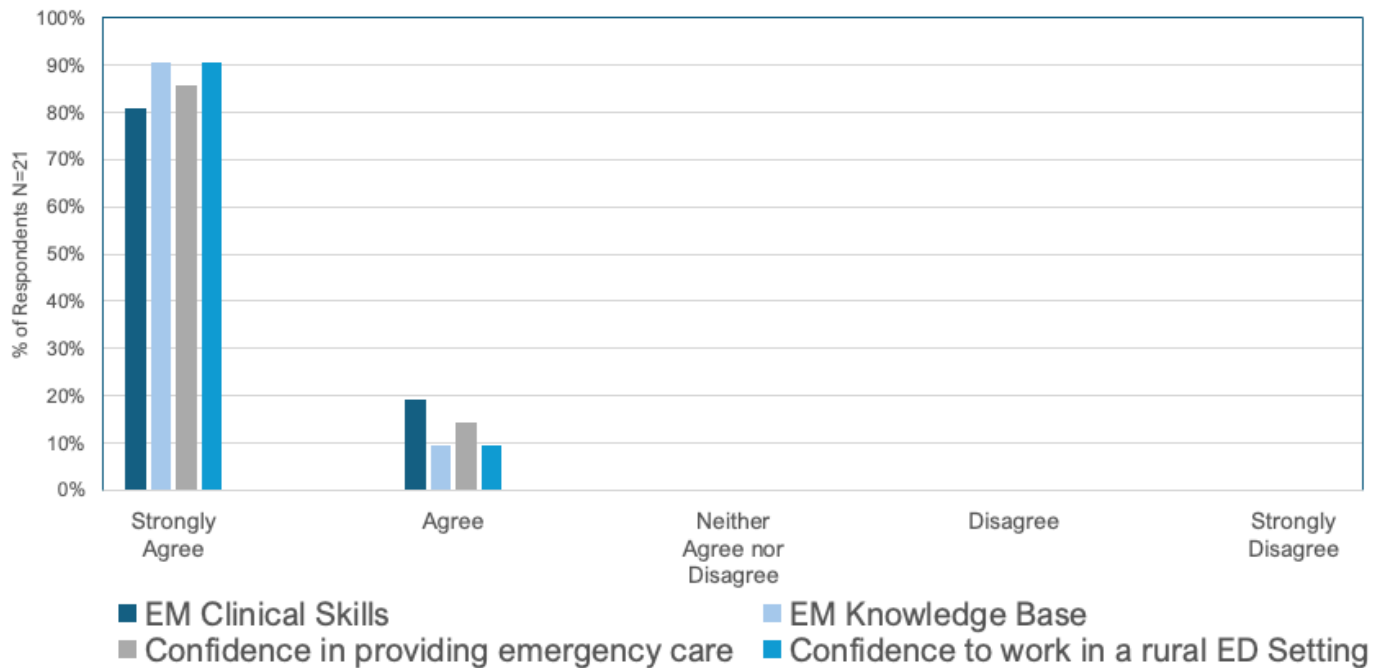
### **Trauma Rotation**

St. Michael's Hospital

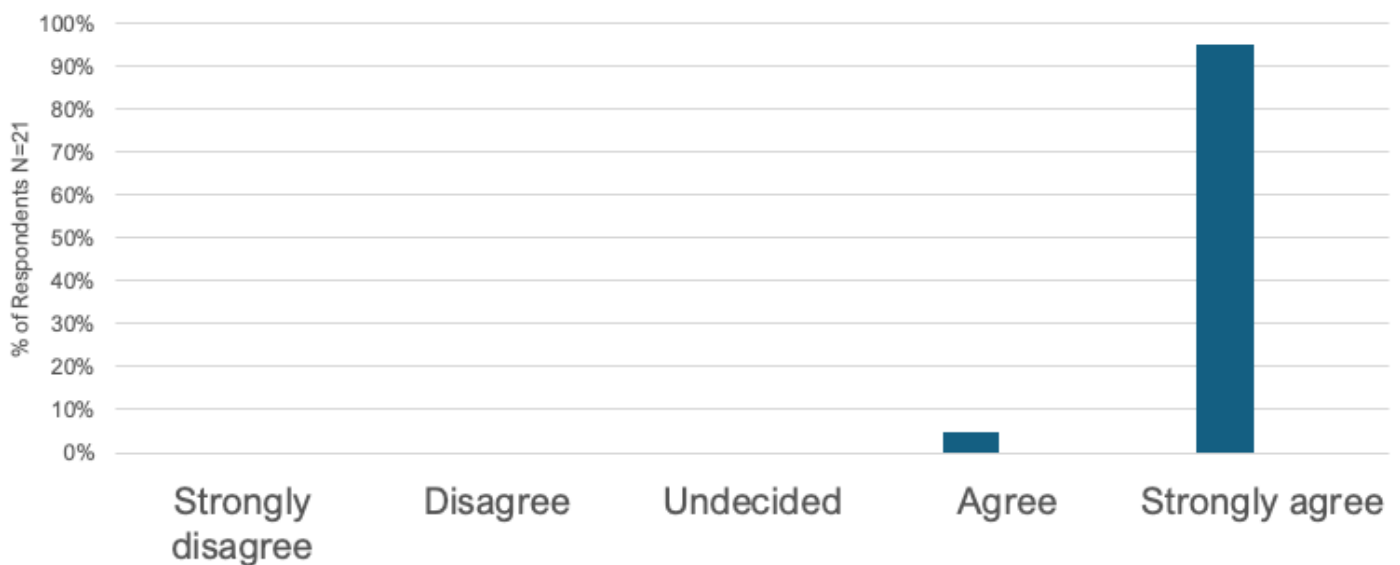
# Course Evaluation from SEME learners

SEME learners continue to self-report enhanced emergency medicine knowledge, skills and general confidence in the practice of