



**Schulich**  
MEDICINE & DENTISTRY

Postgraduate Medical Education

# POSTGRADUATE MEDICAL EDUCATION

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**2020**

**A SHORT SUMMARY OF A VERY LONG YEAR**

**AND A**

**SINCERE THANK YOU FROM PGME**

## OUR PGME COMMITTEE

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We met 16 (!) times during 2020 – 6 extra ‘ad hoc’ meetings were held because of frequent changes in CaRMS, electives, PPE (or the lack thereof), examinations, outbreaks, ..... basically everything was changing all the time, ..... and still is.

Thank you to our PGME team, our Program Directors and especially our residents and fellows during this challenging year – for your help, support, commitment and all your work.

And as a new, novice and often overwhelmed PG Associate Dean I would like to thank everyone for their patience with my really steep learning curve!

## INTERNAL REVIEWS

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Following the November 2019 Accreditation there will be survey reviews required for programs with an Accreditation Status of Notice of Intent to Withdraw or External Review in November 2022. To help prepare, these programs will have a PGME Internal Review in the fall of 2021, allowing for any remaining Areas of Improvement to be addressed before the Royal College review. Special thanks to Andrea Good for her organization, all of our reviewers, and members on our Internal Review Subcommittee (who are going to be very busy over the next months).

**Formal Internal Reviews** for the following programs will be scheduled for fall 2021 through PGME.

<b>Program</b>	<b>Status 2019</b>	<b>Review 2021</b>	<b>Reviewer (Chair)</b>	<b>Reviewer (Faculty Representative)</b>
<b>Anesthesia</b>	Ext. Rev.	Oct. 19	Dr. Glen Bandiera	Dr. J.A. Van Koughnett
<b>Electrophysiology</b>	Ext. Rev.	Oct. 27	Dr. Karim Qumosani	Dr. John Johnson
<b>Emergency Medicine</b>	Ext. Rev.	Sept. 16	Dr. Anita Florendo- Cumbermack	Dr. Keith MacDougall
<b>Maternal Fetal Medicine</b>	Notice	Nov. 4	Dr. Delilah Fortin	Dr. Michelle Ngo
<b>Neurosurgery</b>	Ext. Rev.	Nov. 16	Dr. Noureen Huda	Dr. Vadim Beletsky
<b>Neuroradiology</b>	Ext. Rev.	Sept. 22	Dr. Michael Ott	Dr. Tamara Van Hooren
<b>Psychiatry</b>	Notice	Oct. 20	Dr. Sheri-Lynn Kane	Dr. Jamie Wickett
<b>Obstetrics/Gynecology</b>	Notice	Sept. 14	Dr. Mike Ott	Dr. Tamara Van Hooren

**Focused Internal Reviews** will be scheduled for the following programs (Action Plan Outcome Reports, APORs) which will be reviewed by the Internal Review Subcommittee):

<b>Program</b>	<b>Date for APOR Submission</b>
Ophthalmology	May 3
Medical Oncology	June 1
Family Medicine	June 1
Family Medicine Enhanced Skills	June 1
Rheumatology	May 3
Plastic Surgery	May 3
Cardiology	June 1

The Internal Reviews and APORs will be discussed at the Internal Review Subcommittee, and ongoing, or new, areas for improvement will be identified and addressed with the programs. Further follow-up may be required for some programs prior to the external survey in the fall of 2022. This process should help to ensure that all programs are on track to successfully meet the accreditation standards and be designated as Accredited with Regular Review.

A mandated External Review of Infectious Disease (a new program) is scheduled for May 15<sup>th</sup>.

#### **ACCREDITATION OF AREAS OF FOCUSED COMPETENCE (AFC)**

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Successful applications for the following AFC programs were submitted: Congratulations!

- POCUS (Acute Point of Care Ultrasound) Dr. Frank Myslik
- Sleep: Dr. Alia Kashgari

The following AFC applications are in process:

- Adult Echocardiography: Dr. Sabe De

#### **NEW RESIDENCY PROGRAM APPLICATIONS – IN PROCESS**

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Interventional Radiology: a 2-year Radiology subspecialty program – Dr. Leandro Cardarelli Leite

## ADMINISTRATION

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### Administration Initiatives

- Updated PGME and subcommittee terms of reference, as well as policies, using a consistent format
- Began a 3-year timeline for policy review by the Policy Subcommittee
- The PGME Advisory Board has scheduled meeting dates with submission timelines for review
- Program Administrator onboarding and professional development developed a 10-part series presented monthly, covering a variety of topics important for our PAs

## POLICY SUBCOMMITTEE

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Our Policy Subcommittee has had a busy year – reviewing and revising terms of reference and policies. Thank you to everyone on the Subcommittee for your work - It has been a true team effort.

