

MEETING NOTES

Postgraduate Medical Education

All Program Directors & Family Medicine Site Directors Meeting

Friday, December 8, 2023 | 12:00 – 2:00 pm
Zoom Meeting

1. WELCOME/LAND ACKNOWLEDGMENT

- a) M. Giuliani welcomed new and returning members, and read out a land acknowledgment.
- b) M. Giuliani introduced newly appointed PGME Faculty Leads and respective portfolios.

2. WILSON CENTRE UPDATE *(see attachment)*

C. Whitehead, Wilson Centre Director provided a brief history of the Wilson Centre and an update. C. Whitehead discussed the mission, research and research themes of the Wilson Centre.

Membership includes scientists and scholars from across many departments/programs in the Temerty Faculty of Medicine (TFOM). There are also members external to the TFOM. The membership categories have recently been updated to be more inclusive of different disciplines/professions/forms of knowledge. C. Whitehead encouraged people to review membership categories here: <https://thewilsoncentre.ca/membership-categories-april-2023> and reach out with any questions.

C. Whitehead listed key questions/topics that the Wilson Centre aims to address (COVID-19, AI, virtual care, etc.) in terms of changing clinical care and health professions education.

3. LEARNER SUPPORTS & LEARNING ENVIRONMENT

a) 2023 VotR & VotCF Results *(see attachment)*

C. Abrahams and D. Rojas presented highlights from the 2023 Voices Learner Surveys. C. Abrahams outlined the response rates, overall experience, and overall health data for medical students, residents, and clinical fellows from the past academic year.

D. Rojas noted that two new indicators of learner wellness were collected this year:

- **Professional Fulfillment:** Survey data indicates that the majority of residents and clinical fellows are less likely to be professionally fulfilled.
- **Burnout:** Survey data shows that half of the residents are likely to experience burnout in their academic year, while the majority of clinical fellows are less likely to experience it.

D. Rojas discussed data around discrimination and harassment:

- 2023 saw a larger percentage of residents experiencing discrimination or harassment compared to both 2021 and 2019.
- Sources of harassment/discrimination were mainly faculty members or patient/patient family member.

- The percentage of faculty as a perpetrator of harassment or discrimination have been fairly consistent since 2019. The percentage of patient/patient family member as a perpetrator has increased significantly compared to 2021, across all trainee levels.
- Higher rates of reporting incidents of harassment/discrimination in 2023 from 2021, with the biggest increase in the resident population who reporting receiving the most concerning levels of harassment.
 - Incremental increase in negative repercussions after making a report among medical students and residents, considered to be related to the overall increase in reporting.
- Data from the Learner Experience Unit (LEU) showed that as the rates of harassment/discrimination among PG learners increased in 2023, the rates of reporting to LEU also increased. In UG, the rates of reporting to LEU were somewhat decreased in 2023.

Possible explanations for this data: increased diversity of learners (members of equity-seeking groups more likely to experience harassment/discrimination) and potential increase in awareness of harassment/discrimination.

C. Abrahams provided an overview of how the findings are being shared:

- Currently being presented to key groups in TFOM as well as hospital partner committees.
- Reports are being developed for the individual Clinical Departments.
- A two-page summary for survey respondents is being prepared.
- A database with the results of three+ years of the surveys has been created.

b) PG Learner Affairs *(see attachment)*

A. Pignatiello provided a high-level overview of the Office of Learner Affairs (OLA). Announced faculty change: Shaheen Darani is the Acting Director, PG Learners Affairs and Jory Simpson is the Acting Associate Director, PG Learner Affairs.

OLA supports learners across all levels of training, across all campuses. A. Pignatiello listed the various supports OLA offers learners in terms of wellness (related to absences, accommodations, etc.). There are five full-time Learner Life Specialists who are personal counsellors, and available to support learners through predominantly short-term interventions, with handover to longer-term support if needed.

A. Pignatiello discussed the Learner Experience Unit (LEU) and categories of learner mistreatment.

Ways for learners to connect:

- QR Code (see attachment)
- Learner assist button on every page of the TFOM website which links to the learner mistreatment website: <https://meded.temertymedicine.utoronto.ca/learner-mistreatment>.

Resources are in place for supervisors and faculty leads to support learners in disclosing/reporting, as well as a primer for teachers on “How to Navigate Learner Mistreatment”. A. Pignatiello advised that OLA is trying to raise awareness of available services and resources for learners through marketing.

c) Career Advising *(see attachment)*

S. Bernstein introduced the Career Advising Team and described their three-pronged approach to supporting PG:

- Holding 1:1 meetings with learners.

