



Faculty Professional Development Day 2016 Faculty Mentorship and Wellness

Department of Obstetrics and Gynaecology
University of Toronto

10:00 – 18:00, November 11, 2016
The Vaughan Estates | 2075 Bayview Ave, Toronto, ON M4N 3M5

10:00-10:20	Registration	<i>Courtyard Reception</i>
10:20-10:30	Welcome and Introductions	
10:30-11:25	<u>Small Group Session</u>	
	1. Peak Performance – Staying on top of our game * (1.45hr 10:30am-12:15pm) <i>Ted Bober and Joy Albuquerque, OMA Physician Health Program cent</i>	<i>Courtyard Ballroom</i>
	2. Role Modelling: Actions Speak Louder Than Words! Enhancing the Use of Intentional Role Modelling in Teaching and Learning <i>Janet Bodley, Department of Obstetrics and Gynaecology</i>	<i>Valleyanna</i>
	3. The Mindful Ob/Gyn: Using Mindfulness in Life and Medical Practice <i>Steven Selchen, Department of Psychiatry</i>	<i>Academy of Medicine</i>
	4. When things go wrong: what are our obligations to the patient, and to ourselves? <i>Tino Piscione, CMPA</i>	<i>Dunvegan</i>
11:30-12:15	<u>Unconference Sessions</u>	
	*Continuation of Peak Performance – Staying on top of our game	<i>Courtyard Ballroom</i>
	1. Establishing a formal mentorship program in the Department of Obstetrics and Gynecology: is it one size fits all? <i>Janet Bodley and Karen Leslie, Centre for Faculty Development</i>	<i>Valleyanna</i>
	2. Staying out of trouble (when you're in trouble) <i>Tino Piscione, CMPA</i>	<i>Academy of Medicine</i>
	3. Trials and Tribulations of Authorship <i>Ted Brown, Head of the Division of Reproductive Endocrinology and Infertility</i>	<i>Dunvegan</i>



12:15-12:40	Lunch	Courtyard Ballroom
12:40 – 13:40	Opening Plenary Lecture Sleep: Your health and clinical practice <i>Dr. Brian Murray, Department of Neurology , Sunnybrook Hospital</i>	Courtyard Ballroom
13:45-14:45	<u>Small Group Sessions</u>	
	4. When things go wrong: what are our obligations to the patient, and to ourselves? <i>(repeat session)</i> <i>Tino Piscione, CMPA</i>	Courtyard Ballroom
	5. Late Career Transition – What, Why and How? <i>Robin Richards, Department of Surgery, Sunnybrook Hospital</i>	Academy of Medicine
	6. Mentorship Essentials <i>Karen Leslie, Centre for Faculty Development</i>	Dunvegan
	7. Supervising and Mentoring Graduate Research Trainees: How to Foster a Working Knowledge of Research <i>Ted Brown, Head of the Division of Reproductive Endocrinology and Infertility</i>	Valleyanna
14:45-15:00	Break/Networking	Courtyard Reception
15:00-16:00	Keynote Lecture Thriving in Academic Medicine <i>Karen Leslie, Centre for Faculty Development</i>	Courtyard Ballroom
16:00-16:30	Awards	Courtyard Ballroom
16:30-18:00	Reception	Courtyard Reception



Speaker Biographies



Ted Bober, M.S.W., R.S.W.
Associate Director, Clinical Services
Physician/Professionals Health Program

Ted Bober is a graduate of the University of Toronto with over 30 years of clinical and administrative experience in the field of occupational health, mental health and addictions. He is the Associate Director of Clinical Services at the Ontario Medical Association's Physician Health Program. This program supports medical students, residents and physicians experiencing significant personal or family stress, mental health or substance use problems. Ted has a keen interest in enhancing professional health and performance during high-stress conditions. He has served as a consultant to first responders following disasters in Canada and the US. He has also provided training on professional health and effectiveness during trauma related work to many organizations including the Transportation Safety Board of Canada, Ministry of Attorney General, Health Canada and the Indian Residential School Adjudication Secretariat. Ted has presented at scientific conferences in Canada, the USA, and the UK and is the co-author of the book *In the Line of Fire: Traumatic Stress in the Emergency Services* published by Oxford University Press.



