

Postgraduate Medical Education

Annual Report 2021

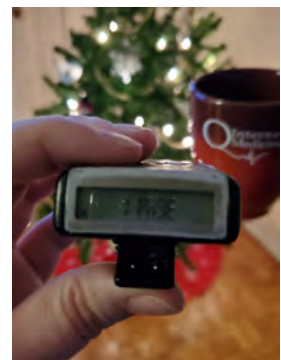




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About the cover:

The images used on the front cover of this report represent some of the entries received in 'The Art of Residency', a photo and video contest coordinated by the Postgraduate Medical Education Office.



Dear Colleagues,

On behalf of the Postgraduate Medical Education Office at Queen's University, I am pleased to present our annual report.

We are slowly emerging from the restrictions of operating during a global pandemic. While there is still a long journey ahead, I'm so very proud of what we have accomplished together during these most unusual times. Postgraduate Medical Education was one of the only units at Queen's not to send its learners home when the pandemic worsened.

Instead, the opposite was true and the contributions of our residents and clinical fellows to provide outstanding patient care were of paramount importance at such a critical time. Their efforts to sustain the province's healthcare system will serve as an inspiration to other learners for years to come.

I feel fortunate to have joined the PGME team at this time. There is new leadership in our Faculty with a focus on some of the issues that matter to me deeply. I believe that the postgraduate learning environment must be truly welcoming to everyone and that we must always look for ways to improve. We must seek out opportunities for interdisciplinary collaboration, enabling our learners and faculty to become more aware of the roles that their colleagues play. We must ensure that we build a community of respect, where all fields of medicine are celebrated. Diversity is, and has always been, our strength.

I would like to thank all of the learners, faculty members, and administrators who have made me feel so welcome since starting my new role last year. I'm especially proud of the PGME team who, despite working remotely for almost two years, have continued to support our residents, clinical fellows, and programs in an outstanding fashion.

I would also invite you to contact me directly should you have any questions or comments about our activities at karen.schultz@queensu.ca.

Sincerely,
Karen (Pinky) Schultz, BSc, MD, CCFP, FCFP
Associate Dean, Postgraduate Medical Education



Postgraduate Medical Education

The Postgraduate Medical Education (PGME) Office is responsible for the overall coordination of residency education at Queen's. The office works closely with individual residency programs and acts as a central resource by facilitating their operation.

It's the responsibility of the PGME Office to ensure that accreditation standards are met, and that programs are supported in a continuous process of quality improvement through a regular internal review process. The office also works closely with partners at our affiliated teaching hospitals to ensure that sufficient resources are available for residency education.

Other key responsibilities include policy development for residency education, communicating regularly with Program Directors, Program Administrators, and regional learning sites, and advocating for residents and faculty at all levels.

The Office also provides an extensive series of educational activities throughout the year for residents across programs, at all levels.

It is our vision that all postgraduate residency and fellowship programs at Queen's occur in an atmosphere of excellent practice, discovery, collegiality, and respect for all. The PGME Office offers a wide variety of supports to learners as they deal with professional and personal challenges during their studies. Learners can meet with PGME staff to discuss these issues in a confidential and supportive setting.

Queen's University has a rich history of excellence in medical education dating back more than one hundred and fifty years. The PGME Office is proud to be a part of that history and we look forward to welcoming you to our office.

The PGME Office is located at 70 Barrie Street



Melissa Andrew, MD, MEd, FRCPC
Director of Resident Wellness

Dr. Andrew provides assistance to residents who encounter personal and academic difficulties in their program and offers counselling in a confidential and welcoming environment.

Leslie Barroso, Registration Coordinator

Leslie is responsible for registering new and returning residents & clinical fellows, and for updating their training status. She works closely with the CPSO, CMPA, and a variety of other agencies and embassies.

Denise Jones, Events Coordinator

Denise provides support for postgraduate special events including conferences, workshops, educational programming, and OSCEs. She also provides administrative support for the Clinician Investigator Program.

Ben Kwan, MD, FRCPC, DABR
Competency-Based Medical Education (CBME) Lead
Dr. Kwan is the CBME Lead who oversees the continued development and advancement of competency-based medical education for all Queen's residency programs.

Laura McEwen, PhD
Director, Assessment and Evaluation

Dr. McEwen collaborates with faculty members and residents to design, develop, and research the implementation of competency-based assessment systems. She also works with educational leadership to develop policy and processes to support innovation in assessment and program evaluation.

