



McGill

Department of
Medicine

Département
de médecine



JUNE 4, 2021

MESSAGE FROM THE CHAIR OF MEDICINE

A Caribbean weekend is on the way. Get some much-deserved fun in the sun! (it's been a long wait- don't forget the sun-screen)

2 short but important **messages** this week: Practice **good EPA hygiene** (plan the EPA evaluation, complete EPA in real time and don't expect "perfection from the start") (details below) and join the **DOM mentorship wave!**

EPAs are here to stay! (Dr. Ning-Zi Sun)

Please read this **short** Royal College article summarizing **7 important tips** for supervisors to optimize the EPA experience for residents <https://newsroom.royalcollege.ca/alleviate-resident-stressors-7-epa-tips/>

Plan ahead: Make EPA completion prospective (not retrospective). This means discussing with residents at the beginning of the week which EPAs they want to prioritize / complete, actively look for opportunities, and mutually commit to use the identified activities as EPAs **before** the residents engage in these activities. This will allow you to observe these activities with intentionality and improve your ability to give timely, specific, and actionable feedback, which is the real goal of EPAs as coaching tools.

Fill One45 EPA form in real time: Try to complete the One45 EPA form right after your observation or, if you are pressed for time, try audio-recording the verbal feedback you give with your phone or jotting down a few key feedback ideas in the comment boxes of the One45 form and save it as a draft for completion later.

Retrospective EPA assessments asked by residents **after** the activities have already taken place are associated with lower completion rate, longer delays in completion, and

much lower quality narrative feedback. Internal medicine residents have been informed of these principles as well and advised to stop asking for retrospective EPAs (the few EPAs related to acutely deteriorating patients may be the exceptions to this rule given their opportunistic and unpredictable nature).

Wellness Corner (Dr. Natalie Dayan)

DOM mentorship program: There is still time to sign up to join the **upcoming cycle of mentorship, starting July 2021**. Don't miss out on a year of meaningful connection, career counseling, and personal development!

Mentors: (+prospective mentors) (associate professors or full professor within DOM): Consider becoming a **mentor** to a junior colleague.

Faculty development on mentorship and orientation to the program and software (email bhinesha.seetaram@mcgill.ca to **book your spot**): **June 15th 1- 3pm**. Zoom link: <https://mcgill.zoom.us/j/89946146729>

Already attended the orientation and agreed to participate? Please register on <https://mentoringmcgilldom.mywisdomshare.com> - *don't forget to bookmark the site*.

Mentees: Assistant professors < 3 years since your academic appointment: Sign up on <https://mentoringmcgilldom.mywisdomshare.com> and reach out to bhinesha.seetaram@mcgill.ca or natalie.dayan@mcgill.ca with any questions or issues!

Everyone: If you haven't attended our MGR on the DOM mentorship program and want to learn more, please join the JGH grand rounds on **June 7th at 1:00 pm** (same program previously presented at the MUHC or St. Mary's).

[Click here to join the meeting](#) or call in (audio only): +1 438-799-0762, 96530870#
Canada, Montreal, Phone Conference ID: 965 308 70#

Happy mentoring all 😊!

Best,

Marc

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