

# Faculty Professional Development Day 2015

## Enhancing Skills and Achieving Success

Department of Obstetrics and Gynaecology  
University of Toronto

**11:50-18:00, November 11, 2015**  
**The Vaughan Estates | 2075 Bayview Ave, Toronto, ON M4N 3M5**

<b>11:50-12:30</b>	Registration & Lunch	<i>Courtyard Ballroom Reception</i>
<b>12:30-12:35</b>	Welcome and Introductions	<i>Courtyard Ballroom</i>
<b>12:35-13:35</b>	Opening Plenary Lecture <b>Driving the Flywheel of Quality</b> Joshua Tepper Presentation: 45 min Active Learning: 15 min Q & A	
<b>13:35-13:45</b>	Break/Networking	<i>Courtyard Ballroom</i>
<b>13:45-14:45</b>	Workshop Session I	
	Workshop I: <b>Exploring the Benefits and Challenges of Competency Based Medical Education (CBME) Implementation</b> Nicolette Caccia & Filomena Meffe Presentation: 25 min Active Learning: 35 min small group task	<i>Courtyard Ballroom</i>
	Workshop II: <b>Publish or Perish: Moving from Abstracts to Papers</b> Ted Brown & Kellie Murphy Presentation: 45 min Active Learning: 15 min Q & A	<i>Dunvegan</i>
	Workshop III: <b>Preparing for a Successful Academic Evaluation and Senior Promotion</b> Avrum Gotlieb Presentation: 45 min Active Learning: 15 min Q & A	<i>Academy of Medicine</i>
	Workshop IV: <b>The Resident in Difficulty</b> Heather Shapiro Presentation: 40 min Active Learning: 20 min Case Discussion	<i>Academy of Medicine</i>
<b>14:45-15:00</b>	Break/Networking	<i>Courtyard Ballroom</i>

<b>15:00-16:00</b>	Workshop Session II	
	Workshop I: <b>Exploring the Benefits and Challenges of Competency Based Medical Education (CBME) Implementation</b> Nicolette Caccia & Filomena Meffe	<i>Courtyard Ballroom</i>
	Workshop II: <b>Publish or Perish: Moving from Abstracts to Papers</b> Ted Brown & Kellie Murphy	<i>Dunvegan</i>
	Workshop III: <b>Preparing for a Successful Academic Evaluation and Senior Promotion</b> Avrum Gotlieb	<i>Academy of Medicine</i>
	Workshop V: <b>Simulation Scenario Writing</b> Bruce Ballon & Tatiana Freier-Lizama	<i>Academy of Medicine</i>
	Presentation: 40 min    Active Learning: 20 min Simulation Case Discussion	
<b>16:00-16:15</b>	Break/Networking	<i>Academy of Medicine</i>
<b>16:15-17:15</b>	Keynote Lecture	<i>Academy of Medicine</i>
	Key-Note Lecture <b>Professional Behaviour and the Learning Environment</b> David McKnight Presentation: 40 min    Active learning: 20 min Case Discussion, Q&A	
<b>17:15-18:00</b>	Awards & Reception	<i>Academy of Medicine</i>

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**Program Title:****Faculty Professional Development Day, Department of Obstetrics and Gynaecology  
ENHANCING SKILLS AND ACHIEVING SUCCESS****Program Director:** *Dr. Filomena Meffe***Program Description**

Many faculty members are involved to varying degrees with teaching and/or research and some aspire to achieve promotion through these activities. The topics chosen for this faculty professional development day are designed to enhance the faculty member's knowledge, skills and attitudes in their chosen area of academic focus.

**Program Goal**

This program will focus on providing faculty members with the tools to achieve success in their chosen area of academic focus, whether it is teaching, research or in seeking promotion.

**Objectives****After participation in this program, faculty members will be able to**

1. Apply concepts of quality improvement, competency based medical education, and simulation to their teaching practice.
  2. Discuss the resident in difficulty and the processes involved
  3. Prepare for a successful promotion application
  4. Discuss professional behaviour in clinical and teaching settings and the creation of the learning environment
  5. Relate practical information on publishing research
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## DESCRIPTIONS, GOALS AND OBJECTIVES OF LECTURES AND WORKSHOPS

### **PLENARY OPENING LECTURE: Driving the Flywheel of Quality**

**Dr. Joshua Tepper**

#### **Description**

Providing high quality care is the shared goal of every health care provider and institution. However quality improvement is a challenging and complex undertaking made more difficult by the rapidly changing context of care.

