

Building an Academic Career in Quality Improvement

Faculty Orientation Workshop

November 3, 2022

9:00 -10:25 am

Tara Burra

Paul Benassi

Andrea Waddell

Karen Wang



Netiquette

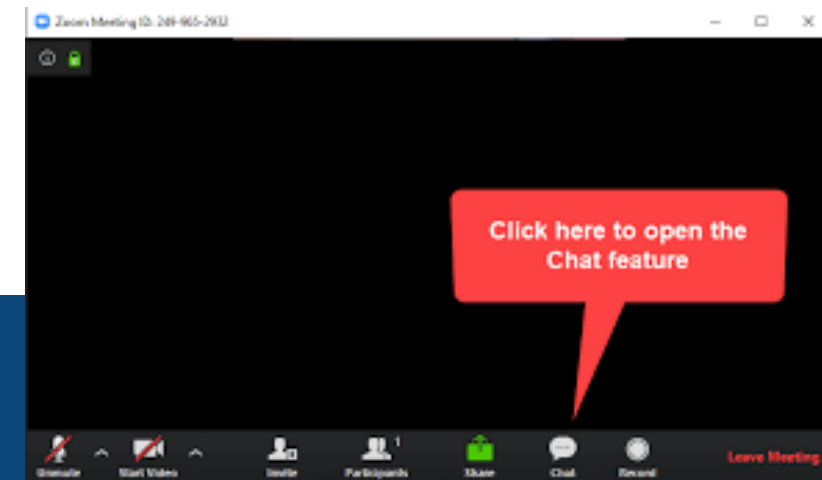
Rules of Virtual Engagement

Please keep your mic muted when not speaking.

Keep your video on for a better learning environment.

If you have connection/bandwidth issues then you can stop your video.

Please post questions in the chat box or ask during the Q&A portion of the talk.



Learning Objectives

By the end of this interactive seminar, the attendees will be able to:

- Describe the University of Toronto Department of Psychiatry Clinician-QI role and responsibilities
- Appreciate the diversity of QI activities and scholarly research
- Identify training and capacity building opportunities to further professional development in quality improvement/patient safety
- Discuss challenges inherent in Clinician-QI work (e.g. securing grant funding, compensation, identifying opportunities, time management, etc.)



Agenda

Ice-breaker – “Make a Wish...”

Introduction to Clinician-Quality Improvement

A Day in the Life of a Clinician-QI

Training and Resources

Challenges and Future Directions

Breakout Room Discussion

Room 1: Karen/Andrea

Room 2: Paul/Tara

Promotion and General Tips

Question and Answer



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Introduction Ice Breaker

If there was a Quality Improvement fairy godmother who could make your QI/PS dreams come true, *what would you wish for?*



Clinician - Quality Improvement



Clinician – Quality Improvement

Recognizes applied scholarly work carried out focused on enhancing health outcomes through leadership and collaboration around practice improvement and innovation activities

Includes faculty whose primary academic interest is that of engaging in:

- Quality improvement
- Patient Safety
- Knowledge translation
- Other forms of healthcare innovation (e.g. population health approaches or preventative mental health)



What is “healthcare innovation”?

Can include

- Advancing health informatics
- Developing new processes and models of care
- Program evaluation
- Process evaluation



Other key parts of the job description

Time

- Faculty member is engaged in QI/PS, knowledge translation or innovation activities for 10-30% of their time.
- The remainder of time will be divided between clinical, teaching, education or research related activities

Promotion

- Faculty will be expected to keep a CPA dossier and submit as part of promotion package
- Document and reflect on improvement/innovation activities with evidence of ongoing evaluation to assess the impact of the work



A Day in the Life of a Clinician-QI

(What do we really do?)



Karen Wang

QI Steering Committee Co-Chair, Dept of Psychiatry

QI focus on Measurement Based Care (Implementation and Education)

Academic Scholars Award - ½ day focused on MBC scholarly work

Director, Child and Adolescent Psychiatry Subspecialty program


Grand Round Presenters
Sunnybrook Health Sciences Centre & Centre for Addiction and Mental Health



Karen Wang SHSC Psychiatrist	Stefan Kloiber CAMH Clinician Scientist	Joanna Yu CAMH Project Manager
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#Measurement Mondays

Did you know measuring patient symptoms on a regular basis can improve the rate at which patients improve from their depression?




Measurement Based Care Initiative

The Quick Inventory of Depressive Symptomatology (QIDS-SR) only takes 5 minutes!



Sign In



Sunnybrook
HEALTH SCIENCES CENTRE

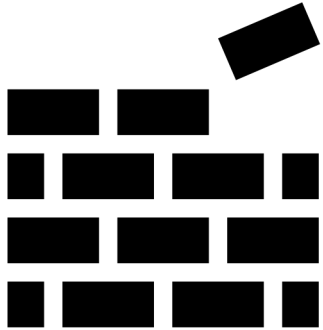
Mental health matters.
Let's measure it.

By measuring symptoms on a consistent basis and sharing the information with your health care provider, this clinical approach has been shown to reduce the time to recovery, improve communication and lead to increased awareness about your mental health. Measurement matters.