Dr. Joy Albuquerque, MD, MA, FRCP(C)
Associate Medical Director
Physician/Professionals Health Program

Associate Medical Director, Dr. Joy Albuquerque completed her medical training in Manitoba then worked as a general practitioner for a few years prior to specializing psychiatry, completing her FRCP training in Ottawa 1997. With a longstanding interest in mental health advocacy, she chose to round out her education through graduate training in philosophy (MA 2007). Dr. Albuquerque joined the OMA's physician health program as the Associate Medical Director in 2004, where her role has evolved beyond the management of mental health conditions to expertise in the field of risk management of physicians and their work. She also contributes regularly to medical education events dealing with topics of physician health, burnout and resilience. Dr. Albuquerque practices at St. Michael's Hospital and is an Assistant Professor at the University of Toronto department of psychiatry. Outside of medicine Joy is an avid reader of classics and fiction and for years she and her husband enjoy going on long-distance walks.



Dr. Janet Bodley, MD, MEd, FRCSC

Associate Professor, University of Toronto
Staff obstetrician/gynecologist and
urogynecologist at Sunnybrook Health
Sciences Centre

Janet Bodley graduated from University of Toronto Faculty of Medicine and completed postgraduate training in obstetrics and gynecology in Toronto. She completed fellowship training in urogynecology and minimally invasive surgery at Women's College hospital. She maintains an active practice in urogynecology/minimally invasive surgery. She completed a Master's in education in 2007 with focus on the health professions. Special area of interest includes the role of communication and mentorship in improving medical education and medical practice. She serves as a clinician educator with active teaching roles at the undergraduate, postgraduate and faculty development levels including postgraduate site coordinator as well as rotation coordinator for urogynecology at Sunnybrook Health Sciences Centre. She maintains a career and mentorship focus with Centre for Faculty Development and participates in developing and presenting workshops both locally and nationally. In January 2011 she was appointed to be Faculty Lead for the Resident Wellness Program in the Department of Obstetrics and Gynecology at the University of Toronto.



Dr. Steven Selchen, MD, MSt, FRCPC

Director, Ambulatory Psychiatry,
Head, Adult Division of Psychiatry,
Director, Sunnybrook Psychiatry Institute for Continuing Education
Head, Cognitive Behaviour Therapy and Mindfulness-Based Interventions, Department of Psychiatry, Sunnybrook Health Sciences Centre
Head, Mindfulness-Based Interventions University of Toronto, Department of Psychiatry

Steven Selchen is a leading expert in the integration of mindfulness with cognitive-behavioural training. He holds a Master's degree from Oxford University in Mindfulness-Based Cognitive Therapy (MBCT), as well as a medical degree and psychiatric specialty from the University of Toronto. He runs a clinical, educational and research program in mindfulness-based approaches at Sunnybrook Health Sciences Centre (University of Toronto), where he is Director of Ambulatory Psychiatry and Director of Continuing Mental Health Education. He is also the Chief of Psychiatry at Joseph Brant Hospital (McMaster University). He has a particular focus on wellness promotion, and leads innovative educational and professional development workshops in a variety of settings.



Dr. Tino Piscione, MD, PhD, FRCPC
Physician Advisor, Safe Medical Care, CMA

Dr. Tino Piscione joined the CMA in July 2014, following 12 years as a staff pediatric nephrologist and clinician-scientist in the department of pediatrics at The Hospital for Sick Children and as an assistant professor of pediatrics at the University of Toronto. Dr. Piscione graduated in medicine at Queen's University in Kingston, Ontario in 1991. He subsequently completed residency training in pediatrics and pediatric nephrology at The Hospital for Sick Children in Toronto in 1996. Dr. Piscione's background in medical education stems from past experience as associate and head program director of the Paediatric Nephrology Residency Training Program at the University of Toronto. His interest in patient safety and quality improvement is founded on formal education in the Patient Safety & Quality Improvement Certificate Program at University of Toronto.