#### **Goal**

We will explore a common framework for thinking about quality, trends in quality improvement and broader system changes that are influencing the quality improvement movement.

#### **Objectives**

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

1. Understand the importance of data for quality improvement, research and performance reporting
  2. Discuss the role of failure in supporting quality improvement
  3. Examine the growing role of patients in the quality agenda
  4. Describe a common framework for quality
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### **KEYNOTE LECTURE – Professional Behaviour and the Learning Environment**

*Dr. David McKnight*

#### **Description**

We all strive to model exemplary clinical practice, in our knowledge, our practical skills, and in our behaviour as we practice and teach. Yet from time to time, we all say and do things we later regret. How does our behaviour as faculty members affect the learning environment? How do we deal with those occasional lapses — both those of others and our own?

#### **Goal**

Discuss professional behaviour in clinical and teaching settings and the creation of the learning environment

#### **Objectives**

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

1. Have a structure to assess professional behaviours in the clinical and teaching settings
  2. Describe how professional behaviours of faculty, residents, and students create the learning environment
  3. Apply an approach to addressing those times when professional behaviour falls short of expectations
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## **Preparing for a Successful Academic Evaluation and Senior Promotion**

*Dr. Avrum Gotlieb*

### **Description**

This workshop will include a discussion of the way in which the committee deliberates and how to best demonstrate the candidate's sustained excellence in teaching/education, research and/or creative professional activity. Discussion will also include emphasis on evidence of scholarship and of impact at the national and/or international level.

### **Goal**

Assist Faculty for preparing for a successful promotion application

### **Objectives**

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

1. Discuss promotion criteria and the committee
  2. Identify contributing and important activities under each category of academic performance
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## **The Resident in Difficulty**

*Dr. Heather Shapiro*

### **Description**

This workshop will help Faculty to understand the resident in difficulty and the processes involved

### **Goal**

To provide the clinician teacher with the skills necessary to feel comfortable and competent when working with a resident in difficulty

### **Objectives**

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

1. Describe common areas of weaknesses seen in residents
  2. Discuss the impact of professional difficulties on resident well-being
  3. Relate the language and framework in which to provide informal feedback
  4. Discuss the administrative processes and the role of the Board of Examiners
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## **Publish or Perish: Moving from Abstracts to Papers**

*Drs. Ted Brown & Kellie Murphy*

### **Description**

This workshop will include a discussion on practical information on publishing research and improving your chances of getting published.

### **Goal**

To provide practical information on publishing research

### **Objectives**

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

1. Discuss barriers to publishing and strategies to overcome these
  2. Describe approaches to selecting the appropriate journal for your paper and how to write for that journal
  3. Discuss considerations in determining authorship
  4. Explain the manuscript review process and how to approach the rebuttal
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## **Exploring the Benefits and Challenges of Competency Based Medical Education (CBME) Implementation**

*Drs. Nicolette Caccia & Filomena Meffe*

### **Description**

The Royal College of Physicians and Surgeons of Canada has embarked on a major paradigm shift in medical education: Competency Based Medical Education (CBME), which has at its core frequent, criterion-based workplace assessment based on direct observation, with an emphasis on formative assessment, measuring the application of knowledge, rather than merely its acquisition. While CBME is expected to have benefits, there will be challenges in its implementation.

### **Goal**

This workshop will review the results of the 2015 Departmental CBME Needs Assessment, examine the perceived benefits and challenges of CBME implementation, then evaluate these challenges in the various clinical care areas and propose suggestions to address these challenges

### **Objectives**

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

1. Discuss the results of the 2015 Departmental CBME Needs Assessment
  2. Examine the perceived benefits and challenges of CBME implementation
  3. Evaluate these challenges in the various clinical care areas
  4. Propose suggestions to address these challenges
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## **Simulation Scenario Writing**

*Drs. Bruce Ballon & Tatiana Freire-Lizama*

### **Description**

This workshop will include a discussion of designing effective and safe simulations

### **Goal**

Learn the core concepts and best practices required for effective writing of simulation scenarios

### **Objectives**

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

1. Identify three educational principles essential for effective simulation scenarios
  2. Identify three core components of an interactive story/script
  3. Identify three crucial scenario facilitation sections for simulation safety
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## SPEAKER BIOGRAPHIES



**Dr. John Kingdom,**  
MD, FRCSC,  
FRCOG, MRCP (UK)

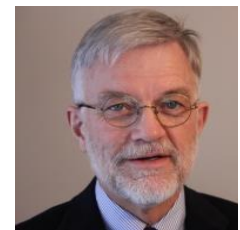
**Dr. John Kingdom** began his role as Gordon C. Leitch Chair of the University of Toronto's Department of Obstetrics and Gynaecology on July 1, 2013.

