CFMS EDUCATION 2020-2022 STRATEGIC PLAN

Strategic Direction #1: Eliminating the unmatched Canadian Medical Graduates issue

The CFMS is committed to seeing all Canadian medical graduates (CMGs) matching to a residency training position so that they may serve society's healthcare needs. This goal is multifaceted and requires collaboration and advocacy at multiple levels.

Firstly, we must ensure students are well-prepared and given adequate opportunities for career exploration. Students should longitudinally receive preparation and support leading up to the residency match, and residency programs should ensure their selection process follows recommendations outlined in the [Best Practices in Applications and Selection report](#) (2013).

Additionally, we seek to ensure there is an adequate number of residency positions for students and ensure students have a fair and equitable opportunity during the residency application process. We also hope to ensure that the variety of residency positions are suitable to the healthcare needs of the Canadian population.

Lastly, given the emotional, financial and social impacts of going unmatched, we must continue to support students that go unmatched or are experiencing distress as a result of the residency match.

Goals/Objectives:

1. Ensuring medical students entering the Residency Match process are well-prepared and equipped with the tools to succeed.
2. Students have sufficient exposure to various careers such that they are able to make informed decisions regarding residency program selection.
3. Advocate for additional residency positions to be created in alignment with a pan-Canadian approach to health human resource (HHR) planning.
4. Ensure that key stakeholders involved with HHR planning meet and discuss a pan-Canadian approach.
5. Advocate for separation of 2nd iteration CMG & IMG streams.
6. Collaborate with AFMC to review impacts and outcomes of Electives Diversification Policy.
7. Further advance conversations regarding Entry Routes and ensure that students are able to adequately gain exposure to each Entry Route prior to residency applications.
8. Collaborate with Student Affairs to develop supports/resources for students entering the residency match and for students that go unmatched.

Evaluation, Measurables, Deliverables:

- Preparing and updating CFMS Matchbook for release in a timely manner annually for students
- Collaborate with key partners to ensure supports/resources are in place for the residency match, such as CaRMS travel discounts, MDFM initiatives, social media contests
- Update membership of CFMS Peer Mentorship Network & uCMG Task Force annually in preparation for matching unmatched students with a peer
- Advocate for the creation of additional residency positions for CMG
- Increase the number of provinces that separate the CMG & IMG streams in 2nd iteration of the CaRMS R-1 Main Residency Match
- Attend and provide student input to Physician Resource Planning Advisory Committee (PRPAC) with regards to development of a pan-Canadian approach to HHR planning
- Assist in the evaluation of the Electives Diversification Policy with the Association of Faculties of Medicine of Canada (AFMC)
- Prepare and update MatchStats publication once every 2-3 years for students
- Assist in the implementation of recommendations outlined in the Entry Routes Working Group Report and collaborating with Royal College & AFMC on determining the appropriate number of entry routes
- Participate in the Entry Routes Harmonization Task Force and work towards harmonizing entry routes that can appropriately be amalgamated

Strategic Direction #2: Improving the AFMC Student Portal Experience

The AFMC Student Portal is a widely used tool for securing visiting electives. Visiting electives play a crucial role in career exploration, decisions regarding the best fit of program and influence the residency match. Students have vocalized several concerns with regards to the AFMC Student Portal.

Firstly, we must ensure that students are being charged reasonable fees for electives and that there are adequate refund policies in place nationally. This requires national collaboration amongst Electives Offices and cooperation to achieve a fair system.

Secondly, we must ensure that students are properly informed regarding elective opportunities so that they can make well-informed decisions. This manifests in up to date documentation of elective opportunities online, development of capacity reports, and clear communication from Electives Offices.

Lastly, reasonable timelines must be set in place. This includes Electives Offices responding to elective requests in a timely manner, elective application window timelines being adjusted to a reasonable time frame in order to allow students to make decisions closer to their elective date, and where appropriate streamlining processes (e.g. Home School Verification, Immunization Documentation, etc).

Goals/Objectives:

1. Overall reduction of costs associated with visiting elective applications, which includes reduction of application fees and standardized national refund policies.
2. Greater transparency regarding elective availabilities for students.
3. Refinement of application timelines to ensure students can make important career decisions at an appropriate time.
4. Improving user interface and communication of institutional policies on AFMC Student Portal website.
5. Streamlining of standardized processes for students to expedite the application confirmation process.

