# FACULTY DEVELOPMENT DAY 2021

## WORKSHOP DETAILS

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<td>1A</td>
<td><strong>Feedback and Coaching Skills: Supporting Improvement in Performance in Day to Day Clinical Activities</strong>&lt;br&gt;Susan Glover Takahashi, Ph.D.&lt;br&gt;(<a href="mailto:sglover.takahashi@utoronto.ca">sglover.takahashi@utoronto.ca</a>)&lt;br&gt;Director, Education &amp; Research, Postgraduate Medical Education&lt;br&gt;Wilson Centre Cross-Appointed Researcher&lt;br&gt;Associate Professor, Department of Family and Community Medicine&lt;br&gt;Associate Professor, Dalla Lana School of Public Health&lt;br&gt;Temerty Faculty of Medicine, University of Toronto&lt;br&gt;&lt;br&gt;<strong>Filipe Caparica Santos MD, PhD, MScCH (HPTE)</strong>&lt;br&gt;(<a href="mailto:filipe.CaparicaSantos@unityhealth.to">filipe.CaparicaSantos@unityhealth.to</a>)&lt;br&gt;Assistant Professor, Department of Anesthesiology and Pain Medicine, University of Toronto&lt;br&gt;&lt;br&gt;<strong>Rebecca Dubé, MD, FRCPC, MSc</strong>&lt;br&gt;(<a href="mailto:rebeccajdube@gmail.com">rebeccajdube@gmail.com</a>)&lt;br&gt;Professeure adjointe de clinique, Université de Montréal&lt;br&gt;Anesthésiste, Département d’anesthésie, Hôpital Sainte-Justin</td>
<td>1. Explore the context and culture for feedback and coaching&lt;br&gt;2. Understand the experience of residents of feedback and coaching in the local context&lt;br&gt;3. Understand the experience of assessors of feedback and coaching in the local context&lt;br&gt;4. Develop site-based strategies to improve feedback and coaching culture and skills in day-to-day clinical practice.</td>
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<td>1B</td>
<td><strong>Documenting Feedback in EPAs</strong>&lt;br&gt;Susan Glover Takahashi, PhD&lt;br&gt;Filipe Caparica Santos MD, PhD, MScCH (HPTE)&lt;br&gt;Rebecca Dubé, MD, FRCPC, MSc</td>
<td>Learning Objectives:&lt;br&gt;1. Use departmental EPA data to understand pitfalls and most common issues in EPA performance documentation.&lt;br&gt;2. Construct framework and resources to facilitate EPA performance documentation.&lt;br&gt;3. Peer review and refine drafted resources for EPA performance documentation.</td>
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## Wellness in the Workplace

| Julie Maggi, MD, FRCPC  
| (julie.maggi@utoronto.ca)  
| Assistant Professor, Department of Psychiatry  
| Director, Faculty Wellness, Temerty Faculty of Medicine, University of Toronto  
| **Learning Objectives:**  
| 1. Participants will develop a foundational understanding of the factors that impact wellbeing in the healthcare workplace.  
| 2. Participants will have an appreciation for approaches to enhancing wellbeing in the healthcare workplace.  
| 3. Participants will have the opportunity to actively engage in applying these concepts to their workplace environment.  
| Natalie Clavel MD, FRCPC, MHSc, CHE  
| (natalie.clavel@uhn.ca)  
| Assistant Professor, Department of Anesthesiology and Pain Medicine, University of Toronto  

## What does Psychological safety look and feel like in Anesthesia?

| Karen Leslie, MD, MED, FRCPC  
| (karen.leslie@sickkids.ca)  
| Staff Physician, Division of Adolescent Medicine  
| Professor, Department of Paediatrics  
| University of Toronto  
| **Learning Objectives:**  
| 1. Define the concept of Psychological Safety (PS) and its importance in learning and caring environments  
| 2. Discuss the impact of PS on learning, clinical and research practices, and outcomes  
| 3. Identify ways that they can enhance PS in the academic environment  
| Charlie B. Guiang, MD, CCFP, FCFP  
| (charlie.guiang@utoronto.ca)  
| Interim Director of Postgraduate Wellness  
| Assistant Professor, Dept of Family and Community Medicine (DFCM)  
| Temerty Faculty of Medicine, University of Toronto  

## Learner Mistreatment in Medical Education

| Sari Springer  
| (sspringer@littler.com)  
| Office Managing Partner, Labour & Employment Law Solutions, Local Everywhere, Littler Canada  
| Reena Pattani MDCM, MPH, FRCPC  
| (reena.pattani@utoronto.ca)  
| Assistant Professor, Department of Medicine  
| Director of Learner Experience, Temerty Faculty of Medicine, University of Toronto  
| Sal Spadafora MD, FRCPC, MHPE  
| (sal.spadafora@utoronto.ca)  
| Special Advisor to the President on COVID-19, University of Toronto  
| Professor Department of Anesthesiology and Pain Medicine, Temerty Faculty of Medicine, University of Toronto  
| **Learning Objectives:**  
| 1. To understand the law under the *Occupational Health and Safety Act* and the Ontario *Human Rights Code* and our obligations under this legislation to ensure a safe learning environment for anesthesia trainees  
| 2. To review the prevalence of mistreatment in the Temerty Faculty of Medicine and its impact on learners and the learning environment  
| 3. To become familiar with the relevant policies and processes within the Temerty Faculty of Medicine for learners to discuss, disclose, and report experiences of mistreatment  
| 4. To consider ways that individuals and institutions can contribute to a positive learning and working climate  
| 5. To be able to identify and describe instances of learner mistreatment from scenarios presented and understand the context of legal and institutional implications of the behaviours.  