

# New Program Directors Workshop

Thursday September 19, 2024

Westin Hotel, Ottawa - Governor General Ballroom 1/2

*25% of each session is reserved for questions and answers*

**EST**

**Sessions**

7:00 - 7:30

Registration and breakfast

7:30 - 8:15

Welcome: Being a Program Director (45 mins)  
***Rob Anderson***

8:20 - 9:45

Accreditation standards: Blueprint for  
residency training (85 mins)  
***Parveen Wasi and Tim Dalseg***

9:45 - 10:00

**Break (15 mins)**

10:00 - 10:55

How's my program doing? CBD, WBA & CC...Oh my! (55 mins)  
***Nancy Dudek and Rob Anderson***

11:00 - 11:55

Getting started as a PD: What I wish I had known/done in  
my first year as PD (55 mins)  
***Heather Curtis and Jolanta Karpinski***

11:55 - 12:15

**Break (20 mins)**

12:15 - 13:10

Lunch Session: EDI top 10 practical tips and discussion (55 mins)  
***Saleem Razack***

13:10 - 13:20

**Break (10 mins)**

13:20 - 14:15

Creating and using a curriculum map (55 mins)  
***Mark Rapoport and Julie Johnstone***

14:20 - 15:30

Supporting struggling learners: Strategies for personal and  
professional growth (70 mins)  
***Joshua Hartzell and Gayle "Hava" Haischer-Rollo***

# New Program Directors Workshop Session Objectives and Facilitators

Facilitator	Overall Objectives
Rob Anderson	<ul style="list-style-type: none"> <li>• Identify the roles and responsibilities of a program director and resources available to help you fulfil your responsibilities</li> <li>• Identify supports available at the Royal College and within your peer group to help you navigate this new role</li> </ul>

Facilitator	Session Objectives
Rob Anderson	<p><b>Welcome: Being a Program Director</b></p> <ul style="list-style-type: none"> <li>• Describe the “tasks” of the program director</li> <li>• Identify one aspect of the job you want to make a learning plan for</li> <li>• Identify how this position can advance your career</li> </ul>
Parveen Wasi Tim Dalseg	<p><b>Accreditation standards: Blueprint for residency training</b></p> <ul style="list-style-type: none"> <li>• Introduce the general standards of accreditation for residency programs and the institution</li> <li>• Describe the purpose underlying the individual program standards</li> <li>• Develop a systematic approach to identify and address areas for improvement in your program</li> </ul>
Nancy Dudek Rob Anderson	<p><b>How’s my program doing? CBD, WBA and CC... Oh my!</b></p> <ul style="list-style-type: none"> <li>• Describe the key elements of Competence by Design</li> <li>• Describe the key elements of a high functioning program of assessment</li> <li>• Describe the key elements of a high functioning competence committee</li> </ul>

Facilitator	Session Objectives
Heather Curtis Jolanta Karpinski	<p><b>Getting started as a PD: What I wish I had known/done in my first year as PD</b></p> <ul style="list-style-type: none"> <li>• Develop a to-do list</li> <li>• Prioritize your next actions as program director</li> <li>• Get organized!</li> </ul>
Saleem Razack	<p><b>Lunch Session: EDI top 10 practical tips and discussion</b></p> <ul style="list-style-type: none"> <li>• Analyze your program through the lens of its formal, hidden and informal curriculum for potential Equity, Diversity and Inclusion (EDI) growth areas</li> <li>• Develop an action plan to make program changes for enhanced EDI</li> </ul>
Mark Rapoport Julie Johnstone	<p><b>Creating and using a curriculum map</b></p> <ul style="list-style-type: none"> <li>• Identify the benefits of creating a curriculum map</li> <li>• Consider different examples of a curriculum map</li> </ul>
Joshua Hartzell Gayle "Hava" Haischer-Rollo	<p><b>Supporting struggling learners: Strategies for personal and professional growth</b></p> <ul style="list-style-type: none"> <li>• Describe how your program's culture can impact struggling learners</li> <li>• Discuss common themes for struggling learners</li> <li>• Recognize resources that are available to help struggling learners</li> </ul>

