



McGill

Faculty of
Medicine and
Health Sciences

Faculté de
médecine et des
sciences de la santé



APRIL 16, 2021 (UPDATED)

MESSAGE FROM THE CHAIR OF MEDICINE

Academic Clinical medicine can be a real pressure cooker. Trying to beat the clock, provide high quality care in a resource constrained environment, produce academically, lead balanced lives, and teach/role model at the same time (oh yeah- also survive a pandemic).

Faculty might falter and manifest frustration, anxiety, or anger. This might be directed, or perceived to be directed, to a trainee. Almost all Faculty are well intentioned. A small minority of Faculty members do act maliciously, and an even smaller minority can't/won't stop inappropriate behavior.

Trainees are a vulnerable bunch. They are on the front lines of this pressure cooker (with all the same competing expectations) and **stuck between speaking up and fearing retribution**. One negative comment on an ITER might influence their career opportunities (i.e. very high stakes). So, trainee's concerns/complaints are often unspoken and not addressed...

How do we reconcile all this and move forward?

FMHS has developed the **Office of Respectful Environments** to provide trainees a safe path to express concerns and complaints (see below). **Chairs** have been tasked to manage the less egregious allegations and work with the Vice Dean Academic Affairs on the serious ones. Sanctioning a Faculty member based on a single anonymous complaint limits a Faculty member's right to due process. **BUT** discussing an anonymous complaint can/does provide an opportunity for Faculty member to **reflect/grow** (did I lash out at a trainee? did a trainee assume I was angry with them? Could I do something differently next time?). Reflection/discussion might be enough to prevent the next trainee complaint/concern and improve the learning environment.

Of course, patterns of repeated anonymous complaint or corroborated signed serious complaints can/will/should lead to more serious intervention than a reflective discussion.

*I expect we will be having **more reflective discussions** in DOM with ORE in place (currently I'm averaging ~1 a month) and that's **a good thing**.*

ORE: Message from the Dean of the Faculty of Medicine and Health Sciences

Addressed to all clinical faculty members (undergraduate and postgraduate medical programs) re the Launch of the Office for Respectful Environments

The mission of the Faculty of Medicine and Health Sciences is to help students, residents and learners become the best physicians, clinician-educators and clinician-scientists. We are committed to excellence in the way we teach and to cultivating a learning environment that is supportive, enriching and safe so they can achieve their full potential. This, we know, is foundational to the best patient care. Whether intentional or unintentional, mistreatment of any kind in our learning environment is not acceptable. [Mistreatment](#) can take many forms, including belittlement, intimidation, humiliation and hostility, as well as physical or psychological harassment or discrimination.

A new Faculty Office for Respectful Environments

As part of our ongoing commitment to address mistreatment and optimize learner wellness, we are announcing today (April 15):

1. The launch of an [Office for Respectful Environments \(ORE\)](#) – Led by [Dr. Theresa Beesley](#), ORE is dedicated to overseeing reports of mistreatment made by students, residents and fellows in our clinical learning environment. It replaces The WELL Office's "Red Apple, Green Apple" legacy system.
2. The creation of a dedicated [ORE website](#), including a [new process](#) and online form for learners to report mistreatment in our clinical environment.
3. The development of a [Framework to Address Mistreatment](#) – This document details roles and responsibilities of all key individuals involved in the prevention, identification, monitoring and intervention of mistreatment in the clinical environment.

We have introduced these improvements following more than 12 months of review and consultations, including but not limited to: discussions with Clinical Chairs; focus groups with the McGill Medical Students' Society and the Association of Residents of McGill; analysis of the legacy reporting process; three quality improvement studies; an environmental scan of processes addressing mistreatment across Canada; literature review; and benchmarking. The Framework to Address Mistreatment also is the outcome of a yearlong intensive review.

Please see this link for more information

https://www.mcgill.ca/deptmedicine/files/deptmedicine/20210415_orelaunch_vpdeanmessage_facultymembers.pdf

Congratulations to Dr. Don Sheppard

Dr. Don Sheppard, DOM Professor and member of the Division of Infectious Diseases, was awarded the *Prize for Established Academics* as part of the Principal's Prize for Public Engagement through Media. Watch the tribute at the 14:30 minute mark on the YouTube video via this link: <https://www.mcgill.ca/newsroom/principals-prize>

Congratulations to Dr. Matthew Oughton

Dr. Matthew Oughton, DOM Assistant Professor and member of the Division of Infectious Diseases was awarded the *Changemaker Prize* as part of the Principal's Prize for Public Engagement through Media. Throughout the pandemic, Dr. Oughton gave over 400 media interviews! Watch the tribute at the 16:24 minute mark on the YouTube video via this link: <https://www.mcgill.ca/newsroom/principals-prize>

Wellness Corner

Imposter Syndrome – Faculty Matters session April 19th

On Monday, April 19th, the University is offering a one-hour session on imposter syndrome via its Faculty Matters Series. This is a very common phenomenon among faculty, especially early career. The 1-hour session will outline strategies on how to manage it.

Click here to access the page for registration information:

<https://www.mcgill.ca/apo/staff-guides/faculty-matters-discussion-series>

Best,
Marc

Marc Rodger MD FRCPC MSc (Epidemiology)
Chair, Department of Medicine, Faculty of Medicine and Health Sciences, McGill University
Physician-in-Chief, McGill University Health Center
Harry Webster Thorp Professor of Medicine