

## EXECUTIVE REPORT

*Lucas King, CFMS Director of Student Affairs  
2021 Spring General Meeting  
April 17-18<sup>th</sup>, 2021*



### I. DESCRIPTION AND INTRODUCTION:

The Canadian Federation of Medical Students (CFMS) is the representative voice of Canadian medical students to the national medical organizations, federal government, public, and external bodies. The CFMS represents over 8,000 medical students at 15 Canadian medical schools from coast to coast. It is the mission of the CFMS to represent, support, and connect its members. We communicate within and from the membership to the world. As an ever-expanding organization, we continually strive to meet Canadian medical students' constant and changing needs.

#### Brief Description

The Director of Student Affairs is responsible for overseeing initiatives relating to student wellness and leadership development and coordinating membership benefits and services. This position requires collaboration with the National Officer of Wellness, Wellness Representatives, National Officer of Services, various internal working groups, task forces and file leads, and external partners to promote wellness and support medical students. The Director of Student Affairs advocates for and supports members by developing initiatives, including the National Wellness Challenge, CFMS Connects, Culture Changers Campaign, Leadership Development Task Force, and STRIVE Resiliency course to promote the wellness of medical students across the country.

### II. SELECTED MEETINGS ATTENDED (As of April 9<sup>th</sup>, 2021)

Date	Meeting	Location
Sept 19-20th, 2020	CFMS Annual General Meeting	Virtual
Sept 20th, 2020	Student Mistreatment Task Force Onboarding	Virtual
Sept 20th, 2020	Fall Call Meeting Preparation with NOW & NOS	Virtual
Sept 23rd, 2020	CMA/SafeSpaces Collaboration	Virtual
Sept 23rd, 2020	CFMS Fall Call Virtual Session	Virtual
Sept 25th, 2020	Portfolio Structure Planning with NOW	Virtual
Sept 27th, 2020	Life as a Doctor to Be Podcast Planning	Virtual
Sept 29th, 2020	CMA - Shifting Cultures Webinar	Virtual
Oct 4th, 2020	Student Affairs Portfolio Strategy with CFMS President	Virtual
Oct 4th, 2020	Student Affairs Team Planning	Virtual
Oct 4th, 2020	Student Affairs Attaché On-boarding	Virtual
Oct 6th, 2020	LWI & NOW Strategy Planning	Virtual
Oct 6th, 2020	HPLETF Strategy Planning	Virtual
Oct 8th, 2020	Student Affairs Attaché Turnover	Virtual
Oct 16th, 2020	UME Dean Professionalism Working Group	Virtual
Oct 17th, 2020	Life as a Doctor to Be Podcast	Virtual
Oct 18th, 2020	CFMS Board Meeting	Virtual
Oct 18th, 2020	Wellness Roundtable	Virtual
Oct 20th, 2020	Leadership Award Planning and Check-in with Attaché	Virtual
Oct 21st, 2020	CMA/CFMS Wellness Collaboration	Virtual

