

Update on CBME for PGME

February 2021

Dr. Jennifer Vergel de Dios
Director of CBME Implementation for PGME
jvergeld@uwo.ca

Welcome to new team members - Clarissa and Susan!



Clarissa Koerber
Administrative Assistant

Clarissa has a Bachelor of Management and Organizational Studies (Honours Specialization in Human Resource Management) and a Minor in Psychology from Western. Clarissa has worked previously at the Ivey Business School as a Co-Pilot, supporting professors in

transitioning to online learning platforms and facilitating Zoom lecture sessions.

Clarissa will provide administrative support to the PGME CBME Operations Team and can be reached using her Schulich email: clarissa.koerber@schulich.uwo.ca



Dr. Susan Ibdah, PhD
Curriculum & Assessment Specialist

Dr. Susan Ibdah holds a PhD in Curriculum Studies, an MA in Education Studies, a Bachelor of Education and a Bachelor of Science (Biology) all from the University of Western Ontario. For the past ten years, Dr. Ibdah has worked at the Faculty of Education as an Assistant Professor (limited duties), Curriculum Developer, and Senior

Researcher, as well as at the Faculty of Science as an Instructor and Lab Leader. Her research interests and expertise include Curriculum Mapping and Pedagogy Across Disciplines. She is very excited about joining the Schulich team and welcomes everyone to reach out anytime at susan.ibdah@schulich.uwo.ca

National CBME Leads

The other [university CBME Leads](#), or National CBME Leads, hold teleconferences every two months. Relevant info:

- Disciplines with subspecialties have to decide how any EPAs in the last stage of residency, Transition to Practice (TTP), could potentially be handled by the subspecialty the resident will enter.
 - Psychiatry has determined this for the subspecialties in Child & Adolescent Psychiatry and Geriatric Psychiatry.
 - Internal Medicine is still deciding with each of its subspecialties what models to adopt.
- Competence Committee members can include faculty who are on their discipline's Exam Committee as long as any conflicts of interest are declared prior to the resident review.
- The first three [Technical Guides on CBD](#) were released last fall. Topics for upcoming Technical Guides include Versioning and Credentialing guides (transfers into a CBD program, returning after a leave, and determining exam readiness). **Along with a discipline's [CBD Specialty Standards Document Suite](#), these technical guides are fundamental for your implementation.**

Elentra

From Jenny Krista, Elentra Support, Integrated Medical Education

Elentra is growing in features as Schulich [IS](#) creates customizations based on your requests. To review:

Elentra login reminder

Residents and faculty members automatically have an Elentra account. Username and password are the same as your Western ID. If you have security questions set, you can reset your password [here](#). If you do not have your security questions set, you will need to contact [WTS](#) to reset.

Secondary email reminder

Users can use another email address to receive notifications in addition to their default Western email account. Instructions [here](#).

PIN reminder

Faculty members or resident assessors are recommended to set up their PIN to easily submit EPAs. Instructions [here](#).

Having issues with Chrome on hospital computers?

In order to help troubleshoot issues with Chrome on hospital computers we ask that you please report any issues you may be experiencing. Reporting instructions [here](#).