Christine McCallum, Administrative Financial Coordinator

Christine provides administrative support to the Associate Dean, Postgraduate Medical Education. She also assists residents and faculty as the Notary Public for PGME.

Jen Railer, P.MEd, Program Coordinator, CBME

Jen supports the Faculty Leads for Competency-Based Medical Education and Educational Scholarship, and also coordinates postgraduate special events for residents.

Karen (Pinky) Schultz, BSc, MD, CCFP, FCFP
Associate Dean, Postgraduate Medical Education

As the Associate Dean, Dr. Schultz oversees the education of learners and the accreditation of residency programs at Queen's University.

Jordan Sinnett, MIR, Program Manager

Jordan manages the operations of the PGME Office. She is responsible for policy development and also meets regularly with learners to provide support with a variety of resident issues.

Nicholas Snider, Director, Marketing and Recruitment

Nicholas develops projects and initiatives designed to recruit prospective residents to Queen's. He also coordinates PGME Academic Review Boards, Tribunals, and Investigations.

Karen Spilchen, Accreditation Program Coordinator

Karen works closely with all postgraduate programs to coordinate accreditation activities. This includes both internal and external reviews and on-site accreditation visits.

Adam Szulewski, MD, FRCPC, MHPE, PhD
Educational Scholarship Lead

Dr. Szulewski is the Educational Scholarship Lead and directs educational scholarship tied to competency-based medical education.

Amanda Villeneuve, Office Assistant

Amanda provides support to visitors and responds to general inquiries. She is also responsible for credentials verification and administers the resident awards program.



Postgraduate Highlights 2020-21

Match Results

Admission to postgraduate residency programs is coordinated by the Canadian Residency Matching Service (CaRMS). Each year, medical students are matched to a first-year position in a residency program while many upper year residents are matched to Medicine subspecialty positions. Considerable resources were dedicated to recruiting and interviewing residents virtually and the resulting match results were a huge success. Queen's experienced one of its best-ever match results and feedback from the interview process was incredibly positive.

Special Events

The PGME Office had to quickly transition its special events to a virtual format as it was not possible to hold in-person events in 2020-2021. These included a junior and senior version of the Queen's Conference on Academic Residency Education (QCARE), a workshop for incoming Resident Leaders, and the annual resident research day. Evaluations have been collected for all special events and feedback on the virtual format was very positive.

PGME Video Initiative

In order to help programs with their virtual recruitment efforts, the PGME Office partnered with Powerline Films to produce promotional videos for each residency program. Group interviews were conducted over Zoom and videos were supplemented with footage and photos of the clinical environment and the City of Kingston. Ultimately, 38 promotional videos were produced over a period of seven months. Feedback has been overwhelmingly positive and the video produced for Critical Care Medicine was awarded a Gold Medal by the Council for the Advancement and Support of Education (CASE) in the 'best student recruitment video' category.

Virtual Town Halls

In order to stay connected with Program Directors and Program Assistants, the PGME Office organized weekly Town Hall meetings to ensure that everyone had the most up-to-date information during the initial months of the pandemic. These meetings supplemented the monthly Postgraduate Medical Education Committee meetings for Program Directors and were very well-attended. In addition, a town hall was organized for residents with pandemic-related questions for the Associate Dean.

Orientation

Every year, new residents and clinical fellows attend a day-long orientation program. It is organized jointly by the PGME Office and Kingston Health Sciences Centre. When the pandemic occurred in the spring of 2020, the decision was made to move the program to a virtual format for 2020 and 2021 and was ultimately a huge success. Feedback was very positive and attendance improved in the new virtual format. Sessions included an overview of PGME, hospital resources, documentation and privacy, practice tips, and an infection control workshop.

Accolades for PGME

In 2021, Jordan Sinnett (PGME Program Manager) was awarded the Resident Doctors of Canada Ross Award for Service to Resident Doctors. Ms. Sinnett was recognized for her contributions to the enrichment of the resident experience at Queen's. Dr. Melissa Andrew (Director, Resident Wellness) was also recognized with a CAME Certificate of Merit Award for her dedication and commitment to medical education. Congratulations to both Ms. Sinnett and Dr. Andrew!

