Implementing Best Practices in Admissions & Selection (BPAS)

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Temerty Medicine

Basics of BPAS

- BPAS

Bandiera, Medical Education 2014, Dopelt, Medical Teacher 2014

Why is it important

- Reflect program's goals

- Objective

- Diversity

- Ensure fairness

- Transparency

- Merit

- Minimize complaints – Human Rights

- Accreditation requirements

Accreditation Requirements

- **The mandate of the residency program committee includes selection of residents into the program (1.2.2)**

- **Program policies must be transparent including admissions and selection processes (2.1.1)**

BPAS Fundamentals

- **13 Principles**

- **24 Best Practices**
  - AFMC accepted & supported adoption by ALL programs in Canada *(2018)*
  - Annual update on progress

BPAS Fundamentals

- RCPSC Accreditation Standards:

  - **Requirement 6.1.1:** There are effective, clearly defined, transparent, formal processes for the *selection* and progression of residents
  - **Indicator 6.1.1.1:** Processes for resident selection, promotion, remediation dismissal, and appeals are effectively applied, transparent, and aligned with applicable centralized policies.

BPAS Recommendations

Programs:

- Define the **goals of their selection processes** and explicitly relate these to **overall program goals**

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

8

BPAS Recommendations

- Explicitly and publicly state the **processes and metrics** they use to **filter and rank candidates**, including on program and CaRMS websites

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

BPAS Documentation

Document, Document, Document
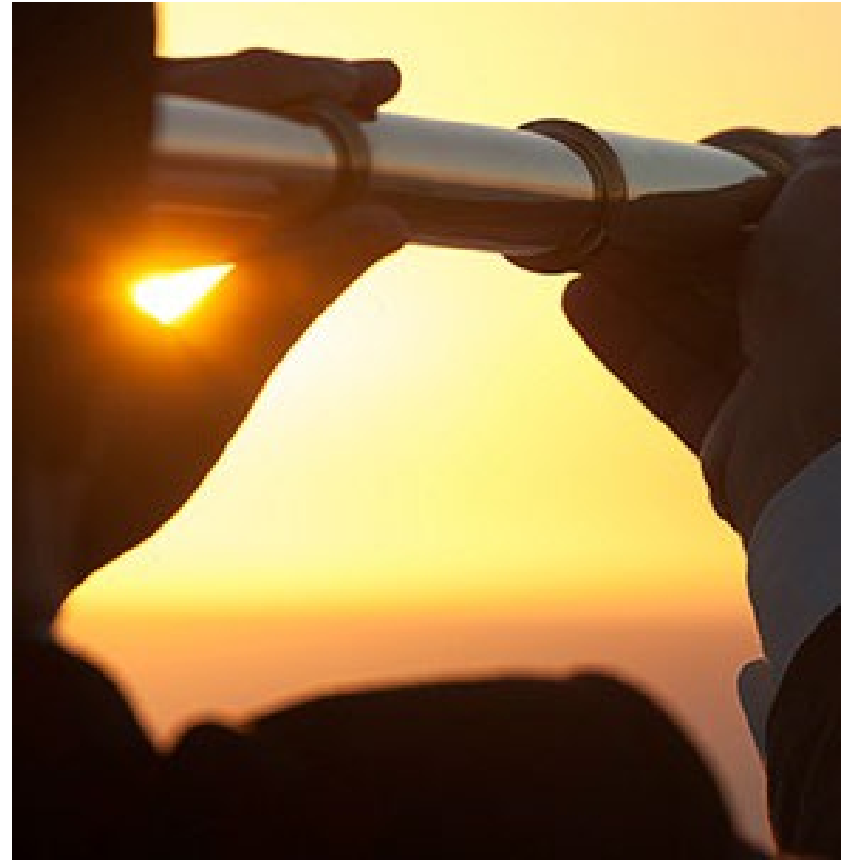
- Fairness, Transparency, Objectivity

Beware/Plan for:
- FOI
- Electronic Notes
- Shredding unnecessary papers
- Follow up emails from candidates
- Double Counting

Looking Ahead -2023

- BPAS 2.0
  - Review of current BPAS
  - Updates:
    - Virtual Interviews
    - Reference Letters
    - Committee Composition
    - Equity Diversity and Inclusion
    - Faculty Development

Contacts

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