



# Resident Selection Policy for Canadian applicants

## Maternal-Fetal Medicine Subspecialty Residency Program

Updated on January 25, 2023; adapted from the February 14, 2019 UBC PGME policy

Approved by the MFM RPC on February 10, 2023.

### Program Goals

At UBC, we are committed to training physicians who will ultimately provide and promote the highest level of care to women with high-risk pregnancies and their families.

Subspecialty residents in our program are expected to demonstrate clinical and academic excellence, exceptional interpersonal and teamwork skills, experience in research and/or quality improvement, and a sense of responsibility and dedication to the profession. Residents are expected to be active community members and demonstrate work-life balance as evidenced by engagement in volunteer, extracurricular or other types of activities.

### Number of available positions

Our program has one two-year position for a Canadian candidate funded by the Ministry of Health per academic year.

### Selection Process Goals

1. Identify applicants who have a passion for Maternal-Fetal Medicine, and those who will develop into exceptional MFM specialists.
2. Identify applicants who have demonstrated an ability to interact appropriately with patients, colleagues, and healthcare team members.
3. Identify applicants who have demonstrated attributes highlighted in the CanMEDS 2023 roles.
4. Identify applicants who have demonstrated an ability and enthusiasm to learn and are able to adapt to the various demands of subspecialty residency training.
5. Identify applicants who have some research and/or quality improvement experience and are keen on further developing these skills.

### File Review Process

The Program Director and Senior Program Assistant review all the files received to determine eligibility for an interview, and invites the selected candidates to a virtual interview, which usually takes place in the summer preceding the start of training. Over the past 5 years, the program has, on average, received 5 applications from Canadian candidates per year. All eligible applicants have been offered an interview.

The following file components are evaluated:

File Component	Criteria
CV	Research, quality improvement work, publications, electives
Reference letters	Positive interactions with colleagues and patients, interest in discipline, surgical and clinical skills
Personal statement	Interest in discipline, program location, desire to serve Canadians
Extracurricular activities	E.g. volunteering (medical and non-medical), mentoring
Leadership skills	Holding office in resident clubs or organizations
Electives	Doing an elective at UBC is not a prerequisite to be considered for an interview



### Selection committee

The selection committee consists of the Program Director, 2 MFM faculty members, the BC Women’s Hospital Ultrasound Educator, 1 MFM nurse, the MFM Division Head and the MFM Subspecialty Residency Program Research Coordinator.

### Implicit Bias Training

All members of the selection committee complete an implicit bias course within one year of their participation on the selection committee.

### Interview Process

The interview format is a panel interview, followed by group and individual meetings with other reviewers. Since 2020, the interviews have been conducted through videoconferencing.

The following interview components are evaluated:

Interview Component	Criteria
Training	Is planning to complete a Canadian Obstetrics & Gynaecology Residency program and is eligible for the RCPSC specialty examination in Obstetrics & Gynaecology
Clinical skills	Not evaluated during the interview process
Teaching skills and experience	Has some experience in teaching Demonstrates an interest in further developing their teaching skills during their subspecialty training
Research and/or quality improvement interest & achievements	Has some experience in research and/or quality improvement Demonstrates an interest in further developing their skills in these fields during their subspecialty training
Personal attributes	Demonstrates self-awareness and a high level of motivation
Collaboration	Demonstrates appropriate behaviours in these areas
Collegiality	
Professionalism	
Communication skills	Demonstrates a strong ability to articulate and convey thoughts, and to interact with others
Interest in the discipline	Demonstrates a strong interest in (and even a passion for) MFM
Interest in the program	Articulates their interest in the program thoughtfully
Leadership skills	Participation in residency-related club or organization is an asset
Punctuality	Presents on time at the various virtual interview components
Work-life balance	Demonstrates an ability to achieve work-life balance

### Information Gathered Outside of Application and Interview

We may consider information gathered outside of the application and interview process, such as:

- Communication with program administration
- Unsolicited reference letters or email references
- Solicited or unsolicited verbal information on a candidate’s prior performance (at home institution or as a visiting elective resident)
- Solicited or unsolicited feedback from colleagues



### **Canadian Match process**

Once the interviews are completed, the selection committee ranks the candidates using a standardized method and sends this ranking to the Royal College of Physicians and Surgeons' Maternal-Fetal Medicine Specialty Committee Chair. Each candidate does the same and the match occurs, according to well-established rules, usually in early September, and before the withdrawal deadline for the American MFM Fellowship match. Once the match is completed, the candidates are contacted with the results.

### **Do Not Rank Criteria**

The following behaviour exhibited during the interview process might prevent an applicant from being ranked in the Maternal-Fetal Medicine subspecialty residency match process:

- Unprofessional or inappropriate behaviour
- Did not attend the interview
- Not a proper fit for the program

### **Equity, Diversity and Inclusion and Belonging (EDI)**

Our Program is committed to fostering a culture of equity, diversity and inclusion through all recruitment initiatives. We also aim to create an environment of equity, diversity & inclusion by recruiting for the related skills and competencies and increase the capabilities to collaborate in a diverse environment.