



Program Director Perspectives

By Glen Bandiera, Director, Postgraduate Medical Education

Residency Program Directors (PDs) plan, deliver and oversee residency education across multiple teaching sites in accordance with the accreditation standards of the Royal College of Physicians and Surgeons of Canada. PDs are accountable to both their Department Chair and the Vice-Dean, Postgraduate Medical Education for the quality of the program. In addition they must provide solid leadership for the faculty and residents and be a role model for academic practice. Finally, PDs must ensure that a valid, effective evaluation system for residents, teachers and rotations is in place and that unsatisfactory performance is addressed. Balancing the needs of the residents with those of the clinical services and the university's academic mission is a challenging job to say the least. Several SMH physicians have taken on the responsibility over the years. I had the opportunity to meet with two new University of Toronto Program Directors to find out what they think of the role.

Question	Dr. Najma Ahmed, Program Director, General Surgery (Since January, 2008)	Dr. Jeanette Goguen, Program Director, Endocrinology (Since July, 2007)
What are the positive aspects of the job?	"It satisfies my passion for education - A smart person and a patient in the same room will result in learning, but a great teacher makes it more so!" "It's an opportunity to maintain the pedagogical integrity of the program"	"It's the 'Top' teaching job" "It's an opportunity to devote time, effort and thought to education" "I enjoy working with residents" "I can develop an education program"
What are the drawbacks to the job?	"A large volume of time is needed to do it well." "Maintaining equity for residents while still tailoring the experience to their needs is challenging"	"It takes away time from clinical care and research" "It can be emotionally draining dealing with students in difficulty"
What contributions has the job allowed you to pursue?	"To create novel educational interventions and keep things new and refreshing."	"Developing curriculum in homeless diabetes care, telecare to underserved areas, increasing residency advocacy."
What advice do you have for others wishing to be a PD or other education leader?	"See the role as scholarly. Leverage other opportunities (Wilson Centre for Research in Education, Centre for Faculty Development.) Remember you are not alone!"	"Get involved in program committees" "Get involved in education administration (eg at hospitals)" "Think of your work as creative professional development and share it"

Questions and suggestions about postgraduate education at SMH are always welcome. They can be directed to Dr. Bandiera at ext. 6948 or Bryan Abankwah, Education Coordinator, Postgraduate Medical Education at Ext. 5475.



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ST. MICHAEL'S HOSPITAL
A teaching hospital affiliated with the University of Toronto

Don't forget to set aside the morning of JUNE 20, 2008 from 0700 – 0900hrs for the **Third Annual Education Achievement Day**. Join SMH CEO **Jeff Lozon**, Faculty of Medicine Dean **Catherine Whiteside** and our Plenary Speaker, Dr. **Susan Lief**, Director of the Education Scholars Program and help celebrate education at SMH!

SMH COMPLETE PHYSICIAN AWARD

All students, residents, staff and physicians are encouraged to submit nominations for this year's SMH Complete Physician Award. This award is now sponsored by the SMH Board of Directors and is presented to a Physician who best embodies the CanMEDS Competencies or Four Principles of Family practice in day to day activities. This is a great opportunity to recognize your role models. All it takes is a one-page essay to bandierag@smh.toronto.on.ca or abankwahb@smh.toronto.on.ca to make a nomination. Past Winners have included Dr. Laura Hans from emergency medicine and Dr. Paul Kortan from Gastroenterology.

DID YOU KNOW?

For the second year in a row, the **University of Toronto** Postgraduate programs were the most sought after in the Country. U of T has over three times as many positions as the second biggest site, yet only 1 position went unfilled after the first match. Most other postgraduate programs in Canada, who are much smaller than U of T, have multiple unfilled positions. U of T trains approximately 45% of primary care physicians in Ontario as well as a substantial number of specialists and the majority of subspecialists.

Acute Care Nurse Practitioners to regain their nurse practitioner (NP) title at SMH and in Ontario!

Nurse Practitioners, also known as Registered Nurses (Extended Class) or RN (EC)s, are RNs who have obtained advanced education, passed an Extended Class exam and met additional registration requirements. These requirements ensure that they have the advanced knowledge, skills and judgment to provide a broad range of health services to the public, including communicating a diagnosis, prescribing certain drugs and ordering diagnostic tests.

In August 2007, the title Nurse Practitioner became a protected title in Ontario. Now only nurses registered in the Extended Class with the College of Nurses can use this title. There are four Nurse Practitioner specialty certificates in the Extended Class: NP-Primary Health Care, NP-Pediatrics, NP-Adult and NP-Anaesthesia. The NP-Primary Health Care has been regulated in the Extended Class since 1998. We have two of them at SMH, in the emergency department and the Occupational Health Clinic.

This new legislation means that 28 previously called Acute Care Nurse Practitioners (ACNPs) and four Pediatric Nurse Practitioners at St Michael's Hospital are required to pass a newly introduced examination to qualify for registration in the extended class by the College of Nurses of Ontario. Upon successful completion of the exam, these nurses will be credentialed as either Nurse Practitioner-Adult or Nurse Practitioner-Pediatrics. In the interim, the nurses must use the title Advanced Practice Nurse (APN).

In preparation to write the examination, a study group met weekly from November 2007 to April 2008. APNs from St Joseph's Health Centre (Toronto) joined the group. Each week, an APN took the lead to focus the study group. The average attendance has been over twenty people at each session. Other disciplines such as Pharmacy and Medicine shared their expertise and knowledge and assisted the APNs with their preparatory courses. This amazing collaboration would not have been possible without the involvement of key people that I want to recognize here: Diane Williams, APN Palliative Care for gathering and purchasing all the study books, Barbara Berends NP-Primary Health Care Emergency (and acute care!) who is a fantastic role model and teacher; all the APNs who took turns to review their section and prepare notes. Thanks also to our Chief Nursing Executive Ella Ferris for her support.

Now that we have all committed (including myself) to write the exam at different times in 2008, I want to wish everybody the best of luck. It is really a privilege to work with such an amazing and knowledgeable group.

Martine Andrews, RN, MN, APN
Manager Academic Affairs & Nursing Education

