



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 1-2: 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

Questions 3a-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:

- 3a. 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

- 3b. My program director is approachable.

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

- 3c. My program director advocates for residents within my department.

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

- 3d. 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

- 3e. 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

- 3f. 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

3g. 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

The following question addresses whether there is support for, and communication about, residency leadership opportunities.

4. My program values, encourages and recognizes resident leadership, scholarly work, and educational pursuits.

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

5. Please use this text box if you wish to further elaborate on your answers in this section, pertaining to Program Organization (Section 1, Questions 1-4).

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.

6a. 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

6b. 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

6c. 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

6d. 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

7. 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.

Questions 8a-h: The following questions ask about formal assessments of residents within your program. Please rate your level of agreement with the following statements:

- 8a. 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

- 8b. 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

- 8c. 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

- 8d. 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

- 8e. My assessments are directly based on my educational objectives.

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

- 8f. 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

- 8g. 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

- 8h. 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 9-11: 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.

9. 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

10. 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

11. 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

12. Please use this text box if you wish to further elaborate on your answers in this section, pertaining to Education Program (Section 2, Questions 6-11).

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 13-15: 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:

- 13a. Diversity of clinical learning experiences (e.g. cases, technical procedures, simulations).

Poor Fair Good Excellent Don't Know Not Applicable

- 13b. Number of clinical learning experiences (e.g. cases, technical procedures, simulations).

Poor Fair Good Excellent Don't Know Not Applicable

- 13c. Administrative support provided to the program and its residents.

Poor Fair Good Excellent Don't Know Not Applicable

- 13d. Access to educational resources such as library access, texts and academic journals.

Poor Fair Good Excellent Don't Know Not Applicable

13e. Availability of workspaces and/or computer access for charting and patient care.

- Poor Fair Good Excellent Don't Know Not Applicable

13f. Availability of internet to facilitate learning (e.g. research, teaching assessments) and/or patient care.

- Poor Fair Good Excellent Don't Know Not Applicable

13g. Availability of call rooms when required.

- Poor Fair Good Excellent Don't Know Not Applicable

14. 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

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

- Yes No Don't Know Not Applicable

Questions 16-17: 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:

16a. Offer protected time (including recurring longitudinal opportunities) for scholarly activities?

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

16b. 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

16c. 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

17. For Questions 16a-16c above, please indicate any support/resources that might be missing.

18. Please use this text box if you wish to further elaborate on your answers in this section, pertaining to Resources (Section 3, Questions 13-17).

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 19-20: 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:

- 19a. 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

- 19b. 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

- 19c. 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

- 19d. 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

- 19e. 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

- 19f. 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

- 19g. 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

- 19h. 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

20. 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 21-26: 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.

21. 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

22. 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

23. 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

24. 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

25. 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

26. 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 27a-27e: The following set of questions will focus on resident health, wellness, and resiliency. Please rate your level of agreement with the following statements:

- 27a. 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

- 27b. 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

- 27c. 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

27d. 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

27e. 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 28-30: The following set of questions asks about practice readiness and the preparation of residents for independent practice.

28. 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

29. My program provides access to career mentorship.

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

30. 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

31. Please use this text box if you wish to further elaborate on your answers in this section, pertaining Learners & Teachers (Section 4, Questions 19-30).

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