WELCOME

All Program Directors & FM Site Directors Meeting

Friday, May 29, 2015

Postgraduate Medical Education
UNIVERSITY OF TORONTO

Agenda

- Welcome
- Awards and Thanks
- Charles Mickle Fellowship Address
- Documentation Issues and Implications – A Legal Perspective
- HealthForceOntario
- PGME Strategic Plan – Update

Exiting Residency Program Directors - from July 2014

- Dr. Eudice Goldberg – Adolescent Medicine
- Dr. Mark Levine – Anesthesia
- Dr. Gideon Cohen – Cardiac Surgery
- Dr. John Langley – Child and Adolescent Psychiatry
- Dr. Damon Scales – Critical Care (Adult)
- Dr. Simon Ling – Gastroenterology
- Dr. Barbara Cruickshank - GREI
- Dr. Roberto Mendoza – Medical Genetics
- Dr. Tony Mazzulli – Medical Microbiology
- Dr. Marc Freeman – Nuclear Medicine
- Dr. Peter Ferguson – Orthopedic Surgery
- Dr. Giovanna Sirianni – Palliative Care
- Dr. Fran Scott – Public Health and Preventive Medicine

New Residency Program Directors - from July 2014

- Dr. Katherine Hick –Adolescent Medicine
- Dr. Lisa Bahrey – Anesthesia
- Dr. Robert Cusimano – Cardiac Surgery
- Dr. Daniel Gorman – Child and Adolescent Psychiatry (on leave)
- Dr. Raj Rasasingham – Child and Adolescent Psychiatry (Interim)
- Dr. Andrew Steel – Critical Care (Adult)
- Dr. Yaron Avitzur – Gastroenterology
- Dr. Kim Liu - GREI
- Dr. Melissa Carter – Medical Genetics
- Dr. Larissa Matukas – Medical Microbiology
- Dr. Amer Shammas – Nuclear Medicine
- Dr. Markku Nousiainen – Orthopedic Surgery
- Dr. Barry Pakes – Public Health and Preventive Medicine

Awards Acknowledgements – Previously Presented

2015 PGME Excellence Awards

Development/Innovation

- Dr. Michael Pollanen – Forensic Pathology
- Dr. Jordan Chenkin – Emergency Medicine

Teaching Performance/Mentorship/Advocacy

- Dr. Leslie Wiesenfeld – Psychiatry
- Dr. Eric Yu – Cardiology

2015 Sarita Verma Award for Advocacy and Mentorship in Postgraduate Medicine

Dr. Mark Fefergrad

Inaugural Year: 2015

Social Responsibility Award in Postgraduate Medical Education – Faculty

- Dr. Lisa Andermann - Psychiatry
- Dr. Kenneth Fung - Psychiatry

2015 PARO Award Recipients

Excellence in Clinical Teaching

- Dr. Edsel Ing – Ophthalmology & Vision Sciences
- Dr. Ophyr Mourad – General Internal Medicine

Resident Teaching

- Dr. Alireza Mansouri - Neurosurgery
- Dr. Heather Millar – Obstetrics and Gynecology

2015 Charles Mickle Fellowship

Awarded annually to a member of the medical profession anywhere in the world who has “..done the most within the preceding 10 years to advance and promote sound knowledge of a practical kind in medical art or science by careful and thorough work.”

2015 Charles Mickle Fellow

- Dr. Murray Urowitz, MD, FACP, FRCPC
- Professor, Department of Medicine
- Director, Health Professional Affairs, CEPHEA (Now Touchstone), 2005 to 2015
- Associate Dean, Postgraduate Medical Education, 1995 to 2005

Awards Presentation

PGME Trainee Leadership Awards: 2015 Recipients

- Dr. Tarek Abdelhalim – PGY4- Internal Medicine
- Dr. Matthew Boyle – PGY5– Psychiatry
- Dr. Michael Fralick – PGY3– Internal Medicine
- Dr. Danielle Rodin – PGY3– Radiation Oncology

2015 Social Responsibility Award in Postgraduate Medical Education – Trainee

- Dr. Nicole Kozloff - Psychiatry

2014 Charles Mickle Fellowship Address

Reflections on Postgraduate Medical Education

- Dr. Rayfel Schneider, Professor and Associate Chair (Education), Department of Paediatrics

Reflections on Postgraduate Education

Rayfel Schneider, MBBCh, FRCPC
Department of Paediatrics

Can you relate to this?