Photo & Video Contest

In the fall of 2020, the PGME Office launched its first-ever photo and video contest. All residents were eligible to make submissions and the intent was to collect photos and videos which could be used in the resident recruitment process. The successful winners were Dr. Jonathan Cluett (Obstetrics and Gynaecology) for his video on the Ob/Gyn Resident Lounge, and Dr. Jennifer McCall (Obstetrics and Gynaecology) for her photograph of the Ob/Gyn Wellness Afternoon at Rock Dunder. Congratulations to all of the entrants and winners!

Policy Development

Postgraduate policies are reviewed and updated regularly. This year, a new policy was developed for Waivers of Training, meaning that residents can apply to have a small portion of their training waived following a leave of absence with the approval of their Program Director and the Associate Dean. A revised Leaves of Absence policy was also approved and updates the procedures through which residents may be absent from work for short periods of time.

Certificates of Appreciation

In order to recognize the efforts of learners, faculty, and administrators during the pandemic, the PGME Office provided everyone with a certificate of appreciation, signed by the Dean and Associate Dean. The certificates recognized the outstanding service and dedication to postgraduate medical education of almost 800 individuals, and were accompanied by specially-designed PGME facemasks.



Dr. Schultz with a PGME facemask, one of which was provided to every learner in 2021 along with a Certificate of Appreciation.

Internal Review Subcommittee

The Internal Review Subcommittee was formed to coordinate a complete overhaul of the internal review process at Queen's University and to align with the new accreditation standards. Chaired by Dr. Laura Marcotte (General Internal Medicine) and Dr. Melissa Andrew (Geriatric Psychiatry), this exciting yet labour-intensive initiative will focus on continuous quality improvement embedded in the new standards. Best practices across Canada are being reviewed, and the outcomes of this initiative will also include faculty development sessions, program leader workshops, and internal planning at the departmental and PGME office level.

New PGME Positions

The PGME Office was pleased to create several new roles designed to further enhance residency education at Queen's. Those positions include the CBME Educational Lead, the Educational Scholarship Lead, and a Project Coordinator who will work to support both of the new faculty-led positions. These positions have been filled by Dr. Ben Kwan, Dr. Adam Szulewski, and Jen Railer respectively.

Educational Programs

QCARE

The annual Queen's Conference on Academic Residency Education (QCARE) delivers core academic content to all PGY1 residents. The conference was held virtually in 2021 and sessions included Indigenous healthcare issues, intimate partner violence, MAID, practical tips for teaching and feedback, boundary issues between patients and physicians, ethical interactions with the medical industry, and designing effective presentations.

QCARE+

The Queen's Conference on Academic Residency Education is also offered for senior residents and is known as QCARE+. Part I provides educational programming on topics such as medico-legal issues, the essentials of accounting and taxes, financial planning and management, and insurance. Partners include the Canadian Medical Protective Association, MD Management, KPMG, and the Ontario Medical Association.

Part II of QCARE+ is comprised of a practice management curriculum delivered by Joule (CMA) and HealthForce Ontario. This provides senior residents with sessions on topics such as starting a practice, billing, contracts and negotiations, and the role of an MOA.

Introduction to Research

The annual Research Skills workshop exposes residents to a basic level of research training as required by the Royal College. Residents are introduced to research in residency, the Clinician Investigator Program, study design, developing research questions, critical appraisal, and publication strategies. The workshop, offered virtually in 2020 and in person for 2021, is strongly encouraged for all PGY1 Specialty residents and optional for all PGY1 Family Medicine residents.

PGME Leaders' Workshops

The PGME Leaders workshops are similar to the previous CBME workshops, and continue to provide an opportunity for educational leaders to collaborate on residency related topics and challenges.

To-date, there have been two workshops with another one scheduled for December. Each workshop has a different focus and the topics covered thus far include:

- *Accreditation: The New Standards with a focus on Continuous Quality Improvement (February 2021)*
- *Learning Plans to optimize self-reflection skills and promote and support good dialogue with Academic Advisors (September 2021)*
- *Continuous Quality Improvement: Frameworks and real-life applications (coming December 2021)*

The PGME Office plans to schedule three to four PGME Leaders workshops each year.

Resident Leaders' Workshop

Each year, a workshop is held for those residents who have been selected as Chief, Senior, Lead, or Head Residents. These residents act temporarily as the administrative director of the resident body in their programs, and there may also be an associated clinical responsibility with the position. The workshop was held virtually in 2021 and sessions included Leadership and Being a Chief Medical Resident, Managing Conflict, Hospital Roles and Responsibilities, Chief Resident Responsibilities, and the role of PARO.

