

FELLOWSHIP EDUCATION ADVISORY COMMITTEE
Minutes of Meeting – January 24, 2024
8:00 AM to 9:30 AM – Via Zoom

Present:

Caroline Abrahams, Dr. Adelle Atkinson, Dr. Rhandi Christensen, Dr. Jennifer Croke, Dr. Katina Tzanetos, Dr. Mojgan Hodaie, Dr. Rafal Ramzi, Dr. Meredith Giuliani, Dr. John Granton (Chair), Janine Hubbard, Dr. Cheryl Jaigobin, Dr. Melissa Kennedy Jennifer Fischer, Veronica Marrone, Maureen Morris, Laura Leigh Murgaski, Dr. Richard Pittini, Dr. Linda Probyn, Dr. Venkat Raghavan, Violetta Sochka, Shannon Spencer, Dr. Elizabeth Chuk, Pilar Barrios, Savannah Clancey, Vallarie Hildard, Elicia Bryant, Samantha Chin, Carolina Mitchell (guest), Natasha Shaikhislamova (guest), Dr. Matthew Muller (guest)

Regrets: Dr. Varsha Venkataraman, Dr. Damien Noone

1. Welcome

The meeting was called to order by the Chair, Dr. John Granton, and introduced the new member of FEAC, Ryan Lue, Fellowship Coordinator, Department of Ophthalmology, to the Committee.

Veronica Marrone reviewed the minutes with the committee. Dr. Granton asked for a motion to approve the minutes and they were accepted without revision.

2. AFC-Faculty Enrollment Eligibility - for information

Dr. Meredith Giuliani gave a brief overview of the three (3) possible routes of entry into an AFC: as a clinical fellow, senior resident, or faculty. She reviewed the eligibility of faculty to enroll in AFCs and referred to the document that was produced to clearly outline the process for the enrolment of a faculty member within the University of Toronto. This document clarifies which policies apply to faculty members.

Dr. Giuliani highlighted that faculty members can only be on an AFC on a part-time basis and approved by the relevant Chair, division head, and Head of practice plan, if applicable.

Clinical Chairs were advised and supportive of this process.

3. Post Retreat Debrief

Key success metrics for prioritized initiatives identified at the Fellowship Retreat were:

- Reduction in Learner Environment concerns
- Positive impact seen on Voice of the Fellows Survey 2025
- Issues resolved at the Office of Learner Affairs
- Increased enrollment (this metric is to be investigated further if it should be an increase in applications that is evaluated)

Post retreat priorities include:

- Orientation for new fellows in February, July, and September
- Onboarding Packages for fellows, Fellowship Directors, Fellowship Admins to be paired with Q&A throughout the year.
- Standardized contracts
- BPAS for Fellows
- Community Building
- Set of shared values
- Fellowship Directory

An update on contracts was requested and Veronica indicated an estimate of a few more months is required to complete this process but will have more information at the next meeting of the Committee.

4. Fellowship Certificates Sign-Off – for information

Janine Hubbard gave an overview of the current process for the issuance of certificates to all postgrad learners who have met the requirements of their training program. Currently there is great variability as to whose signatures appear on the certificates for Clinical Fellows and no signing authority names appear.

PGME is proposing to move towards having 2 signatures per certificate. For Clinical Fellowships it would be standardized to the Associate Dean and Vice Chair, Education. For AFCs, the signatures would be from the Associate Dean and RSCPSC Program Director. This will improve the verification process, reduce errors/requests for changes and reduce admin time to produce certificates.

The Committee is supportive of these changes.

5. UTORID Process and MEITT Update – for information

Carolina Mitchell confirmed current authentication process to access POWER is below information security standards. Due to the information stored in POWER, a multi-factor authentication (MFA) is required under UTORauth. Initial implementation will only include learners. Stake holders, including learners, will be contacted about this change between January-March 2024.

The approximate timeline for requiring UTOR Id to access POWER is March 2024. Support from POWER help desk and Elenra helpdesk will be ongoing.

Dr. Pittini asked about communication strategies to automatically make learners aware of MFA requirement. Carolina confirmed that learners will receive a PIN and password to log in to POWER the first time to access their UTORid. The second time learners try to logon, they will then be prompted to use their UTORid, if not already done. MFA is a central University requirement and they will give learners that information.