# Conflict of Interest - Disclosures

Rob Anderson	Nothing to disclose
Heather Curtis	Nothing to disclose
Tim Dalseg	Nothing to disclose
Nancy Dudek	Nothing to disclose
Gayle "Hava" Haischer-Rollo	Nothing to disclose
Joshua Hartzell	Nothing to disclose
Julie Johnstone	Nothing to disclose
Jolanta Karpinski	Nothing to disclose
Mark Rapoport	Nothing to disclose
Saleem Razack	Nothing to disclose
Parveen Wasi	Nothing to disclose

This event is an Accredited Group Learning Activity (Section 1) as defined by the Maintenance of Certification Program of the Royal College of Physicians and Surgeons of Canada and approved by the Royal College Learning and Practice Improvement Unit. You may claim a maximum of **7 hours** (credits are automatically calculated). To claim your MOC credits, you must record the activity in **My MOC**.

La présente activité est une activité d'apprentissage collectif agréée (section 1), au sens que lui donne le programme de Maintien du certificat du Collège royal des médecins et chirurgiens du Canada; elle a été approuvée par l'Unité d'éducation et amélioration de la pratique du Collège royal. Vous pouvez déclarer un maximum de **7 heures** (les crédits sont calculés automatiquement). Pour réclamer vos crédits de MDC, vous devez consigner l'activité dans **Mon MDC**.

# Session Facilitators

## **Rob Anderson MD, FRCPC**

Chair, New Program Directors Workshop  
Associate Dean, Postgraduate Medical Education  
Professor, NOSM University



**Dr. Rob Anderson is a passionate educator who has served as the NOSM University Anesthesiology Program Director, Competency-Based Medical Education lead and Medical Director of the LaBelle Innovation and Learning Center in Sudbury. He has practiced Anesthesiology and Critical Care Medicine at Health Sciences North in Sudbury since 2006. He completed his medical degree at McMaster University and then went on to residency and fellowships at Queen's University.**

**He has a keen interest in leadership, social accountability and change management. Despite his better judgement, he remains a die-hard Toronto Maple Leafs fan!**

## **Heather Curtis MD, FRCPC**

Program Director, Dalhousie University



**Dr. Heather Curtis is the Program Director for the Diagnostic Radiology Residency Program at Dalhousie University. She graduated from Dalhousie Medical School in 2003, and completed her residency in Diagnostic Imaging at Dalhousie University in 2009. After completing Fellowship Training in Women's Imaging at the University of Toronto in 2010, she returned to Halifax as a staff radiologist at the IWK with a focus on Women's Imaging, and a cross-appointment at the QEII Health Sciences Centre in Breast Imaging. In 2012, Dr. Curtis joined the QEII Diagnostic Imaging group on a full-time basis, specializing in Breast and Abdominal Imaging. Dr. Curtis has a special interest in medical education, serving as a Past-President of the Nova Scotia Association of Radiologists, the Undergraduate Program Director for Diagnostic Radiology at Dalhousie (2012-2021), and Assistant Program Director of the Diagnostic Radiology Residency program before ultimately starting as Program Director in 2022.**

# Session Facilitators

## Tim Dalseg MD, FRCPC

Clinical Educator, Royal College of Physicians and Surgeons of Canada



Dr. Tim Dalseg completed his medical school at Western University in 2009 and went on to acquire his Royal College Emergency Medicine certification through the University of Ottawa in 2014. Since that time he has worked at the University Health Network providing care at Toronto Western Hospital and Toronto General Hospital. In 2016 he completed his Fellowship in Medical Education from the Department of Innovation in Medical Education at the University of Ottawa and subsequently received his Masters in Medical Education through the University of Dundee in 2020.

In addition to his clinical work, Dr. Dalseg holds the position of Clinician Educator with the Royal College of Physicians and Surgeons of Canada. In this role, Dr. Dalseg works closely with other educators to advance resident education with a particular focus on the design and implementation of Competence by Design, residency accreditation and educational program evaluation.

