



ACCOUNTABILITY REPORT 2016-17

Department of Anesthesia,
Pain Management
& Perioperative Medicine

OFFICE OF EDUCATION



DALHOUSIE
UNIVERSITY

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Introduction

This annual Office of Education Accountability Report outlines the department's education activities in relation to the predetermined targets described in the Anesthesia, Pain Management and Perioperative Medicine Education Accountability Framework.

The education accountability framework was developed in keeping with the department's commitment to transparency and accountability by a working group of education administrators and medical directors within the department. Through the process, the department articulated the value of measuring and reporting performance and productivity as it relates to education.

The accountability framework:

- Describes the need for an education accountability framework within the department and university context
- Links educational resources to activities and short- and long-term results
- Identifies the most appropriate indicators of and current targets for education activity and production, and how to measure indicators and report results
- Outlines an iterative strategy for ongoing learning from results

A copy of the education accountability framework is available at:

<http://medicine.dal.ca/departments/department-sites/anesthesia/education.html>

The 2017 Office of Education Accountability Report communicates the department's education activities with respect to established targets and goals stated in the education accountability framework, as well as those identified in the Office of Education priorities for 2017. The information in this report includes educational activities and achievements from July 2016 – June 2017, and data from previous academic years for comparative purposes.

In summary, targets that were met, partially met, and those targets that were not met during the stated timeframe are outlined below.

Areas in which the department MET ITS TARGET:

- The department has an active mentorship program.
- Twenty-six per cent of anesthesia-specific learners assume leadership roles external to the department.
- The Office of Education continues to enhance the capability of programs and applications within the department for the delivery of teaching, mentorship, administration and academic activities.
- All CaRMS deadlines were met.
- The CPD program included 59 sessions in 2016-17. All planned sessions occurred and overall satisfaction was 4.4/5.
- Satisfaction rate with the Anesthesia Global Outreach course was 100%.
- The department's performance was especially favorable in postgraduate education delivery for anesthesia residents.
 - All residents fulfilled the research project requirements, completed required clinical rotations and maintained a procedure log.
 - 100% of available faculty guided and taught residents when asked.
 - All available residents attended scheduled seminars and workshops.
 - An active simulation program is in place, and continues to have new sessions introduced into the curriculum.
 - Overall program accreditation has been maintained, with preparation underway for 2018.
 - Residents indicated satisfaction as follows: academic teaching: 4.7/5; faculty teaching 4.5/5.
 - All PGY5 residents completed the residency program and all five eligible residents successfully completed the RCPSC exams.
 - Two residents completed an elective in Rwanda and three faculty participated in the teaching program at the University of Rwanda.

- Competency Based Medical Education (CBME) was launched in 2016-17 and the department's leadership in CBME was recognized, including Dr. Janice Chisholm receiving Program Director of the Year Award for Innovation in Postgraduate Medical Education - Dalhousie University Faculty of Medicine.
 - Three residents completed a global health elective in Rwanda, and two faculty participated in the teaching program at the University of Rwanda.
 - Sixty-seven non-anesthesia residents completed elective rotations in the department, all mandatory rotations were filled.
- All medical student elective rotations were filled, and a waiting list was maintained. The overall satisfaction rate among medical students was 98.5%.
 - There were 31 tutors/instructors who delivered 843 hours of teaching.
 - Eleven Dalhousie medical students applied to the Dalhousie Anesthesia Residency Program. This represents 55% of medical students who completed an elective in the department.
 - All four fellows in 2016-17 reported satisfaction with their learning experience.
 - Twenty-two faculty were invited to facilitate/present sessions at local, national and international forums.
 - The promotion committee included six department members as per stated target.

Areas in which the department DID NOT MEET its targets:

- We had 45% of anesthesia-specific learners assume leadership roles internal to the department; the goal is 85%.
- Attendance at education-related committee meetings fell short of the 80% attendance targets: Education Operational committee: 58%; Fellowship Advisory committee: 55%; CPD Advisory committee: 64%; Residency Program Committee: 63%; Global Health Advisory committee: 72%.
- End of rotation ITERs are being provided during face-to-face feedback sessions, but not at the desired rate. The 2016-17 frequency was 76% for ITERs, 77% for Daily Evaluation Cards, 78% Academic Advisor, 81% for ITARs, and 95% for Direct Observation.
- Of the 181 anesthesia faculty members, 14.4% (26) of faculty are professors, 15% (27) are associate professors, and 70% (126) are assistant professors. The targets are 15%, 30% and 40% respectively.