Dr. Karen Leslie, MD, MEd, FRCPC
Professor of Paediatrics University of Toronto
Director, Centre for Faculty Development

Karen Leslie is a staff paediatrician in the Division of Adolescent Medicine at the Hospital for Sick Children and a Professor of Paediatrics at the University of Toronto. She is a clinician educator and has held various leadership roles in undergraduate, postgraduate, continuing education and faculty development. She completed a graduate degree on Education at the Ontario Institute for Studies in Education (OISE) in 2008. Dr. Leslie was named as the Associate Director of the CFD in 2006, and in 2009 became the Director of the Centre. Her scholarly interests are in the areas of faculty development, career development and mentoring, and academic identity.



Dr. Theodore Brown, PhD
Investigator, Lunenfeld-Tanenbaum
Research Institute

Dr. Theodore Brown is an Investigator at the Lunenfeld-Tanenbaum Research Institute, Professor and Head of the Division of Reproductive Endocrinology and Infertility within the University of Toronto's Department of Obstetrics and Gynaecology and the Chief of the Department's Research Committee. Dr. Brown is a reproductive endocrine biologist who was intrigued by the complexity of this area, the potential indirect role of reproductive factors, and the need to improve outcomes for patients. He examines the role steroid hormones play in cancer risk and progression, with a focus on epithelial ovarian cancer. In order to develop effective treatments and better diagnostic tests, Dr. Brown is working to identify markers of early stage disease. In collaboration with scientists at Mount Sinai Hospital and Princess Margaret Hospital, Dr. Brown is using gene microarrays to identify the molecular pathways and genes (including BRCA1/2) associated with ovarian cancer predisposition and progression. Dr. Brown holds several research grants including CIHR operative grants and is always willing to share his expertise with his colleagues.



Dr. Brian Murray, MD, FRCP(C) D,ABSM

Associate Professor, Neurology and Sleep Medicine, University of Toronto
Chair, Research Ethics Board, Sunnybrook Health Sciences Centre

Brian Murray is an associate professor at the University of Toronto in neurology and is the director of the sleep laboratory at Sunnybrook Health Sciences Centre. He obtained board certification in Neurology, and Sleep Medicine through Harvard University. His major clinical and research interests are in neurological aspects of sleep medicine, and the relationship between sleep and behaviour. He is the Chair of the Sunnybrook Research Ethics Board and the Chair of the Royal College of Physicians and Surgeons of Canada Specialty Committee in Neurology.



Dr. Robin Richards, MD, FRCSC

Surgeon-in-Chief Emeritus
Sunnybrook Health Sciences Centre

Robin Richards was born in Guelph, Ontario and attended McMaster University where he obtained BA (Geography - 1973) and MD (1976) degrees. He completed the University of Toronto Postgraduate Training Program in Orthopaedic Surgery and received his FRCSC in 1982. Dr. Richards was a Fellow at Duke University in 1983 and joined the staff of St. Michael's Hospital in 1984 where he was Head of the Division of Orthopaedic Surgery, Medical Director of the Mobility Program, Chair of the Medical Advisory Committee and served on the Board. Dr. Richards was Head of the Department of Surgery and Co-Director of the Operating Room and Related Services at Sunnybrook HSC from 2001 - 2012. Dr. Richards maintains an active surgical practice focusing on arthroplasty of the shoulder and elbow, upper extremity reconstruction following trauma, soft tissue procedures to control joint instabilities in the upper extremity and the surgical treatment of irreparable brachial plexus injury. Dr. Richards is Vice Chair – Clinical of the University of Toronto Department of Surgery, Chair of the Awards and Internal Evaluation Committees, Medical Director of the Sunnybrook Working Condition Program and Sunnybrook Centre for Independent Living and Co-Editor of the Journal of Bone and Joint Surgery Open Access. Dr. Richards is a member of the American Academy of Orthopaedic Surgeons, Past Secretary-Treasurer of the American Shoulder and Elbow Surgeons and Past-President of the Ontario and Canadian Orthopaedic Associations. Dr. Richards enjoys stream fishing, cycling and wind-surfing. Dr. Richards has four children ages 28 – 35 and one grandchild.



