

News and Events for Residents and Faculty of College of Medicine
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PGME Connect

Facilitating conversations among the PGME community - October 2023

Message from the Associate Dean, PGME

As the year draws to a close, there are two events that highlight the work of PGME in our province.

The PGME celebration night on 27th October recognizes the achievements and accomplishments of our residents, educational administrators and faculty members.

The accreditation visit for all our active programs and the PGME unit (institution) will be from Nov 26 to Dec 01, 2023. Thank you to all the program directors, program administrators, APEC team members and the Accreditation Oversight Team of the PGME office for the work done to get ready for this external review. We are looking forward to this external evaluation of our programs, the primary purpose of which is to ensure continuous quality improvement.

Wishing you all the very best.

Anurag Saxena

Associate Dean, PGME

All PGME updates, along with wellness and education resources, can be found on our website:

<https://medicine.usask.ca/residents/pgme.php>

PGME maintains an open-door policy and we welcome inquiries – you can find a complete list of our office staff at:

<https://medicine.usask.ca/residents/pgme.php#ContactUs>

We want this newsletter to be valuable for you so please share your feedback and suggestions to help us improve! Contact us at pgme.communications@usask.ca

PGME Celebration Night

A green poster with a gold border and decorative gold ribbons. The text is centered and includes the University of Saskatchewan logo, event title, date, time, and speaker information.

UNIVERSITY OF SASKATCHEWAN
College of Medicine
POSTGRADUATE MEDICAL EDUCATION
MEDICINE.USASK.CA

PGME invites you to our 2023
Celebration Night
FRIDAY
October 27th, 2023

Join us at Prairieland Park as we celebrate the residents, physician leaders, program administrators, and colleagues who ensure the success of residency training in Saskatchewan. An evening of fellowship, free food, photo booth, talent, entertainment, awards, prizes, and more!

6:00PM-10:00PM
*Reception, Dinner
Awards*

Resident Awards, Program Director of the Year, Program Administrator of the Year and more!

Keynote Speaker
Dr. Geoff Zerr, BSc (Hon), MD, CFPC
Director Saskatchewan Longitudinal Integrated Clerkship (SLIC)
Clinical Assistant Professor, Department of Family Medicine

Meeting the Healthcare Needs of our Rural Population

RSVP to sonja.lazic@usask.ca by October 13th, 2023

PGME ACCREDITATION

Our programs and the PGME unit of the College of Medicine are fully engaged to prepare for the 2023 conjoint Royal College of Physicians and Surgeons of Canada (RCPSC) and the College of Family Physicians of Canada (CFPC) regular accreditation review of the University of Saskatchewan scheduled for **November 26 to December 1, 2023**.

Keep up-to-date on all accreditation related activities by visiting the [PGME website](#) or accessing the PGME [accreditation page](#).

Accreditation Timeline Review:



PGME PORTFOLIO UPDATES

RESIDENT RESOURCE OFFICE



PGME Resident Wellness Events

BE WHAT THE WORLD N

Welcome Back!

We are delighted to announce the return of **Gayathri Manoharan**, our Resident Wellness Coordinator, to our team after her maternity leave. She has rejoined her role and is ready to assist you with any questions or support you may need. She is here to help and looks forward to reconnecting with all of you.

Join us in welcoming Gayathri back to the PGME team, and we look forward to working together for continued success!

Hello PGME Community!

We're excited to share some wonderful updates about our commitment to resident wellness. From the beginning of this academic year, we've had the privilege of funding over 14 resident-led wellness initiatives at the program level across all

learning sites. These initiatives are designed to promote well-being, provide support, and enhance the resident experience.

We believe in the importance of a healthy work-life balance and recognize that residents play a key role in the healthcare system, that's why we've made it a priority to support resident-led wellness initiatives that cater to your specific needs.