Develop Learners

Indicator: Mentorship

Target: An active, formalized mentorship program exists.

Result: The overall satisfaction for phase one (orientation) of the mentorship program was 4.25/5 for the orientation delivered in 2016-17.

Resident mentorship consisted of 17 faculty and eight senior residents, resulting in all residents having a mentor. The resident mentorship program coordinates with the clinical mentorship program, where 39 physician staff mentors and the PGY1 and PGY2 residents are matched.

The academic advisor program, launched in 2015-16 within the anesthesia residency program and consists of 14 faculty, provides regular feedback and support to PGY 2 and 3 residents.

Based on the success of the resident mentorship and expressions of interests throughout the department, a department-wide mentorship program will be re-introduced in 2016-17.

Indicator: Leadership

Target: 85% of anesthesia-specific learners assume leadership roles internal to the department, e.g. chief resident

Result: Fourteen of 31 residents were actively involved in committee work in 2016-17. This represents a total of 45% of the resident body. Of the 14 residents, several were active on more than one committee, occupying 20 positions/committee memberships.

Indicator: Leadership

Target: 15% of anesthesia-specific learners assume leadership roles external to the department.

Result: Eight residents were actively involved in committees and/or organizations external to the department. This represents 26% of the resident body, an increase of six per cent from the 2015-16.

Utilize a variety of innovative learning methodologies

Indicator: Innovation

Target: Innovative methodologies are evident in needs assessments, curriculum designs, presentations, lectures and feedback processes

Result: The Office of Education continues to enhance the capability of current programs and applications within the department. These applications included One45, IIS and ALSA which allow for accurate reporting on teaching, mentorship, administration and academic activities within the department.

The Office of Education also launched Competency Based Medical Education (CBME) with Dalhousie. The department was the second anesthesia program in Canada to develop and implement the curriculum.

Engage in administrative functions/processes

Indicator: Management

Target: 80% attendance at committee meetings

Result The total percentage for educational committees is:

Committee	Number of Meetings	Attendance %
Education Operational Committee	2	58.13%
Fellowship Advisory Committee	5	54.67%
Continuing Professional Development Advisory Committee	3	64.29%
Residency Program Committee	6	63.33%
Global Health Advisory Committee	2	71.80%

Indicator: Management

Target: 100% of faculty participate in various administrative processes when requested, e.g. CARMS, medical school interviews

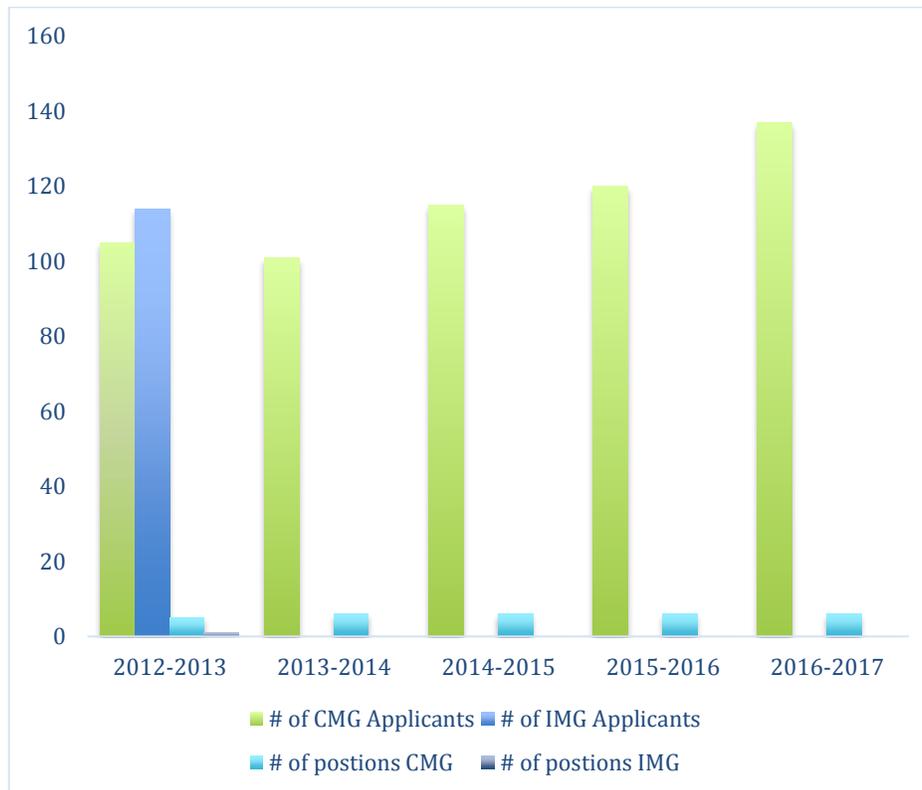
Result 100% of all requests were met.