- Holding workshops.
- Creating a repository and building OLA/PG website.

Inaugural workshop took place on November 28th on the topic of Family Planning in Medicine, which was well received.

Next steps for career advising:

- Needs assessment
- Academic half-days
- Build evaluation program
- Communication network for residents and fellows to disseminate information
- Website development
- Increase outreach

S. Shakory noted that PARO can send communications to residents to aid in increasing engagement.

d) ITER/ITAR Appeals *(see attachment)*

M. Hynes presented on the ITER/ITAR appeals process, established by PGME in 2022. This is to support programs who do not have existing appeals pathways at the program level. She outlined the eligible criteria for an appeal: if the process was not followed (according to learner), if the assessment was felt to be unfair, or if appropriate evidence was not considered when the ITER/ITAR was issued. M. Hynes noted the constraint that appeals need to address academic issues, rather than learning environment concerns.

M. Hynes reiterated that throughout any PGME processes, learners are encouraged to have a support person attend meeting (e.g., PARO representative) and will consider including this in the communications language to ensure that learners are aware. H. Aljazzaf, PARO Board Member confirmed that PARO is available to all residents via paro@paroteam.ca. M. Giuliani noted that for clinical fellows who don't have the same supports through PARO, there is a contact in the Office of Inclusion and Diversity (OID) who can act as a support person for them. This can be requested via: medicine.inclusiondiversity@utoronto.ca. Information on additional supports is available here: <https://meded.temertymedicine.utoronto.ca/additional-supports>.

e) Transfers/Learner Appreciation/PGME Holiday Closure *(see attachment)*

Holiday Closure

J. Hubbard reminded attendees of upcoming holiday closures for University of Toronto (UofT), CPSO, and CMPA. UofT will be closed at 5:00 pm on December 20th and will reopen at 8:45 am on January 3, 2024. A small team will be working over the closure period to process urgent requests. Urgent registration inquiries should be directed to postgrad.med@utoronto.ca.

Learner Appreciation

J. Hubbard shared plans to recognize residents and fellows during Resident Doctor Appreciation Week (February 5 – 9, 2024) with electronic gift cards, sent to the email address provided on POWER for all Postgraduate Learners (including those on leaves), if fully registered by the start of Appreciation Week.

Transfers

J. Hubbard provided an update on transfers.

- Deadline for Internal Requests – January 22, 2024 at 9:00am

- Deadline for External Requests – March 31, 2024 at 11:59pm

J. Hubbard noted that external residents looking to transfer to UofT should contact their home PGME office for timelines, as requests are managed by their current school.

PGME is holding two transfers information sessions in partnership with OLA in January:

- Tuesday, January 9, 2024 – 6PM – 7PM
- Monday, January 15, 2024 – 6PM – 7PM

J. Hubbard outlined important milestones for internal transfers and reminded programs to not make any promises or commitments to learners; advise that they will receive a formal decision from PGME.

M. Giuliani stated a reminder for programs to note the deadlines for transfer requests as they will not be extended. Also recognized the work being done by OLA, who can support learners in this area. S.

Darani shared the link to the transfers webpage: <https://meded.temertymedicine.utoronto.ca/transfers>.

4. CURRICULUM

a) Global Health Update *(see attachment)*

B. Pakes presented update on global health offerings at PGME. Programs offered include a Global Health Education Initiative, Global Health Electives, the [Global Health Research Showcase](#) (February 2, 2024) and Global Health Day (May 22, 2024).

Resources:

- Global Health website: <https://gh.pgme.utoronto.ca/>
- Faculty liaison and mentorship
- Guidelines for Educational and Ethical Global Health Electives

B. Pakes highlighted the Global Health Education Initiative (GHEI) program: <https://gh.pgme.utoronto.ca/about-the-ghei/>. This is co-curricular program for residents/fellows which includes the [Global Surgical Scholar Program](#).

B. Pakes asked programs to be aware of the GHEI program and offer it to trainees, facilitate attendance at Global Health events, ensure Global Health electives are registered through PGME, and support local Global Health faculty.

b) CIP Update *(see attachment)*

N. Jones provided an overview of the background of the Clinician Investigator Program (CIP), and discussed program content and organization. Noted that the Royal College changed the training expectations (as of July 1, 2021) for CIP, and went over the curriculum requirements.

