



FELLOWSHIP EDUCATION ADVISORY COMMITTEE
Minutes of December 10, 2019
8:00 AM to 9:30 AM – PGME Boardroom A

Present:

Caroline Abrahams*, Dalia Al-Mouaswas, Dr. Glen Bandiera, Dr. Peter Chung, Jennifer Fischer, Dr. Cheryl Jaigobin, Maureen Morris, Loreta Muharuma, Laura-Leigh Murgaski, Dr. Linda Probyn, Dr. Arun Ravindran*, Dr. Rayfel Schneider, Shannon Spencer, Dr. Adrienne Tan*, Dr. Doreen Yee*

Guest(s): Mariela Ruetalo, Dr. Heather Flett

* By teleconference/Zoom

Regrets:

Dr. Karl Iglar, Dr. Giovanna Sirianni

1. Minutes of last meeting, October 29, 2019 and introductions

The meeting was brought to order with a round table of introductions of FEAC members and guests. Dr. Cheryl Jaigobin proposes approval of the minutes from the last meeting of October 29, 2019 and these were accepted without changes. No additional agenda items were added.

2. Business Arising

Dr. Bandiera gave a short update on the situation with regard to prospective postgraduate trainees from the Kingdom of Saudi Arabia (KSA). Leadership from the Post MD office met with the Head of Medical & Health Science Department, The Royal Embassy of Saudi Arabia, Saudi Arabian Cultural Bureau (SACB) on November 5th, 2019. The SACB indicated that the sponsorship program has been re-instated, although no new formal decree from the Kingdom of Saudi Arabia has been received. They advised that U of T can start to review files of Saudi trainees and a guarantee of funding would be provided for those accepted into training programs. Dr. Bandiera sent an email to all Residency and Fellowship Program Directors advising them of the update. The PGME office has been reviewing and forwarding new applications to programs.

3. New AFC Standards (Dr. Glen Bandiera)

Dr. Bandiera reminded members of FEAC that AFC's are now offered in 6 disciplines at U of T, although uptake has been low over the past years. The Royal College did a review of the AFC concept and it was

thought that the standards were a great deal of work. It was noted that AFCs add structure to fellowships and can be more competitive with US Programs. The Diploma stream was created to add rigor and standards.

Dr. Bandiera noted that the new standards look reasonable and they will be applicable as of July 2020. Dr. Schneider asked whether there would be a need for Faculty Development around the new standards and Dr. Bandiera agreed that they had considered this and more communication would be forthcoming regarding this.

4. Voice of the Clinical Fellow Survey (VOTCF) Developing an Action Plan

At the October 29th Meeting of FEAC, Ms. Mariela Ruetalo (Research Offer, PGME) was invited to present selected results from the Voice of The Clinical Fellow Survey, which was conducted between March – May 2, 2019. Dr. Schneider reiterated that these data are important, and may provide the basis for strategies to influence fellowship training. Dr. Schneider suggested that FEAC might want to focus on 1-2 topics at each meeting.

(a) Dissemination of Data

There is a precedent from surveys completed for the MD and Post MD Programs to share the data more widely. This has allowed Faculty to respond to specific departmental issues. Glen Bandiera pointed out that there is a plan to share the VOTCF survey data in a similar manner to the Voice of the Medical Student and Resident survey data.

(b) Fellow Mistreatment

Glen Bandiera advised that the Faculty of Medicine is concerned about the learner mistreatment data and has created a Faculty led position. The successful candidate will report jointly to the Vice Dean, MD Program and Vice Dean, Post MD Education and will work closely with the Office of Health Professions Student Affairs and Office of Postgraduate Wellness. The **Director, Learner Experience** is responsible for the development, implementation and evaluation of pathways for MD and Post-MD learners to discuss mistreatment they have experienced or witnessed. This includes the development and implementation of integrated approaches and practices informed by relevant University and Faculty of Medicine policies and procedures as well as mechanisms to enable and manage the collection, analysis and reporting of mistreatment disclosures/reports.

There are site-based data available and TAHSNe has also been very interested in responding to this. Hospitals are making it a priority. For example, the University Health Network has developed Wellness resources and Sunnybrook has included patients in their Code of Conduct. Dr. Schneider also advised that Pediatrics has created a “protected disclosure” process for learners who experience mistreatment, which will be disseminated to all residents, and fellows.

(c) Evaluations of Fellows

The survey revealed that among fellows who started their fellowship before January 2019, 12 % had not been evaluated at the time of survey. Staff of Post MD Office reiterated that it is sometimes difficult to retrieve evaluations from programs for fellows, and frequent follow up with supervisors, departments and sometimes Vice Chairs of Education is required. It was noted that this has been a longstanding issue. Dr. Cheryl Jaigobin noted that the Department of Medicine requires all fellow evaluations to be completed prior to the issuance of a fellowship certificate. It was thought that while this might be effective, it is important to have evaluations filled out in a timely manner.

The guidelines for evaluating clinical fellows as described in the FEAC Guidelines for Educational Responsibilities in Clinical Fellowships (November 2017) were reviewed <https://pg.postmd.utoronto.ca/wp-content/uploads/2017/12/Guidelines-for-Educational-Responsibilities-in-Clinical-Fellowships-Nov-17.pdf>. The committee considered the guidelines for evaluating clinical fellows to be appropriate. Dalia Al-Mouaswas questioned whether there might be barriers to faculty completing evaluations. Are they easily filled out on line? The group discussed that the PEAP forms are paper based. Dr. Yee suggested that Faculty have “evaluation fatigue”, particularly with the introduction to CBME. Adrienne Tan suggested that there has been a cultural shift from “assessment *for* learning” to “assessment *of* learning”.

(d) Finance for Fellows

This item was deferred to the next FEAC meeting.

Other Business:

Maureen Morris, Associate Director of Operations reminded the group that the Post MD Office would be closed from end of day December 20, 2019 with a return to work on Monday, January 6th. Exceptions would be on Friday, January 3rd, Post MD would be open (for PGME registration only) from 10:00am to 3:00pm.

The meeting was adjourned at 9:30am.

Next Meetings:

February 25th, 2020, & June 2nd, 2020