



Postgraduate Medical Education
UNIVERSITY OF TORONTO



*University of Toronto
Resident Exit Survey 2010 - 2011*

October 2011



Methodology

- On-line survey fielded from April 2011 to June 2011
- Exiting residents identified as those in final year of residency registered for a minimum of 2 years (CMGs, IMGs and Visas).
- Initial request plus 3 follow-up notices by email with incentive for completion.
- Focus on:

- Quality of Education and readiness for practice
- Resident Well-Being
- Harassment/Intimidation
- Job Concerns/Future Plans

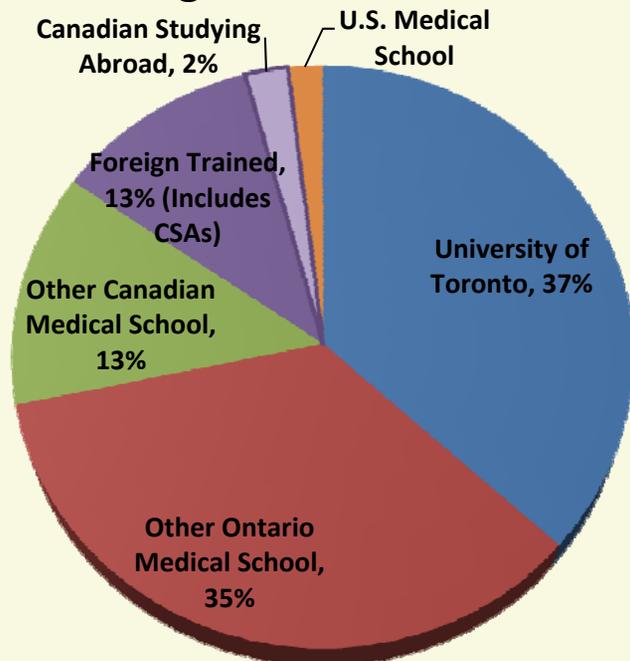
	Response Rates				
	2006-07	2007-08	2008-09	2009-10	2010-11
# of Respondents	110	205	224	227	215
Total Sample	341	339	380	366	408
Response Rate	32%	60%	59%	62%	53%
Margin of Error with 95% Confidence Interval	8%	4%	4%	4%	5%



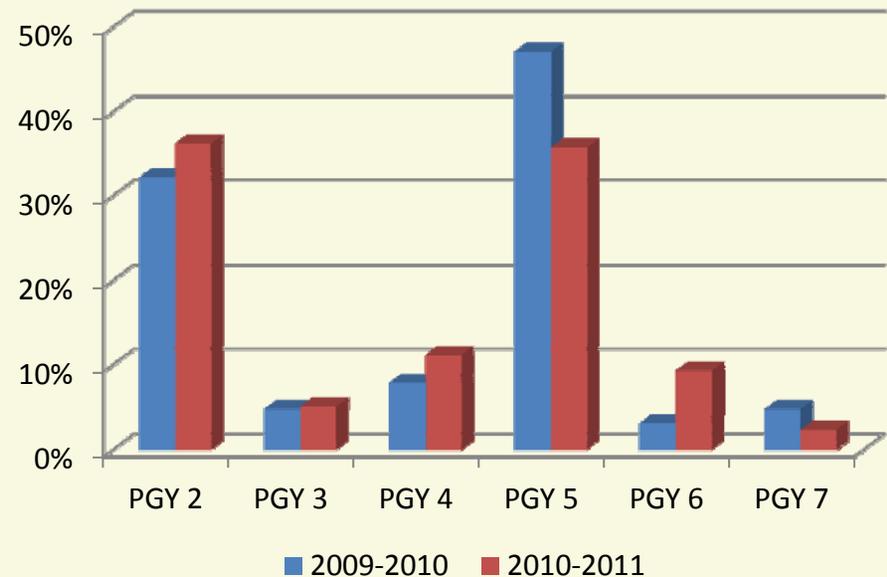
Demographics: General

- Average age: 32.7
- 94% are Canadian citizens, 4% permanent residents, and 2% Visa
- 60% are married or living with a partner
- 12% IMGs (excluding Visa)
- 2% had studied primarily in Canada before medical school (Canadians Studying Abroad)

Medical Degree Location



Training Level of Exit





Demographics: Diversity

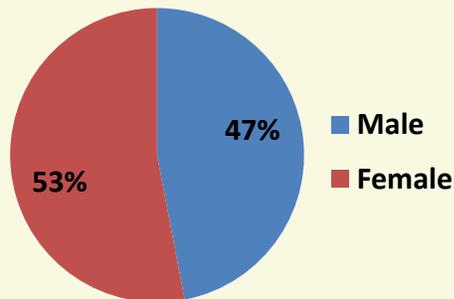
- About half of exiting residents were born in Ontario, and about half ethnically identify as white
- A strong majority (79%) hail from urban environments

Birthplace	%
Ontario	53%
British Columbia	5%
Manitoba	3%
Alberta	3%
Hong Kong	3%
Quebec	2%
Iran	2%
China	2%
India	2%
Other	25%