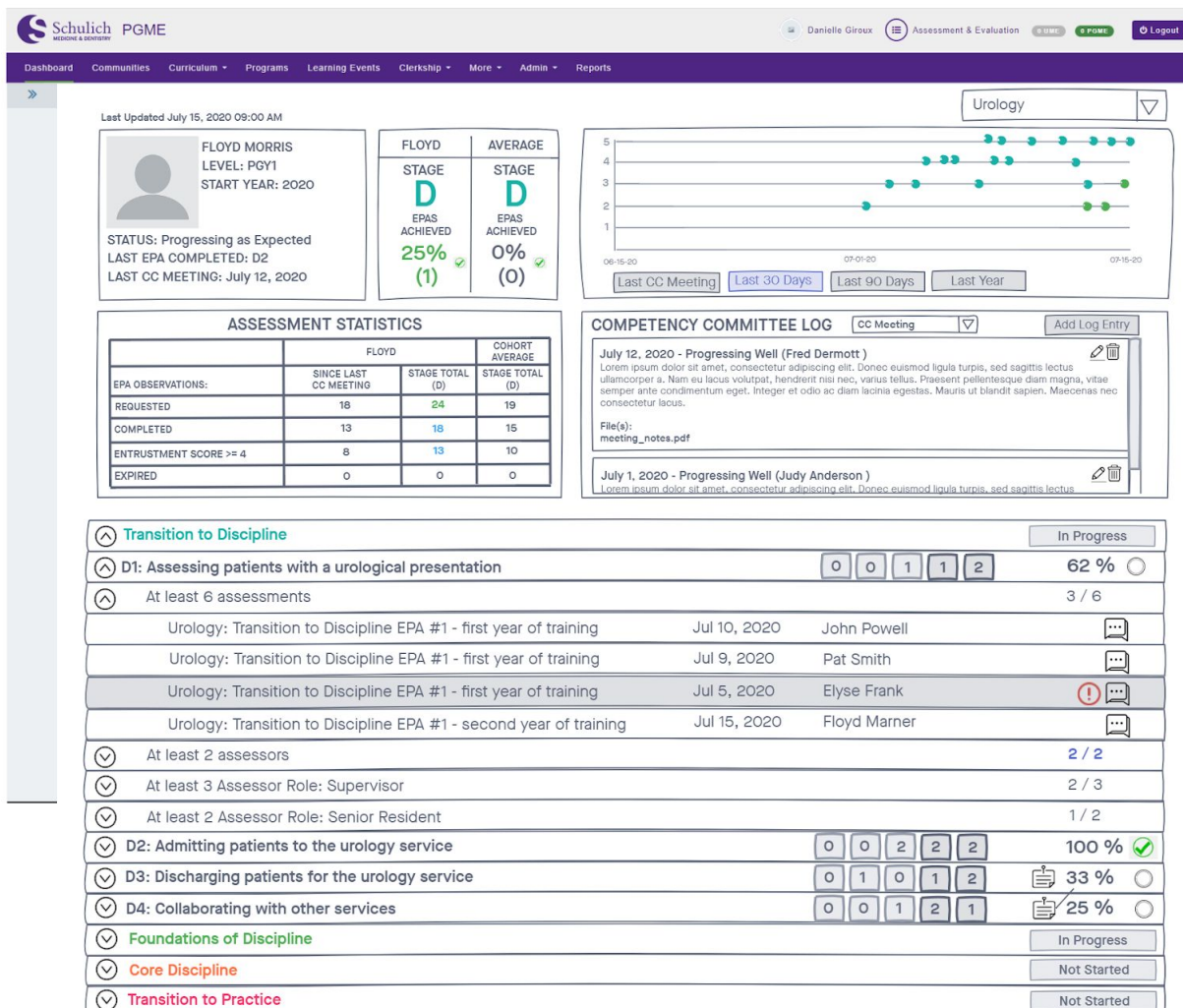
Academic Advisor Set-up

Program Administrators have the ability to set up Academic Advisors for their programs within Elentra. Academic Advisors will be able to see their learners EPAs and CBME Dashboard. Instructions for set up [here](#).

PREVIEW of Elentra Dashboard for Competence Committee members!

The screenshot below shows a mock-up of our biggest development in progress, a functional dashboard in Elentra. The dashboard will take into account all of those contextual variables required for an EPA (e.g. x number of emergency cases, x number by a faculty assessor) and cohort comparisons that should make life much easier for Competence Committee members. A very similar dashboard will be created for residents. Both dashboards are expected to launch for July 1st, 2021.

For more info on the use of any of these features, or for any Elentra questions or support, please contact elentra.support@schulich.uwo.ca



2021 programs

We continue the work to support the launch of the nine programs who will implement CBD this July. It is an immense amount of effort for PDs, CBME Leads, and PAs. We're at the home stretch!

Observing CC meetings for the 2019 programs

I continue to observe the CC meetings for programs who launched in 2019 since they have more than one year under their belt. It is incredibly valuable to see the group discussion and decision making in action as it helps inform the dashboard development in Elentra and bring to light challenges and questions that apply for everyone to the relevant stakeholders: PGME, our CBME Steering Committee, Clinical Chairs, and the Royal College.

