Residency Programs Organizational Processes & Structures Evaluation Report Recommendations

Recommendations	Priority Rating	Completion Date

Resources for Administrative Support: Within overall funding constraints, continue to optimize use of resources available for residency program administrative support.
 	
a. Continue to advocate for resources to support programs to implement changes required to support societal health priorities and best practice in medical education.
 	
b. Continue to explore opportunities for efficiencies within and across programs to support (a) smaller programs and (b) highly distributed programs.
 	
c. Ensure that processes for resource allocation for administrative support are clear and transparent. Continue to work with Departments and Divisions to ensure that administrative accountabilities are clear and transparent.
 	
d. Continue to strengthen structures and processes to support programs to implement CBD:
 	
  i. Increase flexibility for use of CBD funding
 	
  ii. Continue to facilitate connections between Program Administrators in smaller programs
	■ Moderate	June 2022

Resident Perceptions of Residency Program Committee Effectiveness: Continue to support programs to strengthen residents' voices in decision-making at all levels of program organization. **a. Ensure the roles of residents on RPCs and other committees are clearly defined in committee Terms of References** **b. Ensure processes are in place for follow-up of resident-identified issues** **c. Ensure processes are in place for communicating the actions and decisions of RPCs and site committees to residents**	■ Moderate	June 2022
3. **Equity, Diversity and Inclusion (EDI):** Using the Faculty of Medicine's Transforming Culture Initiative (TCI) framework, and specifically the Education Pillar, support programs to pro-actively identify opportunities to improve EDI within organizational structures and processes.	■ Moderate	Dec 2022