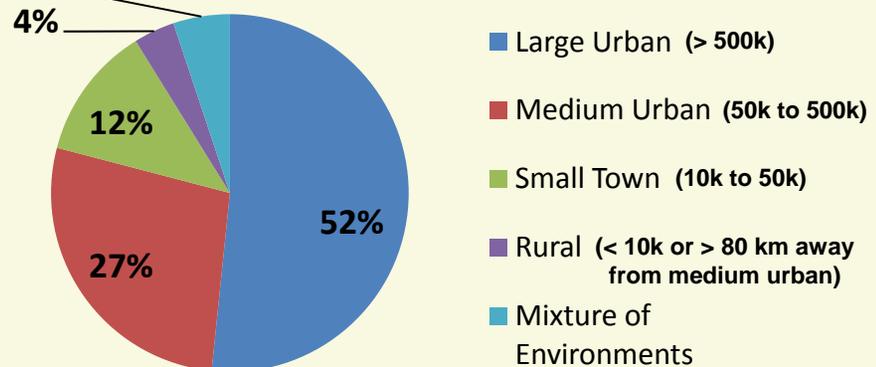
Ethnicity*	2009-10	2010-11
White	47%	44%
South Asian	17%	20%
Chinese	14%	17%
Arab	6%	6%
Korean	2%	3%
West Asian	1%	2%
Southeast Asian	2%	2%
Other	11%	7%

*Categories taken from Statistics Canada Ethnic Diversity Survey (EDS)

Gender of Residents



Environment of Origin

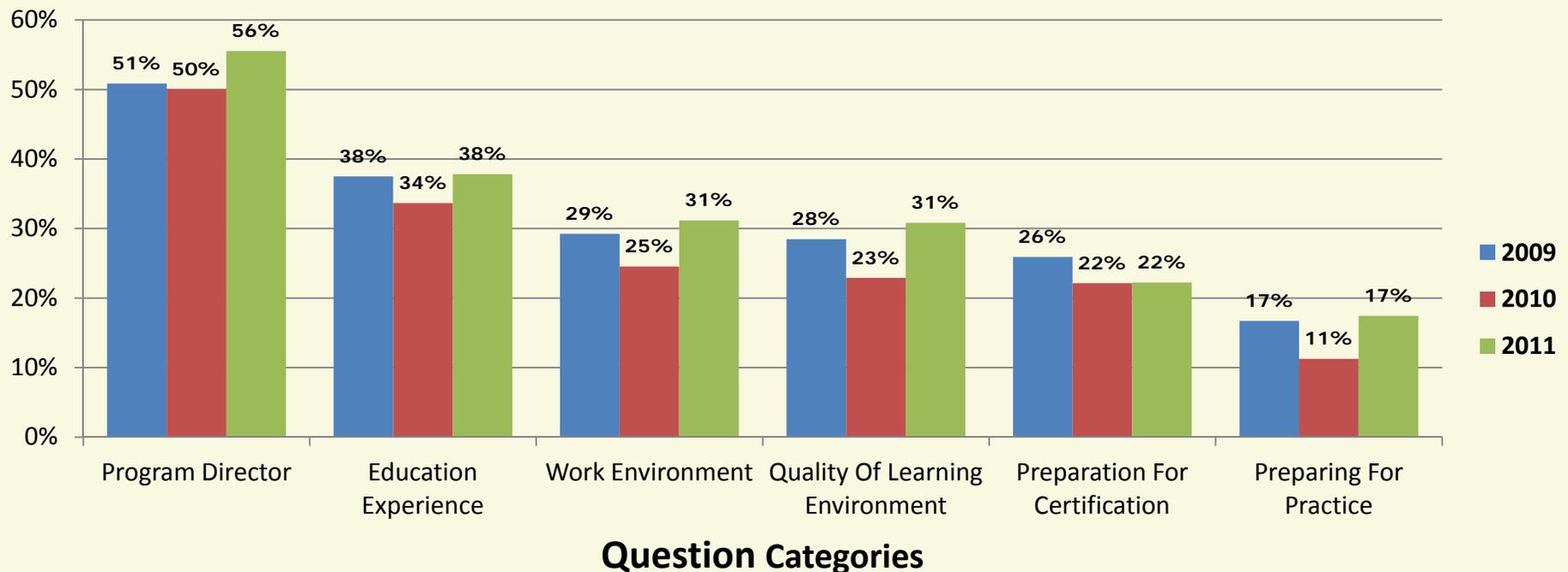




Quality of Education: Satisfaction Rating Summary

- Residents provide ratings of their education experience over several questions that cover key themes: Program Director, Work Environment, Preparation for Practice etc.
- Ratings for this year rose slightly across the board, after a dip in 2009-10. The exception was preparation for certification, which remained the same.

