BPAS: Stakeholder Consultation

April 14, 2019





Best Practices in Application and Selection Report Final report from University of Toronto PGME



- Develop recommendations to:
 - ensure training of the right mix of physicians according to societal needs
 - create an implementation strategy of BPAS at the University of Toronto
- 13 principles and 20 best practices in 8 categories
 - Transparency

Assessors

o Fairness

- Assessment instruments
- Selection criteria
- Knowledge translation

Process

- Ranking
- AFMC endorsed BPAS principles and practices
- Faculties report back in October 2018 on progress

CaRMS BPAS Working Group composition

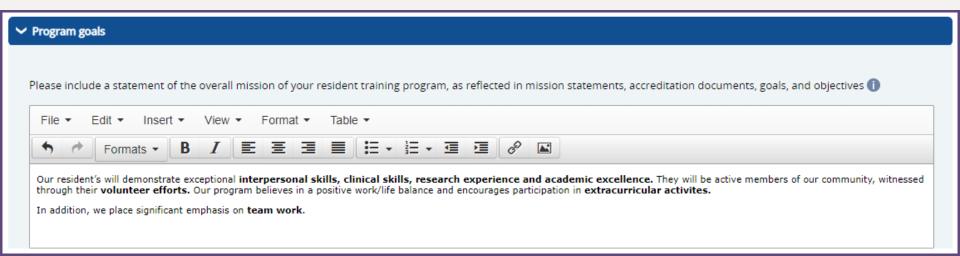
Name	Title	University/Organization
Dr. Lisa Welikovitch	Associate Dean, Postgraduate Medical Education	Calgary
Dr. Ian Epstein	Program director, Core Internal Medicine Residency Training Program	Dalhousie
Dr. Carolyn Nessim	Program director, Surgical Oncology,	Ottawa
Dr Olivier Fortin	Resident, Neurology, PGY2	McGill
Dr. Evelyn Sutton	Associate Dean UGME	Dalhousie
Karen Fedato	Registration/Administration Manager Postgraduate Medical Education	University of Calgary
Maylynn Ding	VP Education, CFMS	NOSM
Pierre-Olivier Tremblay	Secretary General, FMEQ	Montréal
John Gallinger	CEO	CaRMS
Geneviève Leroux	Manager, Client services	CaRMS
Thea McCarthy	Senior Executive Assistant to the CEO	CaRMS

BPAS recommendation

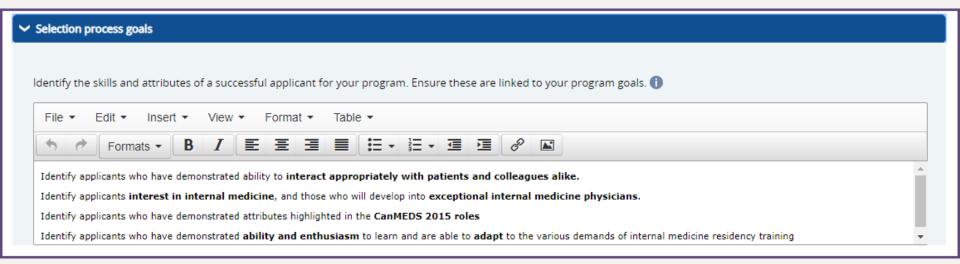
Programs must define the goals of their selection processes and explicitly relate these to overall program goals



Program goals



Selection process goals



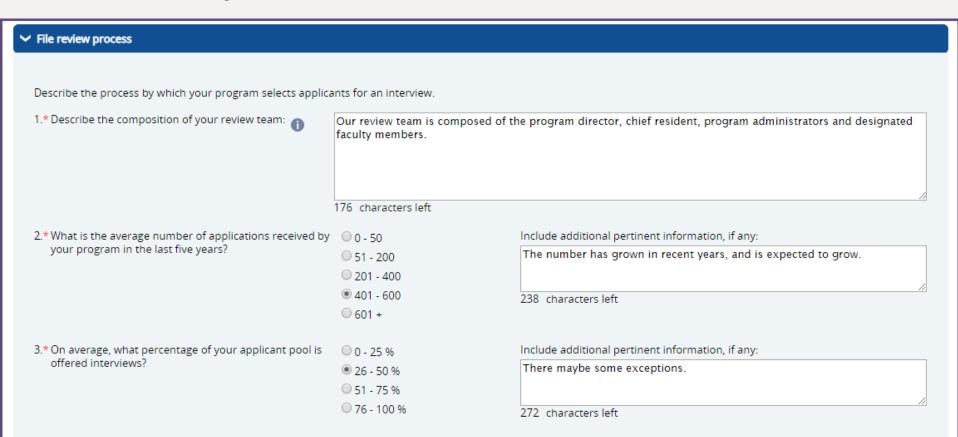
BPAS recommendations

Programs must establish a comprehensive set of **program-specific criteria** that will allow thorough assessment of all candidates

Programs should explicitly and publicly state the **processes and metrics** they use to **filter and rank candidates**, including on
program and CaRMS websites



File review process



File review process cont.