emergency medicine as well as confidence in providing emergency care in a rural ED setting after participation in the program.

## The SEME program met my expectations in enhancing my:



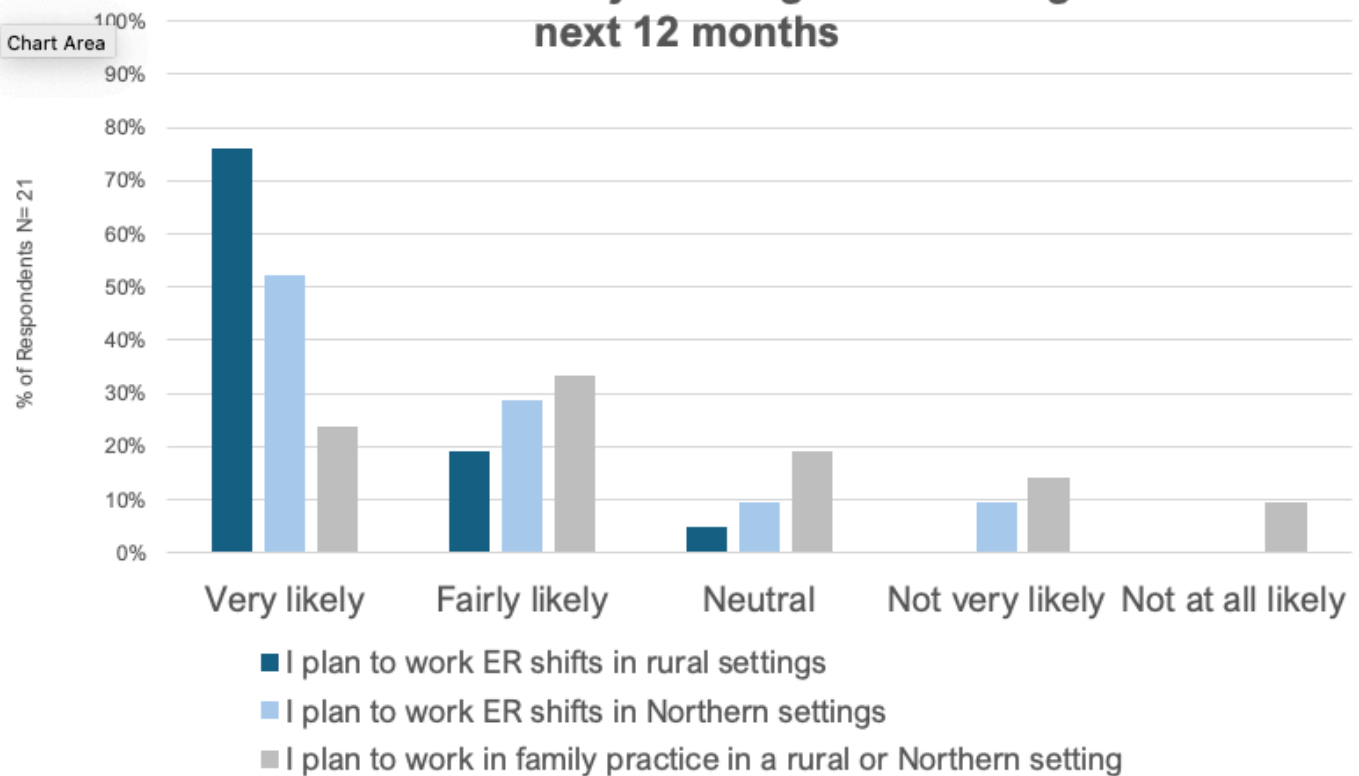
## The overall content of the SEME program enhanced my EM skills