Essentials of Clinical Teaching

Essentials of Clinical Teaching is a workshop to support residents and faculty interested in enhancing their ability to design and deliver effective clinical teaching sessions. Sessions typically explore tips for effective and efficient teaching within clinical settings, navigating the hidden curriculum, and best practices for providing quality feedback. It was previously offered as a day-long workshop but due to the pandemic, it is currently being offered through one-hour webinars.

Services and Support

Registration

The PGME Registration Coordinator works closely with new and returning residents and clinical fellows to ensure that they have completed all of the necessary registration requirements in time to begin their new postgraduate academic year. Licensure by the CPSO, membership in the CMPA, a criminal record check, and the completion of a variety of hospital requirements are all important steps to registration. Ongoing guidance and support is also provided to residents for such things as electives, leaves of absence, visas, and work permits.

Accreditation

The PGME Office coordinates an internal review process, a mandatory component in the accreditation of its residency programs. Assistance is provided in completing information and documentation stored within CanAMS (digital accreditation management system). The Internal Review Subcommittee also provides feedback to support programs in meeting accreditation standards. Meetings are facilitated between the Dean, Vice-Dean, Associate Dean, Departments Heads, and hospital administration to review the strengths and challenges each program faces, and to determine how to address those challenges to ensure a positive accreditation.

Transfers

The PGME Program Manager provides confidential guidance and administrative support to those residents considering a transfer to a new residency program. Anyone considering a transfer is encouraged to speak, in confidence, with the Director of Resident Affairs regarding their personal circumstances and career goals.

Resident Appeals

All residents have the right to appeal decisions concerning situations such as unsatisfactory assessments, repeated rotations, suspensions, remediation, and probation. Level 1 appeals are made to the individual residency program committees, while the PGME Office hears appeals at the next two levels. Level 2 appeals are made to the Associate Dean, PGME, and an Academic Review Board (ARB) will be convened. Level 3 appeals are heard by a Postgraduate Tribunal.

The appeal process at the second and third level is complex and takes many months to complete. Residents and their residency program must each submit documentation outlining their case, and both parties are represented by legal counsel. The ARB and Postgraduate Tribunal are each comprised of a Chair, a faculty representative, and a resident representative, in addition to the University Counsel and secretary. Appeals are heard in confidence, followed by a period of deliberation. The panel will reach a decision by consensus and a final report will be issued by the Chair. The appeal will either be denied or granted, with or without conditions.



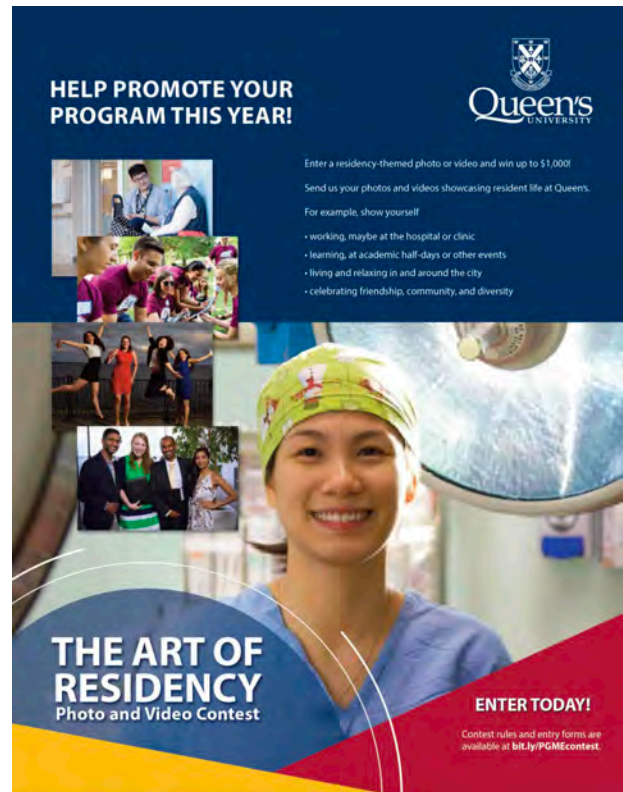
Marketing and Recruitment

When the pandemic began in early 2020, a decision was made to cancel the in-person interview process for residency programs across Canada. Applicants had always travelled to each university to attend personal interviews and social events with the residency programs to which they have applied, and programs had used these visits as their primary recruitment opportunity.