Distributed Education

- Discussion is underway with **Dr. Larry Jacobs, Associate Dean of the Windsor campus**, for collaborative faculty development sessions with our colleagues in Windsor.
- In November 2020, a needs assessment was sent out to faculty in our [Distributed Education](#) network to engage them and see how we can help with their CBME questions. The needs covered the typical topics of Elentra, the basics of CBD, and some more specialty-specific questions about expectations of EPAs.

Program Evaluation

From Andrea Good, Program Evaluation and Project Coordinator (CQI & Accreditation), PGME



Postgraduate Medical Education

Chart 1: EPA Assessments completed, expired or deleted between July 1 – November 30, 2020

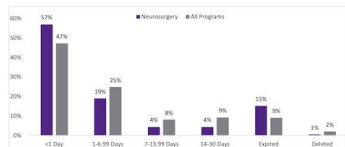


Table 1: Frequency of EPA assessment form completion and expires between and all programs (encounter dates between July 1 – November 30, 2020).

	(%)	(n)	All Programs (%)	All programs (n)
Completed <1 Day	57%	109	47%	3289
Completed 1-4.99 Days	27%	35	25%	2826
Completed 5-13.99 Days	15%	8	8%	919
Completed 14-30 Days	4%	8	9%	1049
Completed >30 Days	0%	0	0%	9
Total Completed	64%	158	89%	10172
Expired	2%	29	8%	1031
Deleted	1%	1	2%	184
Total EPA Forms	100%	188	100%	11487
Completed by faculty assessors	17%	142	75%	7952
Completed by resident assessors	21%	38	28%	3147
Completed by internal assessor	2%	6	3%	305
Completed by MedFoot assessor	0%	0	0%	3
EPA's triggered by faculty	0%	0	9%	1040

The PGME Office has begun providing EPA assessment expiry reports to programs that use Elentra in order to build on, and support, the information provided through Elentra's faculty assessor reports portal. The goal of the EPA expiry reports is to provide CBD programs with evaluation information on their EPA completion, expiry, and deletion information in order to better understand their successes and areas for improvement. These reports also provide an anonymized comparison to all other programs, and to programs in similar specialists ("nests"), where applicable.

The first EPA expiry report was sent to all CBD Program Directors who use the Elentra platform in December 2020. The reports will be sent quarterly, based on the following periods:

- July-September
- October-December
- January-March
- April-June

The next report will be sent in mid-April but will report on EPAs from December 2020 – March 2021. Provide feedback on the report template, format, and information included to Andrea (andrea.good@schulich.uwo.ca). We also encourage Program Directors to regularly review Faculty Assessor Statistics in Elentra for accountability purposes.

Steering Committee

This committed group of PDs, CBME Leads, and representatives from the PA Exec, RAC-CBME, CERI, and Schulich IS developers have discussed the more challenging issues of

- Accessing Elentra on hospital computer, the mobile experience of Elentra;
- Dashboard creation and prioritization of components needed;
- Determining what exactly constitutes the various resident status recommendations for a program, e.g. what determines 'not progressing as expected' vs. 'failure to progress';
- Reporting to PGME certain [CC resident status recommendations](#);
- Weighing pros/cons of residents completing portions of the EPA forms.

Resident Advisory Committee for CBME (RAC-CBME)

Resident Feedback Survey

In December, a feedback survey for residents at Western was circulated that covered many areas of CBME. The report of the summary findings are included and we will continue to dissect through each section at upcoming stakeholder meetings.

In summary, at a bare minimum, faculty must

- learn their Elentra login
- set a PIN
- ensure they receive email notifications

We also highly recommend that faculty broach the topic of EPAs with their learners as it can be intimidating for learners to ask and not want to "bother" faculty. We must all do our parts to relieve the burden it has placed on residents.

RAC-CBME Meeting notes from resident-only portion

At the end of each RAC-CBME meeting, the residents meet without any members from PGME to talk freely about any issues. A summary note of the discussion is provided. Two points from the February 2021 summary note that are relevant are below. Please consider if this applies to your program and we urge flexibility for these requirements which includes making the change going forward, but not *retrospectively* changing requirements; or, please communicate with your residents if this was a misunderstanding.

