



# Annual Report 2018-2019

## Postgraduate Medical Education





# Table of Contents



## Annual Report 2018-2019

4. Introduction from the Associate Dean
5. Postgraduate Medical Education at Queen's
6. Postgraduate Highlights
8. Competency-Based Medical Education
10. Postgraduate Programs at Queen's University
11. Postgraduate Medical Education Office
11. Educational Programs
12. Postgraduate Support and Services
15. Accreditation
16. Admission of Residents: PGY 1 Match
17. Admission of Residents: PGY 3 and 4 Matches
18. Postgraduate Award Recipients
19. Special Purpose Grant



Final year residents are presented with certificates recognizing their completion of residency training at the annual Postgraduate Convocation ceremony, held each June.

## Introduction

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

The biggest item in the postgraduate calendar is the on-site accreditation visit from representatives of the Royal College of Physicians and Surgeons of Canada (RCPSC) and the College of Family Physicians of Canada (CFPC). This rigorous review process ultimately ensures that the residency programs at Queen's University are of the highest possible quality.

This review now occurs once every six years and our accreditation visit took place in March 2018. To say that it took much preparation is an understatement. Everyone involved worked tirelessly to prepare for the review and ultimately, these efforts were well-rewarded with another outstanding outcome. Our accreditors were very impressed with what they learned about Postgraduate Medical Education at Queen's and I sincerely thank all involved for their hard work.

Another huge undertaking, the transition to a competency-based medical education framework, is well underway. Since 2017, all incoming residents have entered a competency-based curriculum and the feedback we continue to receive is very positive. We have become national leaders in CBME and Queen's representatives continue to share their experiences at workshops and conferences both in Canada and internationally.

The success of postgraduate medical education at Queen's is possible because of countless individuals across the University and our affiliated teaching hospitals and sites. Their enthusiasm has created a truly remarkable learning environment of which I am very proud.

I would also invite you to contact me directly should you have any questions or comments about our activities at [ross.walker@queensu.ca](mailto:ross.walker@queensu.ca)

G. Ross Walker, MD, FRCSC, FACS  
Associate Dean, Postgraduate Medical Education



## Postgraduate Medical Education at Queen's University

### **Melissa Andrew, MD, MEd, FRCPC - Director of Resident Affairs**

Provides assistance to residents who encounter personal and academic difficulties in their program and offers counseling in a confidential and welcoming environment.

### **Leslie Barroso - Registration Coordinator**

Responsible for registering new and returning residents & clinical fellows, and for updating their training status. Works closely with the CPSO, CMPA, and a variety of other agencies and embassies.

### **Damon Dagnone, MD, FRCPC - Faculty Lead, CBME**

The Faculty Lead for Competency-Based Medical Education (CBME) works closely with all postgraduate programs to advise and assist with the transition to a competency-based curriculum.

### **Denise Jones - Program Manager - Events Coordinator**

Provides support for all postgraduate special events including conferences, workshops, educational programming, and OSCEs. Also provides administrative support for the Clinician Investigator Program.

### **Laura McEwen, PhD - Director, Assessment and Evaluation**

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

### **Christine McCallum - Assistant to the Associate Dean**

Provides administrative support to the Associate Dean, Postgraduate Medical Education. Also assists residents and faculty as the Notary Public for PGME.

### **Jen Railer - Program Coordinator, CBME**

The Project Coordinator for CBME supports the Faculty Lead for Competency-Based Medical Education and works exclusively on a variety of CBME-based projects and initiatives.

### **Jordan Sinnett - Program Manager**

Oversees the operations of the PGME Office. Also meets with residents to discuss transfers and other resident issues.

### **Nicholas Snider - Director, Marketing and Recruitment**

Works closely with residency programs to develop projects and initiatives designed to recruit prospective residents. Responsible for postgraduate communications and special projects.

### **Karen Spilchen - Accreditation Program Coordinator**

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

### **Amanda Villeneuve - Office Assistant**

Provides support to visitors and responds to general inquiries. Responsible for credentials verification and administers the resident awards program.

Almost 600 residents and clinical fellows are registered in postgraduate medical education residency and fellowship programs at Queen's University.

# Postgraduate Highlights



## Accreditation

The 2018 accreditation visit of the Royal College of Physicians and Surgeons of Canada (RCPC) and the College of Family Physicians of Canada (CFPC) was a huge success. The survey team commended Queen's for its "ongoing commitment to excellence and innovation in postgraduate medical education". The team also noted "the tremendous amount of work undertaken by Queen's University to transition all of its programs to a CBME model" and recognized "the high quality of residency education maintained during this period of transition".



