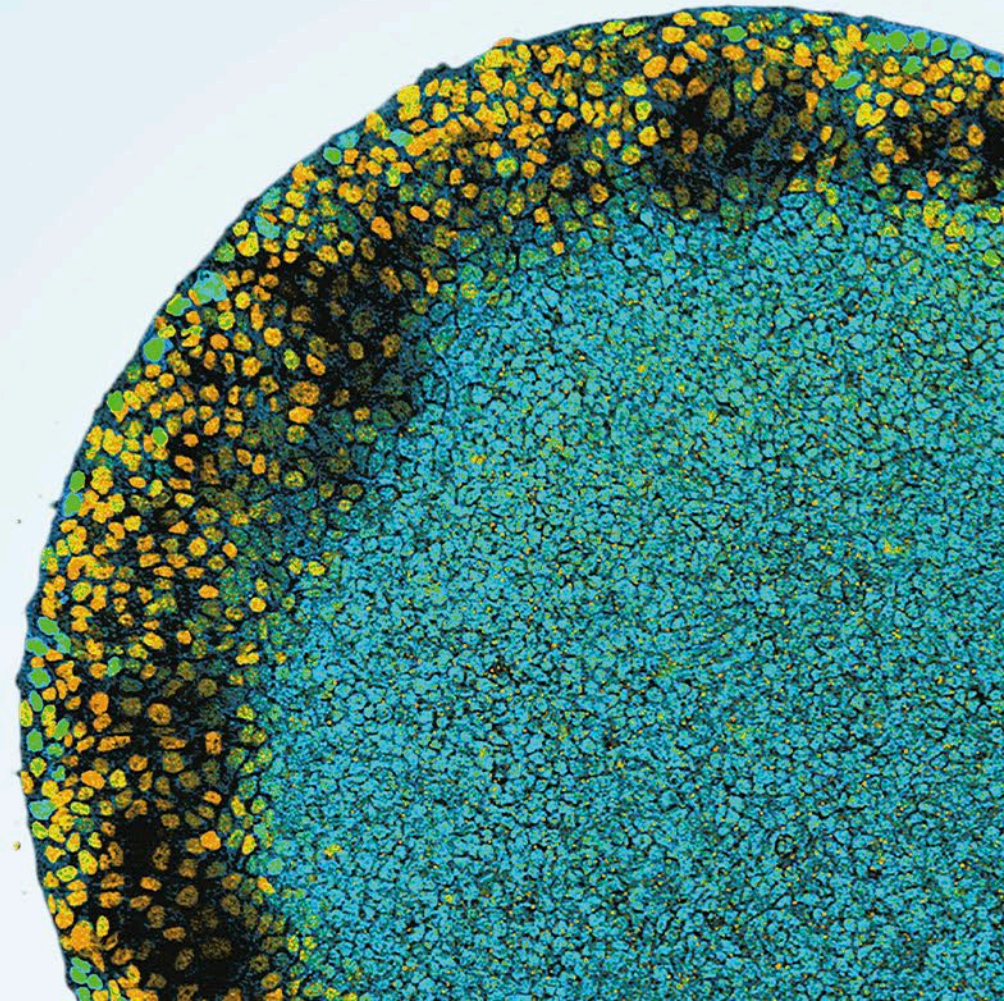Temerty Medicine

Mentorship Update
Feb 23, 2024

TEMERTY FACULTY OF MEDICINE
UNIVERSITY OF TORONTO

Faculty Lead Presentations

Jennifer Croke (she/her)
Faculty Lead, Mentorship

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Temerty
Medicine

Brief Overview

- **New: "Policy on Appointing a Program Director of a Royal College-accredited Program"**

- Clarifies acceptable qualifications of PDs and responsibilities of institutions and the RC about PDs and their appointments

- **Includes the following requirements:**

- One-on-one coaching with a Royal College Fellow/Subspecialist Affiliate who has current or recent experience as a PD of a RC accredited program.

- Must commence within 3 months of the appointment and continue for at least 1 year.

