



2023-24 PGME Award for Exemplary Role Model Faculty Member

Purpose

To recognize faculty members who have excelled as a role model for resident learning in University of Saskatchewan postgraduate training programs. For more information, please refer to attached *PGME Role Modelling* information sheet.

The Award

- Two awards, as determined by the Award Committee (one for Family Medicine and one for RCPSC specialties) are available on an annual basis.

Eligibility

Any faculty member currently associated with the College of Medicine (RCPSC or CFPC) postgraduate training program at the University of Saskatchewan.

Selection Criteria

- Embody and translate into behaviors the values and principles of the College of Medicine.
- Lead by example in integrating self-care and staying current in the area of practice.
- Demonstrate moral integrity and courage.
- Supportive and encouraging of others (e.g. [but not limited to] advising, mentoring, coaching roles).
- Make contributions to a positive learning and organizational culture in the program or the division or the department or the institution.

Nomination Process

Each year the Postgraduate Medical Education Office issues a call for nominations. Nominations are currently being accepted for the 2023-24 PGME Award for Exemplary Role Model Faculty Member.

Learners (residents, undergraduate medical students, fellows), faculty and staff of the College of Medicine are eligible to nominate a candidate. Self-nominations are ineligible.

The deadline for nominations is Friday, May 31, 2024.

Selection Process

Nominations are adjudicated by the PGME Awards Committee, an ad hoc subcommittee of the Postgraduate Medical Education Committee. This committee includes the Postgraduate Medical Education Dean (or designate), a Department Head, one faculty member each from Academic Family Medicine (or designate) and a Royal College Specialty, an undergraduate student representative and a postgraduate resident representative. Other members may be added as designated by the Dean, College of Medicine.



2023-24 NOMINATION FORM
PGME Award for Exemplary Role Model Faculty Member

Name of Nominee	
Department/Program	
Phone Number	
Email	

Name of Nominator	
Department/Program	
Phone Number	
Email	
Relationship to Nominee	
Please summarize in a letter your reasons for nomination specifically addressing the selection criteria. <i>The letter must not exceed two pages.</i>	

Supporting Documentation

The following documents must be included in the submission. Each letter must address the selection criteria: embody and translate into behaviors the values and principles of the College of Medicine; lead by example in integrating self-care and staying current in the area of practice; demonstrate moral integrity and courage; supportive and encouraging of others (e.g., [but not limited to] advising, mentoring, coaching roles); make contributions to a positive learning and organizational culture in the program or the division or the department or the institution.

- **Letter from nominator** (*must not exceed two pages*).
- **A minimum of two additional letters of support** from residents, faculty or staff of the College of Medicine. Letters must specifically address how the nominee meets the selection criteria.
Each letter of support must not exceed one page.
- **An abbreviated copy of the nominee’s current CV** focusing on the award selection criteria.
CV is limited to a maximum of two pages.
- **Additional supporting evidence is required**, e.g. evaluations, awards, etc.
Supporting documentation must not exceed three pages.

Nominations must be submitted as a single PDF file with documents in the following order:

1. Nomination form
2. Letter from nominator
3. Two or more additional letters of support
4. CV
5. Additional supporting evidence

NOTE: All supporting documents must address the selection criteria. Incomplete/improperly formatted submissions will not be accepted.

Nominations must be submitted electronically as a single PDF file to Della Toews at della.toews@usask.ca.

Deadline: Nominations must be submitted no later than Friday, May 31, 2024.



PGME Information Sheet

Role Modelling

What is Role Modelling?

- Refers to the phenomenon of “how people develop by observing others' behaviors and copying them.”^{1,2}
- The process is illustrated in Figure 1.³
- Others in an organization or a unit usually admire this person (for their attributes, behaviors, and accomplishments) and can approach them for guidance, support, and mentorship.⁴

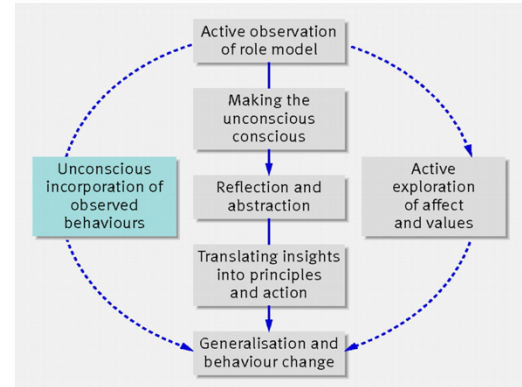


Figure 1. Process of Role Modelling³

Why is Role Modelling Important in Medical Education?