## Competency-Based Medical Education

Now in its second year, the CBME initiative at Queen's was showcased by faculty and staff at 27 sessions at national and international conferences including the Association of Medical Education Europe (AMEE), The World Summit on Competency-based Medical Education, and the International Conference on Residency Education (ICRE). Faculty development on campus continued to be a priority with over 220 program leaders, faculty, residents, program administrators, and education consultants at five different workshops throughout the year.



## Fall Workshop

The PGME Office organized a very well-attended workshop for Program Directors and Program Assistants, focusing on two important topics: Best Practices in Admission (BPAS) for postgraduate medical education, and the appeals process for residents. Attendees heard from Dr. Glen Bandiera (Associate Dean, PGME, University of Toronto) about BPAS and also heard the perspectives of Dr. Karen Schultz (Department of Family Medicine), Lisa Newton (University Counsel) and Andrea Risk (Cunningham, Swan & Associates) on how to best prepare for resident appeals.



## Award Recipients

Every year, the Professional Association of Residents of Ontario (PARO) recognizes excellence in postgraduate medical education. Queen's winners included Dr. Jamey Adirim (Resident Teaching Award) and Dr. Greg Bishop (Excellence in Clinical Teaching Award). In addition, the Internal Medicine program won the Program Excellence Award, awarded to only one program in Ontario each year. The award was created ten years ago and programs at Queen's have won this award five times, the best result in the province.



## Postgraduate Convocation

Postgraduate Convocation continues to be a highlight of the year. Held in the Isabel Centre for the Performing Arts, the event welcomes, residents, faculty, administrators, family, and friends. In 2018, Acting Dean Chris Simpson and Associate Dean Ross Walker joined Program Directors in handing out certificates to residents, and a reception for all guests followed the ceremony. The event was live-streamed on the PGME YouTube channel to make it accessible to those who couldn't attend in person, and promotional video was made to further promote convocation in future years.

## Resident Support

Each year, residents can apply for financial support in the form of bursaries administered by the PGME Office. A bursary is an award which takes financial need into consideration in the selection process. In 2018, sixteen residents were awarded bursaries ranging in value from \$450-1,300. More than \$19,000 in needs-based financial support was distributed to residents in 2018.



## 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. For the first time ever, Queen's filled all of its positions in the first iteration of the Main Residency Match. This huge accomplishment would not have been possible without the hard work of Program Directors, Program Assistants, and residents throughout the recruitment and interview process.



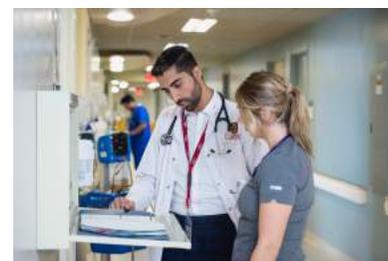
## International Activities

The Associate Dean, Postgraduate Medical Education, joined a delegation which visited Haramaya University in Harar, Ethiopia. Discussions were held regarding the creation of a partnership between Queen's University and Haramaya University through which residency programs would be created in Haramaya. Another trip is planned for the winter of 2019 to sign a Memorandum of Understanding.



## Assessment, Promotions, and Appeals Policy

The Assessment, Promotions, and Appeals (APA) Policy is the most comprehensive of all postgraduate policies as it defines the principles and guidelines of promotion, remediation, probation, suspension, withdrawals, and appeals. It also describes the assessment process in place for all residency programs. In 2018, this policy was substantially revised to reflect the transition to competency-based medical education at Queen's University.



## MCCQE-II Results

The PGME Office administers two Objective Structured Clinical Examinations (OSCEs) each year to help residents prepare for Part II of the Medical Council of Canada's Qualifying Examination. This strategy was originally developed as Queen's residents typically fared poorly on this exam compared to residents at other universities. In 2018, residents at Queen's earned their best results ever, making Queen's one of the top-performing universities in the country on the MCCQE-II exam. In 2019, a new format will be used which will align the OSCE more closely with the actual examination.



# Competency-Based Medical Education

On July 1<sup>st</sup> 2018, all 29 specialty programs at Queen's started their second year of a CBME curriculum. It has been an exciting time as CBME implementation continues to occur. The year brought with it many institutional successes related to CBME such as the best Main Residency Match results ever and a very successful accreditation review by the Royal College of Physicians & Surgeons of Canada and the College of Family Physicians of Canada.