The percentage of this year's SEME graduates who report they are "very likely" to work ER shifts in a rural setting in the next 12 months.

**>75%**

### Rate the likelihood of you doing the following in the next 12 months



**"SEME played a significant role in my comfort level working up north. I've walked into a few traumas, STEMIs and strokes since the fall and remarkably my own heart rate stayed below 100. I was able to mobilize nursing, XR, labs, without being panicked. Not saying I knew everything but I had the framework and confidence to know I could handle these situations should things deteriorate."** - Dr. Thomas Dymond, Fall 2025 SEME graduate

Since completing the SEME program, Dr. Dymond has decided to permanently move to Wawa, Ontario to work as a family physician providing comprehensive care, including emergency medicine.



# Innovation and Growth

## SEME is growing in Size



"We are excited to announce that, starting in the fall of 2025, we will welcome our first dedicated learners to **SEME Barrie**. Previously, we served as a rotation site through our ICU and ED; now, we will host six learners for their full three-month intensive training. For family doctors looking to enhance their emergency medicine skills, Barrie provides an accessible, high-quality training environment with the clinical volume, diversity, and mentorship necessary to build learner confidence, and competence, so they are better prepared to practice independently in their rural setting.

As a designated cardiac, stroke, cancer, and level III trauma center for our surrounding community, Royal Victoria's emergency department (ED) is a busy and dynamic facility serving a large catchment area in South-Central Ontario. SEME learners have already rotated through Barrie, benefiting from a diverse patient population, a wide range of clinical cases, and a low learner-to-staff ratio. This high-volume, specialist-rich community site offers a personalized learning experience, ensuring comprehensive and practical training."

- Dr. Nicholas Tassone, SEME Barrie Site Co-Director

We are pleased to welcome [Dr. Nicholas Tassone](#) and [Dr. Taylor Bischoff](#) as SEME Barrie's Site Co-Directors.



Nick Tassone is an emergency physician at Royal Victoria Regional Health Centre with a strong interest in medical education. He is active in simulation-based teaching and interdisciplinary trauma training and serves as the ED representative on the Trauma Council.



Taylor Bischoff is an emergency and prehospital physician at Royal Victoria Regional Health Centre and Sunnybrook Health Sciences. She holds a subspecialty in prehospital and transport medicine a Masters in Medical Education, focusing on interprofessional collaboration and gender in medicine.

## SEME is growing in Scope: Creating a community of learning for Ontario's EM providers

As the SEME program matures with increasing numbers of SEME graduates, we are ready to grow SEME from a finite educational program into a community of lifelong learning and support for emergency physicians to provide high-quality care wherever they are practicing in Ontario.

Our graduates often return to practice environments where they are one of a few physicians in a community, working solo in the emergency department. Opportunities to interact with colleagues to share the latest evidence, best practices and for ongoing continuing medical education can be difficult in such settings. Building a community of learning and support is vital to physicians' abilities to continue providing excellent care to patients, and to retain EM providers in environments where fewer supports exist.