Pressure from Government

- To what extent is the current graduate medical education system producing an appropriately balanced physician workforce providing health care that is
  - High quality
  - Patient-centred
  - Affordable?

Adapted from the Institute of Medicine Report, 2014

Lofty educational vision from our colleges

PGMES Strategic Plan: 2012-2017

Agenda item (Gleb Bandiera)

Pressure from Hospitals

- MORE
  - Patients
  - Documentation
  - Patient safety
  - Patient-centredcare

- LESS/FEWER
  - Costs
  - Resources/support
  - Duration of hospital stayearly discharge by 11am
  - Admissions

Pressure from Academic Chiefs

- MORE
  - Billings
  - Grants
  - Publications
  - Teaching

- LESS/FEWER
  - Departmental (AFP) or University $$$$$
  - Faculty
  - Clinical assistants, clinical fellows

Faculty vs Resident Perceptions

FACULTY

- Too few residents for service
- Too many evaluations
- Residents are never around
  - post-call, protected time, mock codes, conference leave, exam prep, handover, etc
- Entitled!

RESIDENTS

- Too much scut
- Too much call
- Not enough feedback
- Not enough responsibility
- Not enough procedures
- We have PARO

WORK-LIFE BALANCE

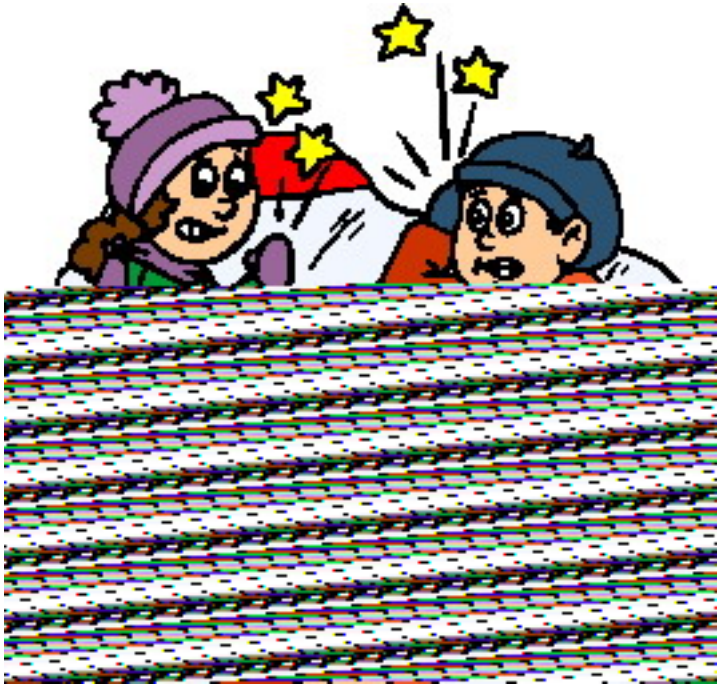
No wonder cracks appear!

On the other hand, residents are….

- Fully engaged when they are given responsibility
  - Best rotations – Oncology, ward senior
- Keen to pursue clinical excellence
  - They worry about their competence
- Highly motivated by social accountability and issues of social justice
  - Multiple impressive advocacy projects; global health projects
- Curious and some of the brightest people on the planet
- Committed to teaching junior trainees
- BUT…. they ‘sniff out’ insincerity, and don’t tolerate token teaching experiences

Are we are on a collision course?

- Educational enhancements based on sound pedagogy

AND

- Patient care enhancements based on sound principles
  - Safety and quality
  - Cost-effectiveness
  - Efficiency
  - Patient-centred approaches