Category 1: All Learners

Indicator: Management

Target: 100% of CaRMS deadlines are met

Result All CaRMS deadlines were met. The department received 137 applications for the six Canadian Medical Graduate (CMG) positions. The department was not allocated International Medical Graduate (IMG) positions in 2016-17. The department has seen a 7.7% increase in applications over the last five years.



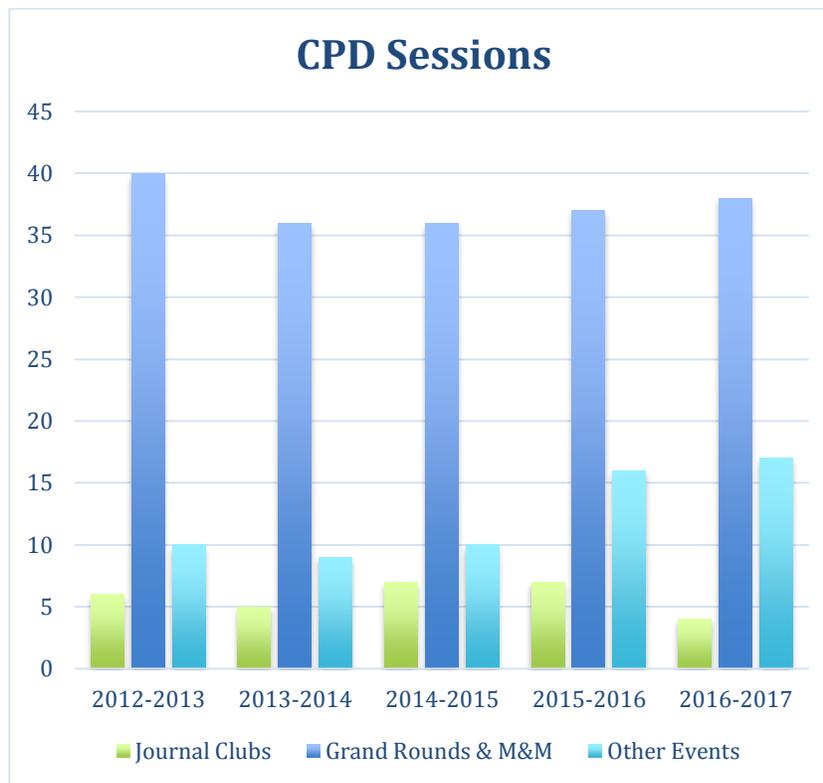
Category 2: Continuing Professional Development

Engage in process of life-long learning, self-assessment and mentoring

Indicator: Ongoing lifetime learning

Target: An active CPD program inclusive of grand rounds, journal club, internal workshops and seminars exist

Result: 59 CPD sessions occurred in 2016-17, fulfilling department needs.