### 1. Terms of Reference

Finalized and approved terms of reference for:

- PGME Committee
- Policy Subcommittee
- Postgraduate Medical Education Advisory Board
- Postgraduate Appeals Committee
- Internal Review Subcommittee

### 2. Policy Development and Review

The following policies were revised and updated, or developed.

- Program Director Selection Policy (new)
- Principles for Resident Deployment (new)
- Moonlighting Policy for residents (new)
- Selection Policy (updated)
- Fellowship Education Policy – (updated – in process)
- Assessment Verification Period Policy (AVP) (new)
- Pre-Entry Assessment Program Policy (PEAP) (new)
- Resident Transfer Policy – updated

### 3. Program Resources developed

- Residency Program Committee Terms of Reference
- Residency Program Committee Agenda Template

## PGME COMMITTEE – CELEBRATING OUR SUCCESSES

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Celebrating our successes – we are asking programs with Leading Practice Indicators on their survey to speak to our PGME Committee about their initiatives. Thank you – we will continue to plan for these opportunities to share and learn from each other.

Wellness Curriculum in a Residency Training Program:

- Leading Practice Indicator (LPI) for our Child and Adolescent Psychiatry Program, presented by Michelle Ngo.

An Administration Rotation

- LPI for our Geriatric Medicine Program, presented by Dr. Sherri Lynn Kane and Jenny Thain.

## FACULTY DEVELOPMENT

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### 1. Hidden Curriculum

Pilot presentation developed by Kimberly Trudgeon and Dr. Robin Mackie, presented to the Neurosurgery program on March 2<sup>nd</sup>.

### 2. Program Continuous Improvement:

- With the change to an 8 year cycle the RCPSC and CFPC require programs to take ownership of constantly evaluating each component of their own program, implementing changes, and reviewing the success and effect of the changes. (Standard 9)
- Resources for Programs including templates for rotation evaluation are being developed.

### 3. Virtual Interviews:

- dedicated area on the PGME website was developed to provide resources for conducting virtual interviews to both the programs as well as our applicants.
- [https://www.schulich.uwo.ca/medicine/postgraduate/academic\\_resources/virtual\\_interview\\_preparation/index.html](https://www.schulich.uwo.ca/medicine/postgraduate/academic_resources/virtual_interview_preparation/index.html)

### 4. New webpages with **Accreditation** information developed including Internal Review processes, expectations for APORS etc.

- [https://www.schulich.uwo.ca/medicine/postgraduate/academic\\_resources/accreditation/internal\\_reviews.html](https://www.schulich.uwo.ca/medicine/postgraduate/academic_resources/accreditation/internal_reviews.html)

## RESIDENT RESOURCES

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1. Resident Teaching Bootcamp held in February 2020 – luckily scheduled before in person gatherings were restricted. A great day was had by all.
2. Transition to Residency – A series of 8 ‘need to know’ topics for our new residents presented in a creative and interactive virtual format this year, and attended by over 100 residents for each session.
3. Transition to Practice – CMPA series was provided on Medicolegal Aspects (again – virtually).
4. Website for Learners in Difficulty developed with information and links to:

- i. Resident Evaluation and Appeals Policy
- ii. Individualized Learning Plan
- iii. Probation and Remediation Information
- iv. Wellness Resources (Learner Experience, PARO, links etc.)
- v. Templates and forms such as Resident Leave form etc.

[https://www.schulich.uwo.ca/medicine/postgraduate/academic\\_resources/learner\\_in\\_difficulty/index.html](https://www.schulich.uwo.ca/medicine/postgraduate/academic_resources/learner_in_difficulty/index.html)

## OUR INTERNATIONAL RESIDENTS AND FELLOWS

Despite changes to Immigration and travel restrictions following Canada's border closure in March 2020, which remains ongoing, we nevertheless were able to welcome 75 new international residents and fellows from 20 different countries, approximately half of whom are sponsored trainees from the Middle-East.