The PGME Office looked for creative ways to support our residency programs in their new and virtual recruitment efforts, and decided to create a suite of videos representing every residency program at Queen's. A novel approach to interview all participants through group Zoom sessions was adopted, which enabled the video production to take place in both a cost- and time-efficient manner. The videos were designed to not only showcase the individual programs, their diversity, and strengths, but also to promote Kingston as a place to work and live.

The staff of the PGME Office was interviewed and the footage was used to create a proof-of-concept video. This first sample video was then shared with Program Directors to secure their participation. Their favourable response then led to the approval of the draft budget.

Beginning in July, programs were scheduled for their group interviews. A standard list of questions was developed and each group of physicians was interviewed about their residency programs, their working environment, and life in Kingston. Videos were posted on YouTube and also emailed directly to applicants through specially-designed electronic communications.



'The Art of Residency' was a photo and video contest coordinated by the PGME Office in 2020 designed to encourage submissions of resident images and video content for recruitment purposes.

Ultimately, 38 unique videos were produced. More than 270 physicians were interviewed for this project through a series of recorded zoom sessions, producing over 350 hours of footage. Everything - from conception to delivery - was completed within seven months, on-time, on-budget, and at no cost to our residency programs. The quality of each video was exceptional, the feedback was tremendous, and Queen's experienced one of its most successful matches to-date. One of the videos, for Critical Care Medicine, was also awarded the Gold Medal for 'Best Student Recruitment Video' by the Council for the Advancement and Support of Education, an international association of educators.

Altogether, the videos have received over 13,000 views over the last year. The entire video collection is available at youtube.com/queenspostgrad.



Assessment and Evaluation

The Assessment Sub-committee (ASC) was originally struck to support the launch of CBME across RCPSC programs. It has been a remarkable four years and under the leadership of our new Associate Dean PGME we are revising the ASC. Formerly a subcommittee of the CBME Executive Team, the committee will be transitioned to a subcommittee of PGMEC and adopt the new name of 'CBME Assessment & Evaluation Subcommittee'. These developments will be accompanied with new membership and an expanded focus to include aspects of evaluation. The Terms of Reference are currently under review.

In terms of scholarship, Queen's Programmatic Assessment Guidelines have served us well through our institutional transition to CBME. They have functioned as the foundation for numerous development activities and become a standard section in many resident orientation documents. A manuscript detailing our development and use of this important resource has just been accepted for publication in Academic Medicine.

Education Advisory Board (EAB)

The Education Advisory Board (EAB) supports programs in the development of robust remediation and probation plans for residents in difficulty. Functional since 2012, the board has reviewed 48 cases to date.

Membership includes faculty and residents from across postgraduate medicine, as well as the Director of Resident Affairs and is chaired by the Director, Assessment and Evaluation with administrative support provided by the Postgraduate Medical Education Office. The EAB is a valuable resource available to all programs to support residents in meeting their goals and objectives..



Competency-Based Medical Education

Dr. Benjamin Kwan is the new Faculty Competency-Based Medical Education (CBME) Lead for postgraduate medical education. He is a Neuroradiologist, the Assistant Program Director/CBME Lead for Diagnostic Radiology, and the Faculty Research Director for the Department of Radiology.

Dr. Kwan's goals for this upcoming year include:

1. Continued implementation of program review results to Queen's CBME programs
2. Continued oversight on rollout of remaining RC CBME programs
3. Fostering networking and crosstalk between departments
4. Continuing to meet with program directors to discuss status of CBME in their programs and how to address challenges
5. Highlighting the great work in CBME within Queen's through introduction of the CBME spotlight initiative
6. Tackling the challenge of "big data" through research into assessment analytics with aid of machine learning/artificial intelligence
7. Development of a CBME Textbook drawing from expertise with Queen's University and the wealth of experience as leaders in CBME

Dr. Kwan is excited to work with everyone at Queen's School of Medicine and is looking forward to meeting new colleagues from across the School.

Educational Scholarship

In July, 2021, Dr. Adam Szulewski was appointed as Educational Scholarship Lead for postgraduate medical education. His main goals for this new position are to lead program evaluation efforts related to the implementation of CBME, and to promote educational scholarship across PGME.

With the program evaluation team, a program evaluation process for 15 postgraduate programs has been initiated. The goal is to continue this work so that all educational leaders have access to data about their programs as well as proposed adaptations for ongoing improvement. The team will also continue to provide support to faculty, residents and staff who are interested in sharing these findings broadly at conferences and in peer-reviewed publications. It is hoped that this data will also be useful for program accreditation and continuous quality improvement. In addition, the process has provided the opportunity for a number of interested residents to develop their own interest in educational research as well as the opportunity for faculty mentorship.