Events and activities within CIP:

- Annual symposium which includes workshops on a wide variety of topics.
- Networking/career development session for early career researchers.

N. Jones advised that there is limited Ministry of Health (MOH) funding associated with CIP, and noted application deadlines:

- January 10, 2024 for Ministry of Health-CIP Funding Competition and new CIP trainee Applications (for July 1, 2024 enrollment).
- May 1, 2024 new CIP trainee Applications for July 1, 2024 enrollment.

Application requirements were outlined, emphasizing the need for the letter of support from the applicant's Program Director which confirms 80% time for trainee's research and confirmed funding for 2 years. S. Spencer noted that it is possible to seek funding for internationally sponsored trainees in Royal College programs (i.e., not clinical fellows) for CIP, please reach out to Shannon directly for further details.

Further details re: eligibility, application, funding can be viewed at <https://cip.utoronto.ca/>.

c) CBD Update (*see attachment*)

H. McDonald-Blumer, L. St. Amant, and C. Rios presented a CBD update. H. McDonald-Blumer introduced the PGME Curriculum team, and outlined the scope and responsibilities of the PGME Curriculum Committee. Also outlined the Royal College's changes to address Competence by Design issues, including priority items being addressed.

A "Curriculum and Assessment Inventory Survey" has been recently sent out (November 28th) to all PGME and FM Residency PDs. H. McDonald-Blumer encouraged PDs to complete the survey.

L. St. Amant detailed the changes being made to the EPA tool/process in Elenra, which will be implemented as of Block 8 (January 16, 2024). Communications will be disseminated and support will be available (e.g., CBD team attendance at rounds or AHD) for programs through these changes. If programs are considering changes at the local level for CBD implementation, they are asked to follow the process outlined in the [Local FAQ Regarding the RC's Statement and Action Plan for CBD](#) and communicate it to the CBD Team.

H. McDonald-Blumer reminded PDs of the Executive Summary that the Royal College sent out in November outlining their vision for CanMEDS 2025, which included the issues of:

- A plan to de-emphasize medical expert
- Expanding goals beyond health care directly - for example, teaching Advocacy vs Health Advocacy
- Focus on societal issues such as anti racism, and anti oppression
- Increased burden of assessment

5. PROGRAM ADMINISTRATORS ADVISORY COMMITTEE (PAAC) UPDATE (*see attachment*)

S. Clancey provided a PAAC update, outlining the key priorities for PAAC:

- Recognition and Appreciation via awards.
- Growth and Development via sessions (continuing education, wellness, etc.).
- Strengthening Partnerships with networking, sharing resources, and increased communication.

S. Clancey discussed resources available for Program Administrators, currently on their Quercus site. This will be moved to a new platform in future, to make it more user friendly and accessible to those not based at UofT. A general e-mail account (utoronto.paac@gmail.com) monitored by PAAC Executive is available for questions from PAs.

6. PROGRAM EVALUATION/ACCREDITATION

a) IRC Cycle *(see attachment)*

L. Probyn presented highlights from the accreditation cycle. Currently moving into the Internal Review phase for programs, over the next two years. L. Probyn reviewed the goals of the Internal Review Cycle and accreditation standards. A change has been made to minimize the amount of work by combining the narrative and self-study processes into one form, the Accreditation Program Evaluation (APE). L. Probyn advised that new accreditation standards will be coming and the team are trying to anticipate changes to the forms by the 2028 accreditation cycle.

Upcoming asks:

- Programs to select internal review dates
- Program Directors to sign up as internal review team members
- Each Program Director required to participate in at least 2 internal reviews
- Starting 2024: Workshops for programs preparing for internal reviews and for review team members
- Internal reviews will be in person rather than virtual

M. Giuliani reminded programs to please respond to accreditation team e-mails re: review dates in as timely a manner as possible, and congratulated programs on their successful external reviews.

b) MSF Update *(see attachment)*

A. Matlow provided a Multisource Feedback (MSF) update in terms of accreditation requirements. A standardized form is used and the process has been automated. A. Matlow gave a brief overview of the survey process and subsequent debrief. The debriefs offer opportunities for growth, further leadership development, and enable PDs to receive feedback in a non-threatening way.

7. PGME UPDATES & CLOSING REMARKS

M. Giuliani noted that the next All PDs-FMSDs meeting on Friday May 31, 2024 is planned to be in-person.