

Department of Medicine

Division of Medical Oncology Education Committee

Aspire to Inspire



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Hello Clinician Teachers!

Editorial

As co-leads of the Education Committee within the Division of Medical Oncology at the University of Toronto, we are excited to share the progress and vision for our educational initiatives. Over the past months, we have convened twice to address pertinent issues and strategize ways to enhance the educational experience for our clinician teachers and learners.

One of the key challenges we've identified is the undervaluation and overwork experienced by our clinician teachers. It is imperative that we recognize and appreciate the invaluable contributions they make to medical education and patient care. Through collaborative efforts, we are working towards creating a culture where their expertise is celebrated and their workload is sustainable.

Our recent discussions have highlighted the importance of collaboration across hospitals and the significance of partnering with community clinician teachers, especially with the anticipated expansion to the Scarborough campus. By leveraging our collective strengths and resources, we can ensure that our educational programs are comprehensive, inclusive, and responsive to the needs of our diverse learner population.

We were fortunate to have Dr. Martina Trinkaus, lead clinician for the Valuing Clinician Teacher program, join us as a guest speaker. Her insights into the efforts being made by the Department of Medicine to value clinician teachers and address promotion concerns were enlightening. It is clear that there is a concerted effort at the institutional level to recognize and support the vital role of clinician teachers in academic medicine. In our pursuit of educational excellence, we are committed to showcasing the exceptional work of our clinician teachers. We plan to highlight their contributions through bios and profiles, celebrating their dedication to teaching and mentorship. It is through their commitment and expertise that we are able to shape the future of oncology education.

We would like to extend our heartfelt gratitude to Jo-Ann Morgante for her invaluable assistance in getting our committee off the ground and maintaining our momentum. Additionally, we want to express our appreciation to Dr. Monika Krzyzanowska and the Division of Medical Oncology for their unwavering support and collaboration.

As we continue on this journey, let us remain steadfast in our commitment to nurturing excellence in medical education within the Division of Medical Oncology at the University of Toronto.

Sincerely,

Dr. Susanna Cheng

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Valuing the Clinician Teacher - Department of Medicine - Dr. Tina Trinkaus

The Department of Medicine is hoping to create a culture where teaching is valued. The objective of her role is to appreciate the challenges faced by clinician teachers in an academic setting and to discuss opportunities for improving the learner experience and teacher job satisfaction. Fact #1 : almost 53% of CT remain as assistant professor positions from years 11-20 of service which implies many CT are not seeking promotion when they should be. Up to 40% of CT do not have 3 or more evaluations to generate a TES . Changes are coming to promotional requirements for CT. WebCV will be replaced by Element. Elements format allows CT to highlight their educational roles easier and their non-educational contributions will be listed and be counted as well for promotional purposes. Her video presentation from March 6, 2024 can be viewed using this link:

https://drive.google.com/file/d/1ALN8h6xUCEkuWxyh0l0q6ERUUIldIVL4C/view?usp=drive_link

Summary slides from her talk are below:

I. RE-EVALUATE THE PROMOTIONS PROCESS

Improve transparency and support for successful promotion

- Simplify and re-evaluate the metrics of the CT for promotion
- Develop a CT website/ orientation manual (“Pathway to Promotion”)
- Provision of administrative support for promotion

Re-examine Clinician Teacher Performance standards

- Teaching Evaluation Scores
 - *Challenges: TES are not strong indicators of CT contribution and teaching capability/ efficacy, biases inherent in the system (“resident retribution”), smaller programs with fewer trainees (fewer opportunities for recognition)*
- Implement new evaluation programs: <http://myte.org> (“point of care evaluations”)

2. IMPROVE RECOGNITION

Ensure local, provincial, national and international awards are well categorized and updated for every subspecialty

Increase financial remuneration of awards

Increase public recognition of awards (on websites, included in division wide announcements, social events)

Profiling/ Publicity of the clinician teacher: bios, photos

Develop a clinician teacher brand (i.e. pins for lab coats, stationary, mugs etc)

Mentorship + creation of a community of clinician teachers (junior trainees to master clinician teachers)

3. WORK TOWARDS FINANCIAL EQUITY

PIC Level: A request for increased “clinical repair”/ stipends to Clinician teachers

Division coverage for greater administrative support for education portfolios (in addition to promotions support)

Acknowledgement of Clinician teacher financial contribution to shared distribution of billings (program specific)

Creation of more teaching grants

4. INVESTMENT IN THE CLINICIAN TEACHER ROLE

“INVEST IN THE BEST”: Workshops geared to the CT

Greater promotion/ awareness of CPA output within divisions and among CT “circles” – September 2023: CPA DAY

Create an additional endowed chair of education/ clinician teaching

Examine opportunities to improve resident participation with clinical care with quality “bedside teaching” (balance with increasing resident absenteeism and protected academic time)

5. LEADERSHIP MESSAGING

PICs, DDDs, DOM must develop a culture that supports/ elevates the messaging that teaching should be considered on an “equal” level as the other academic missions.