Dr. Kingdom graduated from Trinity College Medical School, Dublin, in 1984. He then survived dual residency training programs in Pediatrics and Obstetrics-Gynaecology in Glasgow, Scotland, where he developed his research interest in the placenta. He completed his Maternal-Fetal Medicine Fellowship at University College Hospital, London, which was followed by three years as Assistant Professor. In 1998, he was recruited as a Clinician-Scientist in Maternal-Fetal Medicine at Mount Sinai Hospital in Toronto. He established the Placenta Clinic within the Maternal-Fetal Medicine Division in 1999. His basic and clinical research interests in Placental Development and Pathology are funded by the Canadian Institutes of Health Research and the Ontario PSI Foundation. Until recently, he held the Rose Torno Chair at Mount Sinai Hospital. Dr. Kingdom directed the Toronto Maternal-Fetal Medicine Fellowship

Program for 10 years until 2009 and has received university, provincial and federal teaching awards. In 2012, he was appointed Head of the Division of Maternal-Fetal Medicine at the University of Toronto. He currently has approximately 230 peer-review publications and supervises a wide range of trainees, from medical students to clinical and basic science fellows.

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**Dr. David McKnight** graduated in medicine from University of Toronto in 1975, then trained in anesthesiology there and has practiced at St. Michael's Hospital in Toronto since 1980. He is currently Professor and Vice-Chair, Education of the Department of Anesthesia. From 2007 to 2015, he was Associate Dean, Equity & Professionalism in the Faculty of Medicine at the University of Toronto.



**Dr. David McKnight,**  
MD, FRCSC, MHSc

He has had a long standing interest in ethics and completed the Master of Health Sciences in Bioethics at the Joint Centre for Bioethics of U of T in 2006. He has chaired the Ethics committees of both the Canadian Anesthesiologists' Society and the Royal College of Physicians and Surgeons of Canada.

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**Dr. Joshua Tepper,**  
MD, FRCSC, MPH,  
MPA

**Dr. Joshua Tepper** is a family physician and the President and Chief Executive Officer of Health Quality Ontario (HQO). An arm's length agency of the provincial government, HQO works in partnership with Ontario's health care system to support a better experience of care and better outcomes for Ontarians.

Prior to HQO, Dr. Tepper was the inaugural Vice President of Education at Sunnybrook Health Sciences Centre. As Vice President, he was responsible for Sunnybrook's educational strategy and programming for learners, physicians and staff, patients and their families and the community. Prior to joining Sunnybrook, Dr. Tepper was Ontario's first Assistant Deputy Minister (ADM) in the Health Human Resources Strategy Division of the Ministry of Health and Long-Term Care. As the ADM he led the HealthForceOntario health human resources

strategy to ensure that Ontarians have access to the right number and mix of qualified health care providers, now and in the future.

In addition to his involvement in health policy and research at the provincial level, Dr. Tepper has also been active on a national scale as the senior medical officer for Health Canada, an adjunct scientist at the Institute for Clinical Evaluative Sciences (ICES), and a research consultant for the Canadian Institute of Health Information (CIHI). He has received several provincial and national awards for his leadership in these positions.

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Dr. Tepper has always remained in active practice serving marginalized populations and taking on clinical leadership roles. Previously, he served as the Medical Director for the Inner City Health Associates, President of the Inner City Family Health Team and as Vice-President of the Society of Rural Physicians. Currently, Dr. Tepper practices in the St. Michael's Hospital Family Health Team and in the Emergency Department at North York General Hospital.

Dr. Tepper holds a degree in Public Policy from Duke University, a medical degree from McMaster University, a Master of Public Health from Harvard, and his executive Master of Business Administration at the Richard Ivey School of Business. He completed residency at the University of Toronto.