We understand that each program and its residents have unique challenges and requirements. That's why we encourage resident groups to reach out to the Resident Resource Office (RRO) for assistance. Whether you have a wellness idea in mind or need guidance on how to get started, the RRO is here to support you.

Engagement from resident groups is vital in ensuring that we continue to foster a culture of well-being and support within our PGME community. By collaborating and sharing your ideas, you can contribute to a healthier and more resilient residency experience.

We're excited to see how these resident-led wellness initiatives will positively impact our community. Together, we can create an environment where residents thrive personally and professionally.

Remember, your well-being matters, and we're here to support you every step of the way.

Warm Regards,
The RRO Team
(Jennifer Uhryn & Gayathri Manoharan)

Give the Gift of Gratitude!

PGME understands the importance of recognition and appreciation of others in our everyday work. By acknowledging others, we can see the effect it makes in a person's education, relationships, heart, health, and mind. We encourage you to tell us about the faculty member, Program Director, colleague(s), staff member, or person who is making or has made an impact in your life, has provided exemplary teaching, created a positive learning environment, has a great attitude, or has gone over and above to make a difference in your life or the life of others.

You can provide a gift of gratitude through the [PGME Online Reporting Tool](#) or the [Resident Resource Website](#).

Recognition of colleagues through award nominations or sending a thank-you through an appreciation alert is also available through the College of Medicine. Visit the [Appreciation, Recognition, and Awards site](#) for more information.

POLICIES

The PGME office is continuously reviewing institutional policies and procedures to ensure we are meeting accreditation standards as well as the needs of residents and residency training programs. A complete list of PGME policies and guidelines are available on the [PGME website](#).

Recent Policy Updates:

- [Waiver of Training After a Leave of Absence:](#)

- Waivers are only be considered if the resident is planning to pursue other training that would be compromised by their adjusted end of training date.
- [Resident Assessment:](#)
 - Outlines RCPSC CBD assessment
 - Provides RCPSC CBD learner status information
 - Provides information on accelerated training
 - Family Medicine has created a new policy that outlines resident assessment specific to Family Medicine residents
 - Updated ELP/Remediation/Probation plan templates
- [Resident Health & Safety:](#)
 - Meets new accreditation standards
 - Updated injury reporting process with the use of the PGME Resident Reporting Tool

Policies Currently Under Review:

- [Accommodation of Residents with Disabilities](#)
- [Resident Mistreatment Process](#)

Questions about policies? Contact [Reola Mathieu, Coordinator, Academic & Non-Academic Processes.](#)

PGME AWARDS

The PGME award winners for the 2022-23 academic year are as follows:

1939 Resident Teacher Award

Rufaro Asefa (Family Medicine Saskatoon)

Kedra Peterson (Emergency Medicine)

CanMEDS Awards

Collaborator: Aden Mah (Family Medicine Saskatoon); Alixe Pellerin (Anesthesia)

Communicator: Babak Salamati (Family Medicine/Emergency Medicine Enhanced Skills Regina); Nicole Labine (General Surgery)

Health Advocate: Katelyn Larson (Family Medicine La Ronge); Patrick Seitzinger (Pediatrics Saskatoon)

Leader: Alaa Baiou (Family Medicine North Battleford); Nicole Pendleton (Neurosurgery)

Professional: Cadence MacPherson (Family Medicine Saskatoon); Munawar Peer (Internal Medicine Regina)

Exemplary Resident Award

Cadence MacPherson (Family Medicine Saskatoon)

CSCI-CIHR Resident Research Award

Brittany Benson (Anesthesia)

PGME Program Administrator of the Year Award

Carissa Mikolczi (Neurosurgery)

PGME Program Director of the Year Award

Sheila Smith (Family Medicine)

PGME Award for Excellence in Enhancing Resident Learning

Hari Hullur (Family Medicine)

Lissa Peeling (Neurosurgery)

PGME Award for Exemplary Role Model Faculty Member

Jayden Cowan (Anesthesia)
Gary Hunter (Neurology)
Dal Lynds (Family Medicine)
Natasha Kalra (Family Medicine)
Ayisha Kurji (Pediatrics)

The awards will be presented at PGME Celebration Night in Saskatoon on Friday, October 27, 2023 and we hope to see you there.

