

MEETING MINUTES

Postgraduate Medical Education Advisory Committee (PGMEAC)

Friday, March 25, 2022 | 12:00 – 2:00 pm
Zoom Meeting

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- Present:** Meredith Giuliani (Chair), Caroline Abrahams, Stacey Bernstein, Alis Xu, Larry Erlick, Paolo Campisi, Paul Tonin, Savannah Clancey, Richard Walker, Eric You-Ten, Susan Done, Stu Murdoch, Rachel Fleming, Alison Freeland, Jeannette Goguen, Karl Iglar, Nicola Jones, Adelle Atkinson, Reena Pattani, Kevin Weingarten, Barry Pakes, Maureen Morris, Lisa Bevacqua, Linda Probyn, Shari Thompson-Ricci, Lindsay Baker, Jackie James, Anne Matlow, Walter Tavares, Paul Tonin, Melissa Kennedy, Shannon Spencer, Mojgan Hodaie, Laura Leigh Murgaski, Charlene Sturge (Recorder)
- Guests:** Tony Pignatiello, Heather Flett
- Regrets:** Arno Kumagai, Andrea Bezjak, Patricia Houston, Mary Bell, Charlie Guiang, Adrienne Tan, Giovanna Sirianni, Michele Farrugia, John Lloyd
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1. AGENDA/MINUTES

- a) M. Giuliani welcomed committee members to the meeting. In alignment with governance review at PGME, three new members have joined PGMEAC representing areas that play an integral role with our ongoing activities. Please welcome:

Shari Thompson-Ricci: Program Coordinator, Office of Inclusion & Diversity, TFOM

Lindsay Baker: Associate Director, Curriculum Integration & Partnerships, CFD

Walter Tavares: Scientist, Wilson Centre, MD Program and PGME

The agenda was approved as written.

- b) Minutes of the Friday, February 25, 2022, meeting were accepted as circulated.

MATTERS ARISING/REGULAR UPDATES & FOLLOW-UP

2. Resident Report

A. Xu provided an update on PARO activities:

MRRP

We were excited to hear of the government's decision to extend the MRRP until September 30, 2022. Our hope is that programs and hospitals will continue to use this program and actively seek MRRP volunteers first, before using back-ups or redeploying residents.

Secure Bike Storage Facilities Survey (*see attachment*)

In the past months, PARO received emails from residents who had their bikes stolen while on call. In partnership with HUEC, a survey was sent to all hospitals regarding the location and access of secure bike storage. The results were included in a newsletter sent out in February to all Toronto residents. We also encouraged all of the hospitals, if they do not already, to inform residents of the location and method to access secure bike storage during orientation.

Upcoming Events

To help residents relax, socialize and make connections, PARO reps will be hosting a few socials over the next couple of months:

- April 12: A province-wide Insurance Financial Literacy Talk
- April 21: A province-wide Trivia Night – “Battle of the Universities”
- April 28: A province-wide Disney Sketch Night
- May 4: A virtual cooking class teaching Toronto residents how to make traditional hummus
- May 7: A province-wide virtual chess tournament
- Mail call kits to all hospital sites to be distributed to incoming PGY1s.

Plan a PARO PGY1 Welcome Social

We are currently planning this and there will be more information to come.

3. PAAC Report

S. Clancey reported on recent PAAC activities:

PAAC Awards

The award nomination email was sent out earlier this week. This year, there will be 3 awards that PA’s can be nominated for:

Administrative Excellence/Leadership Award

This award will be presented to an individual who demonstrates a culture of inclusivity and diversity, is held in high regard by their peers, leads by example in their “above and beyond” dedication, and demonstrates significant potential to assume a more senior leadership role in the future.

Quality Improvement/Innovation

This award is for an individual who has developed an innovative new method, technology, or system to improve current practices; made innovative improvements to an existing technology or system; or created an innovative solution to a problem. This award will be given in recognition of a specific innovation or project.

Career Achievement Award

In celebrating outstanding dedication, this award is presented to one long-standing administrative staff (program coordinator, administrator, assistant, medical education staff, etc.) with 10+ years of service.