- "Program Directors are sending conflicting messages on EPA requirements."
 - In previous years some options were not available to residents (e.g., allied health filling out EPA's) and we were told to ignore that requirement, however, it is now being brought back up that the resident missed this EPA and are in trouble for not getting it.
 - Fellows previously counted as staff as you work one-on-one with fellows in certain clinical scenarios. In Oct/Nov fellows no longer counted as staff. This change was not communicated to residents and now residents are deficient in certain EPAs. Can fellows be changed back to staff?"

PA Resource for CBME

Along with **Katie McLean, PA for Gastroenterology** and the PA Rep on our CBME Steering Committee, our team has produced a concise guide for CBME for any PA new to CBME.

Another resource that is built for you to facilitate your own session when creating a Competence Committee has been provided by the Royal College: <https://www.royalcollege.ca/rcsite/cbd/assessment/committees/run-competence-committee-workshops-e>

Events

Schulich Events

Event	Date & Time	Details
SAVE THE DATE Interactive Coaching & Feedback Workshop with Dr. Chris Watling	Thursday, April 29: 0900-1100 Or Tuesday, May 11: 1300-1500	Interactive session, for faculty and residents. Programs launching in 2021 will want to advertise to their departments. We will record the relevant sections and distribute if you cannot attend. Email clarissa.koerber@schulich.uwo.ca if interested in attending. Further details to come.
Incubator for CBME Innovators with CERI	Thursday, April 15: 0900-1100 And Thursday, May 6: 0900-1100	Calling for presenters! Please see the attachment for more details, but we want to hear your CBME stories, innovations, questions, or challenges.

Zoom drop-in sessions for 2021 programs

Members from the CBME Operations Team will be available to answer any of your questions. These occur monthly with the first session that took place on February 18th.

Anyone from any CBME program, 2017-2024, is free to join and chat informally or work through any challenges you're having.

March 25, 2021 @ 2:00-3:00pm <https://westernuniversity.zoom.us/j/92596411205>

April 22, 2021 @ 2:00-3:00pm <https://westernuniversity.zoom.us/j/95558179468>

May 20, 2021 @ 2:00-3:00pm <https://westernuniversity.zoom.us/j/97537969023>

June 17, 2021 @ 2:00-3:00pm <https://westernuniversity.zoom.us/j/98877683899>

Royal College Events

Event	Date & Time	Details
Competence Committee Chairs Forum Slack event	Wednesday, March 3 12:00 – 13:00 EST	Slack Discussion Topics: -How closely do I need to follow the guidelines outlined in the EPA assessment guide for my specialty? -How do you ensure CCs are performing a robust review of evidence rather than cursory score checks? Invitation link here
Competence Committee Chairs Forum Virtual	Wednesday, April 21 11:00 – 12:30 EST	Discussion topics TBC Register here
CBME Program Evaluation Forum <i>"Coaching over time: is this the return on investment for trainees in CBME?"</i>	Thursday April 22 1130-1300 EST	The webinar will start with the 3 presentations, but then be followed by an extended period of facilitated discussion for participants, pertaining both to the presented work, as well as offering the opportunity for others to share ideas, works in progress, or perspectives to help facilitate connection and collaboration
SAVE THE DATE CBME Program Evaluation Forum	June 9th 1130-1300 EST	Same format as above. Topic likely to be 'identifying CBME residents in difficulty'

Royal College Education Design Course for PDs:

For current and future program directors, site or assistant program directors, department CBD leads, the Royal College is going to pilot a new Educational Design course for residency program directors.

If interested, fill out this survey: <https://survey.alchemer.ca.com/s3/50095913/PD-Faculty-Development-Course-Recruitment-Survey>.