Average % that Rated their Residency Experience 'Excellent' (5 out of 5) by Question Category





Overall Ratings of Education: Family Medicine vs. Specialty, CMG vs. NON-IMG, Male vs. Female

- Highest scores for Overall Educational Experience and Program Director
- Specialty residents rate Program Director, work environment, learning environment, and preparation for practice lower than FM residents.
- Family Medicine residents rate preparation for certification higher than last year
- Preparation for practice continues to be a troublesome area when compared to other ratings
- Females rate learning environment higher than males – no major differences between IMGs and CMGs

Rated 4 or 5 on 5-point scale

Summary Question	2009-10	2010-11			CMG	NON-CMG	Males	Females
	Overall	Overall	Family	Specialty				
Overall Educational Experience	87%	87%	89%	86%	88%	83%	86%	88%
Program Director Overall Performance	80%	81%	90%	76%	81%	79%	80%	82%
Overall Learning Environment	77%	76%	88%	70%	77%	69%	71%	81%
Overall Work Environment	73%	76%	84%	71%	77%	69%	73%	78%
Overall Preparation For Certification	66%	64%	66%	63%	66%	55%	65%	63%
Overall Preparation For Practice	40%	45%	58%	37%	44%	52%	44%	46%



Family vs. Specialty Ratings of Education: Significant Differences in Scores

- Family Medicine residents gave higher ratings for concrete measures of schedules and facilities, and the support they received
- Specialty residents tended to rate adequacy of procedures and certification concerns more positively

Rated 4 or 5 on 5-point scale

Category	Question	Overall (215)	Family (n=77)	Specialty (n=138)
EDUCATION EXPERIENCE	Amount of service work	74%	86% ▲	67%
	Availability of procedures	61%	51%	67% ▲
WORK ENVIRONMENT	Adequacy of call facilities	61%	70% ▲	56%
	Amount of "scut" service work	64%	75% ▲	57%
	Quality of dedicated room/lounge for residents	56%	70% ▲	48%
	Your call schedule	73%	84% ▲	66%
LEARNING ENVIRONMENT	Face to face time with teachers/supervisors/senior residents	82%	88% ▲	78%
	Interactions with mentors	73%	90% ▲	62%
	Personal support for stress/difficulties	61%	78% ▲	51%
	Supportive environment	77%	93% ▲	67%
	Your ability to balance residency and life commitments	67%	78% ▲	61%
PREPARING FOR PRACTICE	Assistance in finding employment	34%	50% ▲	25%
	Communication Skills	68%	79% ▲	62%
	Information on Continuing Medical Education	50%	64% ▲	42%
	Maintain your wellness throughout your career	52%	66% ▲	43%
	Practice management seminar	49%	66% ▲	39%
	Resource utilization	56%	66% ▲	50%
	Support for preparation for obtaining IP license	33%	56% ▲	19%
PREPARING FOR CERTIFICATION	Practice written exam	58%	46%	65% ▲
	Study groups	49%	34%	59% ▲
PROGRAM DIRECTOR	Advocate for residents	81%	90% ▲	76%
	Counselling/Guidance	74%	83% ▲	69%

▲ Indicates a significant statistical difference according to a chi-square test of independence



Family vs. Specialty Ratings of Education: Significant Differences in LOW Scores

- Specialty residents gave more frequent low scores on all dimensions except availability of procedures and practice exams
- Specialty residents focused their low ratings in the preparation for practice category, in which 38% rated assistance in finding employment and support for preparation for obtaining an independent practice license with a 1 or 2

Rated 1 or 2 on 5-point scale

Category	Question	Overall (215)	Family (n=77)	Specialty (n=138)
PROGRAM DIRECTOR	Advocate for residents	8%	1%	12%▲
	Counselling/Guidance	7%	1%	11%▲
EDUCATION EXPERIENCE	Availability of procedures	11%	18%▲	7%
PREPARING FOR CERTIFICATION	Practice oral/clinical exam	5%	9%▲	2%
PREPARING FOR PRACTICE	Assistance in finding employment	30%	16%	38%▲
	Career guidance	21%	9%	28%▲
	Information on Continuing Medical Education	16%	9%	20%▲
	Maintain your wellness throughout your career	13%	5%	17%▲
	Practice management seminar	17%	5%	23%▲
	Support for preparation for obtaining IP license	28%	12%	38%▲
LEARNING ENVIRONMENT	Interactions with mentors	6%	0%	9%▲



How could your residency program and your residency experience be improved?

