



## Max Rady College of Medicine

### Postgraduate Medical Education Alternate Resident Entry and Transfer Committee (PGME-ARET)

(a subcommittee of the PGME Executive Committee)

#### Terms of Reference

#### 1. PURPOSE AND MANDATE

**1.1. Purpose/Mandate:** The Alternate Resident Entry and Transfer (ARET) Committee (“**Committee**”) is a subcommittee of the Max Rady College Postgraduate Medical Education (PGME) Executive Committee, established to:

- (a) Act as the main discussion, advisory, and decision-making body for alternate resident entry, transfer to Residency Programs outside of the CaRMS Match process, as well as the selection of residents through specially-funded non-CaRMS positions including, without limitation, the following:
  - National resident transfers
  - Visa-Sponsored Trainees
  - Family Medicine Enhanced Skills Trainees (excluding those managed through CaRMS)
  - Re-Entry of practicing physicians into residency training
  - University of Manitoba medical students who went unmatched through CaRMS
  - Special funding arrangements for residents
- (b) Manage PGME training positions that are vacant due to resident resignation, resident transfer and or resident withdrawal.
  - i. Such decisions are made in collaboration and conjointly with the PGME Associate Dean, the Residency Program Committee of the impacted Residency Program, and the Shared Health Residency Funding Advisory Committee.
- (c) Forward recommendations made by Committee that affects individual Residency Programs to the specific Residency Program Directors and to the Shared Health Resident Funding Advisory Committee when additional funding is needed.
- (d) Collaborate with the PGME Allocations Committee regarding the overall annual allocation of residency positions.
- (e) Review regularly the *PGME Alternate Routes of Entry to Residency Policy* in collaboration with the PGME

Policy Development Committee.

- (f) Review, provide feedback and/or recommend on items needing other level(s) of approval (PGME Executive Committee, College Executive Council/College Council, RFHS Faculty Executive Council/Faculty Council, Provost, Senate, Board of Governors; the Government of Manitoba).

**1.2. Clarification on Purpose/Mandate:** This Committee is intended to complement existing University resources which address matters of Alternate Residency Entry and Transfer and to foster collaboration on such matters relating to the PGME. This Committee is not intended to act as a substitute, duplicate or alternate forum to address issues over which other areas of the University have specific jurisdiction.

## **2. REPORTING AND ACCOUNTABILITY**

**2.1. Accountability:** The Committee is established by, and accountable to, the PGME Executive Committee.

**2.2. Reporting:** The Committee, through the Chair, shall provide a verbal report at each PGME Executive Committee and provide a written report semi-annually to the PGME Executive Committee.

## **3. CHAIRPERSON AND COMMITTEE MEMBERSHIP**

**3.1. Chair:** The Committee Chair (the “Chair”) shall be a faculty member appointed by the Associate Dean, PGME. The Chair cannot be a current Residency Program Director.

**3.2.** The Chair is responsible for the following at Committee meetings:

- (a) Calling the meeting to order;
- (b) Establishing an agenda and ensuring agenda items are addressed;
- (c) Ensuring the minutes from prior meeting(s) are reviewed and approved by the Committee (with or without modification);
- (d) Facilitating discussion to reach consensus on matters under consideration in a professional manner;
- (e) Adjourning meetings after business is concluded; and
- (f) Acting as the main representative of the Committee.

**3.3 Membership:** The Committee membership shall consist of the following members, all of whom are voting members (unless stated otherwise) including the Chair:

- Associate Dean, PGME
- Associate Dean, PGME Student Affairs and Wellness
- Chair, PGME Allocations Committee

- PGME Team Lead
- Business Manager, PGME, IMG, PGME Student Affairs/Wellness, Professionalism and CIP
- Three (3) additional faculty members who may be Residency Program Directors selected by the Associate Dean, PGME with input from the Chair
- Two (2) residents (or delegate) appointed annually by the Professional Association of Interns and Residents of Manitoba (PARIM)
  - The Executive Director of PARIM may be a voting member in lieu of one (1) resident
- Other members (non-voting) as necessary, invited by the Chair

**3.4 Equitable, Inclusive and Diverse Membership:** PGME strives to achieve equitable, inclusive and diverse membership on its committee that is reflective of its commitment to equity, diversity and inclusion and this should be considered in the appointment of Committee members.

**3.5 Liaisons:** Committee members shall serve as liaison persons with others in the areas from which they are appointed.