Pilot participants will be selected from these submissions. You can also send your name and email address to canmeds@royalcollege.ca

Course Info

This novel competency-based course is designed to provide new and aspiring program directors with skills and tools to both manage an existing curriculum and system of assessment, and to develop a new curriculum and system of assessment. The course includes:

- A step-wise approach for designing education, including conducting needs assessments, writing learning objectives and choosing appropriate instructional strategies and assessment methods.
- Best practices for curriculum design and curriculum mapping.
- Planning and implementing CBME in your context, including the use of competency frameworks (e.g., CanMEDS).
- Applying the eight core ingredients in building an effective system of assessment, including how to incorporate workplace-based assessment, coaching and feedback, as well as guidelines for collection of both numeric and narrative ratings of performance.

Timeline

The 10-week pilot will begin in Spring 2021. 25 enthusiastic program directors will take the course and give crucial feedback on both its structure and content.

Participant Commitment

Participants can expect to spend 1-2 hours a week over the 10 weeks program completing 4 modules asynchronously, culminating in three synchronous virtual workshops during the latter half of the program.

Your research

I've compiled a list of publications done by Schulich faculty on anything related to CBME. Kudos to all of you for your scholarly work and I hope we can see more and more of them. Please let me know if I've missed anyone's work.

100 CLUB

October 1 – December 31, 2020

The listed programs are the EPAs in which the faculty member has 100% completion if ≥ 10 EPA assessments were requested with over 10 completed EPA assessment forms, none expired or pending.

*Removed any "deleted" if there was justification (i.e. test, created EPA with the wrong date and resent correctly, etc.) and kept the name listed if they had no other deleted without cause or expiries.

The numbers beside the name denote the number of EPAs completed.

Top 5 in the 100 Club

1. Niles Chande
2. Paul Cameron
3. Michael Ott
4. Daryl Gray
5. Karen Bosma

Top Department or Division: Adult Critical Care

This is all super impressive! Remember, faculty can trigger EPAs themselves. If you do, ensure you discuss your feedback with residents.

Anatomical Pathology EPAs

Mariam Joseph 10
Michele Weir 10

Adult Critical Care EPAs

Scott Anderson 13
Rob Arntfield 28
John Basmaji 43
Karen Bosma 52
Paul Cameron 70
Ahmed Hegazy 13
Raymond Kao 28
Rob Leeper 23
Tina Mele 15

Adult Emergency Medicine EPAs

Robert Dagnone 13

Gastroenterology EPAs

Samuel Asfaha 13
Melanie Beaton 27
Mayur Brahmania 17
Reena Khanna 14
Karim Qumosani 20
Niles Chande 93
Brian Yan 10

General Internal Medicine EPAs

Andrew Appleton 11
Noureen Huda 11

General Surgery EPAs

Nawar Alkhamesi 15
Patrick Colquhoun 10
Daryl Gray 58

Internal Medicine EPAs

Monidipa Dasgupta 34
Steven Gryn 13
Hari Iyer 23
Larry Jacobs 13
Faisal Rehman 29

Nephrology EPAs

John Johnson 11
Faisal Rehman 14

Neurology EPAs

Courtney Casserly 20
Mary Jenkins 18

Neurosurgery EPAs

Keith MacDougall 24

Orthopedic Surgery EPAs

James Howard 14
Parham Rasoulinejad 15
Edward Vasarhelyi 14

Rheumatology EPAs

Sara Haig 11
Janet Pope 10

Surgical Foundation EPAs

Richard Hilsden 10
Bradley Moffat 12
Michael Ott 12
Kathryn Roth 12
Terry Zwiep 18

Urology EPAs

Alex Dong 13	Richard Hilsden 27	Wai Ng 10	Jennifer Bjazevic 21
Jon Dreyer 11	Ken Leslie 17		Jonathan Izawa 15
Heather Hames 17	Tina Mele 11	Obstetrics & Gynecology EPAs	Alp Sener 24
Allison Meiwald 16	Michael Ott 48	Erin Lovett 10	Peter Wang 30
Frank Myslik 22	Julie Ann Van Koughnett 16		Blayne Welk 27
Rob Sedran 12	Terry Zweip 38		
Drew Thompson 12			
Justin Yan 12			

We are thinking of other metrics to ensure faculty in smaller programs with fewer residents, which equals fewer EPA opportunities by volume, will also get recognized. Stay tuned and we are open to any suggestions that you provide.