## Faculty Development

CBME related faculty development initiatives continued to be a priority and a total of five workshops were offered in 2018. Three of the five workshops were tailored to program leaders needs and two focused on the needs of competence committee members and academic advisors. All workshops were well attended with a cumulative attendance of more than 220 CBME individuals from across multiple stakeholder groups (program leaders, frontline faculty, residents, program administrators, and education consultants). Moving forward, faculty development sessions will continue to be essential touch points for sharing best practices and emergent strategies.

## Resident Leadership

The CBME Resident Subcommittee continued their commitment to CBME implementation and co-production through resident-driven initiatives such as the CBME Mobile Training Unit, scholarship activities, and a dedicated resident workshop and retreat. Resident program leaders continue to provide valuable input to ensure that resident experience is not only captured during CBME implementation, but continues to inform program optimizations.

## Program Support

As expected, program administrators (PAs) remain key contributors to Queen's ongoing CBME success. PA roles are evolving with the move to new CBME curricula, programmatic approaches to assessment, and the continued expansion of Elentra capabilities. Support for this important stakeholder group occurs via dedicated PA lunchtime learning sessions, accessible Elentra training material, and frequent PGME updates. Working alongside



The Mobile Training Unit visited residents in each Kingston hospital to answer questions about CBME.

PAs and CBME program leaders are numerous educational consultants who provide valuable expertise and support to many programs.

## Scholarship

CBME related scholarship in PGME at Queen's University was well showcased during 2018, with a total of 48 individuals participating in 27 sessions at national and international conferences such as the Association of Medical Education Europe (AMEE), The World Summit on Competency-based Medical Education, and the International Conference on Residency Education (ICRE). As well, 15+ manuscripts were published (or are currently *In Press*) in high impact journals such as *Academic Medicine*, *Medical Education*, and *Medical Teacher*. Select program leaders also received distinguished awards and invited presentations for their outstanding commitment and contributions to competency-based medical education, including recognition from Queen's University, the Canadian Association of Medical Education, the Royal College of Physicians and Surgeons of Canada, the Association of Medical Education Europe, and the International Conference on Residency Education.

## Looking towards 2019

As CBME implementation continues at Queen's, the development of program leaders, faculty, residents, and support staff will remain a priority. Major goals for 2019 include (1) exploring program evaluation processes as a mechanism to inform program refinement, (2) sharing best practices and emergent strategies as an academic community, (3) engaging with education partners, and (4) aligning programs with Royal College national specialty committee rollouts. There is much to be excited and proud about!



Scholarship continued to be an integral part of the CBME implementation plan.



The CBME leadership team including Jen Railer, Dr. Laura McEwen, Dr. Ross Walker, Dr. Denise Stockley, Dr. Richard Reznick, Dr. Leslie Flynn, Dr. Rylan Egan, and Dr. Richard van Wylick. Missing from photo: Dr. Damon Dagnone and Dr. Jena Hall.