In addition to supporting program-level educational scholarship, Dr. Szulewski's goal is to also support PGME-wide scholarship in education in order for Queen's to remain a leader in the field. To this end, he has become involved with a number of projects including video-assisted workplace-based resident assessment in the ED, data analytics using the Elentra platform, and early lessons learned in program evaluation across disciplines.

Resident Health and Wellness

Resident Wellness supports postgraduate learners in the School of Medicine. Residents experiencing personal or academic difficulties, or seeking confidential advice, are able to make appointments with the Director, Dr. Melissa Andrew. In early 2020, the name was updated from Resident Affairs, and the Office moved to be based in 70 Barrie Street. Care is taken to ensure that the functions of this office remains distinct from PGME, and that residents are able to access in-person appointments confidentially. Since March 2020, the majority of appointments have taken place via video call or telephone due to COVID-19 precautions. This office has seen an increase in the volume of resident appointments since that time.



Particular attention is paid to those residents requiring additional educational support via Modified or Independent Learning Plans and Remediation. Resident Affairs provides input, as required, on all remediation plans that come before the Educational Advisory Board. Dr. Andrew meets with most residents undertaking remediation and probation. The Office of Resident Wellness is the primary contact for residents who are enrolled in the Ontario Physician Health Program (PHP). In this way, residents may be assured that confidential health information is maintained at arm's length from those making progress and promotions decisions. Dr. Andrew also collaborates with individual residents, program directors, the Physician Health Program, Kingston Health Sciences Centre, and Queen's Student Wellness Services in the development of personalized accommodation plans based on residents' unique needs and circumstances. Beyond direct support to residents, Dr. Andrew provides guidance to individual Program Directors who are faced with situations involving resident distress, changes in performance, and academic difficulty. She is a resource for the network of Regional Learner Advocates, who are located in each of the three sites where residency programs in family medicine are based, as well as 5 other communities across the region where learners are frequently hosted. This network facilitates access to learner supports for residents based outside of Kingston, as well as those completing individual rotations at sites across the region.

Additional resources available to residents include assistance through PARO, the Employee and Family Assistance Plan offered through Kingston Health Sciences Centre, and a designated counsellor embedded in Queen's Student Wellness Services (SWS). This counsellor, Anna Paolucci, meets with learners for short-term targeted psychotherapy, which is provided without additional fees to postgraduate learners. Anna will also assist residents who desire longer term psychotherapy to access appropriate resources. During the COVID-19 pandemic, Anna has been hosting virtual sessions with residents. A portion of Anna's time each week is reserved for later day appointments with postgraduate trainees.

Dr. Melissa Andrew, MD, MEd, FRCPC has been the Director of Resident Wellness since 2007 and was awarded a CAME Certificate of Merit in 2021 for her dedication and commitment to medical education.