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**Dr. Nicolette Caccia** has been a pediatric and adolescent gynecologist at the Hospital for Sick Children for more than 15 years and is an Assistant Professor in the Department of Obstetrics and Gynaecology at the University of Toronto and an Assistant Professor (Adjunct) - Obstetrics & Gynecology, McMaster University.



**Dr. Nicolette Caccia, MD, FRCSC**

She has been heavily influenced by the "Toronto" way of practicing medicine having completed an undergraduate degree in Biochemistry & Microbiology and graduate research in Molecular Immunology followed by her undergraduate and postgraduate medical training at the University of Toronto. She immediately joined the staff at Sick Kids, but balanced this by also practicing for five years in Bowmanville, where she developed her interests in medical education and collaborative care. When the obstetrical department in Bowmanville was absorbed by Lakeridge Health-Oshawa, she returned to Toronto to continue her practice of Pediatric & Adolescent Gynaecology at Sick Kids and establish a practice at Humber River Hospital. To this busy schedule, she added part-time studies toward a Master of Education at OISE with research interests in interprofessional education and the drivers of healthcare practice. She completed her Masters in 2007 and has continued her interest in these topics and expanded her interests to include patient safety, e-learning and teaching and assessment of the implicit CanMEDs competencies and more recently Competency-Based Medical Education.

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**Dr. Theodore Brown, PhD**

**Dr. Theodore Brown** is an Investigator at the Lunenfeld-Tanenbaum Research Institute, and Professor and Head of the Division of Reproductive Endocrinology and Infertility within the University of Toronto's Department of Obstetrics and Gynecology, the Chief of the Department's Research Committee.

Dr. Brown is a reproductive endocrine biologist who was intrigued by the complexity of this disease, 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.

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**Dr. Kellie Murphy** completed her obstetrical residency program at Albert Einstein College of Medicine in New York City in 1995. Following residency, she completed a Maternal-Fetal Medicine fellowship program and a Master of Epidemiology at Columbia Presbyterian Medical Center and School of Public Health in New York. In August of 1998, she joined the Department of Obstetrics and Gynecology at the University of Toronto where she is currently an associate professor, based out of Mount Sinai Hospital. In addition, she holds a joint appointment with the Clinical Epidemiology and the Department of Health Policy Management and Evaluation at the University of Toronto.



**Dr. Kellie Murphy, MD,  
MSc, FRCSC, FACOG**

Her primary research interests include prematurity, perinatal epidemiology and infectious diseases in pregnancy.

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**Dr. Filomena Meffe,  
MD, FRCSC, MSc**

**Dr. Filomena Meffe** is an Associate Professor in the Faculty of Medicine at the University of Toronto and Clinician Educator in the Department of Obstetrics and Gynecology at St. Michael's Hospital. She has a Master's Degree in Clinical Epidemiology from the University of Toronto, was the Director of Undergraduate Medical Education, Department of Obstetrics and Gynaecology, from 2001 to 2013 and currently is the Director of Faculty Development in the Department. She continues her contributions to undergraduate medical education by chairing the subcommittee on faculty development for the Longitudinal Integrated Clerkship program. To further her interest in medical education leadership, she completed the two-year Education Scholars Program (2004-06) and the New and Emerging Academic Leadership program (2014-15) with the Centre for Faculty Development at the University of Toronto. Dr. Meffe's research has been focused on Interprofessional Education and Collaboration in the maternity care setting, both at the undergraduate student and licensed maternity care provider levels.

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**Dr. Heather Shapiro** received her MD from McMaster University. She completed her residency training at the University of Toronto. Dr. Shapiro then completed further training in Reproductive Endocrinology and Infertility at the University of Bern, Switzerland, and University of Toronto. Upon returning to Canada, Dr. Shapiro studied Clinical Epidemiology and Biostatistics at McMaster University. She then accepted a position at the University of Toronto.



**Dr. Heather Shapiro,  
MD, FRCSC**

Dr. Heather Shapiro has been the Vice Chair of Education in the Department of Obstetrics and Gynaecology at the University of Toronto since 2012. Prior to that, she was the Residency Program Director. She sits on several PGME advisory boards and is currently the President of the Canadian Fertility and Andology Society (CFAS).