The deadline for award nominations is **April 14, 2022**.

Appreciation Video for Program Administrators

This year for the appreciation event we wanted to do a video tribute to the PAs. We are inviting each program to record a short video (5-7 seconds) saying thank you or other words of appreciation to their admins. More information about this should be coming out next week to Program Directors to send out to their residents and fellows.

Terms of Reference

PAAC is updating the terms of reference which will be presented to the April meeting for this committee to review.

4. COFM

Lengthy discussion of the recently announced expansion of undergrad and residency positions and the new Ryerson Medical School.

The implications of the compressed timelines for CaRMS was discussed, particularly the effects on those

applicants who are applying to US and Canadian medical schools as the US match results are released before CaRMS match results, holidays (spring breaks), PG logistical challenges with registering individuals with the new timelines, to name a few. Nationally, data will continue to be collected and brought back to the relevant stakeholders. More updates will be shared as they become available.

HUEC

An after-action analysis reviewing the redeployment in the Omicron wave and the data we have so far from the sites. Over 90% of redeployment activities were MRRP (voluntary), and very little block-based (mandatory) redeployments. This aligned with how the health human resource gaps were occurring.

The hospitals have adopted the stop light system to guide on-site activities. With the known increase in case numbers currently, the hospital leads are monitoring the situation daily, and you may see some activities move from “green” to “yellow” soon.

A new sub-committee to HUEC, *PGME Learner Emergency Redeployment Working Group*, has been formed to bring stakeholders together around future emergency redeployment activities. This group will have hospital, program and learner representatives. Once the terms of reference and redeployment principles are finalized this group will present to PGMEAC.

Streamlined onboarding work is continually underway to make it as efficient as possible. Current next steps will be shared at the meeting

5. Accreditation Follow Up and IRC Update (see attachment)

L. Probyn provided an update on accreditation follow up and IRC activities, which included:

- IRC is implanting three new approaches to help prepare programs submitting Action Plan Outcome Reports (APORs):
 - Follow up on learning environment AFIs
 - PA reports (process in development with input from PAAC)
 - Resident reports that will be accessible to the programs (process TBD)
- The IRC Learning Environment Working Group was established to explore options for monitoring progress in a manner that generates evidence that can be included in the APOR and includes the voice of the learner (but does not require a Full Internal Review)
- Full details on the working group observations and recommendations can be found in the attached slides
- Discussions around the Internal Review Cycle and plans for facilitation, workshops and feedback from faculty are all being considered
- Collating data reports from UG/PG/nursing students into a single document is preferred by members

6. MD Program Update

S. Bernstein shared key updates from the MD Program including:

- Work has begun using a creative process map to address unsatisfactory elements noted in the recent accreditation
- Third year home school electives will begin in early May
- The cost for provision of PPE for students going to community clinics has risen significantly. Examining other options while ensuring safety for learners at all times

7. COVID Updates

Approved MRRP extension through to September 30, 2022, with no other changes or restrictions.

Central coordination of activities is no longer being used at hospital sites, the approval mechanisms

remain for payment and documentation. MRRP activities are being flowed via the departments.

Closely monitoring the impact of the significant rise in cases. PGME is prepared should an emergency arise, and will provide communication to programs as needed.

NEW BUSINESS

8. Office of Learner Affairs (OLA) Update (see attachments)

T. Pignatiello, Associate Dean, Learner Affairs; H. Flett, Temerty Professor of Learner Wellness; and R. Pattani, Director of Learner Experience (LEO) presented on learner wellness initiatives, roles and supports of OLA. All information, contact details and useful links can be found in the attached slides.