ADMISSIONS

The 2024 CaRMS R-1 match opened to applicants on September 20, 2023. The University of Saskatchewan is pleased to report that both a new site, Anesthesia, and a new program, Dermatology, will launch in Regina on July 1, 2024. In past matches, the USask partnered with other universities to offer networked and sponsored training in Dermatology and other disciplines not offered at the USask. Applicants matched to the networked/sponsored position had a return of service commitment to return to Saskatchewan and practice upon completion of training in another province. Typically there is strong interest from USask medical students for Dermatology and we anticipate the new program will result in retention of dermatologists in the province. Regina currently offers full time training in Family Medicine, Internal Medicine, O&G, Pediatrics, PM&R and Psychiatry. The addition of this new program and training site will allow Regina to provide additional training opportunities for CaRMS applicants.

EVALUATION



2023 PGME Work and Learning Environment Survey

Thank you to everyone who participated in the 2023 PGME Work and Learning Environment Survey! Between June and August 2023, a total of 249 people completed the survey, including 145 residents, 65 faculty, 23 program directors, and 16 program administrators. Feedback provided will help us better understand and work to improve the work and learning environment within postgraduate medical education. A summary of results will be shared widely within the coming months.

RESEARCH

The recruitment and retainment of health care providers in rural or remote communities in Saskatchewan has been a long-term challenge. While some evidence suggests that extensive placement, coupled with positive experiences, of medical students or post-graduate trainees in rural clinical rotations bolsters rural practice, Saskatchewan has relied heavily on internationally trained medical graduates (IMGs) to help fill positions in these communities.

Various supports exist in Saskatchewan to assist IMGs in obtaining required licensures to practice (e.g., Saskatchewan international Physician Practice Assessment (SIPPA) and the College of Medicine's IMG support program) or into

postgraduate residency training (one-on-one CaRMS prep support for the application process). These programs place heavy emphasis on rural or remote practice, however provincial statistics show low IMG retention rates in rural Saskatchewan communities overall.

With funding awarded to Dr. Saxena from the Saskatchewan Ministry of Immigration and Career training, PGME has completed a research program to help address these gaps, with the intention to find better ways to support IMGs in Saskatchewan so that they remain in the province, ideally supporting rural and remote health initiatives. This research initiative resulted in various outputs, including:

1. **Realist Review:** The purpose was to explore the key contextual factors and underpinning mechanisms which influence the success or failure of support programs for immigrant international medical graduates in a foreign healthcare setting.
2. **Environmental Scan:** Was guided by the following objectives: (a) To examine current practices in Canada (and other countries) for getting IMGs into practice either via residency or alternate routes. (b) To explore the literature (peer reviewed publications, grey literature, and institutional websites) pertaining to barriers and success factors for IMG routes to unsupervised clinical practice in Saskatchewan.
3. **Research Report.** The overall purpose was to explore ways to improve IMG physician retention in Saskatchewan, with a focus on rural/remote practice locations. The specific aims of this research report were to:
 1. Determine barriers and challenges faced by IMGs for entering unsupervised medical practice (including into residency and practice readiness assessment (PRA) programs).
 2. Identify success factors that lead to residency, PRA programs and successful outcomes.

3. Determine factors linked to practice location choice and reasons for mobility.

Six organizational stakeholder groups and 56 IMG physicians participated in this study. Data was collected between May 2022 – April 2023 via interviews, focus groups, surveys, and document analysis.

The data collected in this study (Realist Review, Environmental Scan, and Research Report) was used to develop recommendations to improve options for IMGs in terms of educational programming, supports for transition to SIPPA and medical residency, and on-going practice in the province. All reports and recommendations have been shared with the Saskatchewan Ministry of Immigration and Career Training.