Postgraduate Programs

Program	Residents*	Fellows*	Program Director (PD) and Assistant PD	Program Administrator
Anatomical Pathology	11	0	Christopher Davidson	Claudia Trost
Anesthesiology	21	4	Marta Cenkowski	Kim Asselstine
Cardiology (Adult)	12	0	Samir Hazra	Andrea Mayfield
Child and Adolescent Psychiatry	2	2	Johanne Roberge Sanjeev Sharma	Allie Singers
Clinician Investigator Program	4	0	Anne Ellis	Denise Jones
Critical Care Medicine (Adult)	8	5	Paul Heffernan	Laura Garofalo
Diagnostic Radiology	15	0	Andrew Chung	Lynne Meilleur
Emergency Medicine	23	9	Erin Brennan Christopher Evans	Mary Lee
Endocrinology and Metabolism (Adult)	1	0	Joshua Lakoff	Hayley Batson
Family Medicine			Brent Wolfrom	Laura McDiarmid
Family Medicine - Kingston	119	0	Kelly Howse	Jennifer Brierley
Family Medicine - Belleville	12	0	Nadia Knarr	Jessica Hughson
Family Medicine - Oshawa	18	0	Wei-Hsi Pang	Julie Hodges
Family Medicine - Peterborough	13	0	Kim Curtin	Anjali Sivan
Family Medicine – Enhanced Skills			Meg Gemmill	Dana Doll
Anesthesia	2	0	Valerie McLeod	Dana Doll
Care of the Elderly	2	0	Chris Frank	Dana Doll
Developmental Disabilities	1	0	Meg Gemmill	Dana Doll
Emergency Medicine	9	0	Matthew Stacey	Dana Doll
Palliative Care Medicine	3	0	Craig Goldie	Dana Doll
Special Rural Skills	5	0	Meg Gemmill	Dana Doll
Women's Health	1	0	Rupa Patel	Dana Doll
Gastroenterology (Adult)	4	2	Mark Ropeleski	Michelle Wolfreys
General Internal Medicine	12	0	Laura Marcotte	Carolyn Saulnier
General Surgery	21	1	David Robertson Sarah Jones	Kim Lloyd
Geriatric Psychiatry	2	2	Maria Hussain	Susan Beck
Hematology (Adult)	4	0	Janet Lui	Michelle Svajina
Internal Medicine (Core)	68	0	Stephen Gauthier Sara Awad Bikrampal Sidhu	Geneviève Bureau
Medical Oncology	5	3	Francisco Vera-Badillo	TBC
Nephrology (Adult)	5	0	Hasitha Welihinda	Lara McKinlay
Neurology (Adult)	14	0	Lysa Boissé Lomax	Michelle Wolfreys
Obstetrics and Gynaecology	17	1	Marisa Horniacheck	Anna Couch
Ophthalmology	12	4	Mark Bona	Shauna Vinkle
Orthopedic Surgery	16	9	Davide Bardana	Kim Lloyd
Palliative Care Medicine	1	0	Craig Goldie	Ruili Fang
Pediatrics	23	1	Kirk Leifso	Liz King
Physical Medicine & Rehabilitation	7	0	Sussan Askari	Heather-Ann Thompson
Psychiatry	37	6	Eric Prost	Sharon Thompson
Public Health & Preventive Medicine	11	0	Kieran Moore Samantha Buttemer	Kathleen Thompson
Radiation Oncology	13	0	Martin Korzeniowski	TBC
Respirology (Adult)	6	7	Christina Liak	Hayley Batson
Rheumatology (Adult)	5	0	Marie Clements-Baker	Holly Shea
Surgical Foundations	N/A	N/A	Timothy Phillips	Kim Lloyd
Urology	6	0	Michael Leveridge	Beverly Howes
Fellowship Programs (other)	0	9		
TOTAL	571	65		

*This chart provides information on the number of learners registered in each program, not the FTE (Full-Time Equivalent) count. The total postgraduate FTE count as of November 1, 2021 was 592.37.

Admission and Enrolment

Main Residency Match

Residency Program	Quota	IMG Quota	Spaces Filled: First Iteration	Spaces Filled: Second Iteration
Anatomical Pathology	1	1	2	0
Anesthesiology	4	0	4	0
Diagnostic Radiology	3	0	3	0
Emergency Medicine	4	0	4	0
Family Medicine - Kingston	36	9	45	0
Family Medicine – Belleville	6	0	6	0
Family Medicine – Oshawa	8	0	8	0
Family Medicine – Peterborough	6	0	6	0
Family Medicine – MOTP/MMTP	7	0	6	0
General Surgery	3	0	3	0
Internal Medicine	15	4	19	0
Neurology	2	0	2	0
Obstetrics & Gynaecology	3	0	3	0
Ophthalmology	3	0	3	0
Orthopedic Surgery	1	1	2	0
Pediatrics	3	1	4	0
Physical Medicine & Rehabilitation	1	0	1	0
Psychiatry	3	3	6	0
Public Health & Preventive Medicine	2	0	2	0
Radiation Oncology	1	0	1	1
Urology	1	0	1	0
TOTAL	113	19	131	1

Medicine Subspecialty Match

Subspecialty Residency Program	Quota	IMG Quota	Spaces Filled: First Iteration	Spaces Filled: Second Iteration
Adult Critical Care	2	0	2	0
Cardiology	4	0	2	0
Gastroenterology	2	0	2	0
General Internal Medicine	4	0	4	0
Endocrinology and Metabolism	1	0	0	1
Hematology	2	0	3	0
Medical Oncology	2	0	2	0
Nephrology	2	0	1	1
Palliative Medicine	1	0	1	0
Respirology	2	0	2	0
Rheumatology	2	0	2	0
TOTAL	24	0	21	2

Family Medicine/Emergency Medicine Match

CCFP-EM Match	Quota	IMG Quota	Spaces Filled: First Iteration	Spaces Filled: Second Iteration
Family Medicine / Emergency Medicine	8	0	8	0



Kingston Health Sciences Centre is the paymaster hospital for all residents and clinical fellows registered at Queen's University.

