

Board of Examiners – Postgraduate Medical Education (BOE-PG) Temerty Faculty of Medicine, University of Toronto

Overview

The BOE-PG is a committee of faculty and residents appointed by Faculty Council to review cases of residents in academic difficulty. The BOE-PG considers educational needs of residents at the request of a Program Director and the Associate Dean, Post MD Postgraduate Medical Education (PGME). It also makes decisions about academic standing, remediation and dismissal based on University of Toronto policy and guidelines. Also, the BOE-PG monitors progress and outcomes of individualized education plans focused on developing skills and competencies to enable residents to correct weaknesses and succeed in their training programs

BOE-PG Governance

- Chair, Vice Chair and faculty members of the BOE-PG are appointed by Faculty Council Works within:
 - By-Laws of Faculty Council, BOE-PG Terms of Reference
 - Faculty of Medicine Guidelines for the Assessment of Postgraduate Residents of the Faculty of Medicine at the University of Toronto
- 9-12 meetings annually, resident members in attendance for quorum

A Team Approach:

Program Director and Residency Training Program

- Takes lead, oversees and implements remedial education plan which aligns needs of resident with planned learning, teaching, coaching, mentorship and evaluation
- Responsible to know about and comply with university policies and guidelines
- Identifies any wellness concerns and provide resident with information to access support

Resident in academic difficulty

- Participates actively in education plan development
- Communicates about stresses or wellness issues with appropriate confidentiality ensured; communicates regularly with Program Director about progress or issues arising during remediation

Associate Dean, Post MD PGME and PGME Office Learner Education Support team

- Monitors due process, fairness and demographics of residents in academic difficulty to allow for strategic use of resources in areas of highest need and/or greatest impact
- Supports Program Director and facilitates access to central resources

Faculty and Remediation Coaches

- Provides planned learning, teaching, coaching, mentorship and assessment as outlined in the education plan
- Documents and communicates resident progress in a timely, transparent and detailed way including formative and summative feedback.

Initiatives and Innovations

- Implementation of a Single-Form BOE remediation education plan template
- Resident Guide to Remediation
- Updated Guidelines for the Assessment of Postgraduate Residents of the Faculty of Medicine at the University of Toronto (2017) to include Mandated Leave of Absence Policy
- BOE Case Review Checklist for committee members
- Formalized review and approval of interim and completion reports by BOE-PG members
- PGME Learner Education Support team Program Evaluation of BOE-PG directed remediation program

Table 1: BOE-PG Case Volumes and Outcomes

BOE-PG Case Volumes	2015-16	2016-17	2017-18	2018-19	2019-20
New and Re-opened Cases	20	18	17	15	12
(Re-open)	(3)	(2)	(2)	(0)	(1)
Continuing (open and active at beginning of academic year July 1)	10	15	18	21	13
Total Cases over the year	30	33	35	36	25
BOE-PG Outcomes					
Total closed cases over the year	12	15	17	23	16
• Successful completion	12	13	14	18	16
• Withdrawal	0	1	1	2	0
• Transfer	0	1	0	0	0
• Dismissal	0	0	2	3	0
Appeals	2	1	3	2	1

Appeals = number of residents that initiated the formal appeals process to appeal the BOE decision, irrespective of outcome of appeal

Table 2: BOE-PG Cases by Category

Category	Criteria	2015-16 N=30	2016-17 N=33	2017-18 N=35	2018-19 N=36	2019-20 N=25
Training Level	PGY1	3	2	4	6	7
	PGY2	12	10	8	9	7
	PGY3	4	9	9	5	4
	PGY4	4	7	7	9	3
	PGY5+	7	5	7	7	4
Type of Resident	CMG	20	20	23	21	11
	IMG	7	9	10	14	9
	IFT	3	4	2	1	5
Remediation Focus (CanMEDS Roles)	Medical Expert	20	22	22	21	17
	Professional	18	14	15	14	8
	Communicator	13	6	5	9	6
	Collaborator	13	7	3	4	7
	Manager/Leader	3	5	3	5	6
	Health Advocate	0	0	0	0	0
	Scholar	4	5	3	1	2

*data up to July 16, 2020

A maximum of 3 remediation focus CanMEDS roles per education plan