Descriptions, Goals and Objectives of Small Group Sessions

Peak Performance – Staying on top of our game

Ted Bober and Joy Albuquerque

Description

In this workshop we will explore the specifics of peak performance training and mental readiness that can be used in the many demanding situations in medicine, such as executing difficult procedures, or managing complex patients.

Objectives

After participation in this small group session, faculty members will be able to:

1. To review the empirical basis for peak performance and mental readiness approaches
2. To identify 3 ways to improve attention and focus
3. To learn skills on how to improve mental readiness, to keep the mind focused and steady on what you intend, for specific situations in the usual routine of the day

Role Modelling: Actions Speak Louder Than Words! Enhancing the Use of Intentional Role Modelling in Teaching and Learning

Dr. Janet Bodley

Description

This interactive workshop will explore the importance of role modelling in our day to day activities as health care professionals, educators and trainees. The focus will include raising the awareness of positive role modelling and the practice of making role modelling explicit and intentional as a tool in both teaching and learning. We will explore the use of intentional role modelling as it relates to the competency by design framework.

Objectives

After participation in this session, faculty members will be able to:

1. Define role modelling and its role in clinical teaching
 2. Recognize the importance of intentional role modelling
 3. Consider various activities that promote and support positive role modelling
 4. Use intentional role modelling to support the competency by design framework
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The Mindful Ob/Gyn: Using Mindfulness in Life and Medical Practice

Dr. Steven Selchen

Description

Medical practice is high stress. Mindfulness is increasingly being used to help professionals work more effectively with stress, and to take better care of themselves and their patients. This highly interactive workshop will explore what mindfulness is, and how to use principles from mindfulness to improve personal wellbeing and enhance professional effectiveness.

Objectives

After participation in this session, faculty members will be able to:

1. Describe what mindfulness is
 2. Apply principles from mindfulness to enhance personal well-being
 3. Apply principles from mindfulness to enhance professional practice
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When things go wrong: what are our obligations to the patient, and to ourselves?

Dr. Tino Piscione

Description

In this interactive workshop, participants will examine the needs of patients and clinicians when a healthcare-related harm event occurs. Through case-based discussions, small group learning activities, and reflective exercises, participants will develop an increased awareness of skills and behaviours modelled by clinicians that strengthen the clinician-patient relationship, mitigate risk of misunderstanding and medical-legal difficulties, and promote professional health and well-being.

Objectives

By the end of this session, participants should be able to:

1. Describe medical-legal pitfalls of disclosing healthcare-related harm
 2. Discuss a physician's professional obligations to disclose healthcare-related harm to patients
 3. Outline an action plan to manage stress brought on by patient harm and medical-legal difficulties
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Late Career Transition – What, Why and How?

Dr. Robin Richards

Description

This small group session will focus on late career transition for surgeons. The phenomenon of late career transition will be discussed and the parameters of a successful transition will be defined. The need for an individual approach will be emphasized.

Objectives

The objectives for the session will be to discuss, in an interactive fashion:

1. The late career transition phenomenon



2. The need for an organized approach to successfully plan for late career transition
 3. Parameters to be considered in successful late career transition
 4. Practical actions that stakeholders can use for success
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Mentorship Essentials

Dr. Karen Leslie

Description

This session will introduce participants to key roles and skills for mentors and mentees within informal and formal mentoring relationships.

