

***To all the members of the Department of Pediatrics on behalf of Dr.
Michael Shevell***

"It's like deja-vu all over again"
Yogi Berra

Hi Everyone,

This week's Departmental Acknowledgement is an easy pick and goes to **Saleem Razack**. Tonight in Calgary Saleem will be receiving this year's Paediatric Chairs of Canada Clinician-Educator Leadership Award. He joins Wendy MacDonald as a prior Departmental member who has received this Award as a Clinician-Educator (Emmett Francoeur has received the Clinician-Practitioner Leadership Award and Charles Scriver and Michael Kramer the Clinician Researcher Leadership Award).

I have pasted below my letter of nomination for Saleem for all to read.

"It is with pleasure and enthusiasm that I put forward Dr. Saleem Razack for consideration for the *Pediatric Chairs of Canada Clinician Educator Leadership Award*.

Clinically, Dr. Razack has close to 20 years of service as an attending in our Pediatric Intensive Care Unit. During these years he also provided service for a time on our Palliative Care team. All would agree that at all times in his clinical activities Dr. Razack has exemplified the very best of professionalism and physicianship in what are challenging clinical milieus, always providing a tangible and direct role model for trainees and colleagues.

Academically, Dr. Razack is presently an Associate Professor and Associate Chair (Education) in the Department of Pediatrics. Since 2009, he has also served as Assistant Dean (Admissions, Diversity & Equity) in the Faculty of Medicine with direct overall responsibility for the management of the Faculty's selection process for each incoming medical school class. Prior to this he served as Program Director for our Pediatrics Residency Training Program for 7 years.

Dr. Razack's nomination for this Award derives from his leadership in multiple recent innovative initiatives in medical education at several levels. While Residency Program Director, Dr. Razack translated our emerging awareness and sensitivity to the particular health care needs of vulnerable populations to develop Canada's first mandatory core rotation and fellowship in social pediatrics that has served as a model for other training programs. This innovation has served as an effective catalyst to awaken awareness not only in learners, but also in staff throughout the Department.

Dr. Razack's dynamism as an educator is also evident in his work as Assistant Dean. Originally given the mandate to manage the admissions process, Dr. Razack, as per his modus operandi, was not satisfied with a merely static approach. Building on the results of his comprehensive survey of diversity of his first incoming class, he radically reconfigured the whole selection process implementing the then ground breaking M3I format of interviewing the refined cohort prior to actual selection. This format in an objective way utilizing situations seeks to evaluate the personality attributes relevant to physicianship of candidates beyond that discernible in the dry facts of a CV. He also added the portfolios of Diversity and Equity to his Assistant Deanship mandate. In response to this mandate he has worked with community partners (among them the Montreal Alouettes) to develop "pipeline" programs to target at a high school level under-represented populations in the medical school classroom that include First Nations, visible minorities and those students from a low SES background. He has also developed a non-traditional pathway for medical school entry for individuals who have interrupted their studies for financial or personal reasons and an advanced standing pathway for international medical graduates. He has also

fostered the Faculty's First Nations and Inuit Program for medical school enrollment that includes a contractual relationship with the Government of Nunavut. All of these initiatives are undertaken without breaching or compromising a firm commitment to academic excellence and objectivity. These local initiatives have led Dr. Razack to work with national colleagues to found the MEDARCC collaboration that seeks to inform equity and diversity benchmarking by assembling a comprehensive database of the demographics of medical school applicants and actual registrants.

At the undergraduate level of medical education, Dr. Razack has been additionally active within the context of formulating joint interprofessionalism training that combines medical, rehabilitation and nursing students on the topic of cultural awareness. He has also assisted in the development of the curriculum for the 4th year Medicine in Society course and developed his own small group elective within this course entitled; "Race, Ethnicity, Culture & Health".

Dr. Razack's leadership in education is not restricted to the development of curricula and novel programs. He has also engaged in the scholarship of education. He is co-leading the Socio-Cultural Diversity theme group for the Future of Medical Education in Canada project. He has also been successful as a co-investigator in obtaining external operational funding support from both SSHRC and CIHR agencies to evaluate specific aspects of the selection and educational process as they relate to the broad themes of diversity and equity in medical training.

Dr. Razack's excellence as a teacher has been recognized by his receipt of our Department's Paige and Bernard Kaplan Teaching Award just three years after joining our staff (1999). He has also received our Faculty's inaugural Haile T. Debas Award for Excellence in Contributions to Equity and Diversity in Medical Education (2012). His excellence nationally has been recognized by the May Cohen Gender Equity Award of the Association of Faculties of Medicine of Canada (2012)."

Please join me in congratulating Saleem on this significant personal accomplishment.

Have a great weekend everyone!

Michael

Michael Shevell, MD CM, FRCPC, FAAN, FANA, FCHAS
Chairman, Department of Pediatrics
Professor (with Tenure)
Departments of Pediatrics and Neurology/Neurosurgery
McGill University

Guyda Chair in Pediatrics

Pediatrician-in-Chief
Montreal Children's Hospital/
McGill University Health Centre (MUHC)