Evaluation, Measurables, Deliverables:

- Present "Five Years in the Era of the AFMC Student Portal: Canadian Medical Students' Experiences and Recommendations" position paper to AFMC Student Portal Steering Committee
- Advocate for creation of a standardized national refund policy
- Advocate to reduce costs of using the AFMC student portal and electives applications
- Advocate for decreased elective application window, which is currently 26 weeks
- Advocating for capacity reports from each school
- Advocating for schools to update their elective availabilities more frequently
- Reducing the response time for elective offer from visiting elective offices
- Improving visiting elective search guide in collaboration with AFMC Portal Steering Committee through more advanced online search functions
- Refining the institutional profiles in collaboration with AFMC Electives Network to ensure standardization and easy navigability for students
- Collaborating on the implementation of an automatic home school verification process
- Collaborating on the clear communication of all required documents and their associated timelines to students
- Updating AFMC immunization form to reflect current immunization requirements across institutions
- Providing input on data analysis and how it can be utilized to improve the student experience with the AFMC Student Portal

Strategic Direction #3: Empowering the research initiatives of the organization and medical students

The CFMS Education portfolio oversees the research endeavours of the organization as well as empowering and supporting research amongst medical students.

After diligent consultation and feedback, the Education portfolio has created a CFMS Survey Policy to ensure that the general membership is being effectively surveyed. We have also

launched an inaugural National Annual Survey, in an effort to longitudinally collect general member input on various key parameters to drive the initiatives of the organization.

Lastly, the Research Committee within the Education portfolio strives to launch new and innovative resources/tools to support medical students conducting research. Thus far, these initiatives have included creation of a research podcast, development of infographics on key research concepts, aggregation of scholarships, and highlighting local research efforts currently being conducted.

Goals/Objectives:

1. Improve CFMS' survey processes to ensure that the general membership is being surveyed effectively, securely and appropriately.
2. Collecting CFMS general membership feedback to drive organizational change and generate meaningful advocacy to external stakeholders.
3. Empower the research initiatives of medical students through access to resources/tools, highlighting of student work and advertising funding opportunities.

Evaluation, Measurables, Deliverables:

- Creation of CFMS Survey Policy outlining criteria for surveying of CFMS general membership, process for submitting a survey, and storage of data
- Creation of CFMS National Annual Survey to collect feedback from general membership, improve and administer annually
- Creation of CFMS National Annual Report incorporating results of CFMS National Annual Survey to be utilized to drive organizational change and advocate to external stakeholders
- Send each school local data from the CFMS National Annual Survey
- Continue increasing production of CFMS Research Podcast episodes
- Create infographics and other resources to support students engaging in research
- Refine/update research scholarship database to communicate funding opportunities for students.
- Highlight medical students conducting research and their personal experiences via student spotlights, poster sessions, etc.

Strategic Direction #4: Ensuring undergraduate medical curriculum is reflective of current state of medicine

The landscape of medicine is continually evolving and changing. As a result, undergraduate medical education and curricula need to be reflective of these changes and ensure students are prepared for careers in an innovative field.

Ensuring undergraduate medical education is up to standard requires comprehensive and robust accreditation standards that involve all stakeholders, including students. We must ensure that standards encompass many key issues affecting society, such as incorporation of technology and virtual care into medicine, addressing the growing concerns regarding climate change, ensuring Indigenous health curricula are up to standard and many more.

Additionally, with the introduction of competency-based medical education (CBME), UGME will need to ensure students receive training to succeed in such a learning environment through appropriate replication of competency-based assessment in both pre-clerkship and clerkship.

Lastly, much work needs to be done to improve equity, diversity and inclusivity in medicine. One facet of this issue is improving medical school admissions to ensure that we are admitting students representative of the societies in which we live. This requires redefining the principles on which we base admissions, but also determining ways to empower students from marginalized or underrepresented communities applying to medical school

Goals/Objectives:
1. Collaborate with Committee on Accreditation of Canadian Medical Schools (CACMS) to improve the accreditation process and refine standards to accurately reflect current priorities within medicine.
2. Ensure that medical students are exposed and prepared to handle CBME in residency.
3. Provide foundations for technology and innovation in medicine at the undergraduate medical education level.
4. Refine the admissions standards to promote equity, diversity and inclusivity.