## Postgraduate Programs at Queen's University

Program	Residents*	Fellows*	Program Director	Program Assistant
Anatomic Pathology	10	0	Christopher Davidson	Lis Andersen
Anesthesiology	26	2	Melinda Flemming	Kim Asselstine
Cardiology (Adult)	8	6	Peggy DeJong	Andrea Mayfield
Child and Adolescent Psychiatry	1	3	Johanne Roberge	Allie Singers
Clinician Investigator Program	11	0	Graeme Smith	Denise Jones
Critical Care Medicine (Adult)	7	4	Suzanne Bridges	Laura Jaques
Diagnostic Radiology	16	0	Benedetto Mussari	Lynne Meilleur
Emergency Medicine	23	2	Jaelyn Caudle	Mary Lee
Family Medicine			Brent Wolfrom	
Family Medicine - Kingston	113	0	Kelly Howse	Jennifer Brierley
Family Medicine - Belleville	15	0	Nadia Knarr	Jessica Hughson
Family Medicine - Oshawa	17	0	Wei-Hsi Pang	Julie Hodges
Family Medicine - Peterborough	13	0	Kim Curtin	Chantal Van Parys
Family Medicine - Enhanced Skills	1	0	Geoff Hodgetts	Dana Doll
Anesthesia	2	0	Valerie McLeod	Dana Doll
Care of the Elderly	0	0	Agata Szlanta	Dana Doll / Julia Miller
Developmental Disabilities	3	0	Meg Gemmill	Dana Doll / Julia Miller
Emergency Medicine	11	0	Joey Newbigging	Dana Doll
Palliative Care Medicine	3	0	Craig Goldie	Dana Doll
Special Skills	7	0	Geoff Hodgetts	Dana Doll
Women's Health	2	0	Rupa Patel	Dana Doll
Gastroenterology (Adult)	6	2	Mark Ropeleski	Stephanie Pothier
General Internal Medicine	9	0	Laura Marcotte	Carolyn Saulnier
General Surgery	19	0	Diederick Jalink	Nicole de Smidt / Kim Lloyd
Geriatric Psychiatry	1	0	Maria Hussain	Courtney Vandermeer
Hematology (Adult)	6	1	Jill Dubebout	Shelley Cox
Internal Medicine (Core)	70	0	David Taylor	Genevieve Bureau
Medical Oncology	4	2	Nazik Hammad	Micheline Primeau
Nephrology (Adult)	4	5	Khaled Shamseddin	Michelle Wolfreys
Neurology (Adult)	12	1	Sean Taylor	Michelle Wolfreys
Obstetrics and Gynaecology	18	2	Marie-Andrée Harvey	Jennifer Purvis
Ophthalmology	12	2	Stephanie Baxter	Kaitlyn Caird
Orthopedic Surgery	14	11	Davide Bardana	Nicole de Smidt / Kim Lloyd
Palliative Care Medicine	2	0	Craig Goldie	Ruili Fang
Pediatrics	19	2	Kirk Leifso	Liz King
Physical Medicine & Rehabilitation	5	0	Sussan Askari	Heather-Ann Thompson
Psychiatry	35	7	Eric Prost Johanne Roberge	Sharon Thompson
Public Health & Preventive Medicine	13	0	Kieran Moore	Kathleen Thompson
Radiation Oncology	9	0	Catherine de Metz	Micheline Primeau
Respirology (Adult)	4	3	Paul Heffernan	Laura Pascoal
Rheumatology (Adult)	4	0	Marie Clements-Baker	Holly Shea
Surgical Foundations	N/A	N/A	Darrin Payne	Nicole de Smidt / Kim Lloyd
Urology	5	0	Michael Leveridge	Beverly Howes
<b>TOTAL</b>	<b>560</b>	<b>55</b>		

NOTES: 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 for 2017-2018 was 555.74. CIP residents are not included in totals so as not to double-count them (they are concurrently registered in their home program).

# Postgraduate Medical Education Office

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

- Coordinating the operation of all postgraduate residency programs
- Ensuring compliance with the accreditation standards of the Royal College of Physicians and Surgeons of Canada and the College of Family Physicians of Canada
- Ensuring requirements of the College of Physicians and Surgeons of Ontario are met by Queen's trainees
- Ensuring that medical staff regulations of affiliated teaching hospitals are met
- Working with the major teaching hospitals to ensure optimal hospital resources are available to facilitate resident education
- Respecting and ensuring compliance with the PARO-CAHO contract in all residency training programs.

Postgraduate Medical Education establishes all general policies of residency education, maintains liaison with Program Directors and the hospital administrators, coordinates the conduct of internal reviews of all residency programs, oversees the allocations of postgraduate training positions funded by the Ontario Ministry of Health and Long-Term Care, and advocates for residents and faculty to maintain an appropriate educational environment with adequate supervision of postgraduate learners.



The annual Queen's Conference on Academic Residency Education delivers core academic content to PGY1 residents.

## Educational Programs

The Postgraduate Medical Education Office coordinates and promotes a wide range of educational programming for its residents on an annual basis.

### Chief and Senior Resident Workshop

Each year, a workshop is held for those residents who have been selected as Chief or Senior 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. In 2018, sessions included Leadership and Being a Chief Medical Resident, Managing Conflict, Hospital Roles and Responsibilities, Chief Resident Responsibilities, and the role of PARO.

### QCARE

The annual Queen's Conference on Academic Residency Education (QCARE) occurs each May. The conference delivers core academic content to all PGY1 residents through a combination of plenary speakers and small group, interactive seminars. Sessions in 2018 included Ethical Interaction with the Medical Industry, Boundary Issues between Patients and Physicians, Designing Effective Presentations, Intimate Partner Violence, Indigenous Healthcare Issues, and Practical Tips for Teaching and Feedback.

### QCARE+

The Queen's Conference on Academic Residency Education is also offered for senior residents and is known as QCARE+ and is offered in two parts. Part I provides educational programming on topics such as medico-legal issues, financial planning, incorporation, risk management, remuneration options, and compensation. Partners include the Canadian Medical Protective Association, Healthforce Ontario Marketing and Recruitment Agency, MD Management, and the Ontario Medical Association.

Part II of QCARE+ is comprised of a practice management curriculum delivered by the Canadian Medical Association. This provides senior residents with a full day of interactive seminars and addresses the key challenges that residents will face in setting up their practice including contract negotiation, financial wellness, and practice management.