Indicator: Ongoing lifetime learning

Target: 90% of planned CPD sessions occur

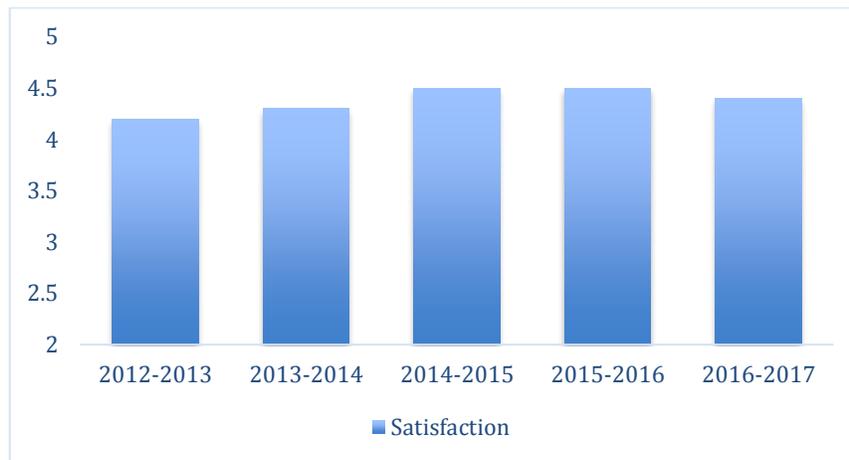
Result: 100% of the 59 planned CPD sessions occurred.

Disseminate, apply and translate new and innovative medical knowledge and practices

Indicator: Learner satisfaction

Target: 90% of participants indicate satisfaction with CPD sessions

Result: The overall satisfaction rate for CPD sessions during 2016-17 was 4.4/5.0.



Provide leadership for an international course on global outreach in anesthesia

Indicator: Faculty engagement

Target: At least 33% of course faculty are from the department when the global outreach course is hosted at Dalhousie

Result: The Anesthesia Global Outreach Course was held in Boston, MA in October 2016. Two faculty members from the department are co-directors in the planning of the event. As the course was held in Boston, MA only the co-directors were the two representatives from Dalhousie, which represents 6.4% of faculty.

Indicator: Learner satisfaction

Target: 100% of participants indicate overall satisfaction with their learning experience

Result: 100% of participants were satisfied with the course.

Develop, deliver and evaluate educational programs

Indicator: Synthesis/translation, learner satisfaction, learner success, learner demand, faculty engagement

Target: 100% of residents are engaged in or have completed a research project

Result: All residents fulfilled the requirements of their research project.

Develop, deliver and evaluate educational programs/Facilitate student, residents and other health professional learning in an atmosphere of respect for diversity

Indicator: Synthesis/translation, learner satisfaction, learner success, learner demand, faculty engagement

Target: 75% of available residents attend scheduled seminars, workshops, etc.

Result: 100% of available residents attended scheduled seminars and workshops. Attendance at sessions was 63%, which allows for excused absences of on-call responsibilities, post-call, conference leave and vacation.

Indicator: Synthesis/translation, learner satisfaction, learner success, learner demand, faculty engagement

Target: 100% of residents complete required clinical rotations

Result: All residents completed required clinical rotations.

Indicator: Synthesis/translation, learner satisfaction, learner success, learner demand, faculty engagement

Target: 100% of faculty guide and teach residents when asked

Result: 100% of available faculty guided and taught residents when asked.

Category 3: Postgraduate Anesthesia Residency Program

Indicator: Synthesis/translation, learner satisfaction, learner success, learner demand, faculty engagement

Target: An active simulation program is available

Result: An active simulation program, with four sessions offered to PGY1s and eight sessions offered to PGY2s. For 2016-17, the eight sessions that had generally been offered to PGY2s, will also be delivered in the CBME Foundation year (generally PGY2).

Additions to the residents' academic schedule, include simulation in arterial & central lines, ultrasound, surgical cadaver airway management (advanced), CanNASC and OSCE.

Additionally, two pediatric simulation sessions and one regional anesthesia session are offered to all residents upon completion of Pediatric Anesthesia and Regional Anesthesia rotations.

Interprofessional Education sessions (IPE) are currently being developed and were implemented into the residency curriculum during the fall/winter 2017.