The new **SEME Community of Practice (CoP)** is being launched to support emergency medicine providers through continuing professional development (CPD), mentorship, and community-building. It will also offer faculty development to help University of Toronto educators deliver high-quality, evidence-based emergency care using best practices in medical education. The CoP is led by [Dr. Nadia Incardona](#), SEME's new **CPD Lead**.

Nadia Incardona is an emergency physician at Michael Garron Hospital and an Assistant Professor at the University of Toronto. She holds a Masters in Bioethics and serves as the faculty lead for Ethics and Professionalism at the Temerty Faculty of Medicine. Since 2012, she has coordinated the Rural Northern Initiative Program.



This year, we launched the CoP with four initiatives:

1. **Community of Practice Rounds** hosted by SEME in conjunction with the Tri-Divisions of Emergency Medicine at the University of Toronto. These are virtual rounds on timely and topical issues in the clinical practice of emergency medicine (e.g., Measles, Group A Strep).
2. **The SEME Refresher Series.** This is detailed further below.
3. **SEME Simulation School.** This was a one-day pilot faculty development event for UofT EM SEME faculty on advanced debriefing techniques in simulation education. The feedback was overwhelmingly positive. We plan to improve this session based on participant feedback and to host future sessions.
4. **In-situ simulation sessions** delivered with Dynamic Simulation in communities where SEME graduates work. This is detailed further below.

## Spotlight on: the SEME Refresher Series

In March 2025, SEME hosted a successful "Refresher Series" — three CPD events for alumni to update their emergency medicine knowledge and skills:

- **Airway Day:** Hands-on training and simulations for airway management and decision-making
- **PoCUS Skills Day:** Practice with ultrasound-guided procedures and diagnostic scans for undifferentiated shock
- **Procedural Skills Day:** Refreshing and practicing both rare critical procedures and those common in emergency care

32 SEME graduates participated across the three sessions, and all three events reached capacity within 48 hours, highlighting strong demand. More sessions are planned for the future.



*SEME Refresher Series: PoCUS and Airway Day*

## SEME and Dynamic Simulation

Providing *in-situ* training to rural Ontario ED teams for continuing high-quality care

Dynamic Simulation is a mobile, *in-situ* simulation program that delivers resuscitation and procedural training to rural and community hospitals across Ontario. In partnership with SEME, Dynamic Simulation provided sessions at SEME graduate-affiliated hospitals. In 2024-2025, Dynamic Simulation provided three full-day sessions to 19 physicians (including 5 SEME graduates) and 13 interprofessional ED team members at Cambridge Memorial Hospital, Manitoulin Health Centre in Mindemoya and Oakville Trafalgar Hospital.

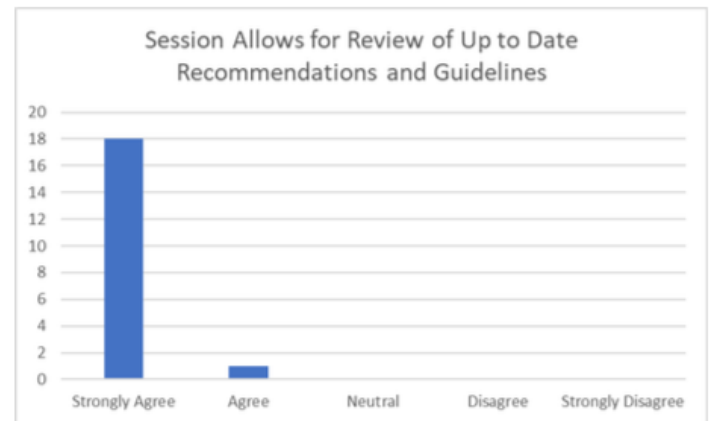
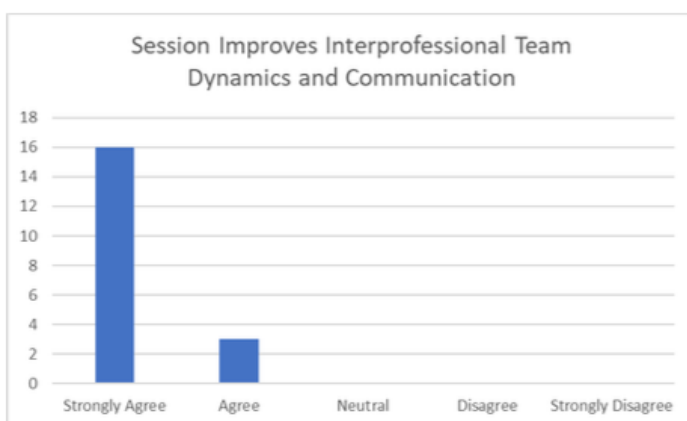
Emergency medicine is a team sport. To provide the best care, dedicated team-based practice for high-stress clinical scenarios is imperative. SEME graduates leave the program with enhanced EM knowledge and skills; however it is equally important to provide training to the entire ED team where SEME graduates work for optimal team performance and improved patient outcomes. Simulation learning offered within the teams and spaces where emergency care providers work (also known as *in-situ* simulation) is invaluable in this regard.



