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MBBS, FCPS (Internal Medicine)

Clinician and Researcher



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Education:

Degree

2006 Bachelors of Medicine and Bachelors of Surgery (MBBS)
Karachi Medical and Dental College, (KMDC), Karachi, Pakistan.

Postgraduate, Research and Specialty Training

2014 Fellowship in Internal Medicine,
College of Physicians and Surgeons (CPSP), Pakistan

Qualifications and Licensure

2014- Present Fellow of the College of Physicians and Surgeons of Pakistan (FCPS)

2006- Present Pakistan Medical and Dental Council (PMDC)

Certifications

2018 Leadership Course, International Emergency Department Leadership Institute (IEDLI), Brigham and Women's Hospital, Harvard Medical School, USA

Employment:

Current Appointments

2021- Present	Chair, Department of Emergency Medicine, Indus Hospital and Health Network, Karachi, Pakistan.
2021- Present	Focal Person, Faculty of Emergency Medicine, College of Physicians & Surgeons, Pakistan.
2018- Present	Supervisor and Examiner in Emergency Medicine, College of Physicians and Surgeons, Pakistan (CPSP)
2014- 2021	Head of the Department of Emergency Medicine, Indus Hospital and Health Network, Karachi, Pakistan.

Honors and Career Awards:

2020	Society of Academic Emergency Medicine's (SAEM) Global Emergency Medicine Academy (GEMA) Global Emergency Medicine Education Award for Certification Program in Emergency Medicine (CPEM) (https://indushospital.org.pk/news/cpem-receives-gema-2020-global-medical-education-award/).
2020	Received I Am The Change (IATC) Award by the Engro Foundation in 2020 in recognition of managing frontline medical efforts during the COVID-19 Pandemic https://www.iamthechange.com.pk/projects/syed-ghazanfar-saleem/.com
2019	Received the <i>International Scholars Award</i> from the Australasian College of Emergency Medicine (2019) in 2019 for outstanding academic performance by the Certification Program of Emergency Medicine (CPEM) conducted at the Indus Hospital & Health Network (IHNN).

Professional Affiliations and Activities:

International

2018-Present **Member;** American College of Emergency Medicine (ACEP) International section and Social Emergency Medicine (SEM) section.

2019 **Member;** the Australasian College of Emergency Medicine (2019)

National

2021 – Present Founding Member, Pakistan Society Emergency Medicine (PSEM)

2021- Present **Member;** Pakistan Society of Emergency Medicine (PSEM)

2021- Present **Chair;** Emergency Medicine Task Force,
Indus Hospital and Health Network, Karachi, Pakistan.

2019- Present **Member,** Internal Review Board (IRB), Indus Hospital Research Center (IHRC), Indus Hospital and Health Network, Karachi, Pakistan.

2018- Present **Chair;** Emergency Response Committee (ERC),
Indus Hospital and Health Network, Karachi, Pakistan.

Scholarly Activities:

Published Work

2023 Farooq W, Kazi K, **Saleem SG**, Ali S. Epidemiology and clinical characteristics of adult patients presenting to a low resource, tertiary care emergency department in Pakistan: Challenges & Outcomes. Pak J Med Sci [Internet]. 2023Dec.5; 40(2(ICON)). Available from: <https://www.pjms.org.pk/index.php/pjms/article/view/>

2022 **Saleem SG**, Ali S, Khatri A, Mukhtar S, Farooq W, Maroof Q, et al. Clinical outcomes following the implementation of a novel one-year training program in emergency medicine in Karachi, Pakistan. Annals of Global Health. 2023;89(1). doi:10.5334/aogh.3890

2023 Khan NU, Khan UR, Ahmed N, Ali A, Raheem A, Soomar SM, et al. Improvement in the diagnosis and practices of emergency healthcare providers for heat emergencies after heat (heat emergency awareness & treatment) aneducational intervention: A multicenter quasi-experimental study. BMC Emergency Medicine. 2023;23(1). doi:10.1186/s12873-022-00768-5

2023 **Saleem SG**, Ali S, Akhtar A, Khatri A, Ashraf N, Jamal I, et al. Impact of sequential capacity building on emergency department organizational flow during COVID-

19 pandemic: a quasi-experimental study in a low-resource, tertiary care centre. *BMJ Open*. 2023 Jul 1; 13(7): e063413. Available from: <https://bmjopen.bmj.com/content/13/7/e063413>

