



Post MD Education
UNIVERSITY OF TORONTO

FELLOWSHIP EDUCATION ADVISORY COMMITTEE
Minutes of October 29, 2019
8:00 AM to 9:30 AM – PGME Boardroom A

Present:

Caroline Abrahams, Dalia Al-Mouaswas, Dr. Glen Bandiera, Dr. Dina Dabaneh, Jennifer Fischer, Dr. Cheryl Jaigobin, Dr. Helen MacRae*, Maureen Morris, Loreta Muharuma, Laura-Leigh Murgaski, Dr. Linda Probyn, Dr. Arun Ravindran*, Dr. Giovanni Sriani*, Shannon Spencer, Dr. Adrienne Tan*, Dr. Doreen Yee*

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

* By teleconference/zoom

Regrets:

Dr. Rayfel Schneider (FEAC Chair)

Dr. Peter Chung

Dr. Karl Iglar

1. Welcome New Members and Round Table Introductions

Dr. Bandiera welcomed our new clinical fellow member to the committee and attached to these minutes is a short bio of Dr. Dina Dababneh, Clinical Fellow in the Division of Neurology at St. Michael's. A round table of introductions followed, in addition to members joining by teleconference and Zoom.

2. Minutes and Action Item Update

Dr. Bandiera confirmed with the committee that there were no additions to the agenda. The Minutes of the FEAC Meeting on April 9, 2019 were approved by Dr. Linda Probyn and seconded Dr. Cheryl Jaigobin. These will be posted on the FEAC website as final.

(a) Research and Clinical Fellows (revised document)

The revised document will be placed on the FEAC website under the Agendas, Minutes and Relevant Documentation section.

3. Clinical Fellows by the Numbers (Dr. Glen Bandiera)

As is customary at the first FEAC meeting of the academic session, Dr. Bandiera offered an overview of clinical fellows by nationality, program registration, and the previous session (the slides that accompanied this presentation appear in the appendix to these minutes). There had been an increase in total enrolment of clinical fellows from 2018-19 (1,476 in 2017-18 vs 1,554 in 2018-19) and in the distribution of clinical fellows by program (the Department of Medicine continued to attract the most clinical fellows; namely 439 in 2017-18 and 453 in 2018-19).

Dr. Bandiera noted that in 2018-19 Canadian citizens/permanent residents accounted for 35% of all clinical fellows, slightly decreased from last year's 41%.

Dr. Bandiera also gave an update on the situation with Saudi Arabia. The Royal Decree has not been lifted, at this point. Until there is something official from the Saudi Arabian Cultural Bureau in Ottawa re-instating the program, we are not encouraging programs to look at applications from trainees.

4. Voice of the Clinical Fellow Survey (Mariela Ruetalo and Caroline Abrahams)

Mariela Ruetalo (Research Offer, PGME) advised that the Clinical Fellowship Survey has been conducted every two years since 2008. Previous survey results informed important improvements to the clinical fellowship experience at U of T such as suggested minimum fellow compensation, standardized offer letters, clearly stated goals & objectives and streamlining of the registration system. The original Clinical Fellowship survey was modelled after the Resident Exit survey. In 2016, the Exit Survey was redesigned to be to the 'Voice of the Resident' (VotR) survey. In 2018, the Faculty of Medicine conducted 'Voices of' surveys of faculty and staff. In 2019, they conducted 'Voices of' surveys of all learners including Clinical Fellows, Residents, Medical Students, Graduate Students, Medical Radiation Sciences Students, and Physician Assistant Students.

Between March – May 2, 2019 an online survey was conducted on all Clinical Fellows who were enrolled in a U of T clinical fellowship in the 2018-2019 academic year and were active for 1 month or more in that fellowship and were not on a PEAP. The response rate to the survey was 50%, and the committee acknowledged the hard work in attaining this.

The Survey contents were divided into the following: "Fellowgraphics", Socio-demographics, Fellowship Experience, Financial Support, Health and Wellness, Incivility, Harassment and Discrimination, Future plans and Final Comments.

- In terms of "Fellowgraphics", Departments hosting the most fellows were Medicine, Surgery, Pediatrics, Anesthesia, and Medical Imaging respectively. The sites hosting the most fellows are University Health Network, SickKids and Sunnybrook.
- Responses to Sociodemographic questions revealed 54% male and 46% female fellows, 94% identifying as heterosexual, and the majority of fellows being between the ages of 31-40. 8% of fellows identify with having a disability and 48% of these fellows note the type of disability as emotional.