*"Excellent day and great to practice with the team we work with. Helps build collegiality and trust."*

*"[The session leaders] understand and appreciate the complexity of rural practice and value the collective knowledge and experience of practitioners."*

Feedback from participants of the Dynamic Simulation's *in-situ* simulation program



Participant evaluations of Dynamic Simulation's sessions.

## Change and growth in leadership team to support SEME's expansion

To support SEME's expansion in size and scope, in Winter 2025, we were fortunate to have brought five highly-accomplished emergency physicians onto the SEME leadership team. In addition to Drs. Tassone, Bischoff and Incardona, we are delighted to welcome [Dr. Shawn Lacombe](#) and [Dr. Indy Sahota](#) as SEME Toronto's Site Co-Directors.



Shawn Lacombe is a practicing emergency physician at Mount Sinai Hospital and Collingwood General and Marine Hospital and an Assistant Professor at the University of Toronto. The winner of many teaching awards, he has over eight years of experience in undergraduate, postgraduate and international medical education.



Indy Sahota is an emergency physician at Michael Garron Hospital and as an ICU clinical associate at Surrey Memorial Hospital in BC. He also works rural locums in Ontario and northern Canada. He completed his fellowship training in ultrasound and additional interests include critical care and global health. He is a faculty member at UofT and UBC.

After being with the SEME program since 2021, serving first as a SEME Assistant Program Director, and then the SEME Program Co-Director, [Dr. Michelle Yee](#) has stepped down from her leadership role with the program. We thank Michelle for her passion and commitment to SEME, with the many initiatives that she has successfully led and co-led during her tenure with SEME, including successful negotiation of the SEME program expansion, creating a program to support and prepare SEME alumni to challenge the CAC-EM exam, redesign of the website, and use of a learner management system for SEME learners to access resources in a central place. We wish her the very best in her future endeavours.



[Dr. Jonathan Smith](#) will continue in his role as SEME Thunder Bay's Site Director.

Jonathan Smith is an emergency physician and Trauma Team Leader at the Thunder Bay Regional Health Sciences Centre. Dr. Smith is very involved with the Northern Ontario School of Medicine (NOSM) where he is an Associate Professor. He serves as the Academic Director and the Lead of the Local Education Group for the Thunder Bay Emergency Group as well as the Post Graduate Education ED Director for NOSM's West Campus.



Dr. Eileen Cheung will continue in the role as [SEME Program Director](#), providing central administrative leadership and oversight of the SEME program at all of its distributed sites along with [Nancy Medeiros](#) as [Program Coordinator](#).



Eileen Cheung is an emergency physician at Michael Garron Hospital and an Assistant Professor at the DFCM, University of Toronto. She has practiced medicine in urban and rural settings. Her interests are in medical education, global health and capacity-building.



Nancy Medeiros has been the SEME Program Coordinator since the program's inception in 2012. Nancy began working for the Faculty of Medicine at UofT as an administrative coordinator for the Undergraduate Emergency Medicine program in 2002. She is a UofT graduate with a Bachelor of Science degree.

In March 2025, the newly expanded SEME leadership team participated in a retreat to develop a shared vision for an expanded cohesive SEME program whose strength will lie in the different training opportunities it provides through its distributed medical education model. We are excited for what is to come!