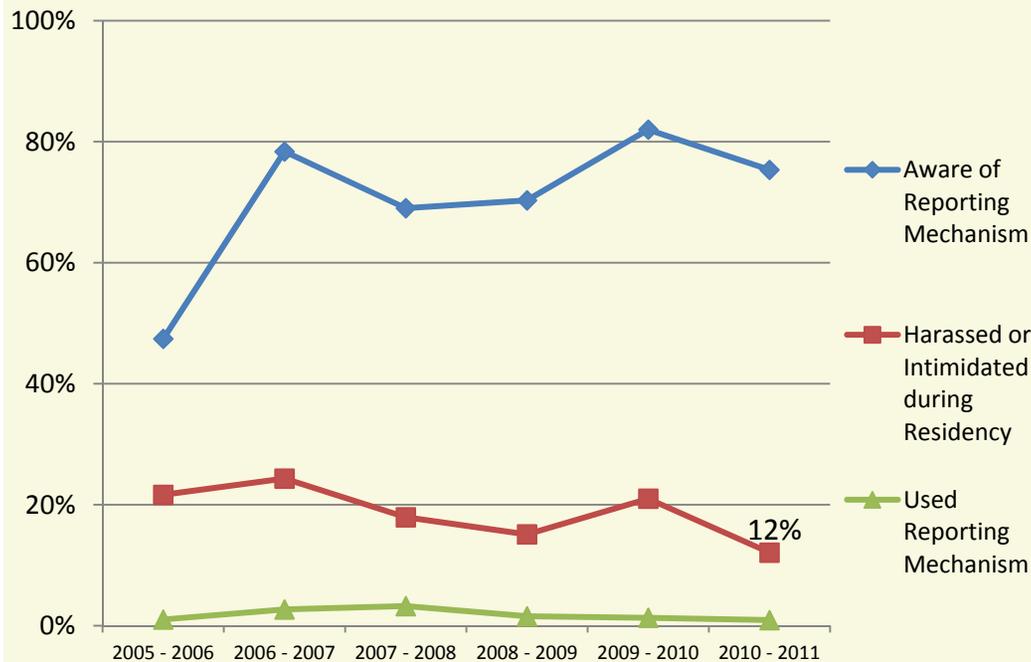
- Formal evaluations with a discussion of goals and objectives at the beginning of rotations
- Help with career planning
- More career mentoring/Planning
- Programs becoming too large and geographically diverse – consider an academy system as per UGME
- More exposure to community settings
- Increase opportunities for practical exams/OSCEs
- Increase exposure to practice issues
- More formal teaching
- Increase opportunities for involvement of seniors in assessment of juniors



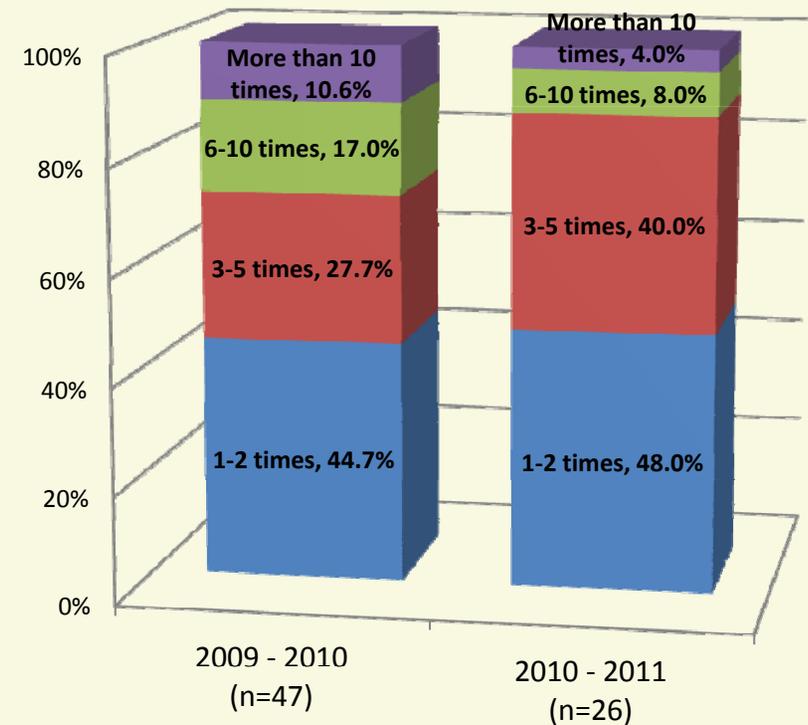
Intimidation & Harassment

- Over 6 years, awareness and use of U of T's official reporting mechanism has grown, while incidence of harassment as reported in the survey has fallen
- 12% of those who were harassed reported that there were more than 5 incidents, which is down from 28% last year. That reduction shows in the 3 or more times category, which grew from 27% to 40%