EDUCATION

Teaching Improvement Project Systems (TIPS)

The Teaching Improvement Project Systems (TIPS) for Residents course wrapped up its learning sessions for the 2023-24 academic year.

Congratulations to all of our first year residents who successfully completed this mandatory course, aimed to helping residents improve their teaching skills.

A huge thank you goes out to the project lead for the TIPS course, Sean Polreis, Teaching & Learning Specialist with Faculty Development, College of Medicine. Sean works closely with PGME admin and the number of facilitators who lead the 2 day learning sessions.

Without you this course wouldn't be a success, and we thank the following faculty members for their contributions:

Jeff Irvine

Alanna Kurytnik

Mike Barnett

Emily Sullivan

Asma Gargoum

Rob Haver

Kelsy Leavins

Mahmood Beheshti

Muhammad Khan

Michael Voralia

Ayisha Kurji

Kathleen Moolman

Jackie Kraushaar

George Carson

Cathy Mclean

We look forward to the feedback from current residents who completed the course, to help us continue to improve the offering.

Resuscitation and Procedural Inter Disciplinary (RaPID) course

Our PGY1 residents and PGY3 enhanced skills residents have been learning much from the instructors dedicated to providing instruction at each RAPID session, held at the CLRC.

We thank the instructors to date:

Rob Carey

Paul Olszynski
Carlyn Gardner
Michael Voralia
Jason Kinnin
Scott Willms
Karen Laframboise
Sunil Pradhan
Brett Graham
Matt Hogan
Tanis Jelinski

The collaboration with the CLRC team, including scheduler Helen Pocha, is appreciated. Additional thanks to Rob Carey and Paul Olszynski for their oversight and coordination of the course.

STAKEHOLDERS CORNER



New USask Indigenous health department first of its kind in Canada

The Department of Indigenous Health and Wellness received University Council approval in April 2023, and will serve as a welcoming space for Indigenous health researchers, learners, and faculty in the college. Indigenous health is a priority for the college and its new department will include collaborations across the university.

“We’re creating the structure that will allow Indigenous voices to tell us where we need to go,” said Dr. Janet Tootoosis (MD), interim vice-dean Indigenous health. “We’re creating a community but we’re also creating a physical space where people can connect and learn about what’s happening in the College of Medicine.”

The new department will be Indigenous-led and ensure research is informed by Indigenous community needs. It will also influence how medical education and scholarship incorporates Indigenous knowledge and systems.

“It’s important that the College of Medicine has this department because Indigenous people are harmed in the health system,” said Tootoosis.

The department goals are to meaningfully address Indigenous health inequities, knowledge translation, systemic racism, and the scarcity of strength-based Indigenous health research. It will also build capacity for the college to effectively respond to the Truth and Reconciliation Commission’s (TRC) Calls to Action.

[READ MORE HERE](#)

PROGRAM SPOTLIGHT

For our next issue of PGME Connect, we would like to Spotlight a Program - and we need your help to do so!

Would you like to highlight an outstanding accomplishment or milestone of your program? What about a resident, faculty member, or program administrator who provided exceptional service? Did your program introduce something innovative or perhaps contribute to the community?

Please let us know by providing your "Spotlight a Program" submission to pgme.communications@usask.ca

Submission Details:

Any member of a program can provide a submission.

Provide a write-up and pictures, if desired.

Submission deadline for upcoming issue: November 30, 2023.

ACADEMIC CORNER

Knowledge Transfer in PGME Educational Administration, Operations and Leadership

PGME would like to highlight the article "Using Theory-Informed Group Processes to Make TIMELESS Promotion Decisions " by Kinnear et al. (2023). In this article the authors consider why clinical competency committees (CCCs) group decision-making processes should be supported by theory and describe how a competency-based time variable training pilot program integrated different theories to support the defensibility of CCC processes.

