

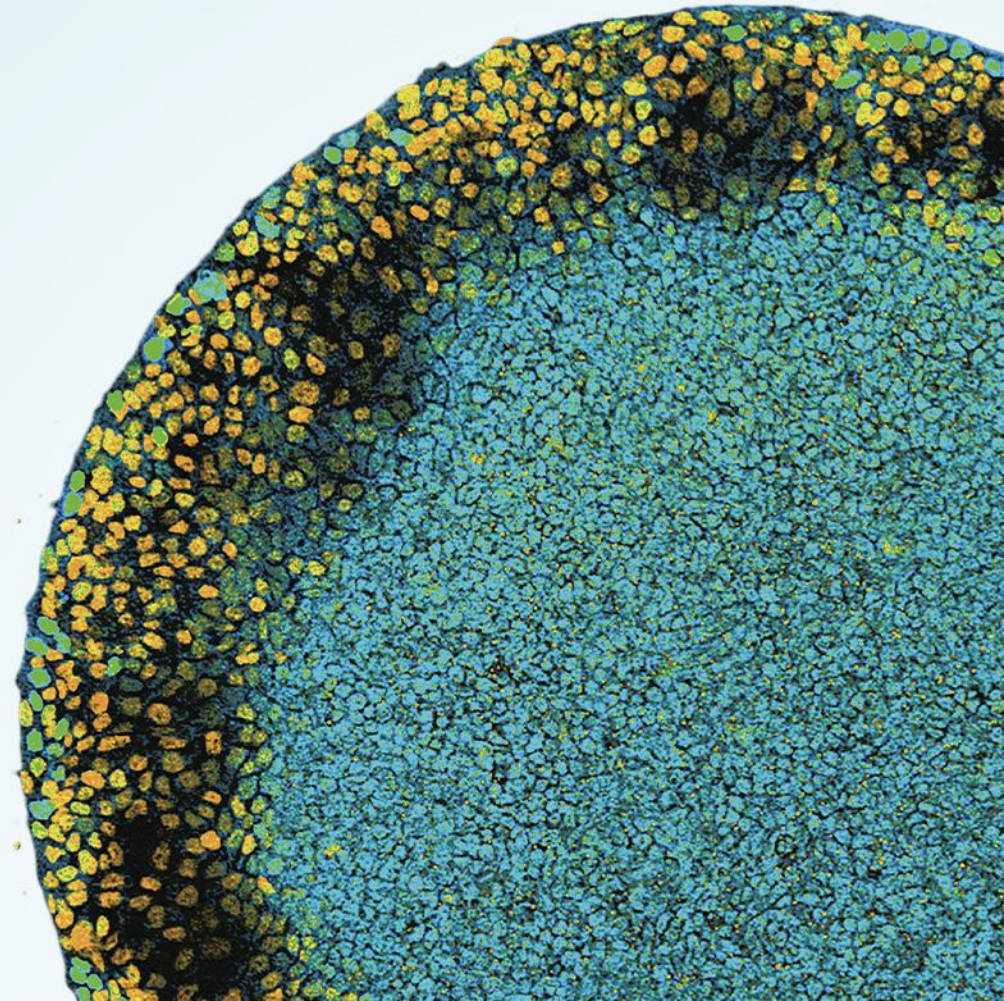
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Best Practices in Applications & Selection (BPAS) Update

PGMEAC
January 26, 2024



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Best Practices in Application & Selection (BPAS) Background

BPAS document was created in 2013 under the leadership of Dr. Glen Bandiera

- Consists of 13 principles & 24* best practices (**4 best practices added after initial publication*)
- The BPAS principles and best practices are intended to inform and strengthen postgraduate programs' selection processes and create more evidence-based approaches to admission into residency programs.

Adopted by the Associations of Faculties of Medicine in Canada in 2018



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BPAS 2.0

- Review and Update of the original BPAS; will become more iterative
- Ensure alignment with RCPSC Accreditation Standards for Admissions and Selection

Indicator: 1.2.2.3: The mandate of the residency program committee includes planning and organizing the residency program, including selection of residents...

Requirement: 6.1.1: There are effective, clearly defined, transparent, formal processes for the selection and progression of residents.

- CFPC Accreditation Standards: **6.1.1 & 6.1.1.1**

BPAS 2.0 – Additional/Expanded Areas of Focus

- Virtual Interviews
- Equity, Diversity, Inclusion
 - *Distance travelled*
- Committee Composition
- Faculty Development/Selection Committee Development
- Artificial Intelligence
- Social Media
- Holistic Approach to Application Review

BPAS 2.0 - Next Steps

- Outreach and discussions with stakeholders/experts across the TFoM; including:
 - UGME Admissions Director & Registrar
 - Associate Dean, Inclusions & Diversity
 - Indigenous Health Faculty Lead
 - Medical Education Black Health Theme Lead
 - Vice Chairs of Education
 - Program Directors
 - Assessment Experts
 - Researchers in Artificial Intelligence

BPAS 2.0 - Next Steps

- BPAS 2.0 Retreat – March 4, 2024
- Retreat will focus on developing a holistic approach to attracting diverse candidates, metrics of assessments, and the use of AI in the applications and selection process.
- Retreat will encourage discussion to ensure diverse opinions/perspectives are consulted.
- Retreat will have representation from Residency & Fellowship Program Directors, Vice Chairs of Education, EDI experts, Residents, Program Administrators, UGME Admissions faculty/staff, members of the Office of Learner Affairs, and PGME staff.
- Goal is to promote discussion, generate new ideas, and strategies.



Questions/Discussion