Resources continue to be allocated towards faculty being trained in the delivery of simulation sessions.

Medical students who complete an elective with the program are offered a half-day simulation session, focusing on airway management and IVs.

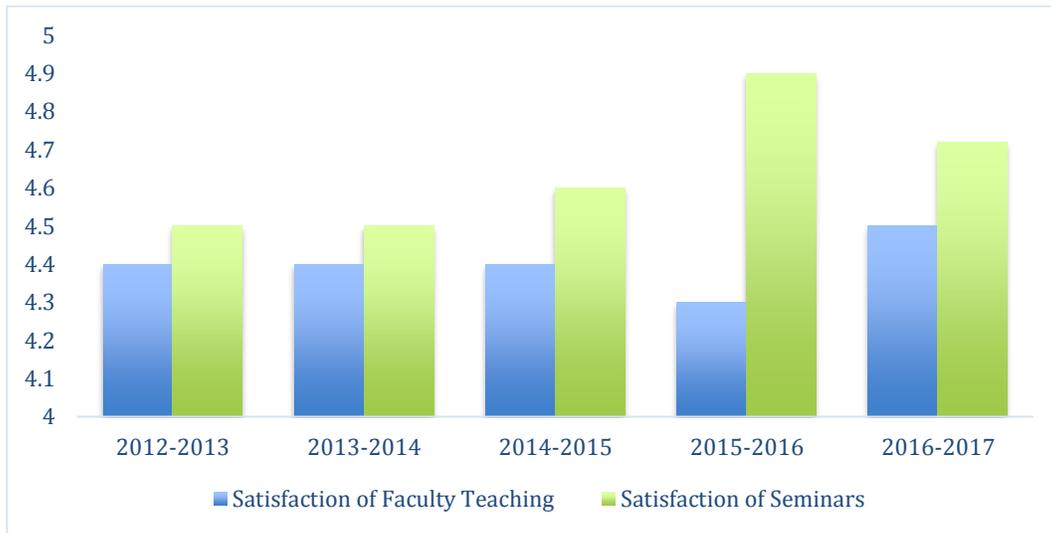
Indicator: Synthesis/translation, learner satisfaction, learner success, learner demand, faculty engagement

Target: Accreditation is maintained

Result: Full accreditation is being maintained. Preparation for the Royal College of Physicians and Surgeons accreditation in 2018 is underway.

Category 3: Postgraduate Anesthesia Residency Program

- Indicator:** Synthesis/translation, learner satisfaction, learner success, learner demand, faculty engagement
- Target:** 80% of residents indicate satisfaction with their program inclusive of Wednesday afternoon academic sessions
- Result:** Residents indicated satisfaction as follows: academic teaching: 4.7/5; faculty teaching 4.5/5.



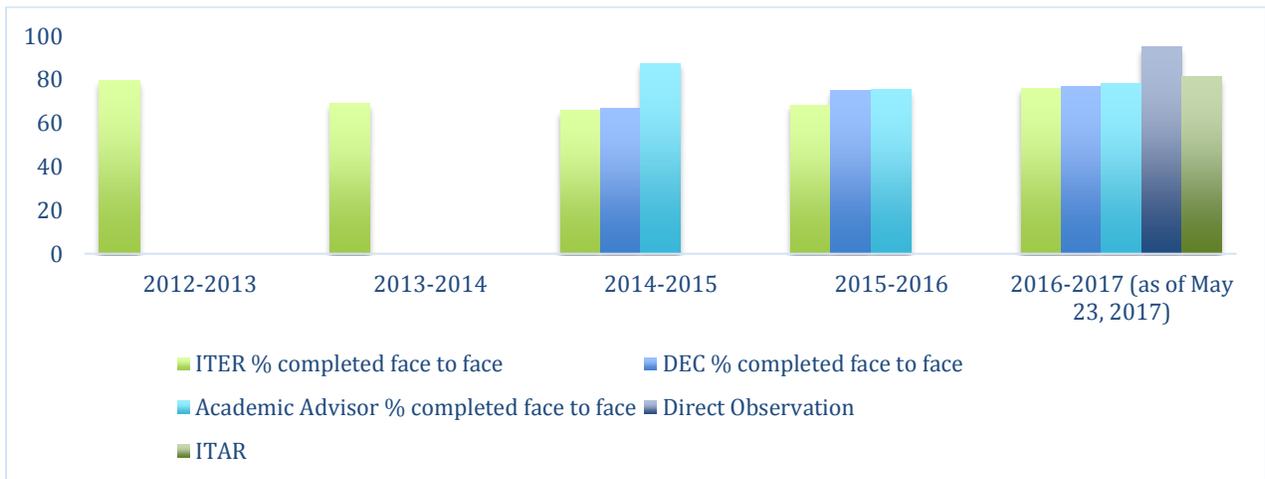
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- Indicator:** Synthesis/translation, learner satisfaction, learner success, learner demand, faculty engagement
- Target:** Curriculum is reviewed and updated every two to three years
- Result:** The competency based medical education (CBME) curriculum was launched July 2016. Modifications to the traditional program have evolved based on CBME successes.
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Category 3: Postgraduate Anesthesia Residency Program