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Oct 24th, 2020	Check-in with CFMS President	Virtual
Oct 24-25th, 2020	CFMS Board Leadership & Governance Training	Virtual
Oct 26th, 2020	CMA-SafeSpaces Facilitator Preparation	Virtual
Oct 30-Nov 1, 2020	CFMS Fall Board Meeting	Virtual
Nov 1st, 2020	Wellness Curriculum Task Force	Virtual
Nov 4th, 2020	CMA Impact 2040 Roundtable	Virtual
Nov 4th, 2020	SafeSpaces: Imposter Syndrome	Virtual
Nov 4th, 2020	NOS & Electives Database On-boarding	Virtual
Nov 4th, 2020	NOS & Interviews Database On-boarding	Virtual
Nov 6th, 2020	UME Dean Professionalism Working Group	Virtual
Nov 6th, 2020	Leadership Development File Lead On-boarding	Virtual
Nov 7th, 2020	STRIVE & Physician Wellness+ Planning	Virtual
Nov 8th, 2020	Check-in & Planning with CFMS President	Virtual
Nov 8th, 2020	National Wellness Committee	Virtual
Nov 9th, 2020	CMA-Life as a Doctor to Be Collaboration	Virtual
Nov 10th, 2020	Student Affairs Communications Coordinator On-boarding	Virtual
Nov 10th, 2020	CFMS-FMEQ Wellness Collaboration	Virtual
Nov 11th, 2020	NOS & Corporate Outreach On-boarding	Virtual
Nov 12th, 2020	CMA Wellness Hub Educators Consultation	Virtual
Nov 12th, 2020	CFMS-OMSA Discounts Collaboration	Virtual
Nov 13th, 2020	CFMS-OMSA Student Affairs Collaboration	Virtual
Nov 13th, 2020	Longitudinal Wellness Initiative On-boarding	Virtual
Nov 14th, 2020	Resiliency & Advocacy File Lead On-boarding	Virtual
Nov 15th, 2020	Student Mistreatment Task Force On-boarding	Virtual
Nov 15th, 2020	Wellness Roundtable	Virtual
Nov 15th, 2020	Slack Planning Discussion	Virtual
Nov 18th, 2020	Electives Database Planning with Education	Virtual
Nov 18th, 2020	National Wellness Challenge Planning	Virtual
Nov 19th, 2020	Resiliency File & STRIVE Planning	Virtual
Nov 20th, 2020	CFMS Connects Collaboration with OMSA	Virtual
Nov 22nd, 2020	Wellness Curriculum Task Force Onboarding	Virtual
Nov 22nd, 2020	CFMS Board Meeting	Virtual
Nov 23rd, 2020	Physician Wellness+ Planning with CFMS President	Virtual
Nov 23rd, 2020	Physician Wellness+ Planning with AFMC President	Virtual
Nov 24th, 2020	CMA Physician Wellness+ Initiative Engagement Session	Virtual
Nov 24th, 2020	CFMS Board Discussion	Virtual
Nov 25th, 2020	Board Mentor	Virtual
Nov 26th, 2020	Position Paper Planning with Government Affairs	Virtual
Nov 26th, 2020	Check-in with National Officer of Wellness	Virtual
Nov 27th, 2020	Leadership Development Task Force On-boarding	Virtual
Nov 28th, 2020	CFMS Board Meeting	Virtual
Nov 29th, 2020	Check-in with National Officer of Services	Virtual

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Nov 29th, 2020	Student Affairs Townhall #1	Virtual
Nov 29th, 2020	Check-in with Student Affairs Attaché	Virtual
Nov 29th, 2020	Wellness Curriculum Task Force	Virtual
Dec 1st, 2020	uCMG File Lead	Virtual
Dec 5th, 2020	CFMS Board Meeting	Virtual
Dec 6th, 2020	Volunteer Strategy Working Group Planning	Virtual
Dec 6th, 2020	Check-in & Planning with CFMS President	Virtual
Dec 8th, 2020	Life as a Doctor to Be Podcast	Virtual
Dec 9th, 2020	SafeSpaces	Virtual
Dec 13th, 2020	Wellness Roundtable	Virtual
Dec 13th, 2020	CFMS Board Meeting	Virtual
Dec 13th, 2020	National Wellness Committee	Virtual
Dec 19th, 2020	Substance Abuse Position Paper	Virtual
Dec 19th, 2020	uCMG Working Group	Virtual
Dec 20th, 2020	Wellness Curriculum Task Force Article	Virtual
Dec 20th, 2020	Check-in & Planning with Student Affairs Attaché	Virtual
Dec 21st, 2020	Leadership Develop & Financial Literacy Planning	Virtual
Dec 29th, 2020	Canadian Association of Physicians with Disabilities	Virtual
Jan 4th, 2021	uCMG Wellness Planning	Virtual
Jan 4th, 2021	CMA Physician Wellness+ Initiative Planning	Virtual
Jan 8th, 2021	UME Dean Professionalism Working Group	Virtual
Jan 8th, 2021	CFMS Winter Board Meeting	Virtual
Jan 10th, 2021	CFMS Winter Board Meeting	Virtual
Jan 10th, 2021	Wellness Curriculum Task Force Article	Virtual
Jan 11th, 2021	CFMS Board Meeting	Virtual
Jan 11th, 2021	CFMS Board, Global Health RT, & GH National Officers	Virtual
Jan 12th, 2021	CFMS Board Meeting	Virtual
Jan 13th, 2021	CFMS Board Meeting	Virtual
Jan 15th, 2021	Physician Wellness+ Planning with AFMC President	Virtual
Jan 16th, 2021	CFMS Wellness Roundtable	Virtual
Jan 17th, 2021	CFMS Winter Board Meeting	Virtual
Jan 17th, 2021	Wellness Curriculum Task Force	Virtual
Jan 17th, 2021	Student Mistreatment Task Force	Virtual
Jan 20th, 2021	CMA-CFMS Wellness Collaboration	Virtual
Jan 20th, 2021	SafeSpaces	Virtual
Jan 22nd, 2021	Leadership Development Task Force	Virtual
Jan 23rd, 2021	Canadian Association of Physicians with Disabilities	Virtual
Jan 26th, 2021	AFMC UME Dean Professionalism Working Group	Virtual
Jan 31st, 2021	CFMS Board Meeting	Virtual
Feb 2nd, 2021	Student Mistreatment Task Force	Virtual
Feb 9th, 2021	STRIVE	Virtual
Feb 12th, 2021	Life as a Doctor to Be	Virtual