ABSTRACT: Competency-based medical education (CBME) depends on effective programs of assessment to achieve the desired outcomes and goals of training. Residency programs must be able to defend clinical competency committee (CCC) group decisions about learner readiness for practice, including decisions about time-variable resident promotion and graduation. In this article, the authors describe why CCC group decision-making processes should be supported by theory and review 3 theories they used in designing their group processes: social decision scheme theory, functional theory, and wisdom of crowds. They describe how these theories were applied in a competency-based, time-variable training pilot—Transitioning in Internal Medicine Education Leveraging Entrustment Scores Synthesis (TIMELESS) at the University of Cincinnati internal medicine residency program in 2020-2022—to increase the defensibility of their CCC group decision-making. This work serves as an example of how use of theory can bolster validity arguments supporting group decisions about resident readiness for practice.

READ THE FULL ARTICLE [HERE](#)

ANNOUNCEMENTS

Welcome - New Staff

Since July, 2023 PGME welcomed the following new PGME staff, Program Directors, Assistant Program Director, Site Directors and Program Administrators:

PGME



Sonja Lazic

Clerical, PGME Admin Processes

sonja.lazic@usask.ca | 306-966-8555

PGME Reception, resident incoming and out of province electives, Regina and Saskatoon accommodations, verifications of current residents, moonlighting/ICP req

Program Directors:

Dr. Desiree Rouleau – Family Medicine Emergency Medicine

Dr. Nathan Kolla – Forensic Psychiatry

Dr. Jill Newstead-Angel – General Internal Medicine

Dr. Suzanne Harriman (Co-PD) – Surgical Foundations

Assistant Program Directors:

Dr. Dawn De Souza – Psychiatry

Site Directors:

Dr. Kristen Edwards – Child & Adolescent Psychiatry (Regina)

Dr. Andrew Leach – Emergency Medicine (Regina)

Dr. Nishma Patel – Psychiatry (Regina)

Program Administrators:

Our Residency Programs would not be possible without the administrative support from all our valued Program Administrators.

Welcome to the latest Program Administrators to join the PGME team and provide support to the residents and Program Director of their respective programs:

Francine Kurk – Regina – Anesthesiology & Dermatology

Kaylene Unger – Cardiology, General Internal Medicine, Nephrology & Rheumatology

Kallee Heinrichs – Regina – Emergency Medicine

Shumaila Zafar – Surgical Foundations


Farewell

We would like to take the opportunity to say farewell to Ope Okunola, who retired from PGME August 31, 2023.

Ope has been a valued member of the PGME team, since 2012, when she began her role as the Coordinator, Education & Metrics. In 2016 she moved into her current role as Coordinator, Educational Programs where she has led IMG workshops, Resident Boot Camp development and facilitation, along with supporting other educational offerings, such as RQIP, Program Director/Program Administrator and Chief Resident workshops, and the resident evaluation process. More recently Ope has been the lead of the Accreditation Operations Team, PGME, and has provided her support to PGME colleagues, physician leaders and residents over the years.

Thank you Ope for your many contributions, of time, energy, insight, and leadership, provided to the residents and colleagues over the past 11 years.

UPCOMING EVENTS




Practice Management Curriculum

Webinar for senior residents

Tue, October 24, 2023 | Wed, November 1, 2023
via Zoom (link will be sent to registered participants)

Topics Covered: Taxes; Financial and Debt Management; Investing; Incorporation; To-dos when starting a practice; Setting up a practice & staffing; Billing, Contracts & Negotiations.
For questions, contact Chastin Miller chastin.miller@usask.ca



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BE WHAT THE WORLD NEEDS

Practice Management Curriculum for Senior Residents: October 24 and November 1, 2023

Where: Virtual via Zoom (Webinar link will be sent to registered participants)

To Register: Visit, www.surveymonkey.ca/r/G5SG8DB

PGME Celebration Night: October 27, 2023

Accreditation Site Survey: November 26 - December 1, 2023



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