Indicator: Synthesis/translation, learner satisfaction, learner success, learner demand, faculty engagement

Target: End of rotation ITERs are provided during a face-to-face feedback session

Result: 76% of the end of rotation ITERs were completed on a face-to-face basis between residents and faculty. Daily feedback ITERs had a face-to-face percentage of 77, and academic advisors completed their quarterly evaluations 78% of the time. For 2016-17 ITARs and Direct Observations were introduced with the delivery of CBME. These evaluations were completed face-to-face 81% and 95% respectively.



Category 3: Postgraduate Anesthesia Residency Program

Indicator: Synthesis/translation, learner satisfaction, learner success, learner demand, faculty engagement

Target: 100% exam success rate

Result: Five residents were eligible to take the Royal College of Physicians and Surgeons of Canada exams. All had successful results.

A comprehensive exam preparation program including dedicated study time and oral exam preparation is provided to PGY5 residents. In addition, oral exam preparation sessions were offered to all residents from PGY2 – PGY5.



Indicator: Synthesis/translation, learner satisfaction, learner success, learner demand, faculty engagement

Target: Successful completion of pre/post tests

Result: All six PGY2 residents completed the pre-/post-test, with a mean score of 69.3% and a range of 53-84. The first cohort of CBME residents also completed the pre-/post-test, with a mean score of 61.2% and a range of 48-71.

Additionally, the PGY2 and CBME residents completed the AKT 6 exam and the PGY5 residents (eight residents) completed the AKT 24. Inclusive of the pre/post exams, the overall mean score was 64.5% with a range of 42-84.

For any low scores, the results were reviewed with the residents to ensure adequate resources were available to support their success in the program.

Category 3: Postgraduate Anesthesia Residency Program

Indicator: Synthesis/translation, learner satisfaction, learner success, learner demand, faculty engagement

Target: 100% of residents maintain a procedure log

Result: 100% of the residents completed the required procedure log.

Indicator: Synthesis/translation, learner satisfaction, learner success, learner demand, faculty engagement

Target: 90% of residents complete the anesthesia residency program

Result: 100% of the PGY5 residents completed their program.

Provide global health electives for Dalhousie residents

Indicator: Learner demand

Target: One to two residents participate in a global health elective annually

Result: Three residents completed a global health elective in Rwanda.

Collaborate on the coordination and delivery of the anesthesia residency teaching program at University of Rwanda (UR)

Indicator: Faculty engagement

Target: Two to four Dalhousie faculty participate in teaching annually

Result: Two faculty took part in the teaching program at the University of Rwanda.

Category 4: Non-Anesthesia Residents

Develop, deliver and evaluate educational programs/Facilitate student, resident and other health professional learning in an atmosphere of respect for diversity.

Indicator: Synthesis/translation, learner satisfaction, learner success, learner demand, faculty engagement

Target: 100% of mandatory rotations are filled

Result: All requested mandatory rotations from non-anesthesia residency programs were filled.