Intimidation and Harassment - Awareness and Incidence Over 5 Years



Number of Harassment Incidents

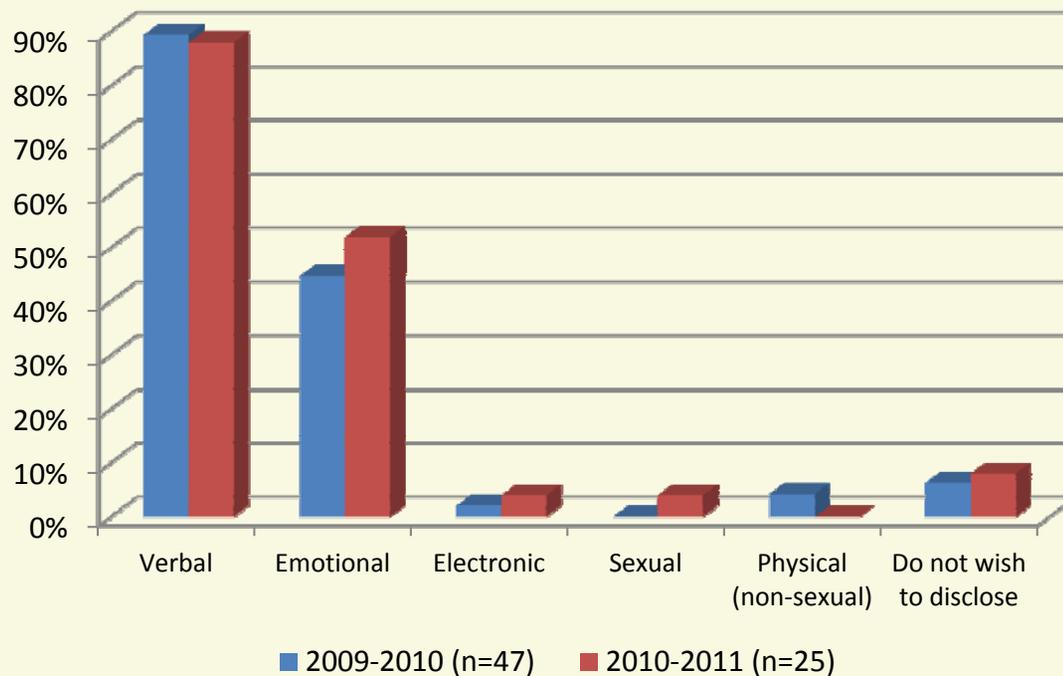




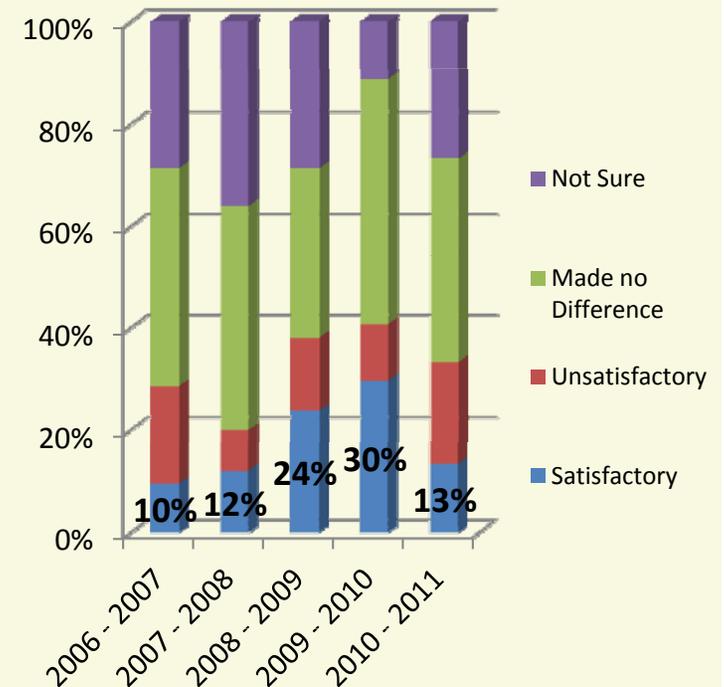
Intimidation and Harassment: Types and Outcomes

- Most frequently verbal or emotional
- Despite a decrease in intimidated and harassed residents, respondents reported smaller percentages of satisfactory outcomes and larger percentages of unsatisfactory outcomes.

Form of Intimidation or Harassment 2009-2010 and 2010-2011



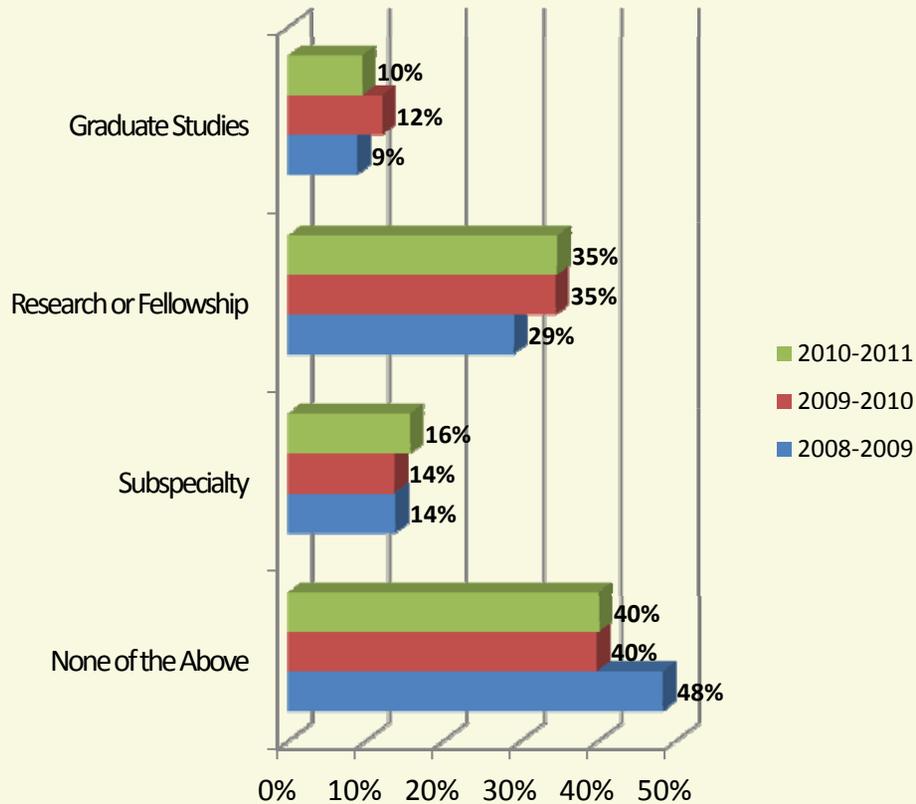
Outcome of Reporting Intimidation or Harassment