Objectives

By the end of the session, participants will be able to:

1. Describe the roles and responsibilities of mentors and mentees
 2. Discuss ways in which mentors and mentees can contribute to effective mentoring processes and outcomes
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Supervising and Mentoring Graduate Research Trainees: How to Foster a Working Knowledge of Research

Dr. Ted Brown

Description

As Department of Obstetrics and Gynecology faculty members, we have the opportunity to seek cross-appointment to the School of Graduate Studies and participate in graduate student mentorship. Dependent upon the level of appointment granted, this allows one to sit on research supervisory committees as a voting member, to act as a primary supervisor of an MSc thesis project, or to act as a primary supervisor of a PhD thesis project. We will discuss points to consider when making the decision to become cross-appointed and how to go about the process of seeking cross-appointment. We will also discuss what is involved in becoming an effective supervisory committee member, primary research trainee project supervisor, and research mentor.

Objectives

By the end of the session, participants will be able to:

1. Present considerations for seeking cross appointment to the School of Graduate Studies and what is involved in the process
2. Discuss the major types of mentorship and attributes of an effective research supervisor and mentor

Descriptions, Goals and Objectives of Unconference Sessions

Establishing a formal mentorship program in the Department of Obstetrics and Gynecology: is it one size fits all?

Drs. Janet Bodley and Karen Leslie

Description

The opportunities for mentorship in our department are limited. This open forum on mentorship seeks to gather the views of our faculty on mentorship models.

Objectives

After participation in this unconference session, faculty members will be able to:

1. Explore the principles of establishing a mentorship program in our department
2. Discuss how different approaches to mentorship might be incorporated into this program

Staying out of trouble (when you're in trouble)

Dr. Tino Piscione

Description

In an unstructured and informal environment, participants will have the opportunity to collectively engage in an open and general discussion with a CMPA Physician Advisor on medical-legal processes and expectations in order to mitigate the uncertainty and stress associated with being named in a medical-legal action or complaint. The session will offer generic information and advice which participants may find useful, but will not address questions or issues related to any specific medical-legal matter in which a participant may be or has been involved.

Objectives

By the end of this session, participations should be able to:

1. Describe processes involved when a physician is named in a college, hospital, or legal matter
2. Discuss ways that physicians can mitigate their risk of an unfavourable medical-legal decision

Trials and Tribulations of Authorship

Dr. Ted Brown

Description

Determining authorship may present ethical challenges and interpersonal conflicts. This open forum on authorship seeks to explore these challenges and conflicts as experienced by the participants.

Objectives

By the end of this session, participations should be able to:

1. Discuss strategies to determine authorship and foster ethical practice and intercollegiality



Descriptions, Goals and Objectives of Lectures

PLENARY OPENING LECTURE: Sleep: Your Health and Clinical Practice

Dr. Brian Murray

Description

This presentation will address the basic principles of sleep physiology, the effects of sleep loss on health and the impact it has on patient care, and strategies to compensate for sleep loss.

Objectives:

At the end of the presentation, the participant will be able to:

1. Describe basic principles of sleep physiology
 2. Understand how sleep loss impacts your health
 3. Reflect on how sleep loss may impact patient care
 4. Implement a set of strategies to compensate for sleep loss
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KEYNOTE LECTURE: Thriving in Academic Medicine

Dr. Karen Leslie

Description

How do we ensure that academic careers are both successful and fulfilling? How are the various roles academic faculty play as clinicians, educators, researchers and leaders valued and supported? This presentation will address some of these questions (and many more).

Objectives

By the end of the session, participants will be able to:

1. Define academic identity within their own practice setting
 2. Discuss various conceptions of 'success' within academic medicine
 3. Identify how faculty can 'thrive' in the academic culture
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