- It forms part of teaching competencies that influence careers, builds resilience, and encourages honesty.⁵
- It is a robust approach for cultivating professionalism in medical education.⁶⁻⁸
- It allows learners to demonstrate knowledge, skills, attitudes, and ethical behaviors needed for success in medical education.⁷⁻⁹
- Good role modelling contributes to personal and professional growth of others in medical education.⁷

What's in it For You to be a Good Role Model?

- Physicians, leaders, and teachers are usually considered role models (see PGME hidden curriculum one-pager) and it is an opportunity for you to consciously grow personally and professionally.
- You are influencing other learners and peers and hence the culture and the future for your program, as well as the perceptions of your specialty – mostly unconsciously.

Positive Implications of Role Modelling	Negative Implications of Role Modelling
Creates a healthy work environment for striving and learning. ¹⁰	Lacks trustworthiness. ¹¹⁻¹⁵
Changes attitudes, values, and behaviours. ¹⁰	Hinders professional behaviors. ¹¹
Inspires, appreciates, and builds trust. ⁹	Causes individuals to lack self-confidence. ^{11,12}
Demonstrates characteristics of being patient, humble, kind, caring, and honest. ⁹	Causes poor clinical competence. ¹⁵
Enables truthfulness, shows empathy, ^{4,10} and allows for effective interactions with others. ⁹	Incivilities cause negative emotions in others. ¹⁵

Role Modelling is Linked to the Following Accreditation Standards:

STANDARD 4: The delivery and administration of the residency program are supported by appropriate resources.

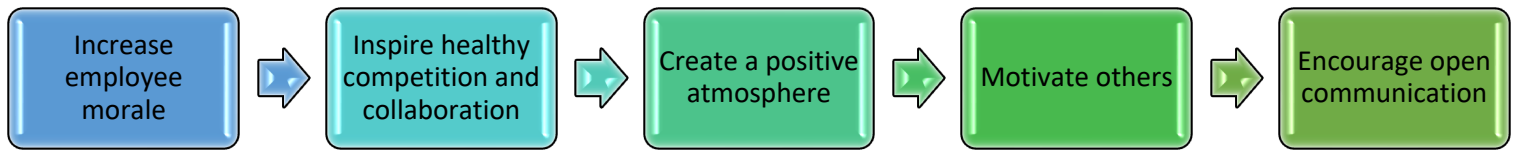
- Requirement 4.2.1:** Teachers appropriately implement the residency curriculum, supervise, and assess trainees, contribute to the program, and role model effective practice.

STANDARD 7: Teachers deliver and support all aspects of the residency program effectively.

- Requirement 7.1.2:** Teachers in the residency program are effective role models for Resident.



Benefits of Good Role Models in the Workplace:¹¹



Qualities, Strategies and Best Practices:

Attributes of a good role model:¹²

- Self-aware (know your personal “why” - and are aware of being perceived as a role model)
- Growth mindset
- Passionate
- Patience
- Humble
- Moral integrity and courage (make right choices when it is difficult)
- Positive attitude
- Perseverance
- Accountable
- Kind

Behaviours exhibited by good role models:¹³

- **Personal & Interpersonal**
 1. Practice self-care
 2. Stay current in your area of practice
 3. Lead by example
 4. Embody and practice values and principles of your organization
 5. Earn trust and respect and practice these behaviors
 6. Be supportive and encouraging of others – including taking time to listen to others
 7. Contribute to a positive culture in your program, department, and institution
- **Specifically, during interactions with the learners:¹⁶**
 1. “**Focus**” the learner on what you are role modelling.
 2. Help the learner “**reflect**” on what you are role modelling.
 3. “**Reinforce the importance**” of what you are role modelling.
 4. Encourage the learners to “**practice**” what you have modelled.
 5. “**Observe**” the learner practice what you have demonstrated and provide “**feedback**”.

How learners can “choose to be influenced” by role models:⁴

- Avoid “negative” role models.
- Identify those who match your passions and goals – unique to you!
- Connect with those who inspire you!

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Review and Feedback: PGME Academic Programs Enhancement Committee (APEC), March 2023

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