**3.6 Best Interests:** Committee members shall deal with matters before the Committee in such a way that the best interests of PGME take precedence over the interests of any of its constituent parts in the event that those interests are in conflict or appear to be in conflict.

**3.7 Consultation:** In carrying out its role, the Committee may call upon various resources as it deems required.

#### **4. TERM OF OFFICE**

**4.1.** The term of office of each Committee member shall be until the first of the following occurs:

- (a) The individual no longer holds the position noted in 3.3; or in the case of the appointed Residency Program Directors for a two (2)-year term with an optional renewal for an additional two (2) year term. The resident appointments shall be for one (1)-year terms;
- (b) The term of the appointment ends;
- (c) The appointment is rescinded by the appointer; or
- (d) The individual resigns from the Committee.

#### **5. FUNCTIONS AND ACTIVITIES OF COMMITTEE**

**5.1.** As part of its Mandate, the Committee will engage in the following activities:

- (a) **Make Decisions:** The Committee will make decisions respecting its mandate that do not require higher levels of approval.
- (b) **Make Recommendations:** The Committee shall have the power to make recommendations to the

PGME Executive Committee or to appropriate persons or bodies with respect to any matters of concern to the Committee.

(c) **Receive Recommendations:** The Committee will receive recommendations from the PGME Executive Committee, its working groups or other stakeholders.

(d) **Referral to Working Groups:** The Committee may refer issues connected to its Mandate to Committee working groups.

## 6. MEETINGS

**6.1. Number of Meetings:** The Committee shall meet six (6) times per year or subject to the call of the Chair.

**6.2. Notice of Meetings:** Notice of a Committee meeting must be provided to Committee members, at least five (5) business days in advance of the meeting, unless waived by the Committee members at the meeting.

**6.3. Agenda:** The agenda should be prepared and distributed to the members of the Committee at least forty-eight (48) hours prior to the meeting.

**6.4. Quorum:** A simple majority of the voting members of the Committee shall constitute a quorum.

**6.5. Decision-Making:** The preferred model for decision-making is consensus. If consensus cannot be reached, a vote shall be held. A majority of the votes cast by Committee members in attendance at the meeting is required to be in favour of the issue under consideration in order to definitively decide the issue. The Chair will not vote unless to break a tie.

**6.6. Electronic Discussion and Meetings:** The Chair may consult with Committee members electronically, and may arrange email, telephone or other electronic meetings, instead of in-person meetings, as the circumstances may require.

**6.7. Committee Meeting Guests:** All Committee meetings will be limited to members only unless the Chair otherwise grants approval for certain individuals to attend all or a portion of the meeting.

**6.8. Confidentiality:** All Committee members, resource persons, consultants, guests, and administrative support persons who may be in attendance at a Committee meeting or privy to Committee information, are required to protect and keep confidential any protected information (e.g., classified or privileged information) received through participation on the Committee, unless such information is otherwise approved for public information.

**6.9. Minutes & Confidentiality:** Minutes are to be taken of business occurring during Committee meetings. However, the Committee may move “in camera” to deal with certain items if the subject matter being considered relates to personal and confidential matters that are exempt from disclosure under applicable access and privacy legislation.

## **7. COMMITTEE ADMINISTRATIVE SUPPORT**

**7.1.** The Committee shall receive administrative support from the PGME Office. The administrative support shall be provided through an individual whose duties shall include:

- (a) Assisting the Chair with preparation of Committee meeting agendas and distributing notification of meetings;
- (b) Ensuring follow-up of Committee action items;
- (c) Information gathering;
- (d) Preparation and distribution of meeting material;
- (e) Minute-taking; and
- (f) Maintaining Committee records.

## **8. AMENDMENTS TO TERMS OF REFERENCE**

**8.1** Amendments to these Terms of Reference may be proposed by the Committee to the PGME Executive Committee.

## **9. DATES OF APPROVAL, REVIEW AND REVISION**

**9.1. Date approved:** April 13, 2021 – PGME Executive Committee

**9.2. Review:** Formal review of these terms will be conducted every two (2) years. In the interim, these terms of reference may be revised or rescinded if the PGME Executive Committee deems necessary, or if the Committee recommends revisions or rescission to the PGME Executive Committee.

**9.3. Supersedes:** PGME-ARET Committee Terms of Reference (July 2014)

**9.4. Committee Administrative Support:** PGME Admissions Assistant

**9.5. Effect on Previous Statements:** These terms shall supersede all previous PGME terms on the subject matter herein.