## 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 is strongly encouraged for all PGY1 Specialty residents and optional for all PGY1 Family Medicine residents.

## Essentials of Clinical Teaching

Essentials of Clinical Teaching is a day-long workshop to support residents and faculty interested in enhancing their ability to design and deliver effective clinical teaching sessions. Sessions explore tips for effective and efficient teaching within clinical settings, navigating the hidden curriculum, and best practices for providing quality feedback.

# Postgraduate Support and Services

## 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, and work permits.

## Orientation

The PGME Office works collaboratively with Kingston Health Sciences Centre and Providence Care to offer a full-day of orientation for incoming trainees. Residents are introduced to the Dean, Associate Dean, Director of Resident Wellness, and hospital officials. Sessions include an overview of postgraduate medical education, patient and family centered care, hospital resources, documentation and privacy, practice tips, and infection control.

A welcome event organized by the Professional Association of Residents of Ontario (PARO) is also supported by the PGME Office. In 2018, a boat cruise of Kingston and the Thousand Islands was held and was very well-attended.

## 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 also encouraged to speak, in confidence, with the Director of Resident Affairs regarding their personal circumstances and career goals.

## Accreditation Preparation

The PGME Office coordinates the internal review process, a mandatory component in the accreditation of its residency programs. Assistance is also provided in completing pre-survey questionnaires. 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.

## Educational Advisory Board (EAB)

The Educational Advisory Board provides support to Program Directors in the development and implementation of remediation and probation plans. The Educational Advisory Board membership includes a Chair, a deputy Chair, faculty members, resident members, the Director of Resident Affairs, and the Director, Assessment and Evaluation. Administrative support for the EAB is provided by the Postgraduate Medical Education Office. The EAB is a resource available to all programs and residency program committees to support residents in meeting their goals and objectives.



Internal Medicine residents engaged in conversation.

## 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) is convened. Level 3 appeals are heard by a Postgraduate Tribunal representing the Dean.

The appeals process at the second and third levels 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.

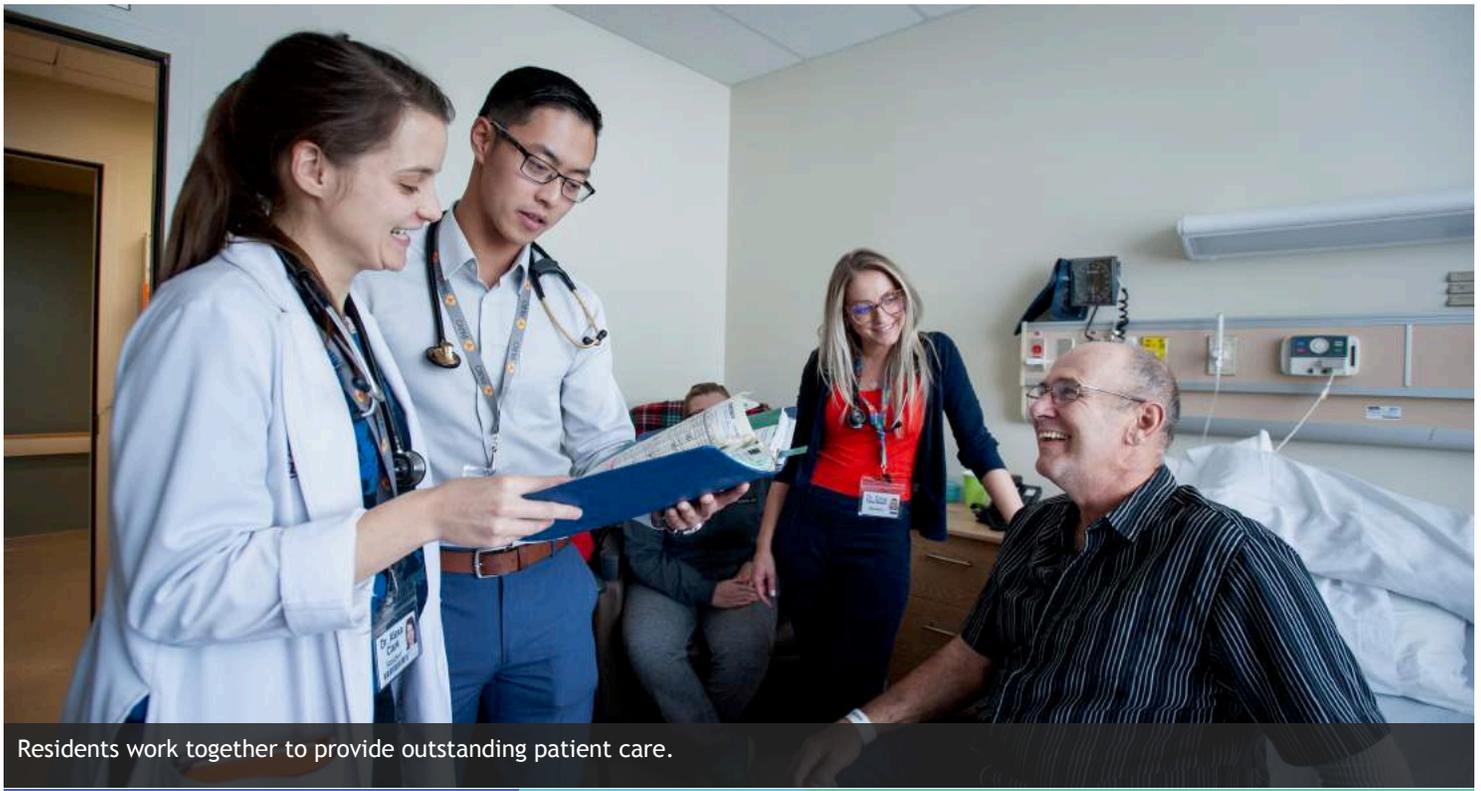
In 2017-2018, two appeals were heard by the ARB and the Postgraduate Tribunal.