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Feb 13th, 2021	Class of 2022 Advisory Group	Virtual
Feb 13th, 2021	National Wellness Committee	Virtual
Feb 13th, 2021	Wellness Roundtable	Virtual
Feb 16th, 2021	AFMC Wellness/Culture Brainstorming Session	Virtual
Feb 17th, 2021	Class of 2021 Advisory Group	Virtual
Feb 20th, 2021	Longitudinal Wellness Initiative	Virtual
Feb 20th, 2021	CFMS Board Meeting	Virtual
Feb 21st, 2021	Canadian Association of Physicians with Disabilities	Virtual
Feb 21st, 2021	Wellness Curriculum Task Force Writing Group	Virtual
Feb 21st, 2021	Academic Roundtable	Virtual
Feb 22nd, 2021	Canadian Association of Physicians with Disabilities	Virtual
Feb 24th, 2021	Royal College Committee on Specialty Education	Virtual
Feb 24th, 2021	SafeSpaces	Virtual
Feb 26th, 2021	CMA Interview	Virtual
Feb 27th, 2021	CFMS President's Roundtable	Virtual
Feb 28th, 2021	CFMS Board Meeting	Virtual
Feb 28th, 2021	Student Affairs Town Hall	Virtual
Mar 1st, 2021	CMA-SafeSpaces Check-in	Virtual
Mar 1st, 2021	Check-in with Student Affairs Attaché	Virtual
Mar 2nd, 2021	Global Health Town Hall	Virtual
Mar 2nd, 2021	CFMS Board Meeting	Virtual
Mar 4th, 2021	AFMC Wellness/Culture Working Session	Virtual
Mar 5th, 2021	PRT & RRT Town Hall	Virtual
Mar 5th, 2021	CFMS Board Meeting	Virtual
Mar 6th, 2021	uCMG Supports Planning	Virtual
Mar 6th, 2021	Class of 2022 Advisory Group Meeting	Virtual
Mar 7th, 2021	Planning with Student Affairs Attaché	Virtual
Mar 7th, 2021	Canadian Association of Physicians with Disabilities	Virtual
Mar 8th, 2021	Planning with Student Affairs Attaché	Virtual
Mar 9th, 2021	Class of 2022 Advisory Group Meeting	Virtual
Mar 14th, 2021	Wellness Roundtable	Virtual
Mar 17th, 2021	SafeSpaces	Virtual
Mar 24th, 2021	International Social Accountability and Accreditation Think Tank (ISAATI) - Day 2	Virtual
Mar 28th, 2021	OMSA Council Meeting	Virtual
Mar 28th, 2021	CFMS Board Meeting	Virtual
Mar 28th, 2021	Academic Roundtable	Virtual
Mar 30th, 2021	Brampton School Announcement Planning Discussion	Virtual
Apr 3rd, 2021	Canadian Association of Physicians with Disabilities	Virtual
Apr 6th, 2021	AFMC Wellness/Culture Working Session	Virtual
Apr 7th, 2021	International Social Accountability and Accreditation Think Tank (ISAATI) - Day 3	Virtual
Apr 7th, 2021	Class of 2022 Advisory Group	Virtual