PICs, DDDs to ensure teaching is also provided by Clinician scientists and clinician investigators (i.e. CTs feel overburdened by teaching responsibilities)

Clinician teachers to be invited to present at more local/ national events

Create an additional endowed chair of education/ teaching
Place Clinician Teachers in leadership positions

6. ADDRESSING CHALLENGES WITH THE TEACHING ENVIRONMENT

Facilities

Lack of sufficiently large teaching spaces with resources to perform effective teaching on each CTU floor/ subspecialty ward

Demands on Resident Time

Prioritize learners in CT clinics
Centralization of teaching
Protection of research half days/ AHDs
Highest number of sick days in past 5 years

Increasing Clinical Care Pressures and volumes

Patient complexity = less protected teaching time, less protected time for CPA, increased clinical workload

Exhaustion & Moral Injury

Current Projects

1. GIM : Drs. Lott, Khanna & Sibbai : Working to share educational materials and sessions between the 3 hospitals to standardize oncology education for PGY1-3 and other learners.

2. AHD PGY4/5 Medical Oncology Training Program: Simulation Project : Drs. Cheng/Khanna and Lott : creation of a simulation session for Transition to Practice using standardized patients and case scenarios

Future Projects (Volunteers Requested)- Please contact Dr. Susanna Cheng if interested in joining this working group.

Evaluation Committee

We are aware of the importance of teacher evaluations and TES for promotional purposes. Many of our clinician teachers and non-clinician teachers lack the minimum 3 evaluations to generate a TES on POWER. Our committee would look into the reasons behind the low numbers of evaluations from learners and find methods to promote evaluations (i.e. myTE).

Awards Committee

In the assessment for promotion, emphasis is placed on the awards that clinician teachers receive. Our committee would look into creating categories of Awards that would highlight our teachers and ensure our teachers are recognized for their teaching contributions and innovations. Our committee would look at Innovative methods of appreciation (i.e QR code for learners to scan and send a quick note of appreciation to staff after clinics or lectures).

Special Requests: Bio Submission from every member of the education committee

We will be requesting a short biography (and photo) from every member of our education committee. We will plan to highlight a few members in upcoming newsletters.



Dr. Susanna Cheng is a Clinician-Teacher and Associate Professor with over two decades of experience in medical education at the University of Toronto. She has taken on various leadership roles within the Division of Medical Oncology and Sunnybrook Health Sciences Centre. She is co-lead for Second Year Undergraduate Medical Education Cancer Week program. She serves as the Undergraduate Medical Education Lead for the Division of Medical Oncology and locally at Sunnybrook Health Sciences Centre. Her commitment to excellence extends to her role as the Sunnybrook Medical Oncology Training Program Site Lead, member of the MOTP Competency and Residency Program Committee, where he oversees the training and development of future oncologists. Dr. Cheng is also the Co-Lead for the Medical Oncology Education Committee. She is a member of the Department of Medicine Teaching Evaluation Committee (DOM-TEC). In this capacity, she reviews materials for senior promotions, ensuring that excellence in teaching is recognized and valued within the department. She is also a member of the UoT Radiation Oncology Competency Committee. She is also involved in providing talks to trainees in subspecialty Respiriology programs and Surgery programs. Dr. Cheng's research interests are in teacher evaluations and transition to practice assessments.



Dr. Suneil Khanna is a Medical Oncologist at St. Michael's Hospital, Unity Health Toronto. He completed his medical school at the University of Alberta, residency training at the University of Calgary, and Fellowship Training at Sunnybrook Health Sciences Centre, specializing in Gastrointestinal and Thoracic malignancies. He currently is a Portfolio and CBL Tutor, lead for the St. Michael's PGY 1-3 Medical Oncology rotation, and is also a member of the MOTP and is co-lead of the Academic Half Day. He helps organize many CME events and is on the organizing committee for the MAGIC meeting. He also serves on the Royal College Medical Oncology Subspecialty Committee.

Communication and Future Meetings



We have created a WhatsApp Chat group . It is our hope that this can facilitate rapid communication between committee members especially between our quarterly meetings. If you haven't already signed up, please use the QR code and scan on your phone to join our chat group.

Our future meetings will occur in June, September, December and March.

Please complete the following doodle poll links for our **June meeting dates/times**.

<https://doodle.com/meeting/participate/id/bk6YGoYa>

Our **next meeting** will focus on finalizing committee members to work on Evaluations and Awards committees, provide updates on our current projects and feedback from our Division regarding our funding request for administrative support and educational projects .