## Committees

The Postgraduate Medical Education Committee (PGMEC) is the committee responsible for the development and review of all aspects of residency education. It meets five times annually and discusses topics such as policies, internal reviews, resource distribution, and faculty development.

The PGMEC has two primary subcommittees. The PGY1 Subcommittee, comprised of all PGY1 Program Directors, meets to discuss topics such as the performance of residents on the MCCQE-II examination, resident orientation, and the content of the annual QCARE conference. The PGY4 Subcommittee, comprised of all PGY4 subspecialty Program Directors, reviews the affairs of PGY4 programs and determines quotas for the Medicine Subspecialty Match.

The Postgraduate Medical Education/Kingston Health Sciences Centre Resident Advisory Committee provides an opportunity for residents to share their concerns as well as propose solutions that support inter-professional collaboration in addressing operational issues within the hospitals. It is a forum to engage in discussion and determine what concerns need to be presented to the KHSC Joint Program Council for consideration and action.



Residents work together to provide outstanding patient care.

## Assessment and Evaluation

After extensive community-wide consultation, the postgraduate Assessment, Promotion, and Appeals (APA) policy was revised and made more 'CBME friendly'. A huge thank-you goes out to everyone who contributed to this latest Queen's PGME innovation! Although it is important to acknowledge that such policy is continually evolving to meet our needs, it is comforting to know that the bulk of development work is now complete. No doubt there will be national interest in this landmark document, as there was with our former version.

Although the Faculty and Rotation Evaluation policy is in place, some aspects of reporting, specifically for faculty at distributed sites continue to be finalized. Work is being done to find optimal ways to provide these individuals with feedback on their teaching. Similarly, a Faculty Evaluation Summary process will be piloted to address challenges associated with smaller programs that have minimal data.

Elentra (MedTech) has now accommodated postgraduate technology needs in relation to this new policy. Release functionality that allows residents to immediately share feedback with faculty is in place and is being used. Standardized questions have been implemented with programs having the option to add additional program specific questions to their evaluation tools.

The CBME Assessment Subcommittee struck to support the transition to CBME remains active, working on assessment related research initiatives and contributing to the design and facilitation of CBME workshops. The Subcommittee now meets on a monthly basis.

## Marketing and Recruitment

A variety of postgraduate recruitment activities help to ensure that residency programs at Queen's continue to attract the very best learners. Each year, a suite of promotional brochures is produced. Most profile specific residency programs while others outline the many advantages of the CBME initiative. These brochures are distributed during the interview process preceding the Main and Subspecialty match process.

Many programs are now provided with customized electronic bulletins and newsletters, sent to their applicants on a regular basis throughout the CaRMS process. They contain information about specific residency programs, interview details, and life in Kingston. Feedback has been excellent, with applicants indicating that no other university had provided them with this kind of regular, detailed information.

Photography and video production also remain a key priority, and help to showcase individual residency programs. All postgraduate videos are showcased on the PGME YouTube channel at [www.youtube.com/queenspostgrad](http://www.youtube.com/queenspostgrad).

## Resident Wellness

Residents experiencing personal or academic difficulties, or seeking confidential advice, are able to make appointments with the Director, Dr. Melissa Andrew. Particular attention is paid to supporting those residents undergoing remediation.