Overview New PD Mentorship Program

Dyads created by PGME

Pilot launched April 2023

1 year

- at least 2 one-on-one mentorship meetings
- Informal communication as needed

Focused Priorities

- Networking events
  - November 1, 2023: Supporting Learners in Difficulty
    - Melissa Hynes, Kendra Naidoo
  - March 6, 2024: PD & Learner Wellness
    - Heather Flett, Shaheen Darani, Julie Maggi
  - May 22, 2024: Faculty Promotions
    - Tina Martimianakis, Cate Creede, Euson Yeung, Mary Jane Esplen

Focused Priorities

- Program evaluation
    - Mixed methods
    - Pre-program needs assessment, mid- and end-program evaluations
    - One-on-on interviews with mentees, mentors

- Opportunities for collaboration across PGME
    - Expand to include Family Medicine
    - Mentorship in Diversity Program
    - Professional Development
        - New Multi-source feedback Program (Leadership, Anne Matlow)

Pilot "Pre-Program" Survey

- Circulated May 2023

- 12 responses: 8 mentors, 4 mentees

- What are you hoping to get our of this mentorship program?
  - Mentors: "giving back," staying connected to medical educators
  - Mentees: guidance from outside, common challenges

- What challenges may you encounter?
  - Clinical workload
  - Conflicting schedules

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Current Pairings

2022 – 2023 Cohort D (Pilot)

Mentor		Mentee	
Emer Finan	Neonatal-Perinatal Medicine	Karen Wang	Child and Adolescent Psychiatry
George Oreopoulos	Vascular Surgery	Vincent Lin	Otolaryngology
Pejman Maralani	Neuroradiology	Andrew Williams	Forensic Pathology
Daniel Gorman	Child & Adolescent Psychiatry	Carol Lam	Ped Endocrinology & Metabolism
Michele Farrugia	Obstetrics & Gynaecology	Nicole Look Hong	General Surgical Oncology
Norm Rosenblum	Clinician Investigator Program	Anand Govindarajan	General Surgical Oncology
Lisa Bahrey	Anesthesia	Laura Donahoe	Thoracic Surgery
Mark Fefergrad	Psychiatry	Kevin Weingarten	Core Pediatrics
Anupma Wadhwa	Pediatric Infectious Diseases	Jenna Spring	Adult Critical Care
Christopher Li	Adult Respirology	Amandeep Rai	Ophthalmology
# of Mentors	10	# of Mentees	10

2023-2024 Cohort A

Mentor		Mentee	
Gerard Morton	Brachytherapy AFC	Cynthia Tsien	Solid Organ Transplantation AFC
Emma Cory	Child Maltreatment Peds AFC	Jordan Chenkin	Acute Care POCUS AFC
Emma Cory	Child Maltreatment Peds AFC	Susan Franchuk	Addiction Medicine AFC
Daniela Lobo	Addiction Medicine AFC	Yulia Lin	Transfusion Medicine AFC
Christopher Li	Adult Respirology	Jackie Chiang	Pediatric Respirology
Jeremy Gilbert	Adult Endocrinology & Metabolism	Jakov Moric	Adult Respirology
B. A. Millar	Radiation Oncology	Michelle Gould	Pediatric Gastroenterology
David Tang Wai	Adult Neurology	Larissa Liontos	Hematological Pathology
Robert Madan	Geriatric Psychiatry	Matthew Sheppard	Pain Medicine
Andrea Bezjak	Radiation Oncology	Eric Tseng	Adult Hematology
Michael Pollanen	Forensic Pathology	Alexa Caturay	Public Health and Preventive Medicine
Eric Bartlett	Diagnostic Radiology	Reza Vali	Nuclear Medicine
# of Mentors	11	# of Mentees	12

2023-2024 Cohort C

Mentor		Mentee	
Najma Ahmed	Trauma General Surgery AFC	Romy Cho	Child Maltreatment Peds AFC
Rita Katznelson	Hyperbaric Medicine AFC	Eric Leung	Brachytherapy AFC
# of Mentors	2	# of Mentees	2

2024-2025 Cohort A

Mentor		Mentee	
Tina Trinkaus	Adult Hematology	Kescha Kazmi	Pediatric Infectious Diseases
# of Mentors	1	# of Mentees	1

Questions/Discussion