



## How do we select Residents for our Program?

### Underpinning Principles

We base our selection process on the following 2 principles:

- **EQUALITY** - anyone eligible can apply to become a Resident in our Program.
- **EQUITY** - everyone who applies is treated the same .... we use the same selection tools and we apply the same criteria to everyone in a fair and transparent way.

### How do we create a reliable rank order list?

We use a 5-step process:

1

**We ensure all applicants' files are complete. Any applicants with incomplete files are excluded from our selection process.**

2

#### **File review**

- Applicants' files are reviewed and scored by Faculty members, using a standardized scoring tool.
- Each Faculty member reviews and scores approximately 10 applicant files.
- Each file takes an average of 30 minutes to review and score.

3

#### **Interview offer**

- Applicants with a file review score above an agreed cut-off are offered an interview
- 2016 data:
  - **URBAN:** we reviewed 765 files and offered interviews to the highest scoring 530 applicants.
  - **RURAL:** we reviewed 289 files and offered interviews to the highest scoring 194 applicants.

4

#### **Interview**

- Applicants who accept the offer attend a 30-minute interview with a Faculty member and Resident.
- The Faculty and Resident score the applicant independently using a standard set of questions and scoring tool.

5

#### **Scoring**

- The total score from file review and interview is used to assign a position on our "rank-order list".
- This list is submitted to the Postgraduate office and subsequently to CaRMS.
- We use a cut-off score of 69% of the potential maximum to identify applicants we do not rank.



## What are our selection criteria?

When we are reviewing applicants' files and when we interview applicants, we base our overall scoring on the following attributes (shown below with links to the main CanMEDS-FM roles that are applicable):

### Urban FM Program

- Commitment to and suitability for Family Medicine training and future as an outstanding Family Physician (Medical Expert and all other CanMEDS-FM roles)
- Excellent communication and interpersonal skills (Communicator)
- Self-directed, reflective learner (Professional)
- Ability to work in teams (Collaborator)
- Compassion (Communicator)
- Adaptability (Professional)
- Role flexibility (Manager)
- Research potential (Scholar)
- Leadership potential (Manager)
- Self-assessment skills (Professional)
- Broad range of elective experiences (Medical Expert)

### Rural FM Program

- Broad range of electives (Medical Expert)
- Commitment to and suitability for Rural Family Medicine (Medical Expert and all other CanMEDS-FM roles)
- Commitment to rural community life (Health Advocate)
- Working in teams (Collaborator)
- Ability to balance social/community life with professional demands in smaller community (Manager)