## Collaborations and Visibility

This year, we partnered with programs whose target audience is the same as SEME's: EM providers in lower resourced environments. Not only does this allow us to grow our community of collaborators and educators, it enhances SEME's visibility to potential applicants to the program.

### Initiative 1:

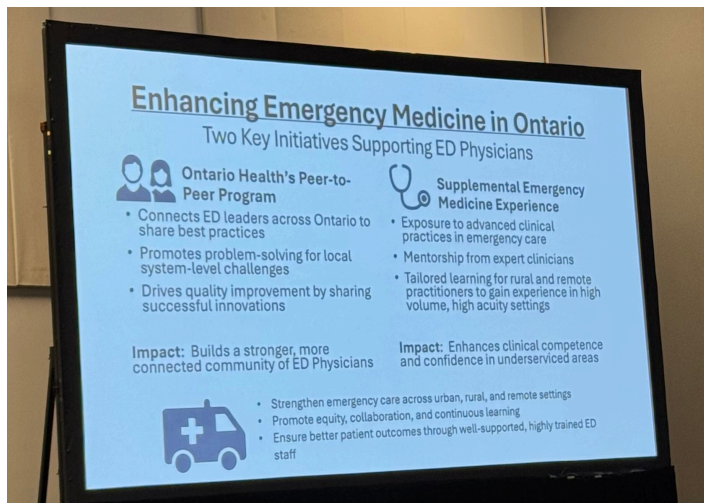
#### SEME and Ontario Health's Peer to Peer Program



**Ontario  
Health**

The Peer to Peer program is introduced into the SEME academic curriculum as a vital resource for ongoing clinical support and lifelong learning during the program. During SEME simulation teaching sessions, learners are encouraged to call Peer-to-Peer in real time to seek assistance with problem definition, diagnostic interpretation or procedural set-up. Together, we are building the "muscle memory" of how to access help as one of the core skills of an excellent EM provider.





Recently in May 2025, Dr. Eileen Cheung (Program Director, SEME) and Dr. Kylie Booth (Medical Director, Peer to Peer) highlighted our innovative partnership at the **International Conference on Emergency Medicine** in Montreal where over 1700 emergency physicians from around the world were in attendance.

"As the Thunder Bay site looks to develop new academic endeavours, a new initiative was trialled this year. A Bootcamp experience for our rural colleagues was organized and conducted in conjunction with the SEME Bootcamp. The goals were to help support our rural colleagues' interest in ER, help develop their skills, and promote the SEME program as a unique opportunity to further enhance Emergency Medicine knowledge. The available spots filled up within a day, and the overall experience was a resounding success. The interaction between the rural physicians and the SEME learner was highly beneficial as it provided an opportunity for the SEME fellow to network and discuss locum sites. The plan is to continue this initiative moving forward." - Dr. Jonathan Smith, SEME Thunder Bay Site Director

### Initiative 2:

**Increasing SEME's visibility and supporting rural family physicians in Northern Ontario**



### Initiative 3:

**SEME and "The Nightmares Course"**

"The Nightmares Course" was founded at Queen's University and is a resuscitation program focused on approaching cardinal emergency medicine presentations. It is widely recognized with outreach programs to general rural practitioners throughout Eastern Ontario.

Taking an iterative approach to program development, the SEME formal academic curriculum now offers a foundational bootcamp for SEME Toronto and Barrie sites that rapidly brings all SEME learners to a baseline comfort and competence with approaching undifferentiated critically ill patients. The well-experienced Nightmares team was a natural partner for this enhancement to our program.



## Future Directions

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March 2025 marked the end of the most recent funding cycle from the Ministry of Health. The SEME leadership team is excited about all that we have done to prepare for the expansion of the program. We look forward to continuing to work with the Ministry of Health towards a proposal for funding of the SEME program 2025 onwards.

2025 promises to be an exciting year with:

- An increased number of training spots for family physicians in the SEME program, from 27 to **40** annually
- The launch of the SEME Barrie site
- Increased CoP offerings

## Contact

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For further information, please reach out to us at [SEME.dfcm@utoronto.ca](mailto:SEME.dfcm@utoronto.ca)

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