- 2022 **Saleem SG**, Ali S, Ghouri N, Maroof Q, Jamal MI, Aziz T, et al. Patient perception regarding privacy and confidentiality: A study from the emergency department of a tertiary care hospital in Karachi, Pakistan. *Pakistan Journal of Medical Sciences*. 2021 Dec 15;38 (ICON-2022). <https://doi.org/10.12669/pjms.38.ICON-2022.5785>
- 2022 Ali S, Khatri A, Ghouri N, Mukhtar S, Zawawi S, **Saleem SG**. Combining Non-invasive Ventilation with Timed Position Change in the Emergency Department to Improve Oxygenation and Outcomes in Patients with COVID-19: A Prospective Analysis from a Low Resource Setup. *Pakistan Journal of Medical Sciences*. 2022; 38 (ICON-2022) (<https://doi.org/10.12669/pjms.38.ICON-2022.5772>)
- 2021 Mukhtar S, **Saleem SG**, Ali S, Khatri SA, Yaffee AQ. Standing at the Edge of Mortality; Five-year Audit of an Emergency Department of a Tertiary Care Hospital in a Low Resource Setup. *Pakistan Journal of Medical Sciences*. 2021 May; 37 (3):633. (<https://dx.doi.org/10.12669%2Fpjms.37.3.3680>)
- 2021 Kemmler CB, **Saleem SG**, Ali SA, Samad L, Haider KF, Jamal MI et al. A 1-year training program in emergency medicine for physicians in Karachi, Pakistan: Evaluation of learner and program outcomes. *AEM Education and Training*. 2021 Jun 29;5(3). (<https://doi.org/10.1002/aet2.10625>)
Presented at the 13th Congress of the European Society for Emergency Medicine, Prague CR, October 2019; and the 11th Annual Consortium of Universities for Global Health Conference, Washington, DC, April 2020 (conference canceled due to COVID)
- 2020 Salman S, **Saleem SG**, Shaikh Q, Yaffee AQ. Epidemiology and Outcomes of Trauma Patients at The Indus Hospital, Karachi, Pakistan, 2017–2018. *Pakistan journal of medical sciences*. 2020 Jan; 36 (1): S9. (<https://doi.org/10.12669/pjms.36.ICON-Suppl.1717>).
Presented at the 13th Congress of the European Society for Emergency Medicine, Prague CR, October 2019.

- 2020 Salman S, **Saleem SG**, Khatri A, Jamal I, Maroof Q, Alam A. Inter-hospital Communication and Transfer Practices During COVID-19 Pandemic in Karachi, Pakistan. A Brief Overview. Pakistan Journal of Medical Sciences. 2020 May; 36 (COVID19-S4): S118. (<https://doi.org/10.12669/pjms.36.COVID19-S4.2803>)
- 2020 **Saleem SG**, Haider KF, Salman S, Samad L, Yasin Z, Rybarczyk M. Bridging the Gap in Emergency Medicine in Pakistan. WestJEM March Issue. 2020 Jan 27;21(2):233 (Doi: [10.5811/westjem.2019.10.44502](https://doi.org/10.5811/westjem.2019.10.44502))
- 2019 Salman S, **Saleem SG**. 109 Social Emergency Medicine: Pakistan Perspective. Annals of Emergency Medicine. 2019 Oct 1; 74 (4): S44. (<https://doi.org/10.1016/j.annemergmed.2019.08.114>)
- Presented at the American College of Emergency physicians (ACEP) Scientific Assembly at Denver, USA in 2019 where it was very well received by then ACEP SEM section head Dr. Harrison Alter and later led to my master's thesis.*

Research Supervision

- 2018- Present **Supervisor and Examiner**
Emergency Medicine Training, College of Physicians and Surgeons (CPSP), Pakistan,
I am currently supervising the dissertations and research papers of 7 of my residents in addition to over-seeing the research of the other residents in my department.

Research Grants

Funded

- 2019- Present **Co-investigator:** Collaborative Advanced Trauma Care (CAT-C) course in collaboration with Emory University, Atlanta, USA . Grant from Emory University. 20,000 USD
- Description:** This grant was awarded to conduct inter-specialty courses for capacity building in trauma care. The courses have so far been conducted in various cities of Pakistan along with Ethiopia and Vietnam.

2021

Co-Investigator: Promoting Cultural Sensitivity in PEM by using Distance Simulation Collaboration between SickKids, Yale University, USA, Indus Hospital and Health network, Karachi Pakistan.

University of Yale Grant: Innovation in Pediatric Education Grant Award at Yale University. 3,000 USD.

Presented at Utrecht University's Conference on Developing Intercultural Competencies in Online and Physical learning Environments in 2021.

Description: A six-week, asynchronous distant simulation program was conducted with the Pakistani EM residents at IHHN and USA based PEM fellows from diverse cultural backgrounds. This was to understand and explore the concept of cultural sensitivity amongst the residents and fellows at both ends. The additional aim was to develop a sustainable working relationship between the respective institutes.