The changes to Immigration requirements necessitated two audits conducted by Immigration, Refugees and Citizenship Canada to ensure compliance with standards for Canadian employers, both of which resulted in successful outcomes. PGME was found compliant with all new employment standards and therefore able to continue appointing international trainees.

## RESIDENT ORIENTATION

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- We welcomed 142 Canadian Medical Graduates and 42 International Medical Graduates to London, Windsor and our Distributed sites in July 2020
- Our orientation to entirely virtual and online – a really successful initiative with a lot of work from PGME (Kimberly Trudgeon) and LHSC (thank you to Jennifer Joyce for all her help, and Bianca Vasapolli and Larry Jacobs for her work on our Windsor orientation).
- Required hospital modules were uploaded and available by June 15<sup>th</sup>, and completed on time by all our new residents.
- CBD was introduced with creative web modules (thank you to Dr. Jen Vergel de Dios)
- A model for our future orientations!

## COMPETENCY BASED MEDICAL EDUCATION – COMPETENCE BY DESIGN

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### Programs that launched CBD in 2020

- General Surgery
- Neurology
- Nuclear Medicine
- Orthopedic Surgery
- Physical Medicine & Rehabilitation
- Plastic Surgery
- Psychiatry

## Programs launching CBD in 2021

- Child & Adolescent Psychiatry
- Clinical Pharmacology & Toxicology
- Geriatric Psychiatry
- Pediatrics
- Cardiology\*
- Clinical Immunology & Allergy\*
- Neonatal-Perinatal Medicine\*
- Respiriology\*
- Vascular Surgery\*

\*Programs deferred from 2020 launch

Thank you to our very busy CBME team, led by Dr. Jennifer VergeldeDios, for their work in launching CBD programs, and the work of our faculty, RPCs, CBD leads, Competence Committees, and our residents and fellows to support our CBD programs.

## Elentra Update

- New functionality includes:
  - Successfully upgraded software from version 1.15 to 1.18 to improve functionality, increase development potential, and solve bug issues
  - My triggered tasks – residents are now able to view the status of EPAs they have triggered to faculty and send reminders for incomplete assessments
- Upcoming new functionality:
  - Dashboard – A Competence Committee (CC) dashboard will take into account all contextual variables required for an EPA (e.g. x number of emergency cases, x number by a faculty assessor) and cohort comparisons that should make life easier for CC members. A very similar dashboard will be created for residents. Expected to launch July 1, 2021.
- A comprehensive Elentra user manual is in progress to cover all user functionality including Program Administrators, Program Directors, Competence Committee Members, Residents, etc. and is set to become available to all users in April 2021

## Residents and CBD

- A feedback survey was distributed to CBD residents in December. In summary, at a bare minimum, the survey found faculty must: learn their Elentra login, set a PIN, ensure they receive email notifications

## Faculty Development

- Upcoming events:
  - 2021 Incubator for CBME Innovators (April 15 & May 6, 2021) – the virtual CBME Incubator will be a friendly gathering to share work, get recognized for what individuals have been doing and is open to anything CBME-related.
  - Coaching & Feedback Workshop (April 29 & May 11, 2021) – virtual workshop open to both faculty and residents. The workshop will be interactive, with brief didactic sessions, and opportunity for group discussion and to practice the skills discussed.
    - after the 1st year
    - materials

## CaRMS

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Changes to CaRMS included:

1. New timelines for the PGY1 match –compressed, with a delay in match days to later in the year (second iteration date is May 20<sup>th</sup> 2021).
2. Less opportunity for electives for medical students, and also less or no opportunity for electives for our medicine subspecialty match. –
3. Virtual interviews.

## CaRMS

Communications strategies, best practices in virtual interviews, and a website for interview resources (both for our applicants and our programs) was developed by PGME. Program Directors and residents from the subspecialty matches shared their experiences and ‘tips’ with the PGME Committee.

Our Programs developed novel and creative ways of showcasing their programs – virtual town halls, Q+A with residents, CanPREPP submissions, virtual tours, and wonderful program videos. Thank you to everyone for all your work in a challenging year.

## COMMUNICATIONS

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Communications has taken the form of newsletters and updates – at times weekly. In addition, a number of ‘extra’ PGME Committee meetings were held during the year to address changes in examinations, CaRMS, electives, etc. This will continue as required to help keep everyone updated and informed.

Residents and Fellows also received frequent newsletters, thank you notes, updates, and information about vaccinations, examinations, electives etc. to keep them up to date; as well as welcome letters from PGME for the PGY1s.