Indicator: Synthesis/translation, learner satisfaction, learner success, learner demand, faculty engagement

Target: 60% of elective rotations are filled

Result: 93.4% of resident elective rotations were filled. In 2016-17 there were 67 residents, totaling 239 weeks of teaching.

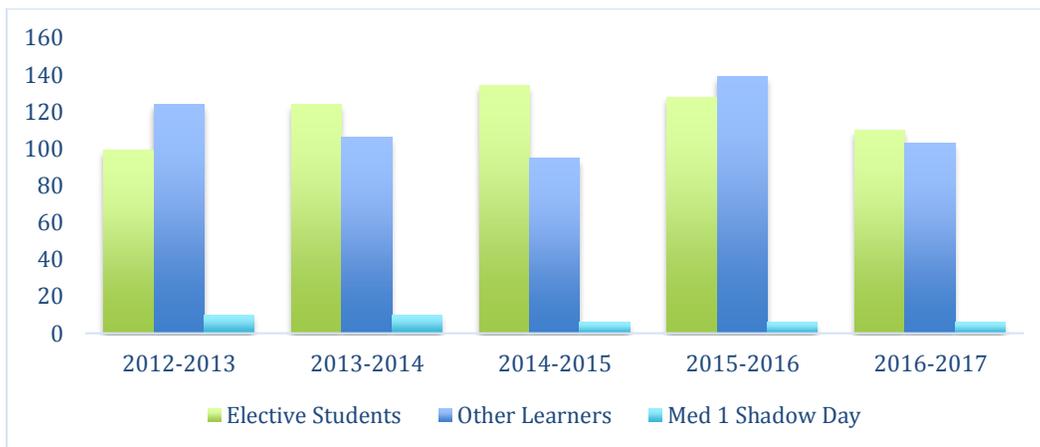


Develop, deliver and evaluate educational programs/Facilitate undergraduate student learning in an atmosphere of respect for diversity

Indicator: Synthesis/translation, learner satisfaction, learner success, learner demand, faculty engagement

Target: 100% of available rotations are filled and there is a waiting list of interested students

Result: 100% of available rotations were filled. A waitlist for fourth-year electives was maintained and offers were made in compliance with medical education national guidelines. Of the learners rotating through the department in 2016-17, there were 125 elective students (inclusive of Med1-4 students) and 103 other learners (see table).



Med 1 and 2 Electives



Category 5: Undergraduates

Indicator: Synthesis/translation, learner satisfaction, learner success, learner demand, faculty engagement

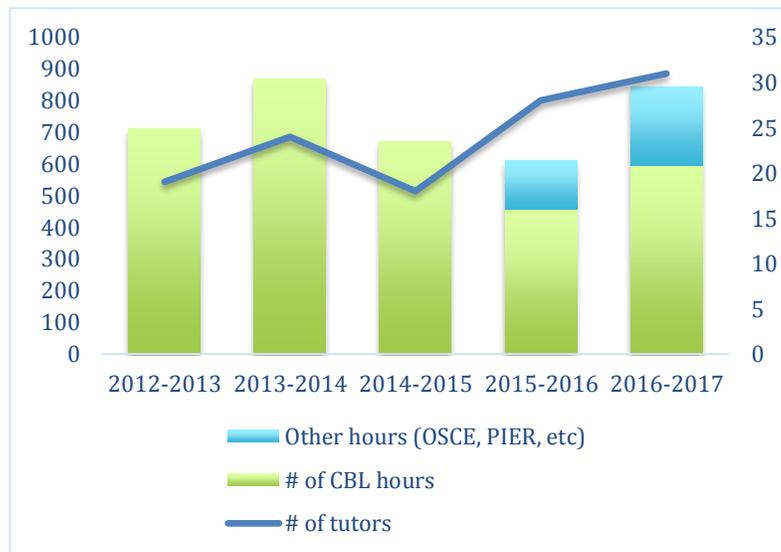
Target: 80% of undergraduate students indicate satisfaction with their anesthesia education experience

Result: The overall satisfaction rate for undergraduate electives was 98.5%.