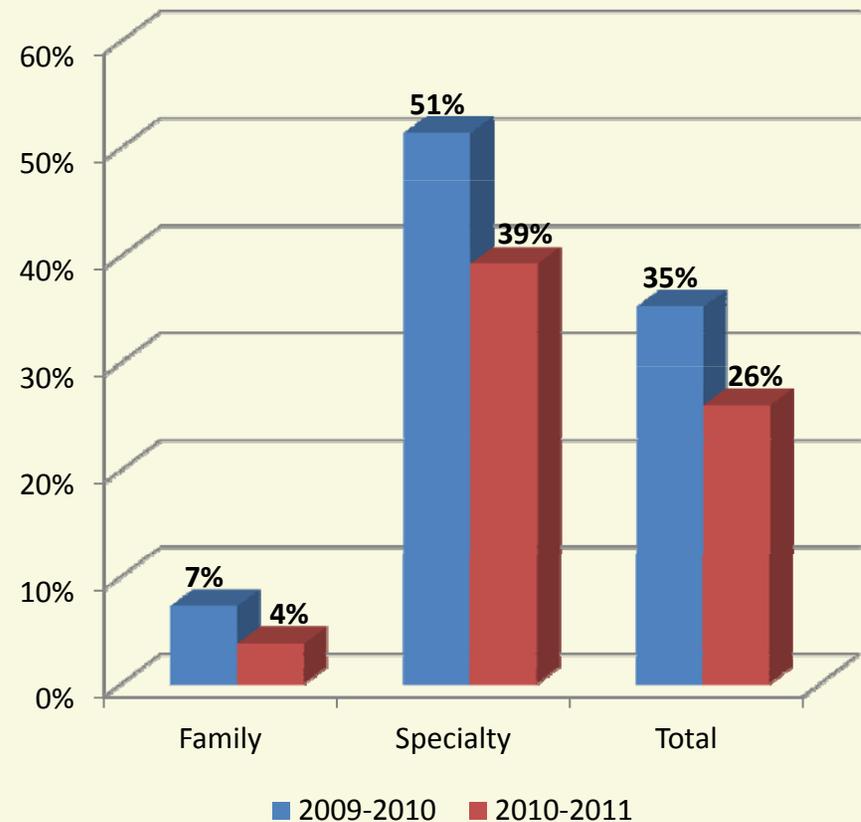


Future Plans

Post-Residency Plans



Concerns about securing a position in chosen specialty

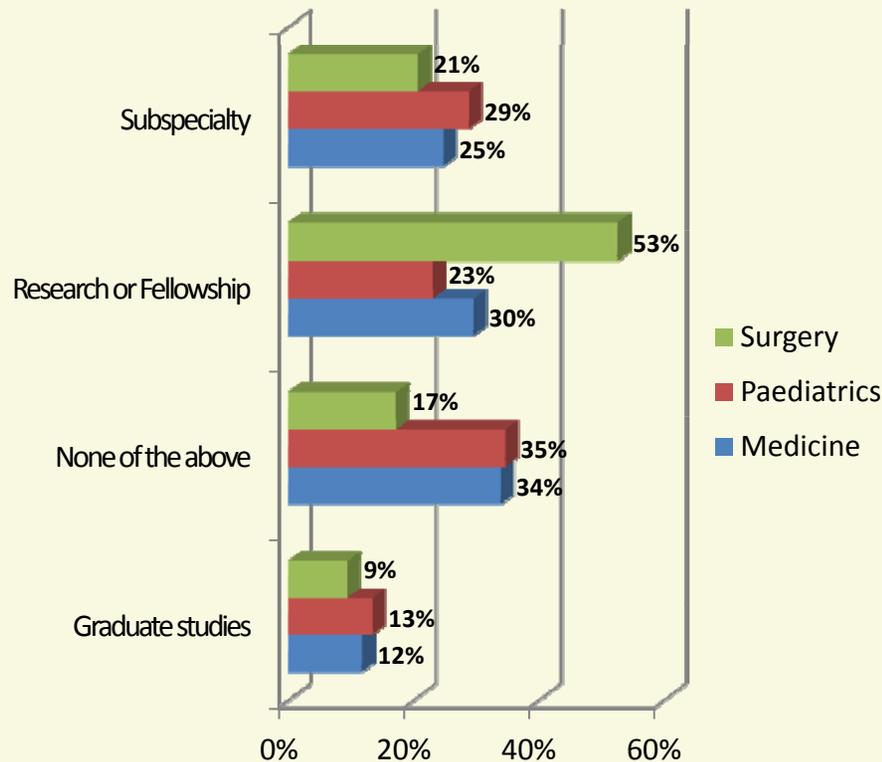


- More than half are aware of HFO Marketing and Recruitment agency (53%) and 58% plan on using their services