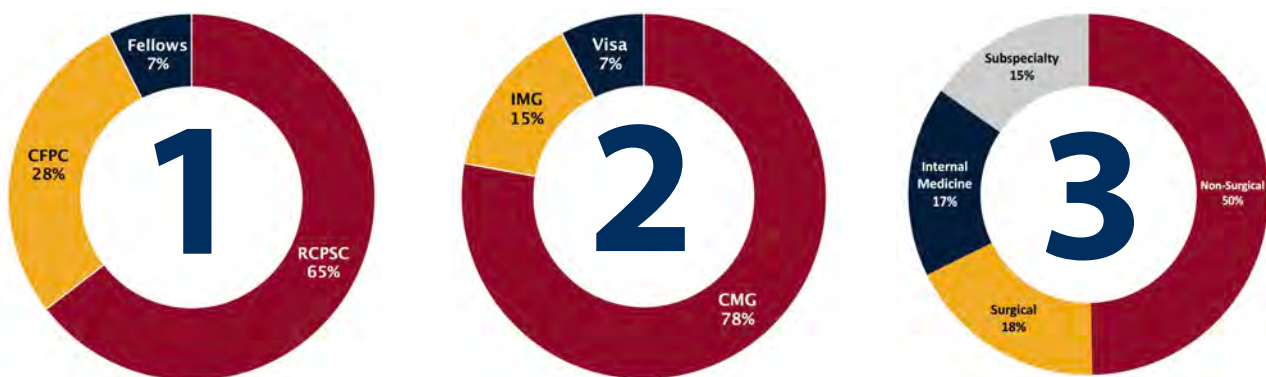


Figure 1: College Affiliation

When looking at the total postgraduate enrollment, approximately two-thirds are residents registered in programs accredited by the Royal College of Physicians and Surgeons of Canada. Slightly under a third are residents registered in programs accredited by the College of Family Physicians of Canada, while the remaining learners are Clinical Fellows.

Figure 2: Source of Medical Degree

More than three-quarters of all learners at Queen's are Canadian Medical School (CMG) graduates while 15% are International Medical Graduates (IMGs). Both CMGs and IMGs are Canadian citizens. An additional 7% of learners are non-Canadians and are here on a work visa.

Figure 3: Composition of RCPSC learners

Half of all RCPSC learners are registered in non-surgical programs. The remaining learners are split almost evenly between surgical programs (18%), Core Internal Medicine (17%), and Medicine Subspecialty programs (15%).

Awards

The Postgraduate Medical Education Office directly administers, or assists in the administration of, a variety of postgraduate awards and bursaries. The recipients of these awards are listed below. Additional awards distributed annually by individual postgraduate programs or Departments are not included in this list.

Award	Recipient
Dr. Katherine M. Detre Award	The Dr. Katherine M. Detre Award is available to International Medical Graduates and is based on financial need. In 2021, two IMGs received this award.
Michael and Betty Dicketts Scholarship	Dr. Jonathan Cluett (Obstetrics and Gynaecology) Dr. Shade Miller (Psychiatry) Dr. Nikitha Moideen (Radiation Oncology) Dr. John White (Family Medicine)
William E. O'Hara Postgraduate Bursary	The William E. O'Hara Postgraduate Bursaries are awarded on the basis of financial need. In 2021, nineteen residents received a bursary.
PARO Excellence in Clinical Teaching Award	Dr. Erin Beattie (Family Medicine)
PARO Excellence in Undergraduate Teaching by a Resident	Dr. Arjun Kundra (Internal Medicine)
Resident Prize for Excellence in Undergraduate Teaching	Dr. Jennifer McCall (Obstetrics and Gynaecology)
Ron Wigle Mentorship Award	Dr. Kieran Moore (Public Health and Preventive Medicine)
Dr. Sanjay Sharma Clinical Resident Award	Dr. Alasdair Rathbone (Physical Medicine and Rehabilitation)

Award recipients are traditionally recognized at the annual Postgraduate convocation ceremony. Unfortunately, the ceremony did not occur in 2020 or 2021 but we look forward to its return next year.





SCHOOL OF MEDICINE

POSTGRADUATE MEDICAL EDUCATION

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