In Progress

2022

Applying Critical Incident Framework Using Culture Shock in Pediatric Simulations to Promote Cultural Sensitivity in Pediatric Emergency Medicine in Pakistan.

Jabeen Fayyaz, MD, Adeel Khatri, MD, Dr. Phil. Margret Jaeger, Inayat Ali, PhD, Saima Ali, MD, **Ghazanfar Saleem, MD**, Sama Mukhtar MD, Isabel Theresia Gross, MD PhD MPH.

Applied to INSPIRE Awards: 5000 USD.

Description: The healthcare professionals in Pakistan need to be educated in Diversity, Equity and Inclusion (DEI) in view of the diverse and multi-ethnic cultural and religious beliefs. This can assure safe and quality care provision, especially in the vulnerable pediatric population. The study employs the use of Critical Incident Framework to identify culture shock that can be used to teach multi-disciplinary healthcare providers to deal efficiently with cultural shock situations. The development of curricula in consensus with Anthropologists can result in increased awareness about cultural sensitivity.

Leadership Philosophy:

‘Leaders become great not because of their power but, because of their ability to empower others.’ - John Maxwell

The pathway to self-discovery and awakening is wrought with trial and error. We chart a course and yet life takes us on another journey, but in spite of all the curve balls thrown our way, there are things in our lives that stay constant. They can be people, ideas, motivations and beliefs and they define us as a person more than anything else.

For me, one of the constants was that I wanted to bring about a change. I will not say I was particularly good at it, but it was close to my heart and came naturally. After completing my MBBS from Karachi Medical and Dental College and getting my FCPS in Internal Medicine, the idea was further strengthened. Growing up in a city as unique as Karachi and having worked closely in public hospitals I saw the opportunity to challenge the narrative of Emergency Medicine in the city in the way it is taught and in the way it is developed. The gap in training and development specifically in Emergency Medicine inspired me to work in capacity building with the prospect of bringing in competitive training to Karachi, which is adapted to be culturally sensitive and incorporates our differently resourced setting.

All of us have unique leadership qualities and it takes a lot of trial and error and open mindedness to adapt to different roles and systems. This could be crucial for someone who is in the early stage of their healthcare career. We all remember those styles and as adult learners we know what works for us, but for a novice medical student or a young resident, gentle but firm supervision can prove to be the cherry on top. Knowing yourself and what helps you progress as a leader flourish with the right guidance. We all remember the good qualities of leaders but more than that we remember the bad ones. Mentoring effectively requires all those good qualities and so much more.

One of the prime achievements is that I brought recognition to and transformed the Emergency Medicine Department at Indus Hospital & Health Network. When I first joined this was a 10-bed casualty ward for both adult and pediatric emergency medicine. Currently, this is a 40-bed Emergency Medicine Department with a structured resuscitation area, organized care teams and an ED Ultrasound Program with a separate specialization for Pediatric and Adult Emergency Medicine. This Department under my supervision collaborates with different institutes to run educational programs internationally and has an established residency program in Emergency Medicine in Karachi. I lead Task Force with the aim of streamlining Emergency Medicine management across Indus Hospital & Health Network’s 11 other hospitals in Pakistan. I also lead Emergency Response Committee that works on Hospital’s internal and external response to Disaster and Crisis Management. The need of the day is to introduce systems in place that empowers the community its introduced in.

Innovations in Education and Leadership:

1. EM Residency Program 2018- Present:

The EM residency program was started in 2018 through multiple negotiations spearheaded by me with the College of Physicians and Surgeons Pakistan (CPSP). It was an uphill task as the college has very strict criteria for accreditation of EM residency programs. **Currently 28 residents are enrolled with the first cohort of residents due to graduate in December 2022.** As the first program director, I ensured that the program was innovative and utilized proactive engagement of the learners through a strong emphasis on simulation-based learning and creation of a student-centered learning environment. This makes us, one of the most sought-after EM residency programs in Pakistan. In addition to mandatory rotations and education through a structured EM curriculum; the residents are encouraged to expand their horizon through yearly modular sessions with the Emory University for Toxicology and the Hospital for SickKids, Canada for Pediatric Emergency Medicine. This year, the program aims to start the residents' rotations to the IHNN network hospitals across Pakistan to develop rural EM physicians and also plan to send residents to hospitals in the USA as observers.