Caroline outlined the purpose of Medical Education Information Technology Transformation (MEITT) is to transform from existing legacy systems, MedSIS and POWER, across the MD

Program and PGME. MEITT has submitted an RFP that was posted September 2023. Three vendors responded and beginning early February demos and testing will occur.

6. Voice of the Clinical Fellow Survey 2023 – for information.

Caroline Abrahams and Natasha Shaikhislamova gave a presentation on the overarching themes and relevant data from the Voice of the Clinical Fellow Survey for 2023.

Caroline confirmed key takeaways with regards to the fellowship experience:

- majority of fellows indicated they are having an overall good experience in their program.
- most common sources for financial support are the department and personal savings.
- Majority of fellows reported receiving total funding of \$60,000 or more (i.e.- PGY 1 level or more). Approximately 20% reported levels below \$60,000.

Natasha described the following key points around the topic of Well Being:

- Rating of overall Health as excellent or very good has improved in 2023 over 2021.
- Feeling physical exhausted and overwhelmed were reported at the same rate as in 2021.
- Fellows who reported feeling worried about money daily or often increased over rates reported in 2021.
- Burnout was newly measured: majority of fellows indicated they were less likely to experience burn out based on metrics.
- Increase in the number of times a Clinical Fellow experienced discrimination, harassment, or both over 2021.
- Most common basis for discrimination/harassment was place of origin, race/ethnicity, or other reasons not specified in survey.
- Source of harassment/discrimination was mainly faculty member or patient/family/visitor. It should be noted a reported decline in faculty member as perpetrator from 2021 (51% in 2023 vs. 57% in 2021)
- Approximately 71% of fellows did not report harassment/discrimination/unprofessional behaviour. Reasons included fear of being labeled as difficult as the top reason.

Caroline outlined the following results of questions about 'OLA' and 'Looking Ahead':

- Almost half of respondents were not aware of OLA and a third had heard but not familiar with.
All respondents who indicated utilizing OLA's Learner Life Specialist services were satisfied and had a positive perception.
- Fellows in 2023 felt good or excited about their career path than in 2021, possibly due to the COVID-19 pandemic. This is the most positive response rate among all learner groups surveyed.
- When asked of likelihood of becoming a physician again if they could start all over, similar rate to 2021 of overall positive outlook.

7. Infectious Disease Expert Panel Update – for information

The Infectious Disease Expert Panel was formulated to review learners (MD Program and PGME) infected with a blood-born pathogen and to set some communicable disease surveillance policies for trainees, including vaccination requirements.

Dr. Matthew Muller described that the responsibility of the panel is to enhance the safety of patients, but also to try to minimize disruption for the learners infected with a blood-born pathogen as much as possible. Over the years there has been advancement in the prevention and treatment of these pathogens. Though the risk of these pathogens still exists, they are substantially lower.

All learners who were infected with blood-born pathogens had to be reviewed by the Panel. The evidence is that transmission from healthcare provider to patient is almost always associated with an exposure prone procedure (EPP).

Dr. Muller would like to ask the Committee what types of fellowships may have EPPs. Dr.

Action:

Granton, PGME and Dr. Muller will work offline to identify fellowship programs.

Janine Hubbard indicated fellowship directors are going to be surveyed to inquire about EPPs.

8. AFC-IRSC Details of FEAC Involvement – for information

Dr. Linda Probyn gave an overview of the Areas of Focused Competency (AFC), which have accreditation requirements – seven (7) domains and nine (9) standards. In the last accreditation cycle, this Committee provided support, but are no longer required to review applications.

Now in place is an AFC Internal Review Subcommittee (AFC-IRSC) to manage the internal reviews for AFCs. The AFC-IRSC reports into the Internal Review Committee chaired by Dr. Probyn as Director of Accreditation, who then reports to PGMEAC. Terms of reference are available for this sub-committee and will be reviewed annually.

The Chair of the AFC-IRSC is Dr. Granton who will communicate outcomes to this Committee.

9. Strike Subcommittee for Oreopoulos Fund Applications – Input and assistance requested

Action:

Veronica asked for those who wish to participate to indicate this to her and she will disseminate information to those identified. Oreopoulos Fund Terms were agreed upon with small revisions.

10. Other Business

Dr. Giuliani would like to remind the Committee of the Resident Appreciation Week is the week of February 5th, 2024.

Next Meeting: Wednesday, March 27, 2024 at 8:00am-9:30am