

## FELLOWSHIP EDUCATION ADVISORY COMMITTEE

Minutes of Meeting –Wednesday, September 24, 2025

8:00 AM to 9:30 AM – Via Zoom

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### **Present:**

Caroline Abrahams, Dr. Ahmed AlOthman, Tara Asgharzadeh, Dr. Mohamad Baker Berjaoui, Pilar Barrios, Dr. Jennifer Croke, Dr. Meredith Giuliani, Valerie Hilderl, Dr. Ada Hsieh, Janine Hubbard, Dr. David Hwang, Dr. Cheryl Jaigobin, Dr. Vaibhav Kamble, Veronica Marrone, Dr. Daniel Mueller, Dr. Anna Marie Mulligan, Laura Leigh Murgaski, Dr. Mini Pakkal, Dr. L. Venkat Raghavan, Natasha Shaikhislamova (guest), Dr. Laura Simone (Chair), Violetta Sochka, Shannon Spencer, and Neily Yaghini.

### **Regrets:**

Dr. Najma Ahmed, Dr. Ahmed Al-Awamer, Dr. Adelle Atkinson, Sarah Bakhit, Savannah Clancey, Dr. Kevin Higgins, Dr. Mojgan Hodaie, Dr. Melissa Hynes, Dr. Karl Iglar, Dr. Nora Letechipia, Dr. Sara Naimimohasses, Dr. Navdeep Nijhawan, Brigette O’Leary, Dr. Richard Pittini, Dr. Linda Probyn, Rafal Ramzi, Kiki Vona and Dr. Doreen Yee.

### **1. Opening Remarks, Updates, and Approval of May Minutes – Dr. Laura Simone, Chair**

Dr. Simone welcomed members and acknowledged the start of the academic year. A land acknowledgement was shared in recognition of National Truth and Reconciliation Day. New clinical fellow members were introduced to the committee.

### **Updates included:**

- Review of the Committee Terms of Reference (biennial review cycle)
- Implicit Bias & Anti-Racism/Anti-Discrimination training and attestation reminder
- PGME Post: Fellowship Corner will provide regular program updates
- Upcoming Fellows’ Welcome Receptions:
  - o Friday, October 17, 2025 – SickKids, Patient Support Centre
  - o Tuesday, October 28, 2025 – UHN, Toronto General Hospital, Education Centre
- Save the date: All Fellowship Program Directors Meeting on December 12, 2025, 3:00–5:00 pm (virtual)

**Important Notice:** Meeting scheduled for Wednesday, May 13, 2026 will be moved to Wednesday, May 27, 2026.

### **2. Approval of May Minutes – Dr. Laura Simone**

The May 2025 minutes were approved (motion: Dr. J. Croke; second: Dr. D. Mueller).

### **3. Voice of the Clinical Fellow Survey – Results Review – Caroline Abrahams & Natasha Shaikhislamova**

### **Key Insights:**

- 41% response rate
- Fellows reported strong mentorship and positive learning environments
- Experiences of mistreatment remain an area of concern

- Slight decline in career optimism compared to previous years

#### **Discussion & Next Steps:**

- Members noted balanced representation across departments
- Targeted departmental strategies will be developed once sub-analyses are available
- The committee emphasized the importance of translating results into concrete action plans

#### **4. PEAP Workshop Feedback and Reminders – Dr. Laura Simone**

Dr. Simone provided an overview of the summer PEAP workshop co-led with Janine Hubbard. Resources available include the presentation, slides, and tip sheet. Future workshops are planned for the Winter term to support rolling admissions.

#### **Key Points:**

- Supervisors continue to request support with delivering constructive feedback
- Concerns were raised about variability in evaluation quality

#### **Next Steps:**

- Consider expansion of PEAP workshops with case-based learning opportunities
- Direct FDs, administrators, and supervisors to the PEAP resources available on the website

#### **5. Mentorship for Clinical FDs – Initiative Launch – Dr. Jennifer Croke**

Dr. Croke introduced a new mentorship initiative modelled after the Royal College framework. The initiative aims to pair new Fellowship Directors with experienced mentors to support leadership development, enhance peer connection, and help mitigate burnout.

#### **Key Components:**

- Provide a comparable professional development structure for Fellowship Directors, with flexibility for non-accredited programs
- Aim to pair directors with mentors within their departments where possible

#### **Considerations:**

- Participation should remain voluntary
- Members suggested exploring group-mentorship options to reduce workload and ensure the initiative remains supportive rather than adding administrative burden
- A pilot phase is being considered for 2026

#### **6. June All FDs Exit Survey – Results Overview – Dr. Laura Simone**

The inaugural in-person June meeting received positive feedback. Sessions on licensing, work permits, and PEAPs were especially valuable. Although the response rate was modest, comments highlighted the importance of in-person networking and developing a shared understanding of best practices. Suggestions for improvement included more interactive components and broader program representation.

#### **Next Steps:**

- Aim to host two in-person gatherings annually
- Integrate small-group discussions by discipline or theme to enrich the experience

#### **7. Priorities for the Year – Dr. Laura Simone & Veronica Marrone**

##### **Group Discussion of Emerging Priorities:**

- Expand PEAP resources and support
- Address concerns highlighted in the Voice of the Clinical Fellow Survey

- Enhance communication and community-building across PGME
- Strengthen fellow onboarding and well-being
- Explore structured approaches to advancing mentorship, educational quality, well-being, and onboarding

**Next Steps:**

- Track participation and uptake of PEAP workshops
- Monitor progress on initiatives supporting well-being and educational quality
- Advance efforts to promote equitable experiences for fellows across departments, including revisiting key guidelines to improve consistency

**Meeting Adjourned**