Resident Doctors of Canada Pre-Accreditation Questionnaire

Section # 1
PROGRAM ORGANIZATION

This section will focus on program organization and assesses whether the organizational aspects of the residency program are effectively structured to support the residency program, faculty members, and residents.

Questions 1-3: The following questions address the processes that are in place to manage residency education.

Please answer the following questions:

1. How often are residents involved in structured program evaluations?

   (Examples of structured program evaluations could include open and honest discussion of strengths and weaknesses of the program in situations such as resident retreats, residency program committee, informal/formal discussions, questionnaires.)

   ☐ Never ☐ Every few years ☐ Yearly ☐ Quarterly ☐ At least monthly ☐ Don't know

2. I know who my resident representative(s) is/are on the Residency Program Committee.

   ☐ Yes ☐ No ☐ I don't know what a Residency Program Committee is

3. The election/selection process to name a resident representative(s) on the Residency Program Committee is fair and transparent.

   ☐ Yes ☐ No ☐ Don't Know ☐ The resident rep(s) was/were not selected by residents

Questions 4a-g: The following questions address the relationship of residents to the program and how resident feedback is received. Please rate your level of agreement with the following statements:

4a. I am confident in the ability of my Residency Program Committee to make positive changes to my program.

   ☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

4b. My program director is approachable.

   ☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

4c. My program director advocates for residents within my department.

   ☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

4d. I am aware of the appropriate channels to raise concerns about my residency program.

   ☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

4e. The channels made available by my faculty to raise concerns about my residency program offer anonymity.

   ☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

4f. I can safely offer constructive criticism regarding my residency program without fear of reprimand.

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

4g. My program is receptive and responsive to the input it receives from residents.

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

Questions 5-6 : The following questions address whether there is support for, and communication about, residency leadership opportunities.

5. My program values, encourages and recognizes resident leadership.

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

6. I receive regular communications from my program about scholarly, leadership and educational opportunities.

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

7. Please use this text box if you wish to further elaborate on your answers in this section, pertaining to Program Organization (Section 1, Questions 1-6).

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Section # 2
EDUCATION PROGRAM

This section will focus on the structured educational aspects of your program. This includes program goals and objectives, and their relation to off-service educational experiences and service provision. The questions also evaluate the assessment of resident performance and the progression of residents throughout residency, including whether the progression of residents is fair, transparent and supported.

8a. The educational goals and objectives of my program are clear and available to me and to my faculty.

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

8b. My training is arranged in a manner that ensures graduated responsibility according to my level of competency.

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

8c. There is alignment between 'off-service' clinical learning experiences and my program-specific educational objectives.

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

8d. Clinical service provision in my program supports the achievement of educational goals.

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

9. Please identify aspects (e.g. training site, rotation, call structure, etc.) of your program, if any, where service demands fail to support the achievement of education goals.

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Questions 10a-10h: The following questions ask about formal assessments of residents within your program. Please rate your level of agreement with the following statements:

10a. My faculty readily provides me with face-to-face feedback.

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

10b. I am regularly observed performing clinical tasks as part of my formal assessments.

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

10c. My assessments are provided on a regular basis and in a timely manner.

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

10d. My assessments provide me with useful and specific feedback on my performance.

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

10e. My assessments are directly based on my educational objectives.

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

10f. Should there be a serious concern about my performance, I am informed in a timely manner and provided with an opportunity to correct my performance before the final assessment.

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

10g. Should I have a concern with the result of my assessment, an effective process to address the issue is available. (e.g. appeal).

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

10h. I trust my program to deal with any issues that arise in my performance in a transparent and fair manner.

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

Questions 11-14: The following questions ask about the residency program's effectiveness in maintaining an appropriate balance between clinical and educational activities and also about the presence of a supportive learning environment where residents are prepared on how to teach and offer feedback when required.

11. How would you rate the effectiveness of the academic curriculum of your residency program in preparing you for clinical activities?

   (The academic curriculum might include academic half-days, journal clubs, access to simulations, etc.)

   ☐ Poor   ☐ Fair   ☐ Good   ☐ Excellent   ☐ Don't Know   ☐ Not Applicable

12. How often are you relieved from clinical duties to attend educational activities pertaining to the academic curriculum?