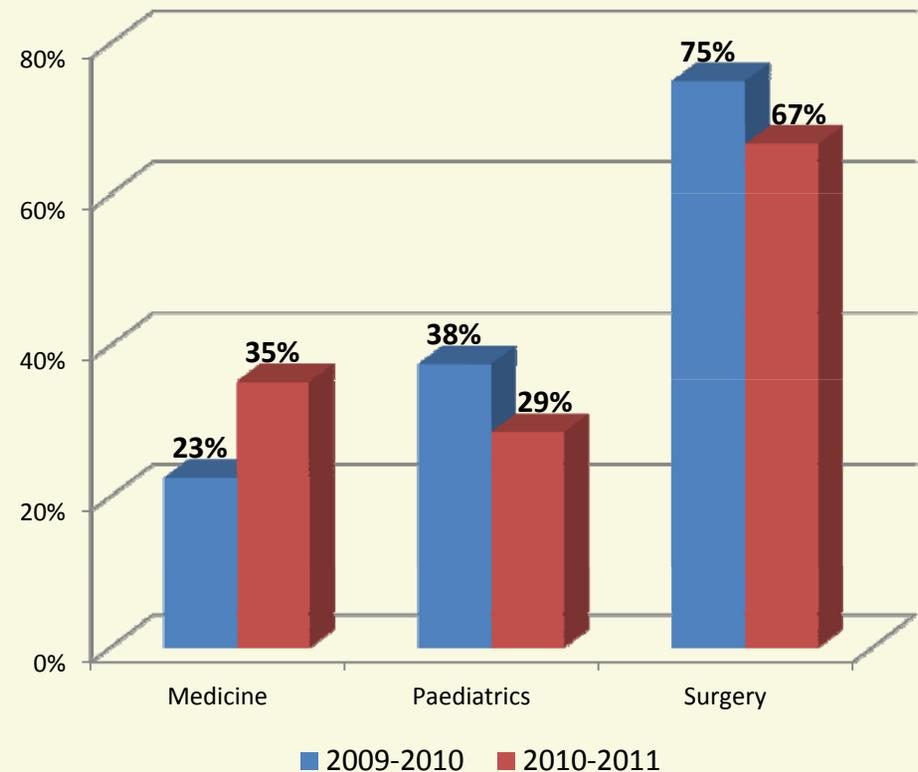


Future Plans – Selected Departments

Post-Residency Plans



Do you have concerns about securing a position in your chosen specialty?



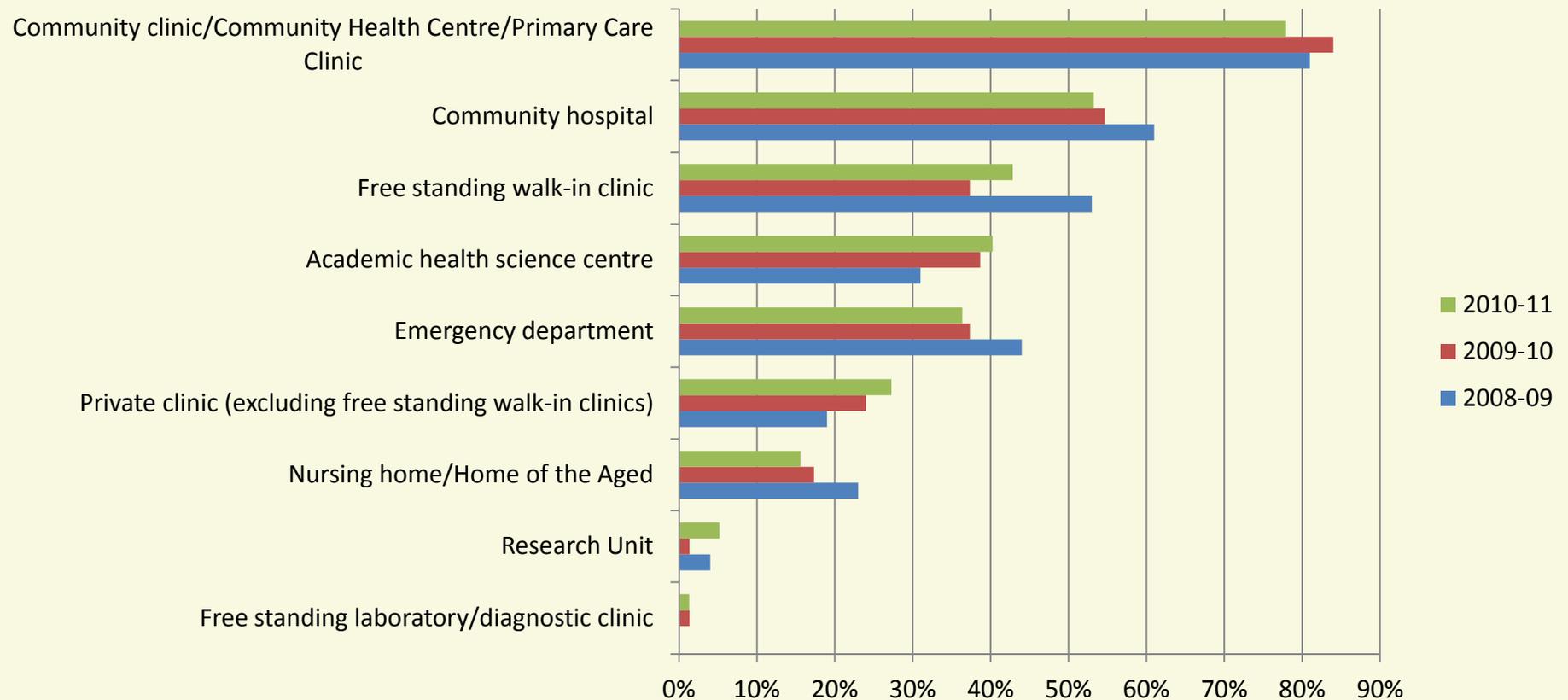
- Medicine residents show increasing concern over securing a position, whereas fewer residents in pediatrics and surgery have similar concerns