- Fellowship Experience - 2 in 3 (65%) clinical fellows describe their fellowship as being excellent or very good, with the same percentage of fellows describing their educational/professional progress as excellent or very good.
- The majority of fellows live with someone else (75%), and among fellows with children (44%), 57% have children 4 years or younger and 39% have children 5 to 12 years old. 15% of fellows earn less than \$60,000. Half of fellows are worried about finances always (20%) or often (29%).
- When fellows faced an issue in their fellowship, 1 in 5 fellows (22%) did not ask for support when they needed it.
- When asked about access to primary care answers revealed that family members of (69%) are more likely than fellows (51%) to have a family doctor they can visit during their fellowship.
- 65% of our fellows report the culture of respect as excellent or very good. However, 39% of fellows say they were subjected to various forms of incivility in the past academic year. Nearly half of fellows (46%) say they experienced discrimination and/or harassment this past academic year. Among those who said they experienced discrimination/harassment half say a faculty member was the perpetrator. Only 6% filed a formal complaint and 34% told someone in authority.
- Almost half of fellows (46%) would definitely recommend fellowship training at the University of Toronto. 38% of fellows are excited about their future career path.

Committee members asked about the sharing of this data. Dr. Bandiera stated that the Faculty's Survey Governance Committee need to ensure the data is shared in a meaningful way. There is power in triangulating the survey data, given the Faculty's deep interest in this.

5. Update on Primary Care for Clinical Fellows (Dr. Heather Flett)

Dr. Flett first informed the group that a new committee, Optimizing the Learner Environment (OLE), had been developed, which she is co-chairing with Dr. Tony Pignatiello, Associate Dean, Health Professions Student Affairs. This committee would ensure better management of harassment and discrimination complaints. The working group has developed recommendations in four key areas to address mistreatment across the learner continuum: Institutional Leadership, Accountability, Clarity and Awareness. They are also working to clarify processes, policies and communication pathways.

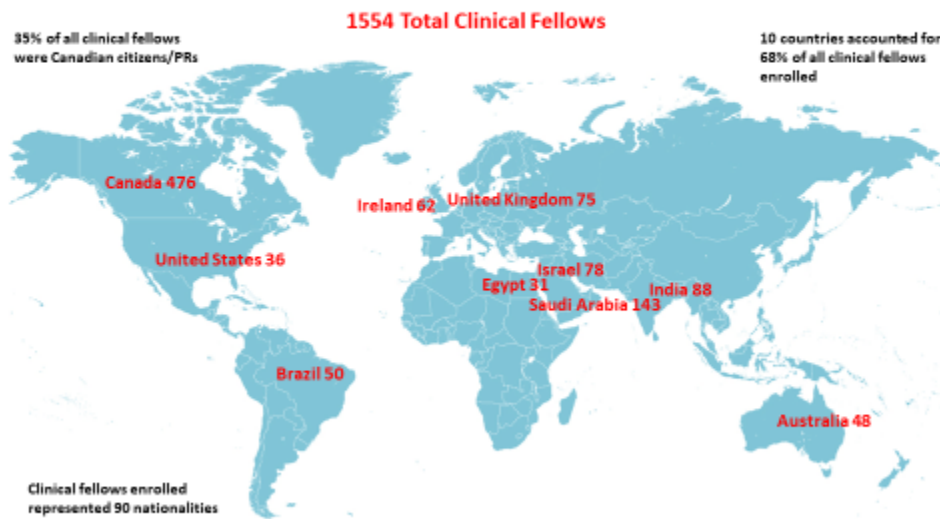
Dr. Flett also advised of the reinvigorated committee Docs for Docs "2". This committee would look at data around primary care for fellows and also pull on data collected from the Voice of then Resident and Fellow surveys. Residents are more likely to have a family physician than fellows. Would fellows access primary care? If you build it, will they come?

The meeting adjourned at 9:30am.

Dr. Dina Dababneh, Clinical Fellow (Neurology, Multiple Sclerosis)

Dina moved from the US where she completed her Neurology residency in St. Louis, Missouri. Before starting her residency, Dina completed 2 years of research at the Johns Hopkins University in Baltimore, Maryland, followed by the MD Anderson Texas Medical Centre in Houston, TX. She was elected as the Academic Chief Resident during her residency, and currently a Chief Fellow at University of Toronto. Dina won the “Best Resident Research Award” and the “Best Resident Professionalism Award” in the US. She was also elected as the “Resident Wellness Champion”. Currently, she is working on multiple research publications to be presented at national and international conferences including the AAN annual conference and AANEM as well as the End MS conference. Dina enjoys teaching and is an active volunteer. She is married and has 2 children, Elena (5) and Joseph (4).

Clinical Fellows by the Numbers 2018-19: Enrolment by Nationality



Clinical Fellows by the Numbers 2018-19 Enrolment by Department/Division/Unit