   ☐ Never   ☐ Rarely   ☐ Sometimes   ☐ Often   ☐ Always   ☐ Don't Know   ☐ Not Applicable

13. My program prepares me to provide feedback to other learners.

   ☐ Strongly Disagree   ☐ Disagree   ☐ Neither Agree nor Disagree   ☐ Agree   ☐ Strongly Agree   ☐ Don't Know   ☐ Not Applicable

14. My program prepares me to teach medical students and junior learners.

   ☐ Strongly Disagree   ☐ Disagree   ☐ Neither Agree nor Disagree   ☐ Agree   ☐ Strongly Agree   ☐ Don't Know   ☐ Not Applicable

15. Please use this text box if you wish to further elaborate on your answers in this section, pertaining to Education Program (Section 2, Questions 8-14).

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Section # 3
RESOURCES

This section will focus on whether your residency program has the human, clinical, physical, technical, and financial resources to provide all residents with the educational experiences needed to acquire all competencies.

Questions 16-18: These questions ask about your clinical learning experiences and the resources available to provide residents with the required educational experiences. Please rate the adequacy of the following resources:

16a. Diversity of clinical learning experiences (e.g. cases, technical procedures, simulations).

   ☐ Poor   ☐ Fair   ☐ Good   ☐ Excellent   ☐ Don't Know   ☐ Not Applicable

16b. Number of clinical learning experiences (e.g. cases, technical procedures, simulations).

   ☐ Poor   ☐ Fair   ☐ Good   ☐ Excellent   ☐ Don't Know   ☐ Not Applicable

16c. Administrative support provided to the program and its residents.

   ☐ Poor   ☐ Fair   ☐ Good   ☐ Excellent   ☐ Don't Know   ☐ Not Applicable

16d. Access to educational resources such as library access, texts and academic journals.

☐ Poor ☐ Fair ☐ Good ☐ Excellent ☐ Don't Know ☐ Not Applicable

16e. Availability of workspaces and/or computer access for charting and patient care.

☐ Poor ☐ Fair ☐ Good ☐ Excellent ☐ Don't Know ☐ Not Applicable

16f. Availability of internet to facilitate learning (e.g. research, teaching assessments) and/or patient care.

☐ Poor ☐ Fair ☐ Good ☐ Excellent ☐ Don't Know ☐ Not Applicable

16g. Availability of space for teaching and preparation.

☐ Poor ☐ Fair ☐ Good ☐ Excellent ☐ Don't Know ☐ Not Applicable

16h. Availability of call rooms when required.

☐ Poor ☐ Fair ☐ Good ☐ Excellent ☐ Don't Know ☐ Not Applicable

17. My program has the resources necessary and provides equitable training experiences to all residents, regardless of the educational framework.

(Educational framework might differ between residents, as it pertains to their site of training, curriculum model (e.g. CBD / Triple C vs. traditional), career goals and accommodations.)

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

18. There is a designated faculty member who facilitates involvement of residents in research.

☐ Yes ☐ No ☐ Don't Know ☐ Not Applicable

Questions 19-20: The following questions assess support for scholarly activities, which may include research, QI projects, teaching, leadership and advocacy activities. In general, how frequently does your residency program:

19a. Offer protected time (including recurring longitudinal opportunities) for scholarly activities?

☐ Never ☐ Rarely ☐ Sometimes ☐ Often ☐ Always ☐ Don't Know ☐ Not Applicable

19b. Provide residents with the adequate resources to participate in scholarly activities of their choosing?

(Resources can include, but are not limited to, funding, statistical analysis support, and mentorship.)

☐ Never ☐ Rarely ☐ Sometimes ☐ Often ☐ Always ☐ Don't Know ☐ Not Applicable

19c. Support residents to attend relevant conferences or seminars outside of their institution?

(Support can include conference fee reimbursement, time-off, administrative support.)

☐ Never ☐ Rarely ☐ Sometimes ☐ Often ☐ Always ☐ Don't Know ☐ Not Applicable

20. For Questions 19a-19c above, please indicate any support/resources that might be missing.

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21. Please use this text box if you wish to further elaborate on your answers in this section, pertaining to Resources (Section 3, Questions 16-18).

Section # 4
LEARNERS & TEACHERS

This section will address the involvement of faculty in resident education, and the supervision and safety of residents. The learning environment, presence of intimidation, harassment and discrimination, the promotion of physician wellness, and career mentorship aspects are also evaluated.

Questions 22-23: The following questions address faculty's involvement in the education, supervision and safety of residents. Please rate your level of agreement with the following statements:

22a. Clinical faculty members in my program demonstrate a strong interest in my learning and education.
(Strong interest in your learning and education can be manifested by finding opportunities for teaching, participation in academic half days, explaining interesting cases, challenging your management plans, etc.)

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

22b. Faculty members in my program are adequately involved in teaching formal academic curriculum.
(The academic curriculum might include academic half-days, journal clubs, access to simulations, etc.)