Future Work Settings – Family Medicine Responses Over 3 Years

- Future practice settings for Family Medicine residents have stabilized
- Community care clinics (Family Health Teams) and community hospitals continue to top this list year-over-year

Intended Work Settings - Family Medicine Residents

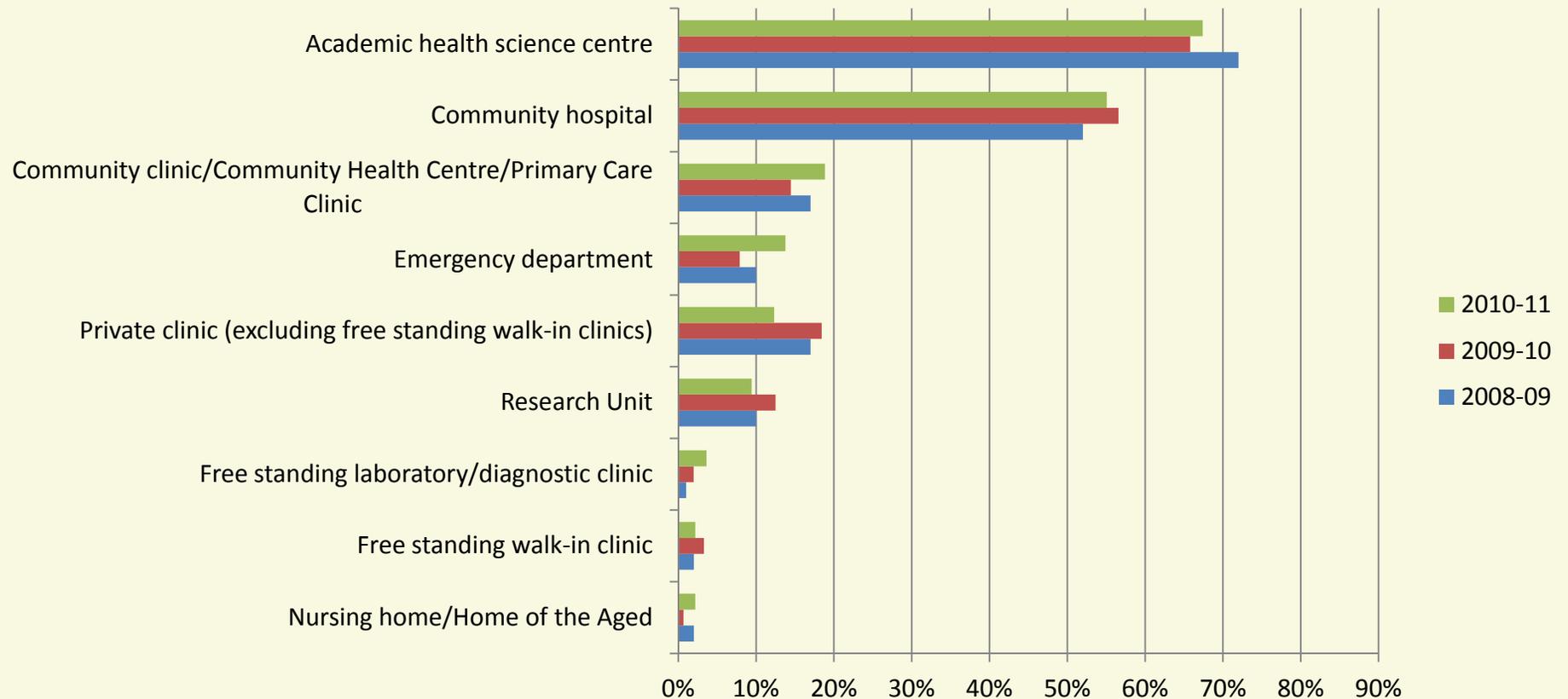




Future Work Settings – Specialty Responses Over 3 Years

- Majority of exiting specialty residents (68%) intend to remain in AHSC although 55% also plan to practice in a community hospital.

Intended Work Settings - Specialty Residents





If you were Program Director, what changes, if any, would you implement?

- **Common Point** - "More individual help with career guidance and a network of available job opportunities."
- "Additional support for certification preparation and practice management logistics"
- "Establish clear guides as to role of resident and role of the fellow. There was a lot of emphasis and teaching fellows and getting them jobs but minimal teaching of residents was observed and no help getting jobs."
- "None, my program director is excellent in all respects."
- "Our program director requires, and deserves, full time administrative support. "
- "Formalize method of feedback related to the program among different teaching sites - i.e. if residents are upset/concerned about something at their hospital, a pre-existing method of bringing forward suggestions/concerns would welcome more feedback and prevent residents from feeling that they are "out of line" by speaking up at their particular site."



Questions?