Indicator: Synthesis/translation, learner satisfaction, learner success, learner demand, faculty engagement

Target: Trend indicates maintenance and/or increase in faculty teaching hours

Result: In 2016-17 there were 31 tutors/instructors representing 843 hours in CBL, OSCEs and PIER sessions



Indicator: Synthesis/translation, learner satisfaction, learner success, learner demand, faculty engagement

Target: 55% of medical students who complete an elective apply for an anesthesia residency position at Dalhousie (depends on availability of CaRMS data)

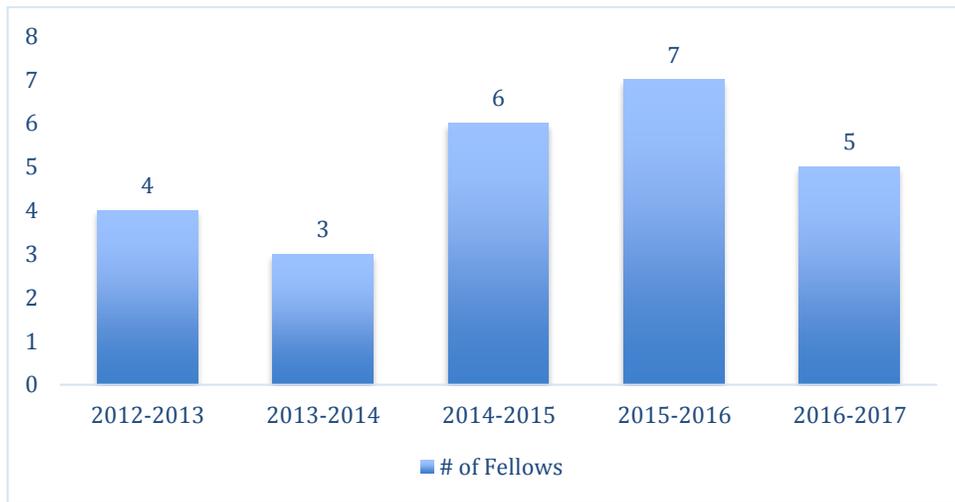
Result: 20 Med 4 students from Dalhousie University completed an anesthesia elective. Of these learners, eleven students (55%) applied to the Dalhousie Anesthesia Residency Program.

Develop, deliver and evaluate educational programs/Facilitate fellow learning in an atmosphere of respect for diversity

Indicator: Fellowship demand/recruitment

Target: Trend demonstrates annual increase in the number of applicants

Result: In 2016-17 there were five fellows enrolled.



Indicator: Learner satisfaction

Target: 100% of fellows indicate satisfaction with their learning experience

Result: 100% of fellows were satisfied with their program during the 2015-16 academic year. Mid-program and year-end debrief sessions are conducted by medical directors.

Develop, deliver and evaluate educational programs/Facilitate the learning of students, residents & other health professionals in an atmosphere of respect for diversity

Indicator: Recognition of faculty expertise

Target: 10 or more requests per year to facilitate/present to other Dalhousie departments and at forums external to Dalhousie

Result: 22 faculty were invited to facilitate/present sessions at local, national and international forums.

Promotion committee

- Indicator:** 100% of committee members are elected by department members as stipulated in the collective agreement (DFA) and the university regulations
- Target:** The committee includes six department members with at least one representative from the following constituencies: Assistant Professor, Associate Professor, Professor, Queen Elizabeth II Health Science Centre, IWK Women's and Obstetrics, IWK Pediatrics Anesthesia and Saint John Regional Hospital
- Result:** The committee included six department members, representing the targeted academic ranks and organizations.

Faculty members actively participate in their own career development in regards to Dalhousie academic appointment and promotion

- Indicator:** Management
- Target:** 15% of faculty are professors, 30% are associate professors, 10% hold cross appointments, 40% of faculty are assistant professors and 15% of faculty are lecturers
- Result:** Of the 181 staff that hold a faculty appointment with the department, 14.4% (26) of faculty are professors, 15% (27) are associate professors, 70% (126) are assistant professors and 1.1% (2) are lecturers; 8.8% (16) of faculty hold cross appointments.