Beyond direct support to residents, Dr. Andrew provides guidance to individual Program Directors who are faced with situations involving resident distress, behaviour changes, and academic difficulty. She is a resource for the network of Regional Learner Advocates, located in each of the three sites where residency programs in family medicine are based across the region. 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.

Resident Affairs provides input, as required, on all remediation plans that come before the Educational Advisory Board. The Office of Resident Affairs 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 in direct positions of evaluating their progress. 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.

## Accreditation

All residency programs at Queen’s University are accredited, either by the Royal College of Physicians and Surgeons of Canada (RCPSC) or the College of Family Physicians of Canada (CFPC). The accreditation process ensures that Queen’s residency programs meet the highest possible standards and that resident physicians, upon completion of their programs, will be able to provide outstanding care to the people of Canada.

This rigorous and detailed examination of residency programs at Queen’s University occurred in March 2018. The process also assured residents that they will ultimately be prepared

to sit their CFPC and RCPSC examinations, and that they will have acquired the knowledge, skills, and attitudes necessary for practice.

The accreditation teams from the RCPSC and the CFPC reviewed information obtained from all programs in advance through detailed Pre-Survey Questionnaires (PSQs), and also through a series of meetings during an on-site visit. After the site visit, the Accreditation Committee granted each program the accreditation status listed below. Currently, all residency programs at Queen’s University are accredited.

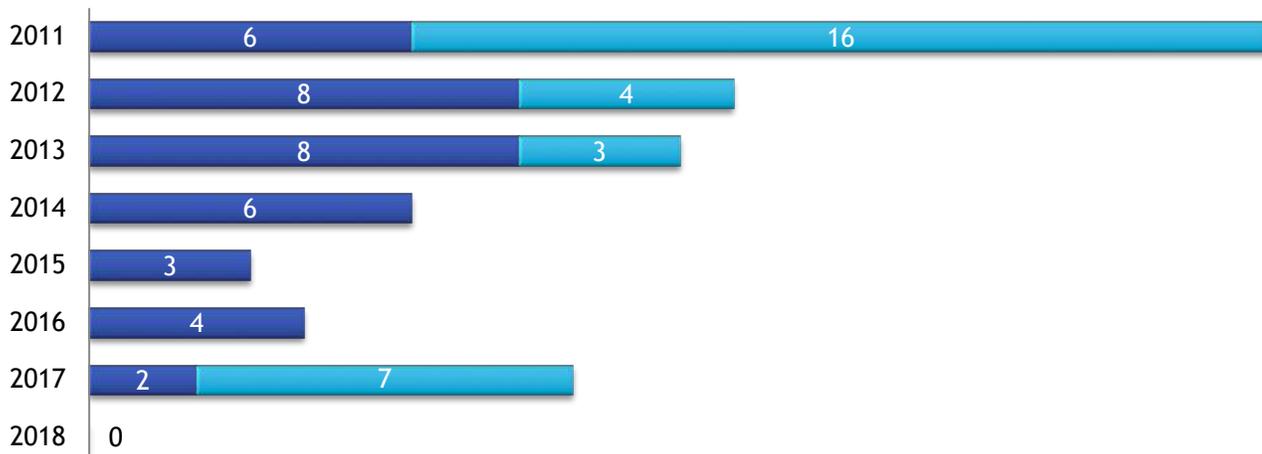
Program	Current Accreditation Status
Anatomical Pathology	Accredited Program
Anesthesiology	Accredited Program
Cardiology (Adult)	Accredited Program
Child and Adolescent Psychiatry	Accredited Program with an External Review in 2020
Clinician Investigator Program	Accredited Program
Critical Care Medicine (Adult)	Accredited Program
Diagnostic Radiology	Accredited Program with an External Review in 2022
Emergency Medicine	Accredited Program
Family Medicine	Accredited Program with a Progress Report in 2020
Family Medicine - Enhanced Skills	Accredited Program with a Progress Report in 2020
Gastroenterology (Adult)	Accredited Program
General Internal Medicine	Accredited Program
General Surgery	Accredited Program
Geriatric Psychiatry	Accredited Program
Hematology	Accredited Program
Internal Medicine	Accredited Program
Medical Oncology	Accredited Program
Nephrology (Adult)	Accredited Program
Neurology (Adult)	Accredited Program
Obstetrics and Gynecology	Accredited Program
Ophthalmology	Accredited Program
Orthopedic Surgery	Accredited Program
Palliative Care Medicine	Accredited Program with an Internal Review in 2022
Pediatrics	Accredited Program with an Internal Review in 2020
Physical Medicine & Rehabilitation	Accredited Program
Psychiatry	Accredited Program
Public Health & Preventive Medicine	Accredited Program
Radiation Oncology	Accredited Program
Respirology (Adult)	Accredited Program
Rheumatology (Adult)	Accredited Program
Urology	Accredited Program