Evaluation, Measurables, Deliverables:

- Update the CFMS Independent Student Analysis Toolkit based on consultation with medical students
- Collaborate with CACMS to improve the accreditation process and ensure effective evaluation of UGME curricula
- Advocate for and collaborate in the design of new accreditation standards reflecting key issues prioritized by medical students such as planetary health, Indigenous health curricula, virtual care and more
- Finalize and produce CFMS Transition to Residency Guide to help students prepare for CBME and the transition to residency
- Complete position paper outlining the ways in which technology and innovation can be incorporated into medical education
- Collaborate with AFMC to create standards for virtual clinical medical education in Canada.
- Collaborate with AFMC Future of Admissions in Canada Think Tank (FACTT) to develop report outlining key principles to improve the equity, diversity and inclusivity in medical school admissions

TIMELINE

Item		AGM 2020	AGM 2021	AGM 2022
Eliminate uCMG crisis				
Update and release CFMS Matchbook.		X	X	X
Update and publish residency match resources.		X	X	X
CFMS peer mentorship network.	Recruit mentors	X	X	X
	Promote and match mentees	X	X	X
Recruit current/past uCMGS for uCMG task force.		X	X	X
Advocate for increased residency spots.	Discussion Paper: analysis (stakeholders, recent changes), future direction		X	
	Convene uCMG Think Tank	X	X	X
	Create advocacy plan with Government Affairs		X	
Increase schools that separate 2nd iteration streams.	Engage PRT, FMEQ to plan advocacy approach		X	
	Track advocacy progress		X	X
Give student input at PRPAC meetings.		X	X	X
Collaborate with AFMC to evaluate Electives Diversification policy.				X
Update and release MatchStats.	Create plan for hand-over and update q2-3 years		X	
	Publish MatchStats update			X
Participate in Entry-Routes Harmonization task force.		X	X	X

Improve AFMC Student Portal experience				
Present "Fives Years in the Era of the AFMC Student Portal" position paper to AFMC Student Portal Steering committee.		X		
Advocate for standardized national refund policy		X		
Advocate to reduce costs associated with Portal		X	X	X
Advocate for decreased elective application window (currently 26 weeks)		X	X	X
Advocate for capacity reports from each school		X	X	X
Advocate to reduce response times for elective offers.	Schools to share best practices to meet national average	X		
	AFMC Portal to report department-specific times		X	X
	Maximum response time and accountability		X	X
Improve electives search guide with AFMC Portal Steering Committee.		X		
Refine institution profiles with AFMC Electives Network.		X	X	
Support implementing automatic home school verification.		X		
Ensure AFMC immunization form is updated.		X	X	X
Improve use of portal data to improve student experience with AFMC Data Analysis working group.		X	X	X
Empower CFMS and medical student research				
Create CFMS Survey Policy		X		
Conduct CFMS National Annual Survey	Launch inaugural survey	X		
	Reassess survey Qs, improve and administer annually		X	X

Share data from CFMS National Annual Survey	Publish inaugural CFMS National Annual Report	X		
	Send local data to Med Socs	X	X	X
	Improve and publish CFMS report annually		X	X
Continue CFMS Research podcast series		X	X	X
Create resources to support students in research	Infographics	X	X	
	Manuals on statistic methods		X	X
Refine and update scholarship database			X	X
Highlight medical student research	Continue student spotlight	X	X	X
	Feasibility of SGM/AGM poster session		X	
Ensure UGME curriculum reflects the current state of medicine				
Gather feedback and improve CFMS Independent Student Analysis toolkit		X		X
Advocate for new or improved accreditation standards to reflect issues prioritized by medical students.	Planetary health		X	X
	Indigenous health		X	X
	Racial minorities' health		X	X
	Virtual care		X	X
	Interprofessional education			X
Work with AFMC on virtual clinical medical education standards in Canada.		X	X	
CFMS Transition to Residency Guide	Create inaugural publication	X		
	Update and improve annual		X	X

| Work with FACTT to finalize report on principles for improving equity, diversity, inclusivity in medical school admissions. | X | X | |