Highlights include:

- Learner wellness strategies to work collaboratively with various groups within Temerty Medicine
- Develop policies and programs to address learner mistreatment
- Improving professional values in faculty and learners to improve learner wellness
- Developing parallel programs where initiatives in one area has an impact across the continuum supporting the community as a whole
- Working with OID and disability and social justice examining accommodations and accessibility with UG and PG
- Leadership and capacity-building to address identified needs and challenges in our system
- Multi-level education for learners and faculty to ensure faculty are equipped to support learners' wellness and success
- Working with learners at individual and systems levels to optimize the learning environment and experience, and enable their development into accomplished health care professionals
- OLA is totally voluntary, a neutral, inclusive safe and confidential space, and free of charge to learners
- OLA has a mix of core in-house services: career counselling, personal support, academic and clinical skills enhancement, service learning, diversity outreach, financial support and literacy, accommodations and more
- Learner Life Specialists are MSW, OT, Registered Psychotherapists with a minimum of 5 years clinical experience in mental health that is trauma informed, anti-oppression/anti-racism
- [OLA website](#)
- Revised guidelines for managing disclosures of mistreatment in both UG and PG
- Advancements in securely stored data to tighten up efficiencies and processes
- Role of LEO is to support the learner and help them navigate the process
- Goal is to improve systems-level interventions that will ideally eliminate learner mistreatment
- LEO works closed with OID, OHPSA, OLA, equity offices at U of T, PARO, hospitals, TASHN, sexual violence prevention and support centre

9. PGMEAC Survey Results Summary

As part of our commitment to continuous quality improvement, we asked all committee members to complete a short PGMEAC Self-Assessment Survey. This survey is one of the tools we will use to monitor and improve PGME governance on an ongoing basis and will be done annually.

Results (see attachment)

- Overall, the results were highly favourable in the areas of: effective forum for input; alignment between purpose and actions taken/decisions made; meeting administration
- Specific topics for the future: orientation package at beginning of academic session; EDI focused discussions; resident accommodations
- Reporting structure could use more clarification with subcommittees
- Suggested changes: large committee needs opportunity for everyone to speak

We have already begun to respond to the recommendations and want to ensure that the topics we bring forward are helpful to the committee, including hybrid meeting format in the future that still allows for full engagement and inclusion.

In April, there will be an in-depth presentation on accommodations. The fall will have a dedicated meeting to admissions, CaRMS cycle, and orientation.

10. PGME Governance Review Update

P. Tonin provided an update on work of the PGME Governance Review to date. A formal proposal of the revised PGMEAC Terms of Reference and recommendations will be brought to this committee for approval at the April meeting. As the work is ongoing, you will see the revised ToR come to this committee on a rolling basis over the next six months, including updated ToRs from our subcommittees for approval as they are ready.

11. Professional Health Education Expansion

The provincial government recently announced an expansion of health professional education in Ontario. This growth is greatly needed to support the health and wellbeing of all Ontarians and has been long-advocated for by the Council of Ontario Faculties of Medicine. In total, 160 new undergraduate medical student positions and 295 for postgraduate medical training positions were announced. It will be a phased roll-in of these positions. We will be working with our hospital partners to determine how the new PG positions will be allocated in our region once further details are received from the MOH. We are awaiting further details from the Ministry about direction on allocations of positions.

These positions will be shared across the province as follows:

- We, at the University of Toronto, will receive 30 undergraduate seats and 45 postgraduate positions;
- A new Ryerson University medical school, to be based in Brampton, Ontario, will receive 80 undergraduate seats and 95 postgraduate positions with the goal of opening in 2025;
- Northern Ontario School of Medicine will receive 30 undergraduate seats and 41 postgraduate positions;
- Queen's University will receive 20 undergraduate seats and 30 postgraduate positions; and,
- Western University, McMaster University and the University of Ottawa will each receive 28 postgraduate positions.

The 30 new MD student positions at U of T are just one part of a broader vision to establish the Scarborough Academy of Medicine and Integrated Health (SAMIH) at the University of Toronto Scarborough. This new hub for health professional education will support the training of doctors, physical therapists, physician assistants, and nurse practitioners, in addition to educating undergraduate life sciences students. We will work closely with local partners to recruit students from the local community to better serve the needs of Scarborough and Durham Region.

Next Meeting | Friday, April 29 at 12:00 pm *via Zoom*