



Academic Advisors in CBD

As CBD rolls out, our assessment strategy for our residents will undergo significant changes. There will be increased emphasis on frequent, brief, workplace based assessments. Our faculty will OBSERVE clinical tasks, COACH residents to improve performance and DOCUMENT the degree to which they would trust the resident to perform a similar task in the future. Each individual observation is “low-stakes” and will be entered into an electronic portfolio. Decisions on resident progress will be made by a competence committee who will examine all of the documentation in the resident’s portfolio.

Residents will be provided far more written feedback in this new environment. In order to assist the resident to synthesize the feedback they have received and use it to help them plan for improvement, programs are encouraged to provide residents with an Academic Advisor. Although this is not mandated by the Royal College, it is encouraged. Academic Advisors will be granted viewing rights to the resident’s electronic portfolio.

The roles of CBD academic advisor may vary from program to program, but some of the recommended activities include:

- Meeting with the resident at regular intervals (e.g. every four months) to review their portfolio
- Helping the resident to reflect upon the feedback that they have received.
- Ensuring that the resident has understood the feedback
- Helping the resident to identify some key areas of performance that they can work to improve upon
- Coaching for performance change
- Creating an individual learning/change plan
- Ensuring that upcoming rotations will enable the resident to work on their needed learning goals

Some programs may also elect to have their academic advisors play a role in the deliberations of the competency committee. For example, they may ask their advisors to present a summary of the resident’s progress to the committee. Other programs may prefer to have their advisors at arm’s length from the competence committee.

The PGME office will provide training to those faculty members who are identified as academic advisors. This training utilizes an evidence-informed facilitated feedback model called R2C2. The office will provide central workshops at PGME and will also provide individualized workshops to programs upon request.

These workshops can be tailored to the available time, but 1-2 hours is optimal.

Funding for academic advisors is available from the PGME office for those who are not GFT or AARP.

We have budgeted for each advisor to have 10 hours of time compensated per student per year. This would allow three meetings (2 hours of preparation, 1 hour meeting) plus an additional hour of time for committee presentations.

Please contact the PGME office with any inquires related to setting up advisor training or payments.