

# Program Operations – Faculty Experience

May 2023

*This document highlights some of the key operational process improvements made to the PHPM program over the last year and illustrates some features of the newly redesigned program.*

## Faculty CPD Series

- We launched a monthly professional development workshop series for PHPM teaching faculty in 2022:
  - This series has been accredited by UBC CPD for 12 RCPSC MOC Section 1 Credits
  - Topics have included coaching, inclusivity, liberating structure, CBME
- Site-specific CPD sessions took place over Fall 2022, covering WBAs & Coaching and Safe Learning Environments (see last week's Educational Experience Part 2 email for more information)
  - These sessions allowed for the delivery of site-specific, qualitative feedback to teaching faculty
- A new CPD series will be launched in the 23/24 academic year highlighting topics of interest proposed by the RPC

## Faculty Newsletter

- The program continues to issue a monthly newsletter to all PHPM teaching faculty
- The newsletter includes updates on program activities and initiatives, changes to program policies or procedures, and upcoming events that may be of interest to faculty
- All newsletters are available in the Clinical Faculty Team for faculty viewing

## Site Check-in Meetings

- All teaching faculty are invited to join twice-per-year rotation site check-in meetings.
- These check-in meetings provide an opportunity for dialogue between teaching faculty, rotation site administrative staff, the PHPM Program Director, and the PHPM Program Manager.
- The first check-in meetings with each teaching site occurred in March and April 2022; in Fall 2022, site-specific CPD sessions served the dual purposes of delivering CPD and providing an opportunity for site check-ins

## Supervisor Orientation

- The program has developed a comprehensive package of orientation materials for teaching faculty, including the attached Supervisor Orientation Guide
- Orientation materials are available on the Clinical Faculty Teams site and include, for example, the following guides:
  - Introduction to WBAs
  - Protected time for residents
  - Supervisor Expectations for Safe Learning Environments
- All teaching faculty must maintain a faculty appointment with UBC; the program now has a process in place to support faculty through the 'clinical instructor' application process

## Rotation Guides

- As of January 2023, the program has introduced rotation guides for all core PHPM rotations
- These guides outline the objectives and competencies that residents are expected to develop over the course of each rotation. The guides also include suggested resources and references.
- Initial feedback has indicated that these guides serve as a helpful resource for supervisors and residents when planning rotation activities

## One45 Rotation and Attending Evaluations

- After completion of a rotation, residents evaluate the rotation and supervisors through a One45 form, similar to the ITERs used to assess their rotation performance
- For confidentiality of resident feedback, we do not release feedback to sites until we reach n=4 for each supervisor or site. As of May 2023, we have reached the minimum threshold for several sites and supervisors and will be releasing feedback to sites prior to external review on May 25 and 26.
- Going forward, we will aim to release this feedback quarterly if minimum response thresholds are met