

PARO Residency Program Excellence Award

CONCEPT OF AWARD

The PARO Residency Program Excellence Award was created to recognize those programs that have consistently provided an exceptionally positive and rewarding experience to their residents, while producing physicians who are expertly trained to deal with the challenges in their upcoming careers.

All nominated programs will receive a letter from PARO informing them of the nomination. The recipient Program will also receive a letter, as will their Postgraduate Dean. The Program Director of the chosen Program is honoured at an Awards dinner in the spring and receives a framed certificate of recognition. In addition, PARO will make a \$1,000.00 donation to the Resident Education Fund of the chosen program.

DEADLINE FOR NOMINATION

Monday, January 29, 2018 at 0900h.

ELIGIBILITY

A resident or group of residents in Ontario may nominate any accredited training program in the province. A program may be nominated based on strengths in one category or multiple categories.

NOMINATION PROCEDURE

Any individual currently enrolled in an accredited residency program in the province can make a nomination. Residents are encouraged to collaborate and submit one joint nomination. This can be done in a single letter or several letters (maximum of 1,500 words combined) that contains the names and email addresses of the Resident nominators for verification purposes.

To be considered, the nomination package must:

- include a completed Nomination Form
- include detailed letter(s) outlining the reasons for nomination
- be received no later than Monday, January 29, 2018 at 0900h.

JUDGING CRITERIA

A. Educational Excellence

The most important component of program excellence is the educational component. While all the other components of an excellent program are important, the primary mandate of a residency program is education, and it is through education that a program most benefits itself, its residents and society at large.

Examples of excellence in education include:

- Superb teaching/preceptoring
- Well organized half-days that are well attended by residents
- Significant amount of time devoted to education
- Standardized and regular feedback on resident performance
- Ensuring that residents in need of extra teaching are identified and assisted in a supportive manner

- Research and conference opportunities made available
- Developing research opportunities for those residents who are interested
- Solid teaching to both on and off service residents (where applicable)

B. Resident Well-Being/Good Work Environments
Residents who are content within their program make better learners, teachers and service providers than those who are not. Because of this, encouragement and fostering of resident well-being is a significant component of what can make a program great.

Examples of positive resident well-being features include:

- Generally fostering environments conducive to residents and their families
- Good resident-resident and resident-staff relationships
- Excellent mentors and role models within the program
- Relative ease in obtaining vacation time (see item C)
- Program social nights

C. Contract Compliance
Any program nominated for the award should respect the contractual rights of residents and help ensure that they are met.

D. Attentiveness to Resident Needs
Excellent programs will also determine, and respond to, the various and changing needs of their residents. This could include distributing and responding to feedback forms from residents, assisting with career placements, and have supervisors that will address the specific needs of residents – academic or otherwise.

E. Innovations in Resident Education
While not essential for a program to be first-rate, innovations created within a program to improve any of the above characteristics can contribute significantly to program excellence.

F. Consistency
A program that has been consistently excellent over many years in the above categories will be viewed favourably. While not a primary consideration, the selection committee may use – at its discretion – repeat nominations in past years, or other evidence of consistent excellence that is provided in the nomination letter(s), in its selection process.

SELECTION COMMITTEE

The award recipient is chosen by the Awards Selection Committee. This group is Chaired by the PARO Past President and is comprised of members of the PARO Board of Directors and General Council and an external representative.

To access the nomination portal, please [click here](#).