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9:00 a.m., Wednesday, September 6, 2023  
**Community Services Standing Committee**

**PRESENTATIONS:**(10 minutes)

- Item 6.1      United Way – ProsperUs Collective Impact Initiative – Primary Care Access  
a) Rose Hayes, Co-Chair, ProsperUs Community Action Network and  
Jessica Sartori, Co-Chair, ProsperUs Leadership Council (PowerPoint)

**Clerk's Note:** Dr. Lawrence Jacobs, Associate Dean, Windsor Campus Schulich School of Medicine and Dentistry, submits the ***attached*** letter dated August 31, 2023 as a written submission.

**DELEGATIONS:** (5 minutes)

- Item 8.4      Response to Open Streets Petition – City Wide (S 107/2023)  
a) Julia Paddon, Ward 2 resident (in person)



University  
of Windsor

**Dr. Lawrence Jacobs, MD, FRCPC, FACP**  
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August 31, 2023

RE: Physician Recruitment in Windsor-Essex

I write today as I understand that strategies to best support recruitment and retention of physicians are being discussed. In my role as Associate Dean – Windsor Campus, I feel that my perspective may assist in this discussion.

Medical students began training in Windsor in 2002 when several clinical clerks rotated for a few weeks at a time. Over the next few years, the numbers of learners and duration of training increased substantially. This led to the Windsor Campus' opening as a formal Regional Medical Campus in 2008. Initially there were 24 Year-1 medical students in 2008. This year, we welcomed our largest class of 42 first year students with plans for a phased expansion to 50 students over the next few years. In all, there are 156 students across four years of undergraduate medical education (UME) in this community and 421 students have graduated from this campus alone. The Windsor Campus celebrated its 15th anniversary in 2023 and proudly functions with stable operations. As such, our focus has increasingly been on the impact the school has had on the community and certainly towards physician recruitment.

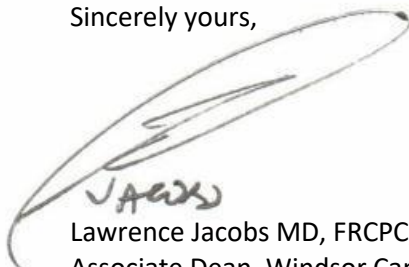
To support and further enhance physician recruitment to our region, the Family Medicine and Psychiatry Windsor Programs, in conjunction with the home departments in London, have formulated a comprehensive program to further enhance the experience of our existing residents. The goal of this is to encourage the recruitment of future residents to the city. Currently, the Windsor Campus supports a range of postgraduate training across a variety of specialties including full-time trainees in Psychiatry (4 residents per year – 5-year training) and Family Medicine (10 residents per year – two-year training). The Campus also supports upwards of 230 visiting residents a year, from London and other communities throughout the country and on an international scale. Previous efforts with the family medicine training have been incredibly effective in supporting retention of these trainees (77% of Family Medicine residents who have graduated from our program have chosen to set up practice in this region). Additionally, since its inception, the psychiatry program continues to see graduating residents remain in Windsor (4/6 so far). Retention of a graduating resident is significant for any community as these individuals may work their entire careers here providing 30-40 years of care. Certainly, the city of Windsor's support of post-graduate medical education (\$24,000/year

for enrichment activity) plays a role in this successful retention effort. Further, medical education does provide an attraction to recruitment. Since 2008, we have seen an absolute increase in specialists by 31% and family physicians by 35%. Unfortunately, prior to this, Windsor-Essex was estimated to have the worst access to physicians outside of northern Ontario. So, despite this success, we still have more to do.

I would caution against solutions focused solely or predominantly on recruitment from other communities. While this may provide instant metrics of success, it rarely leads to long-term stability in physician numbers as these efforts pit community against community and disrupt healthcare relationships in a time where supply and demand do not match. Medical Education is a long-term but sustainable solution to health care access. Efforts that improve the learning experience or those that increase the absolute number of trainees will have the most impact on a community. I firmly believe that focusing on these areas will best serve the interests of patients in Windsor-Essex.

Windsor-Essex needs more doctors and certainly communities such as West-Windsor and the downtown core are especially in need. The Schulich School of Medicine and Dentistry commits to our social responsibility of providing healthcare solutions to this region and is proud of the impact we have had to date. That said, complex problems never have simple solutions. I would certainly offer my experience to assist the community in any strategy considered.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'L. Jacobs', is written over a large, light-colored oval scribble.

Lawrence Jacobs MD, FRCPC, FACP  
Associate Dean, Windsor Campus  
Assistant Professor, Medicine, Western University