

Resident Selection: Conflict of Interest

PGMEAC Meeting
September 27, 2024

Dr. David Chan, MD, MEd, FRCPC
Faculty Lead, Admissions & Transitions, PGME

Conflict of Interest (COI)

- Definition: A conflict of interest is a set of circumstances that creates a risk that professional judgment or actions regarding a *primary interest* will be unduly influenced by a *secondary interest* (Committee on Conflict of Interest in Medical Research, Education, and Practice, National Academy of Medicine)
- [AFMC and Resident Match Integrity](#): Each residency program must be in compliance with their institutional guidelines and policies on bias mitigation and conflict of interest.
- [CanRAC Accreditation Standards](#), Indicator 2.1.1.4: All individuals with responsibility in the residency program follow the institution's policies and procedures regarding ensuring appropriate identification and management of conflicts of interest.

PG Selection Policies of Canadian Faculties of Medicine

- COI not mentioned (n = 5)
- Generic statement about duty to declare (n = 5)
- Specific statements on faculty who supplied a reference letter for and/or participated in undergraduate assessment of a candidate (n = 2)
- Refer to university-wide policy (n = 1)
- Not found (n = 3; Francophone schools)

Principles, Roles and Accountability

PGME (central)

- Set principles, ensure accountability, monitor compliance, and provide guidance
- Create and disseminate selection committee and unconscious bias training attestation forms to programs
- Create and disseminate a guide to manage common COIs in resident selection
- Meet with programs to provide guidance and advice, as necessary
- Request an annual accountability report from programs

Principles, Roles and Accountability

Residency Programs (local)

- Adopt PGME's template that includes COI declaration and unconscious bias training attestation, distribute to their selection committee members, and ensure compliance
- PD and/or Selection Committee Chair to review, adjudicate and mitigate COIs with reference to PGME's COI guide; PGME Faculty Lead to advise as needed
- Over time, all selection committees should have established guidelines to handle common COIs, including mitigation strategies that can be feasibly applied in their programs
- Complete and submit an accountability report annually to PGME



Iterative Improvement of COI Process and BPAS 2.0

- COI scenarios not already captured in the guide but brought to the attention of PGME will inform iterative improvement
- Part of the broader goal in updating BPAS to enhance equity, diversity and inclusion in the selection process

Selection Committee Member Attestation Form

- Made it specific to resident selection and aligned with MD Admissions
- Removed section on EDI demographics
- Revised the process on how COI declarations are reviewed and adjudicated
- Revised unconscious bias training attestation form requiring either the TIDE module 3 or AAMC online seminar
- Updated background document on *Unconscious Bias Information for Selection Committees*

Guide to Addressing Common COIs in Selection

- Based on suggestion from the BPAS 2.0 Retreat
- Reviewed COI survey results from last year (n = 28) and notes/discussions from BPAS 2.0 Retreat
- “Red” vs. “yellow” COIs
- Includes recommended actions for mitigation
- Acknowledges the challenges in smaller programs and offers suggested measures to consider when strategies for complete mitigation are not feasible

Communication with Residency Programs

- Email communication to all programs by mid-October 2024, before the BPAS Workshop (Oct 18) and well ahead of the R1 and PSM file review opening (Nov 29 and Jan 14, respectively)
- Emphasizes all COIs should be declared and addressed and attestations completed before the start of any selection activity (e.g., assigning file reviewers)

Questions?

David Chan & Janine Hubbard
pgme.admissionslead@utoronto.ca



TEMERTY FACULTY OF MEDICINE
UNIVERSITY OF TORONTO

Temerty
Medicine