

 UNIVERSITY OF MANITOBA Rady Faculty of Health Sciences	Title:	Postgraduate Medical Education Program Evaluation
	Department:	Family Medicine
	Section:	Administration
	Approved By:	Executive Management
Policy	Approval Date:	Sept. 12, 2018
	Effective Date:	Sept. 12, 2018
	Scheduled Review:	Sept. 12, 2023

1.0 Purpose To establish a policy on the review and evaluation of postgraduate medical education (PGME) programs, including faculty performance and resident assessment/outcomes as it relates to the PGME programs within the Department of Family Medicine.

2.0 Definitions For the purpose of this policy:

2.1 **Postgraduate Medical Education (PGME) Programs:** Includes the two-year Family Medicine Residency Program and all Enhanced Skills Programs of the Department.

2.1.1 The two-year Family Medicine Residency Program is currently comprised of five residency streams:

- Urban
- Rural
- Bilingual
- Northern Remote
- Integrated Care of the Elderly

2.1.2 Enhanced Skills Programs include both Category 1 and Category 2 programs as defined by the College of Family Physicians Canada (CFPC). The current Enhanced Skills Programs offered through the Department are:

Enhanced Skills Programs – Category 1

- Family Practice Anesthesia
- Palliative Care
- Emergency Medicine
- Care of the Elderly
- Sport and Exercise Medicine

Enhanced Skills Programs – Category 2

- Obstetrics and Women's Health
- Cancer Care

- 2.2 **Faculty:** Includes Geographical Full-Time (GFT) physicians and Nil-Salaried Academic Appointments (NSAs).
- 2.3 **Residents:** Includes PGY1, PGY2 and PGY3 residents.
- 2.4 **Program Director:** The individual responsible and accountable for the overall conduct and organization of the residency program and is accountable to the College of Medicine Postgraduate, Associate Dean and Department of Family Medicine Department Head.
- 2.5 **Enhanced Skills Associate Program Director:** The Enhanced Skills Associate Program Director is responsible and accountable for the overall conduct and organization of the overarching enhanced skills residency programs and is accountable to the Program Director.
- 2.6 **Category 1 and 2 Enhanced Skills Assistant Program Directors:** Category 1 and 2 Enhanced Skills Assistant Program Directors are responsible and accountable for the overall conduct and organization of the individual and respective enhanced skills programs and are accountable to the Enhanced Skills Program Director.

3.0 Policy

- 3.1 The educational effectiveness and continuous improvement of all PGME programs, faculty performance and resident assessment/outcomes, as it relates to the PGME programs within the Department of Family Medicine, must be evaluated in a systematic manner by the appropriate oversight Subcommittees and Committees in support of the Program Director (see 4.0 References for the respective Logic Model).
 - 3.1.1 The two-year Family Medicine Residency Program is governed by the Residency Program Committee to support the Program Director in the review, evaluation and improvement of the residency program.
 - 3.1.2 Enhanced Skills Programs are governed by the Residency Program Committee through the Enhanced Skills Subcommittee to support the Enhanced Skills Associate Program Director in the review, evaluation and improvement of all Category 1 and Category 2 Enhanced Skills Programs (ESP).
- 3.2 The overall Department of Family Medicine PGME program evaluation will occur at least annually or to the frequency indicated within the respective Performance Measurement Framework (see 4.0 References) and must include (but not be limited to) the following performance dimensions and indicators as indicated within the respective Logic Models and Performance Measurement Framework (see 4.0 References):
 - 3.2.1 Resident Selection Process
 - 3.2.2 Program Delivery

3.2.3 Resident Assessment

3.2.4 Resident Outcomes

3.2.5 Program Management

3.2.6 Faculty Recruitment & Development

3.3 If deficiencies are identified, the respective PGME Program(s) will prepare a written plan of action to document initiatives and actions to improve performance in the performance dimension listed in section 3.2. The action plan(s) will be reviewed, approved and implemented by the respective Subcommittee/ Committee and documented in the committee meeting minutes.

3.4 Accountability of all Program Evaluation will be governed by the Executive Management Committee.

4.0 References

4.1 College of Family Physicians Canada (CFPC)

4.2 Department of Family Medicine Residency Program Performance Measurement Framework – Logic Model (available [here](#)).

4.3 Department of Family Medicine Residency Program Performance Measurement Framework (available [here](#)).

4.4 Department of Family Medicine Enhanced Skills Programs Performance Measurement Framework – Logic Model (In Development)

4.5 Department of Family Medicine Enhanced Skills Programs Performance Measurement Framework (In Development)

5.0 Policy Contact

Managing Director