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Apr 8th, 2021	Class of 2021 Advisory Group	Virtual
Apr 10th, 2021	Presidents Roundtable	Virtual
Apr 10 <sup>th</sup> , 2021	Representatives Roundtable	Virtual
Apr 11th, 2021	Leadership Development Task Force	Virtual
Apr 11th, 2021	Wellness Roundtable	Virtual
Apr 11th, 2021	CFMS Board Meeting	Virtual
Apr 17-18th, 2021	CFMS Spring General Meeting	Virtual

### III. PRIORITIES AND PROJECT AREAS:

#### 2020-2022 Student Affairs Strategic Plan ([Link](#))

At the 2020 AGM, the General Assembly approved a new strategic plan for the Student Affairs portfolio that defined a new vision, values, and strategic directions. This document guides and influences everything we now do within the portfolio.

#### 1) Strategic Direction #1: Develop health-promoting communities

- a) **CFMS Connects ([Link](#)):** This Facebook page was developed in the Summer of 2020 to connect students during the CoVID-19 pandemic and be a hub for Student Affairs initiatives, contests, and events moving forward. Dilpreet (Awareness File Lead) oversees this page and has been collaborating with the Ontario Medical Student Association to host a series of contests over the past few months.
- b) **Life as a Doctor to Be a CFMS Podcast ([Link](#)):** This new podcast team is led by Audrey, the lead co-host, editor, and creator. The podcast facilitates raw and meaningful discussions related to the difficult nature of medical training and medical culture. It aims to counter the loneliness that we all sometimes feel throughout medical school. The final podcast in the 12-episode series will be released over the next few months.
- c) **Longitudinal Wellness Initiative ([Link](#)):** Led by Shakiba, the LWI team works diligently to produce practical resources to aid students in their medical school journey through both the CFMS website and CFMS Connects. This year, the LWI team focused on creating more engaging content and finding ways to connect with students through social media.
- d) **National Wellness Challenge ([Link](#)):** Running from Jan 18<sup>th</sup> to Feb 14<sup>th</sup>, this annual challenge is meant to raise awareness, encourage students to try new activities, and connect and support student wellness across Canada. This year Elizabeth (EB), our 1<sup>st</sup> ever National Wellness Challenge File Lead, led planning and expanded collaborations with FMEQ through a partnership with Valérie (FMEQ VP Wellness).
- e) **SafeSpaces ([Link](#)):** In its 2<sup>nd</sup> year, SafeSpaces has expanded significantly with a shift to monthly sessions hosted in partnership with the CMA. Sessions have attracted 5-30 participants and been very well received. Katia (Sr File Lead) and Alisha (Jr File Lead) lead this initiative. The next Apr 28<sup>th</sup> session will focus on unmatched Canadian Medical

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Graduates and the following session in May will be hosted collaboratively with the Canadian Association of Physicians with Disabilities Trainee Group.