## Nancy Dudek MD, FRCPC

Professor, University of Ottawa



Dr. Nancy Dudek is a Professor in the Faculty of Medicine at the University of Ottawa. She received her MD from Western University in 1999. She became a Fellow of the Royal College of Physicians and Surgeons of Canada in 2004 in the specialty of Physical Medicine and Rehabilitation. In 2005 she completed a Master of Education program at the University of Toronto. Her clinical practice focuses on Amputee Rehabilitation, Prosthetics and Orthotics. She works at The Ottawa Hospital Rehabilitation Centre, the Ottawa Children's Treatment Centre and the Children's Hospital of Eastern Ontario.

Dr. Dudek's academic interests are in Medical Education. Her focus is related to the assessment of medical students and residents with a particular interest in Workplace Based Assessment. Dr. Dudek has served as the University of Ottawa's undergraduate coordinator for Musculoskeletal Medicine and as the Director for the Physical Medicine & Rehabilitation Residency Program. She presently serves as a Clinician Educator at the Royal College of Physicians and Surgeons of Canada.



# Session Facilitators

## **Gayle “Hava” Haischer-Rollo MD**

Assistant Dean, Faculty Development - Uniformed Services University  
Associate Professor of Pediatrics - Uniformed Services University



**Dr. Gayle “Hava” Haischer-Rollo is the Assistant Dean of Faculty Development and Associate Professor of Pediatrics at the Uniformed Services University of the Health Sciences in Bethesda, Maryland. Dr. Haischer-Rollo graduated with a Bachelor of Arts degree from the University of North Texas, and her medical degree from University of Texas Medical Branch in Galveston. She completed her Pediatric residency and Neonatal Fellowship at San Antonio Uniformed Services Health Education Consortium in San Antonio, Texas. She spent several years as a core faculty of the NICU program at Naval Hospital Portsmouth before returning to San Antonio as the program director for the Neonatal Fellowship Program.**

**During her career she found a passion for medical education and is currently enrolled in a Master of Health Professions Education program. As Assistant Dean for Faculty Development she travels around the military health system and teaches faculty development as well as oversees a program of “boots on the ground” faculty development called FOCUS (Faculty Development Certification of the Uniformed Services). She is married with 3 children, 2 dogs and a wonderful stay at home husband who keeps it all together. Oh, and fun fact....she was once a musical theater major and now writes jingles to help learners remember neonatal facts!**

## **Joshua Hartzell MD, MS-HPed, FACP, FIDSA**

Vice-Chair of Faculty of Affairs, Uniformed Services University  
Professor of Medicine, Uniformed Services University



**Dr. Joshua Hartzell serves as vice chair of Faculty Affairs in the Department of Health Professions Education at the Uniformed Services University. He holds a master of science degree in health professions education from Massachusetts General Hospital-Institute of Health Professions. A board-certified internist and Infectious Diseases physician, he is also professor of medicine at the Uniformed Services University of the Health Sciences where he previously served as assistant dean for Faculty Development. Dr. Hartzell achieved the rank of colonel serving for 25 years in the United States Army. He was formerly program director for the National Capital Consortium Internal Medicine Residency and assistant chief of Graduate Medical Education.**

# Session Facilitators

## **Julie Johnstone MD, MScCH, FRCPC**

Director of Assessment and Special Projects - Core Paediatrics, University of Toronto  
Director of Education - Division of Paediatric Medicine, Sick Children



**Dr. Julie Johnstone is a Staff Paediatrician at the Hospital for Sick Children with a clinical interest in feeding and growth issues in the context of medical complexity and medical education focus on assessment. She did medical school at Western University where she was honored as class valedictorian and Paediatric Residency and Academic General Paediatric Fellowship at the University of Toronto where she was Chief Resident.**