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**Dr. Bruce Ballon, MD,  
FRCPC, ESP (C)**

**Dr. Bruce Ballon** is an Associate Professor of Public Health and Psychiatry for the University of Toronto's Faculty of Medicine and Adjunct Professor for the University of Ontario Institute of Technology's Faculty of Health Sciences. Dr. Ballon also is an Academic Educator for the Centre for Faculty Development at the University of Toronto. Dr. Ballon has received numerous national and international awards and peer-reviewed grants for his work in medical simulation, addiction psychiatry, psychotherapy, education, the humanities, and his writing. His training includes a B.Sc. in Genetics, his MD, a Psychiatry Specialist degree and two fellowships: Child and Adolescent Psychiatry and Addiction Psychiatry. He has also received an Education Scholars Program certification.

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As Director of Education for SIM-one (the Simulation Network of Ontario), which encompasses all the health centres and training programs in Ontario, Dr. Ballon has designed numerous workshops, events, expositions, certification programs and more for advancing the uptake and innovation of simulation across healthcare. In this role he promotes the embedding of inter professionalism and patient safety in education and training.

He is the lead developer and lead of the Advanced Clinical and Educational Services (ACES) for Problem Gambling, Gaming and Internet Addiction at the Centre for Addiction and Mental Health (CAMH).

Dr. Ballon is also a Senior Education Consultant for enhancing experiential techniques for training and simulation at Baycrest for healthy aging and brain health.

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Dr. Tatiana Freire-Lizama,  
MD, FRCPC

**Dr. Tatiana Freire-Lizama** is a staff Perinatologist at St. Michael's Hospital, where she founded the High Risk Pregnancy Program in 2005. She is the Director of the University of Toronto Undergraduate Medical Education Transition to Clerkship and the Co-Director of Transition to Residency. In the past, she has served as the Head of Labour and Delivery at SMH, as SMH co-Site Coordinator for the Obstetrics and Gynecology Clerkship, as Chair of the SMH Obstetric Quality of Care Committee, and as co-Lead of the hospital's More OB Program.

Dr. Freire-Lizama has particular interests in Quality Assurance, simulation in Medical Education and working with underserved populations.

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## AWARDS

During the Wine-and-Cheese Reception at the end of the day, Dr. John Kingdom announced this year's Chair's Award, Undergraduate Teaching Award, and Master Teacher Award recipients.

Faculty members for the **Chair's Awards** are nominated annually by their colleagues, to recognize their excellence in undergraduate and postgraduate education, research, and continuing medical education. This year's Chair's Award recipients are:

- Tatiana Freire-Lizama – Excellence in Undergraduate Teaching
- Sabrina Lee – Excellence in Integrated Undergraduate Teaching
- Wendy Whittle – Excellence in Postgraduate Teaching
- Modupe Tunde-Byass – Excellence in Integrated Postgraduate Teaching
- Ally Murji – Outstanding Research Potential
- Clifford Librach – Sustained Research Excellence
- Theodore Brown – Excellence in Research Facilitation
- Nicolette Caccia – Postgraduate Program Development and Innovation
- Johannes Keunen – Excellence in Continuing Medical Education Teaching
- Michele Farrugia – Excellence in Continuing Medical Education Course Coordination

**Undergraduate Teaching Awards** are presented to one faculty member at each of our affiliated teaching sites. The following educators were presented teaching awards for excellence in undergraduate education at the annual Faculty Professional Development Day 2015:

- Carol Wade – Credit Valley Hospital
- Kelly Chu – Mississauga Hospital
- Elyse Levinsky – Mount Sinai Hospital & UHN
- Michael Sved – Mount Sinai Hospital & UHN
- Karthika Devarajan – North York General Hospital
- Janet Bodley – Sunnybrook Health Sciences Centre
- Adelmo Martoglio – St. Michael's Hospital
- Alice Pham – St. Joseph's Health Centre
- Roberta Mackenzie – Toronto East General Hospital

**Master Teacher Awards** are presented to faculty members who have received 3 Undergraduate Teaching Awards, exemplifying their sustained excellence in teaching. This year, the Master Teacher Award was given to Dr. Adelmo Martoglio.

The following faculty were also recognized on their **promotions to Associate Professor**: Marcus Bernardini, Ian Rogers, Rachel Spitzer, Suzanne Wong.