- 2) **Strategic Direction #2:** Promote a positive culture in medical education that prioritizes learner well-being
- a) **CMA Physician Wellness+ Initiative Funding ([Link](#)):** Shortly after AGM we confirmed the CFMS will be receiving a very substantial sum of money spread equally over the next four years to support medical students' ongoing health and wellness needs. We conducted a comprehensive consultation process as we developed a set of broad proposals outlining how we will spend the money, which we are in the process of finalizing for the CMA. We hope to use this funding to empower our members, support big-picture initiatives, and address the root causes of what makes medical students unwell. The biggest project involves a partnership with the AFMC and many of the leading thought leaders in this space from across the country to develop a “campaign” to target the culture of medicine.
  - b) **CMEJ Letter to the Editor ([Link](#)):** The CFMS was invited to respond to a CMEJ Editor's commentary. I had the privilege of leading the writing team, which included Jack (National Officer of Wellness), Henry (CFMS President), and Victor (CFMS Past-President). The letter was published online in March and we expect it to be included in an upcoming CMEJ issue.
  - c) **Culture Changers Campaign ([Link](#)):** This campaign had a remarkably successful 1<sup>st</sup> year in 2020 with over 170 nominations. The new team, led by Hifza and Terra of the Mistreatment Task Force, recently completed the 2020 pins and certificates distribution. The 2021 nomination period has unofficially ended and the campaign will run from May 1<sup>st</sup>-15<sup>th</sup>.
  - d) **Leadership Development Task Force:** This is a new Task Force developed to further the [\*Leadership: A Valuable Component of Canadian Medical Education\*](#) paper recommendations from AGM 2020, promote leadership development in the CFMS community, and create educational resources for our members. Ayushi and Prasiddha, the 2020-2021 Leadership Development Co-File Leads, lead this team. Their primary focus is on develop a series of educational leadership modules with funding from the [Strategic Innovation Fund](#).
  - e) **National Wellness Committee:** Led by Jack (National Officer of Wellness), the committee has seen many changes this year, including membership, task force involvement, and a collective project for committee members. The committee now brings together the various Task Force and File Leads to work towards individual and collective goals. The collective focus is collating and summarizing past position papers into a master recommendations document to present to the membership for approval at AGM 2021. The committee includes Sarah & Victoria (Advocacy Leads), Dmitry (STRIVE/Resiliency), Dilpreet (Awareness), Elizabeth (NWC), and Sloane (Perspectives in Medicine).
  - f) **Wellness Curriculum Task Force:** Recently, the task force has split into two separate groups to focus on different project aspects. The Writing Team has written and submitted a commentary for publication that calls for action in this area. The Dissemination Team has

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collaborated with various stakeholders to improve the framework, which will be published on the [CFMS website](#) prior to SGM. Moving forward, they will work to pilot the framework and integrate it into medical curricula across Canada. This task force has been led to great success by veteran Co-Leads Dax and Rena and junior Co-Lead Noam. I have been a member of this team since 2019 and continue to be involved with this work.

- 3) **Strategic Direction #3:** Increase collaboration within the medical community
  - a) **Canadian Association of Physicians with Disabilities:** I joined the "CAPD Trainee Group" early in my term and have contributed individually and in my CFMS role. We have partnered to host a CFMS-CAPD SafeSpaces session in May, develop a series of documents related to accommodations throughout medical school that I hope will be added to the CFMS website upon completion, and update the CFMS General Meeting Policy to address accommodations and accessibility.
  - b) **CMA:** We have a standing quarterly meeting with the CMA wellness team to discuss areas of collaboration. Since the beginning of my term, we have collaborated on work relating to the Wellness Curriculum Task Force, SafeSpaces, their new podcast, [Wellness Connection](#), [Physician Wellness Hub](#), [Wellness Support Line](#), and more.
  - c) **FMEQ:** Early in my term, I met with Valérie (VP Bien-être/Wellness) to look for areas of collaboration. Following this meeting, we were able to bring Valérie into the planning of the National Wellness Challenge, Culture Changers Campaign, and she has attended most Wellness Roundtable meetings.
  - d) **OMSA:** Myself and a few others have met with representatives from OMSA on several occasions to discuss opportunities to collaborate on discounts, wellness initiatives, and the development of educational resources for our members. Recently, Dilpreet (Awareness Lead) has led a partnership with OMSA to develop a bi-weekly CFMS-OMSA Wellness Challenge through CFMS Connects. We have also invited Courtney (OMSA VP Student Affairs) to attend Wellness Roundtable meetings as a guest.
  - e) **Other National Student Organizations:** I have reached out to and connected with several other national student organizations but was unable to solidify any major partnerships.
  - f) **Student Affairs Town Hall:** At the end of November, I hosted the 1<sup>st</sup> town hall to discuss the CMA Physician Wellness+ Initiative funding, provide a portfolio update and open forum for students to interact with CFMS leadership. The 2<sup>nd</sup> session was hosted at the end of February in a similar format to the 1<sup>st</sup>. These sessions provided us an opportunity to connect with more students and hear directly from the membership.
  - g) **Student Affairs Portfolio Restructuring ([Link](#)):** One of my goals this year was to reorganize the portfolio to ensure it is clear what each position was responsible for, reduce redundancies, and increase collaboration opportunities. I believe we have been successful, particularly within the National Wellness Committee, which now brings together representatives from across the portfolio to work on collective projects and have higher-

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level strategic discussions. I hope to see the structure further refined with changes made leading into Fall Call in September as students are recruited for the 2021-2022 year.