4.* Identify what you are evaluating within each of the file components listed below during file review. If a file component below is not considered, pleaseinsert "We do not evaluate this file component" into the criteria field.

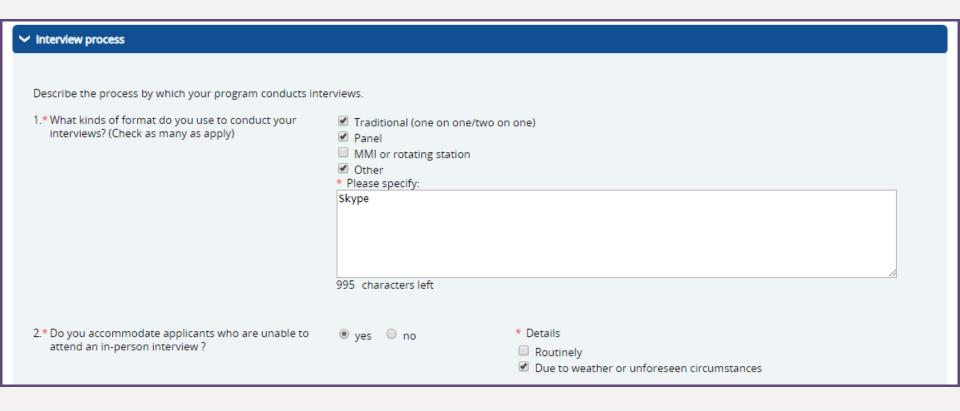
File component	Criteria
CV	Optional: we evaluate the content, including research, publications, electives
Electives	Clinical evaluations (in particular those from internal medicine rotation or elective)
Extra-curricular	Volunteering (medical and non medical) and mentoring
Leadership skills	Holding office in a student government, club, or organization
MSPRs	Demonstrated interpersonal skills
Personal letters	Interest in discipline and program location
Reference documents	Positive interaction with colleagues and patients
Research/Publications	Interest in participating in future research projects
Transcripts	Academic performance

Other file component(s):

MCC QE1 Part 1 results, academic performance

956 characters left

Interview process



Interview process (cont.)

3.* Identify what you are evaluating within each of the interview components listed below during an interview. If an interview component below is not considered, please insert "We do not evaluate this interview component" into the criteria field.

Criteria	
Promotion of high-quality patient care through working in a team environment	
Behaviour, attitude, ability to work well with others	
Ability to speak and write in English	
Demonstrated ability to play the role of the internist as a detective and compassionate physician	
Demonstrated interest in living in a rural setting	
Involvement in the continuous development and improvement of medical care	
Correspondence with staff and chief residents	
Interview arrival time	
We do not evaluate this interview component	

BPAS recommendation

If programs systematically use **information other than that contained in application** files and interviews, this must be consistent, fair and transparent for all applicants



Information gathered outside of CaRMS application

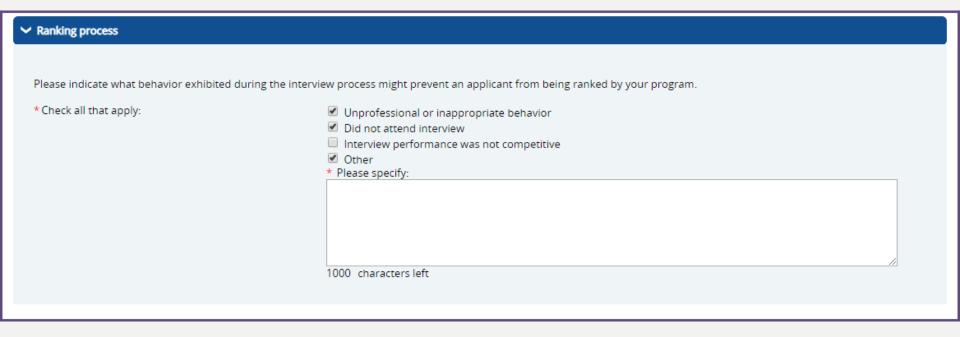
✓ Information gathered outside of CaRMS application			
Identify if any information gathered outside of the CaRN *Please select::	AS application and your local interview process is used for evaluating purposes. We do not consider any information gathered outside of the CaRMS application and local interview processes.		
	 We may consider information gathered outside of the CaRMS application and local interview processes. Check all that apply: Social interaction during program related events Communication with program Social media Unsolicited reference letters Unsolicited email references Solicited or unsolicited verbal information on a candidate's prior performance Solicited or unsolicited feedback from colleagues and co-workers Other 		

BPAS recommendation

Programs should establish **clear criteria** for determining **'do not rank'** status



Ranking process



Milestones



How will programs be supported through this change?

What	When
Initial email announcement of the change to PG/UG/SA, learner groups, and other key stakeholders	Арг-19
Support documentation created by working group and distributed to PG offices and programs	May-19
Articles created and added to CaRMS Help Center	May-19
Live and recorded webinars	May-19
Communiqués for all audiences in matches – beginning with MSM opening in June 2019	May-19