The strength of our residency program lies in collaborative learning using bedside teaching modalities interspersed with reflection. The program aims to develop the residents as global EM physicians, rooted to the healthcare needs of their people, yet contributing to the international EM scene. Our residents are frequent presenters in national and international conferences and have brought laurels to the institute. The focus is also on physician wellbeing and special measures are taken to ensure that their physical and mental health is prioritized. **The resident portfolio developed by me has also been adopted at the institutional level and our teaching sessions are attended by residents from not only other specialties but also from other hospitals.**

2. Certification Program in Emergency Medicine (CPEM) 2018- Present:

CPEM is a competency-based training program which aims to equip physicians working EDs with the fundamental knowledge and clinical expertise in the practice of emergency care. It is a year-long program developed by EM professionals in July 2018 at IHNN, Karachi, including me and my colleague Dr. Saima Ali and initially Brigham and Women's Hospital – a teaching affiliate of Harvard Medical School Boston, USA. It is now led by experts from University of Pennsylvania, Philadelphia, USA. The program focuses on didactics and hands-on skill development and has been very well received across the country. **I am one of the lead facilitators for the program and it has a multi-national team of visiting faculty from countries all over the world.**

The program has graduated 4 batches with participants including not just from the Pakistan but also from hospitals across Bangladesh. The impact of the program has been seen not only in the learners but also as improvement in clinical outcome of patients. (<https://indushospital.org.pk/education->

[research/emergency-medicine-programs/certification-program-in-emergency-medicine/](https://indushospital.org.pk/event/iahn-emergency-medicine-certification-program-in-emergency-medicine/)). The 5th batch of CPEM is due to start from April 2024.

3. IAHN Emergency Medicine Leadership Course

As an off shoot of CPEM, an EM leadership conference is conducted yearly for EM physicians, nurses and administrators across the country. The innovative program has been developed to include multiple aspects of EM leadership. As the course developer, it is my aim that the participants not only understand but practically work around the various challenges that an EM leader has to face and come up with practical solutions themselves. (<https://indushospital.org.pk/event/iahn-emergency-medicine-leadership-course/>).

4. Collaborative Advanced Trauma Course (CAT-C) 2019- Present:

The first CAT-C was conducted in September 2019, in collaboration with Emory University, USA. **Since then, CAT-C has had global impact with sessions held in Turkey, Ethiopia and Vietnam.** The program is an inter-specialty course that trains EM physicians and nurses along with members from other surgical specialties, involved in management of trauma. It is developed by me along with my colleague, Dr. Anna Yaffee from Emory University and is conducted through a grant by Emory University. The program has trained a total of **120 candidates** across Pakistan as it has been conducted at various cities across the country. I along with my team also developed Training of Trainer (TOT) programs to empower and aid the participants in expanding Trauma specialty in their respective region.

5. Simulation Educators Workshop 2022- Present:

This program is specially tailored for training of simulation educators. It is a three-day workshop conducted in collaboration with the Hospital for SickKids, Canada and is accredited by Hamad Medical Centre, Qatar. Two workshops have been conducted so far; one in January during ICON 2022 and again in March 2022. The online workshop has had participants from various hospitals across Pakistan as well as from as India and the United Kingdom. The next workshop is planned for November 2022.

As an off shoot of the workshop, a one-day Simulation-day was held at Fazaia Ruth Pfau Medical College (FRPMC) in August 2022, where facilitators from both basic and clinical sciences received hands on practice and guidance regarding the imparting of simulation-based education. The course was developed by me as the lead instructor and was conducted by both national and international simulation experts.

6. Foundation Program in Pediatric Emergency Medicine (F-PEM) 2022- Present:

This Simulation-based, modular training program in Pediatric EM is geared towards training doctors who are working in Pediatric Emergency Medicine across Pakistan who are NOT enrolled in any formal training program. It is a one-year specialized program with a strong emphasis on simulation based

learning using a combination of both virtual and in person sessions. The first cycle of the program commenced in August 2022, with the curriculum developed by me in collaboration with faculty from the Hospital for SickKids, Canada. Through the weekly sessions, a strong community of national PEM physicians is being developed. The plan is to develop a fellowship in PEM and strengthen the practice of PEM in Pakistan (<https://indushospital.org.pk/education-research/emergency-medicine-programs/f-pem/>).

7. Clinical Services Management (CSM) EM Educational Module 2022- Present:

As a part of the initiative for cross specialty education, a one-year module has been started for Emergency Medicine Clinical Services Management (CSM) EM personnel development. The participants are CSM officers and management from across the IHHN hospitals who are trained through weekly didactics and interactive online classes. The curriculum was developed by me and with the focus on capacity building of CSM personnel in a multitude of topics ranging from floor management to medico-legal aspects of Emergency Medicine.

References:

1. Dr. Megan Rybarczyk

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Assistant Professor of Clinical Emergency Medicine
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2. Dr. Anna Yaffee

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