# Admission of Residents: Main Residency Match 2018

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	35	10	45	0
Family Medicine - Belleville	6	0	6	0
Family Medicine - Oshawa	8	0	8	0
Family Medicine - Peterborough	6	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	2	0	2	0
Orthopedic Surgery	2	0	2	0
Pediatrics	4	1	5	0
Physical Medicine & Rehabilitation	1	0	1	0
Psychiatry	3	3	6	0
Public Health & Preventive Medicine	2	0	2	0
Radiation Oncology	2	0	2	0
Urology	1	0	1	0
<b>TOTAL</b>	<b>107</b>	<b>19</b>	<b>126</b>	<b>0</b>

## Unfilled PGY1 Positions at Queen's University

■ RCPSC Positions ■ CFPC Positions



## Admission of Residents: Medicine Subspecialty and CFPC-EM Matches

Subspecialty Residency Program	Quota	IMG Quota	Spaces Filled: First Iteration	Spaces Filled: Second Iteration
Adult Critical Care	2	0	2	0
Cardiology	3	0	3	0
Gastroenterology	2	0	2	0
General Internal Medicine	5	0	5	0
Hematology	3	0	3	0
Medical Oncology	2	0	2	0
Palliative Care Medicine	1	0	0	0
Respirology	2	0	2	0
Rheumatology	2	0	2	0
<b>TOTAL</b>	<b>22</b>	<b>0</b>	<b>21</b>	<b>0</b>

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



The Clinical Simulation Centre provides invaluable experience for residents across many programs.

## Postgraduate Award Recipients

The Postgraduate Medical Education Office directly administers, or assists in the administration of, a variety of postgraduate awards and bursaries, in addition to several awards administered by the Professional Association of Residents of Ontario (PARO). 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	Dr. Sarah Adams (Psychiatry) Dr. Jamey Adirim (Psychiatry)
Michael and Betty Dicketts Scholarship	Dr. Jenny Jin (Radiation Oncology) Dr. Marie Leung (Internal Medicine) Dr. Kristen Weersink (Emergency Medicine)
William E. O'Hara Postgraduate Bursary	The William E. O'Hara Postgraduate Bursaries are awarded on the basis of financial need. In 2018, over \$16,000 was dispersed to fourteen residents who received a bursary ranging in value from \$450-\$1,300.
PARO Excellence in Clinical Teaching Award	Dr. Greg Bishop (Emergency Medicine)
PARO Trust Fund's Resident Teaching Award	Dr. Jamie Adirim (Psychiatry)
PARO Program Excellence Award	Queen's Internal Medicine
Resident Prize for Excellence in Undergraduate Teaching	Dr. Alida Pokoradi (Obstetrics and Gynaecology)
Dr. Sanjay Sharma Clinical Resident Award	Dr. Josh Durbin (Internal Medicine)



Dr. Ross Walker joins Ms. Betty Dicketts and Dr. Kristen Weersink, one of the recipients of the Michael and Betty Dicketts Scholarship in Medicine.

## Special Purpose Grant

Each year, the Postgraduate Medical Education Office distributes funds from a Special Purpose Grant designed to support residency education and assist with the provision of postgraduate education. Program Directors and faculty were invited to submit proposals for funding, which were assessed on the basis of the relevance of the proposed activity to the residency program, the potential benefits for residents, and the perceived merit of the activity.

Recipient	Description	Amount
Competency-Based Medical Education	CBME evaluation project	\$40,000
Emergency Medicine	Cadaver-assisted airway management training program	\$9,700
General Surgery	Purchase of laparoscopic trainer for resident lounge	\$6,400
Internal Medicine	Flipped classroom curriculum on physical examination techniques	\$6,000
Family Medicine	Family Medicine nightmares course	\$15,000
Orthopedic Surgery	Purchase of Arthroscopic Virtual Reality system	\$10,000
Ophthalmology	Purchase observer scopes for operating microscopes at community sites	\$10,000
Specialty residency programs	Competency-based nightmares course	\$10,000



Program Assistants and postgraduate staff gather for one of their quarterly meetings.



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*Pictured: Residents gather for Postgraduate Convocation, held at the Isabel Bader Centre for the Performing Arts*



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