

Office of Admissions, Equity, and Diversity – Faculty of Medicine – McGill University

Proposal: Development of an Advanced Standing Policy for Applicants to McGill University who are *Diplômés en médecine hors Canada et les États-Unis (DHCEU's)*, Residents of Quebec (henceforth, “The DHCEU Advanced Standing Proposal”)

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Confidential

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Preamble:

The issue of the integration of Foreign-trained medical graduates who are immigrants to Canada (Immigrant IMG's) is a highly topical and politicized one in the setting of recognized physician shortages. Current systems for the integration of Immigrant IMG's leave much to be desired in that the process of gaining equivalency to train in residency programs or to practice medicine outright may take years and is an expensive undertaking, and one in which successful candidates enter a highly competitive pool for residency positions. There have been allegations of systemic dysfunction and even institutional discrimination in the way the process has been experienced by Immigrant IMG's. An example of this is that many residency programs will not consider applicants who have been out of practice for greater than 4 years, and yet the time from beginning the equivalency process with the *Collège des médecins du Québec* to being declared eligible can be much longer than this. Many residency programs are highly competitive and experience difficulty in fairly ranking files between 'usual' candidates (graduates of Canadian medical schools) and Immigrant IMG's. Medical education also varies widely around the world and there is no uniform international assessment process, such that proper skills assessment and ensuring standards for Immigrant IMG's becomes an important consideration.

Given, then, the important concerns of: 1) The need to have a workable process to integrate immigrant IMG's into the work force, 2) The need to reduce or eliminate institutional or systemic inequities in the treatment of Immigrant IMG's, and 3) The need to have a reliable way to assess skills and maintain standards in all physicians, including Immigrant IMG's, **it is proposed that the Faculty of Medicine of McGill University develop an advanced standing competitive admission pathway into the MD CM degree program for Immigrant IMG's who are legal residents of Quebec.** It is envisaged that students admitted into this pathway would receive advanced standing for their medical degree obtained abroad and would enter the MD CM program just prior to the start of the clerkship component.

Program Goals:

1. To meet our social accountability obligations as a publicly funded and publicly purposed University in providing some space in our class for this program, as a

- means to integrate well-qualified immigrant IMG's into the Quebec health care system.
2. To increase the social diversity of our class.

Proposal:

1. Replacement of attritions in the medical class (up to a maximum of 3/year) with qualified and successfully selected Immigrant IMG's admitted with advanced standing.
2. Successful applicants will join the MDCM program at the 3rd. Phase of the Introduction to Internal Medicine course (starting approximately in May prior to clerkship commencement in August) for the paediatrics and internal medicine blocks. There may be some extra orientation activities relevant to this cohort that will also take place during this time and will be determined by the curriculum committee.
3. Successful applicants will graduate with an MD CM degree from McGill University and will have access to residency training positions in Quebec, Canada, and the US, as would their fellow classmates.

Selection Criteria and Process:

1. A medical degree from a World Health Organization recognized non-North American medical school.
2. Successful completion of the Medical Council of Canada Evaluating Exam
3. Legal resident of Quebec.
4. Proof of Proficiency in the English or French Language as demonstrated by objective tests (TOEFL/DELFI/Office québécoise de la langue français proficiency examination)

Applicants will be asked to submit the following:

- Medical school transcripts (10%)
- Medical Council of Canada Evaluating Exam Marks (70%)
- Curriculum Vitae (10 %)
- Personal Narrative (10%)

Based upon the formula above, a "pre-interview performance score" (PIPS) will be calculated, and successful candidates will be invited to participate in the multiple mini-interviews (twice as many candidates as positions available).

Final Rank order list will be generated as follows:

- M3I score: 70%
- PIPS: 30 %
- Candidates who score lower than 1 standard deviation from the mean on the M3I's will considered ineligible.

Curricular Integration:

As stated above, in ICM, with an extra course added to introduce the students to the elements of Physicianship.

Stakeholders and Consultative Plan:

Stakeholder	Consultative Plan
Admissions Executive and Board	<input type="checkbox"/> SR to discuss at next meeting of Admissions Executive Committee in December <input type="checkbox"/> SR to discuss at WPC <input type="checkbox"/> Communications strategy through Newsletter once ratified policy developed
Physicianship Leadership	<input type="checkbox"/> SR--Preliminary discussions at curriculum committee with follow-up discussions with chair of Physicianship
Curriculum Committee Clerkship Directorate	<input type="checkbox"/> SR to discuss at curriculum committee <input type="checkbox"/> SR to discuss with Beth Cummings
The wider McGill Faculty of Medicine Community (fit with mission and strategic plan)	<input type="checkbox"/> SR to discuss at Educational Executive Committee <input type="checkbox"/> JP to ensure that Dean Levin is aware and on board with proposal as it develops into final form (he agrees in principle)
Sister Schools in Quebec	<input type="checkbox"/> SR will ensure that this issue is discussed at next CIQAM <input type="checkbox"/> JP to discuss with her counterparts
PGME	<input type="checkbox"/> JP to discuss with SM
Office of Resident Affairs	<input type="checkbox"/> SR to discuss with the Assistant Dean of Resident Affairs re: accommodating candidates in the yearly June IMG orientation
CMQ	<input type="checkbox"/> JP to communicate final proposal to CMQ
University Governance Structures for Admissions and legal implications	<input type="checkbox"/> SR will submit final proposal to CESA <input type="checkbox"/> JP will ensure that a legal opinion is sought on this policy change

Target Implementation Date:

- Applications to begin September 1, 2011 for entry in to class for the Introduction to Internal Medicine, May 2012.

Issues for the Future/Outcomes:

- Relevant outcomes will be tracked, including candidates' success in their clerkships and at gaining residency positions, and stakeholder satisfaction with the program.
- At present this is a "zero-sum" program. There is no net gain of physicians trained in this pathway as we are replacing attritions. Depending on the success of the program at integrating Immigrant IMG's into the Quebec health care system, we may want to propose this approach as a "best practice" in this regard and seek supernumerary positions for this program, as one of the ways to address recognized physician shortages.

References:

1. Data from the Canadian Institute of Health Information
2. Foster, Lorne: Foreign Trained Doctors in Canada: Cultural Contingency and Cultural Democracy in the Medical Profession. *International Journal of Criminology and Sociological Theory*, 1(1): 1-25, June 2008.
3. Grant H, Oertel R: The Supply and Migration of Canadian Physicians, 1970-1995: Why We Should Learn to Love and Immigrant Doctor. Prairie Centre of Excellence for Research on Immigration and Integration. 1997 www.pcerii.metropolis.net