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

22c. Faculty members in my program consistently serve as appropriate role models in the provision of high quality patient care.

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

22d. My program regularly solicits feedback from residents regarding the performance of its faculty members.

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

22e. I receive appropriate supervision and support from senior trainees or faculty during regular work hours.

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

22f. I receive appropriate supervision and support from senior trainees or faculty while on call or on overnight service.

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

22g. My program and institution adequately ensure my personal safety while at work.

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

22h. The faculty and resident colleagues in my program are generally supportive of going home in a timely fashion, both at the end of a regular working day and/or post-call/post-night shift.

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

23. Please identify any aspects (e.g. training site, rotation, call structure, etc.) of your program, if any, where personal safety at work is not adequately addressed.

Questions 24-29: The following set of questions will address the learning environment. Please consider the relationships between all members of the health care team when making your assessment.

24. On a scale of 1 to 10, where 1 is very negative and 10 is very positive, please rate the collegiality of the learning environment in your residency program.

☐ 1　　☐ 2　　☐ 3　　☐ 4　　☐ 5　　☐ 6　　☐ 7　　☐ 8　　☐ 9　　☐ 10

25. My program has informed me about the appropriate processes to address issues of discrimination, intimidation and/or harassment.

☐ Yes　　☐ No　　☐ Don't Know　　☐ Not Applicable

26. I have experienced discrimination, intimidation and/or harassment that was not adequately addressed by my program or university.

☐ Yes　　☐ No　　☐ Don't Know　　☐ Not Applicable

27. I am aware of specific and current unresolved issues of discrimination, intimidation and/or harassment in my program.

☐ Yes　　☐ No　　☐ Don't Know　　☐ Not Applicable

28. I would feel (or have felt) safe reporting concerns about discrimination, intimidation and/or harassment to my program.

☐ Strongly Disagree　☐ Disagree　☐ Neither Agree nor Disagree　☐ Agree　☐ Strongly Agree　☐ Don't Know　☐ Not Applicable

29. My program adequately identifies and addresses unprofessional faculty behavior.

☐ Strongly Disagree　☐ Disagree　☐ Neither Agree nor Disagree　☐ Agree　☐ Strongly Agree　☐ Don't Know　☐ Not Applicable

Questions 30a-30e: The following set of questions will focus on resident health, wellness, and resiliency. Please rate your level of agreement with the following statements:

30a. My program takes specific actions to support resident health and wellbeing.

☐ Strongly Disagree　☐ Disagree　☐ Neither Agree nor Disagree　☐ Agree　☐ Strongly Agree　☐ Don't Know　☐ Not Applicable

30b. My program employs and encourages effective fatigue risk management strategies.
(Fatigue risk management is a set of ongoing fatigue prevention practices, beliefs and procedures to monitor, minimize and assess the effects of fatigue.)

☐ Strongly Disagree　☐ Disagree　☐ Neither Agree nor Disagree　☐ Agree　☐ Strongly Agree　☐ Don't Know　☐ Not Applicable

30c. My program effectively makes residents aware of how to access crisis services and personal support resources available at the University.

☐ Strongly Disagree　☐ Disagree　☐ Neither Agree nor Disagree　☐ Agree　☐ Strongly Agree　☐ Don't Know　☐ Not Applicable

30d. My program offers alternative training arrangements to residents with challenging personal circumstances.
(Challenging personal circumstances could include personal or family medical issues, substance abuse issues, mental health issues, etc.)

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

30e. My program provides an equitable training experience, regardless of personal characteristics such as age, sex, religion, sexual orientation, pregnancy, parenthood, race, disability and ethnicity.

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

Questions 31-33: The following set of questions asks about practice readiness and the preparation of residents for independent practice.

31. My program provides adequate training on the principles of practice management to prepare residents for independent practice.
(Examples of principles of practice management include information on billing, medical record management, negotiating contracts, setting up a medical clinic or office, etc.)

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

32. My program provides access to career mentorship.

☐ Strongly Disagree ☐ Disagree ☐ Neither Agree nor Disagree ☐ Agree ☐ Strongly Agree ☐ Don't Know ☐ Not Applicable

33. On a scale of 1 to 10, where 1 is not confident and 10 is highly confident, please rate your level of confidence that at the end of your residency training, you will have gained the knowledge and skills require to be able to practice independently.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10

34. Please use this text box if you wish to further elaborate on your answers in this section, pertaining Learners & Teachers (Section 4, Questions 22-33).

35. Do you have any comments or suggestions on the RDoC Pre-Accreditation Questionnaire?
(This could include suggestions for improvement, recommendations to include questions not asked etc.)