**Within medical education, Dr. Johnstone has a MScCH in Health Practitioner Education. She has a focus in assessment in residency training and the implementation of Competence By Design. She is the Director of Assessment and Special Projects and Competence Committee Chair for the Core Paediatrics Residency Training Program at the University of Toronto, the Director of Education for the Division of Paediatric Medicine at the Hospital for Sick Children, and the Faculty Lead for Post Graduate Medical Education Assessment at the University of Toronto Temerty Faculty of Medicine.**

## **Jolanta Karpinski MD, MEd, FRCPC**

Division Head of Nephrology, University of Ottawa  
Nephrologist, Ottawa Hospital



**Dr. Jolanta Karpinski is a nephrologist at The Ottawa Hospital working mostly in renal transplantation, the Division Head of Nephrology at the University of Ottawa, and a clinician educator with experience in postgraduate medical education and faculty development.**

**Her academic interest is in medical education. At the University of Ottawa, she served as program director in Nephrology, the Director of the Office of Faculty Development, the Director of PGME Evaluation and Accreditation, and as acting Vice-Dean PGME. She completed a 6 year term as Chair of the Royal College Specialty Committee in Nephrology, and has been a clinical educator at the Royal College since 2011 where she was also an Associate Director for ten years. In that role, she had oversight of 67 specialty and subspecialty committees as well as 40 AFC committees, and a leadership role in their implementation of competency based medical education. Since January 2023, she has been the Director of CBME for the uOttawa PGME office.**

**Dr. Karpinski graduated from medical school at the University of Saskatchewan and received her RCSPC certification in Internal Medicine and Nephrology after training at Queen's and McGill Universities. She has also completed a renal transplant fellowship at the University of Toronto and a Masters in Medical Education at the University of Dundee.**



# Session Facilitators

## Mark Rapoport MD, FRCPC

Residency Program Director - Geriatric Psychiatry, University of Toronto



Dr. Mark Rapoport is a Professor and residency program director in the geriatric psychiatry division of the Department of Psychiatry at the University of Toronto, past-president of the Canadian Academy of Geriatric Psychiatry (CAGP, 2012-2016), and acting head of Geriatric Psychiatry for Sunnybrook Health Sciences Centre. He founded two widely-recognized annual national review courses in geriatric psychiatry, and his main area of research focuses on motor vehicle collisions associated with neurological and psychiatric illness in older adults. He was co-recipient of a 2023 CIHR-Betty Havens Award for Knowledge Translation in Aging for the [www.drivinganddementia.ca](http://www.drivinganddementia.ca) website.

## Saleem Razack MD, FRCPC

Investigator and Critical Care Physician, BC Children's Hospital  
Professor of Pediatrics, University of British Columbia



Dr. Saleem Razack is a new investigator and critical care physician in the pediatric intensive care unit at BC Children's Hospital, focused on how we teach about race and ways to increase opportunities to incorporate anti-racist practices in education for health professionals. He has investigated how equity, diversity, excellence and meritocracy impact the medical school admissions process, as well as how patients and their families can contribute to the pediatric critical care curriculum. Dr. Razack's work underscores the importance of understanding equity in the context of the role our institutions play in generating injustice.

Dr. Razack is also a professor of pediatrics and a member of the Centre for Health Education Scholarship at the University of British Columbia.

## Parveen Wasi MD, FRCPC

Associate Dean - Postgraduate Medical Education, McMaster University  
Professor, McMaster University



Dr. Parveen Wasi is a professor in the Department of Medicine at McMaster University. She is currently the Associate Dean of Postgraduate Medical Education at McMaster since 2016. She has been a member and Chair of the Royal College Residency Accreditation Committee from 2010 to 2021.

Dr. Wasi completed her undergraduate training and postgraduate medical training at Memorial and McMaster Universities. She practices at the Juravinski Hospital and Cancer Centre in Hamilton in malignant hematology.

Dr. Wasi's primary academic focus lies in postgraduate medical education. Prior to her appointment as Associate Dean, PGME, she was the Internal Medicine Program Director (2000-2011).