- h) Wellness Roundtable:** Khaldon, Western Regional Director and Student Affairs Attaché, led the WRT as the Chair. We aimed to bring more strategic discussions and updates to the WRT to increase the impact of the work we do together and empower our local representatives. One of the CMA Physician Wellness+ Initiative proposals relates to empowering the WRT and I look forward to seeing it actioned over the coming year.
- 4) Strategic Direction #4: Optimize student resources**
  - a) Discounts ([Link](#)):** Our Corporate Sponsorships, led by Zack (National Officer of Services), has had a remarkably successful term as they have worked to renew popular discounts, such as UWorld, and secured several new discounts, including SketchyMedical, MedMastery, CanadaQBank, Hyundai and more. Additionally, in January we secured 2-months of free AMBOSS for all of our members and an additional 4-months for all of our senior clerks.
  - b) Electives & Interviews Databases ([Link 1](#) & [2](#)):** These two separate teams, led by Zack (National Officer of Services), have been working on re-evaluating the current structure of the databases and updating the formats. They have also been planning a promotional campaign to drive awareness and increase the number of reviews as we try to re-focus on providing more information for students who cannot do visiting electives.
  - c) Resources:** This is a new position and branch of the Services Committee that Zack (National Officer of Services) has created and will lead. We aim to provide more resources to students through this expansion, such as an expanded discount database, campus food guides for each school, and more.
- 5) Other Areas of Work:**
  - a) Equity, Diversity, & Inclusivity:** We aimed to integrate EDI principles into our portfolio's work, particularly regarding wellness. A few areas where we explicitly worked to do this were within the Student Affairs EDI Working Group, which acted as an advisory group for myself and others in the portfolio, the Longitudinal Wellness Initiative, Student Mistreatment Task Force, SafeSpaces, CAPD partnership, and collaborations with other CFMS portfolios and external partners.
  - b) uCMG Working Group:** As Director of Student Affairs, I was a member of the uCMG Working Group, which had its first meeting in December. With my experience as a 2019-2020 uCMG File Lead, I played a larger role in on-boarding and supporting the 2020-2021 uCMG File Leads, including consulting on the development of their uCMG Wellness Campaign and leading the organization of the [2021 Match Supports](#).
  - c) AFMC UGME Dean's Professionalism Working Group:** The UGME Deans organized this group with representatives from several national UGME organizations. We are developing a framework that we hope schools will use to guide how they approach



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professionalism education and professionalism concerns in medical students. The most recent proposal will be reviewed at CCME by the UGME Dean's committee.

- d) **Volunteer Strategy Working Group** ([Link](#)): Together with Yseult (Quebec Regional Director), I had the pleasure of Co-Chairing the new VSWG, which aimed to create practical resources for CFMS leaders to support work & streamline decision-making. We intended to present our first few deliverables at SGM 2021. However, this work was tabled for the foreseeable future due to increased time demands in other areas.

## IV. REFLECTIONS AND CONCLUSIONS

This year has been challenging in many ways. However, I am incredibly grateful for every member of my Student Affairs Team and CFMS colleagues who welcomed me into this role and created an environment where I enjoyed every meeting. I was lucky to have a fantastic predecessor, Sarah Zahabi, who allowed me to join conversations and participate in decision-making as early as May 2020. Since that time, we recruited over 50 new volunteers into the Student Affairs Team, which includes over 70 different people. The Student Affairs portfolio is enormous and does many things, none of which would be possible without our team's dedication and work ethic. I have been nothing but impressed with every single one of our team members. I am particularly grateful for the support of my core team, which consisted of Zack (NOS), Jack (NOW), and Khaldon (WRD), whom I worked with regularly.

If you ever have questions, suggestions, or want to talk, please do not hesitate to reach out. I am more than happy to help wherever I can and be a support if you ever need it.

Sincerely,

**Lucas King**, *B.Kin*

MD/MBA Student | University of Saskatchewan

Director of Student Affairs & Interim Director of Education | Directeur des affaires étudiantes & Directeur intérimaire de l'éducation

Canadian Federation of Medical Students | Fédération des étudiants et des étudiantes en médecine du Canada

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