Create Your Account

Tara Burra

QI Lead, Department of Psychiatry, Sinai Health



Capacity building in QI/PS

Academic Scholars Award

- QI Education
- Applied QI project in perinatal mental health

Co-lead Psy-QIS Hub



Education in QI/PS

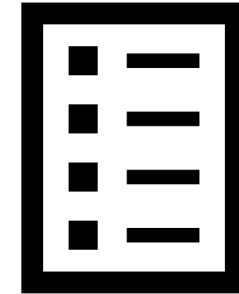


Institute of Health Policy, Management and Evaluation
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Quality Improvement
& Patient Safety
Community of Practice

U OF T CHAPTER
Institute for
Healthcare
Improvement



QI project leadership

Psychiatry Safety Reviews



Paul Benassi



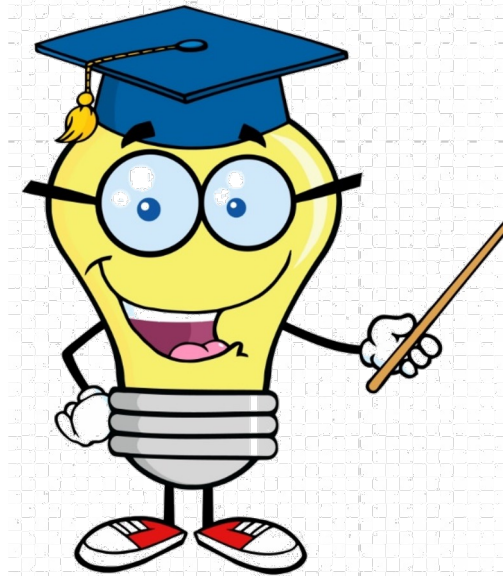
About me:

- Forensic Psychiatrist, CAMH
- Quality Improvement & Innovation Lead, Forensic Service, CAMH
- IHPME MSc QIPS Alumni '16
- Assistant Professor, Psychiatry & IHMPE, University of Toronto



Andrea Waddell

Medical Director of Clinical Informatics & Quality Standards - Waypoint
Clinician Scientist in Patient Safety – Waypoint Research Institute & CAMH



Training Pathways and Resources



Training Pathways

CQuIPS



Centre for
Quality Improvement
& Patient Safety

- Certificate program through Centre for Quality Improvement and Patient Safety
- Can start even in residency training (1/2 day bi weekly for lectures/group work + project requirement)
- Many instructors who teach for C-QuIPS also teach the MSc QIPS program

Veteran Affairs Quality Scholars

- 2 year fellowship program which involves weekly ½ day sessions
- Mandatory attendance at the VAQS Summer Institute in Houston, Texas
- For health care professionals in advanced stages of training or early career faculty interested in research, QI and health services



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- 1 year course based or 2 years thesis based Masters (MSc QIPS)
- Requires full time enrolment (modular format) in addition to project work
- Primarily group based lectures, seminars, case studies
- Courses in QI Methodology, Adaptive Leadership, QI Education, Human Factors, Health Law



Training Pathways



- Executive program through University of Ottawa
- Has 6 modules that focus on teaching fundamentals of quality improvement
- Culminating project

CASCADES

- Contains professional development training programs, resources and events that focus on enhancing clinicians skills to build sustainable health care systems



- New MSc in System Leadership and Innovation (SLI) with focus on health systems innovation and transformation
- Transdisciplinary curriculum
- Curriculum includes system leadership, health policy, health sector strategy

Training Pathways



Institute for
Healthcare
Improvement

Open School

- Free courses online available for enrolment – can complete at your own pace, repeat the same course if necessary
- Subscription and certificate programs available for a fee
- IHI annual conference held in December each year which features internationally known speakers in the area of QI and PS
- Excellent opportunity to showcase work on an international stage



Toronto Academic
Health Science Network

- Many hospitals offer free QI and Patient Safety courses
- Allows more focused discussion on hospital wide QI initiatives
- Excellent networking opportunity with other local QI champions across the institution



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Supporting QI Work

Grants

- Excellence Fund (under Creative Professional Activity) – for junior faculty
- Psy-QIS Hub Seed Grants (coming soon!)
- AFP Innovation Fund (for hospitals with an AFP)
- PSI Foundation Grants (any physician in Ontario)

Salary Support

- Academic Scholars Award (under CPA)

Communities of Practice

- Quality, Innovation & Safety Hub (Dept of Psychiatry)
- CQUIPS (Faculty of Medicine), TAHSN CoP
- Your local hospital's quality committees & departments



Opportunities to work with trainees in QI/PS

Clinician Scholar Program

About the Clinician Scholar Program

The newly developed Clinician Scholar Program in the Department of Psychiatry at the University of Toronto (U of T) aims to support and enhance the training of residents intending to pursue academic careers in education scholarship, quality improvement, and other creative professional activities (including the social sciences and humanities). The Clinician Scholar Program will provide broad and diverse training opportunities to prepare residents for future careers in these areas.

Residents will have access to ongoing supervision, professional development seminars, and mentorship by established faculty members in their areas of interest. Applications will be accepted from PGY-2 and -3 residents until May 3rd, 2021. Acceptance decisions will be released in May, with enrollment commencing on July 1. For more information, contact:

<https://www.psychiatry.utoronto.ca/clinician-scholar-program>



Developing QI Capacity in the U of T Dept of Psychiatry

Quality, Innovation & Safety Hub



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Psy-QIS ✓

Faculty Mentorship Program



<https://psychiatry.utoronto.ca/report/mentorship-program>

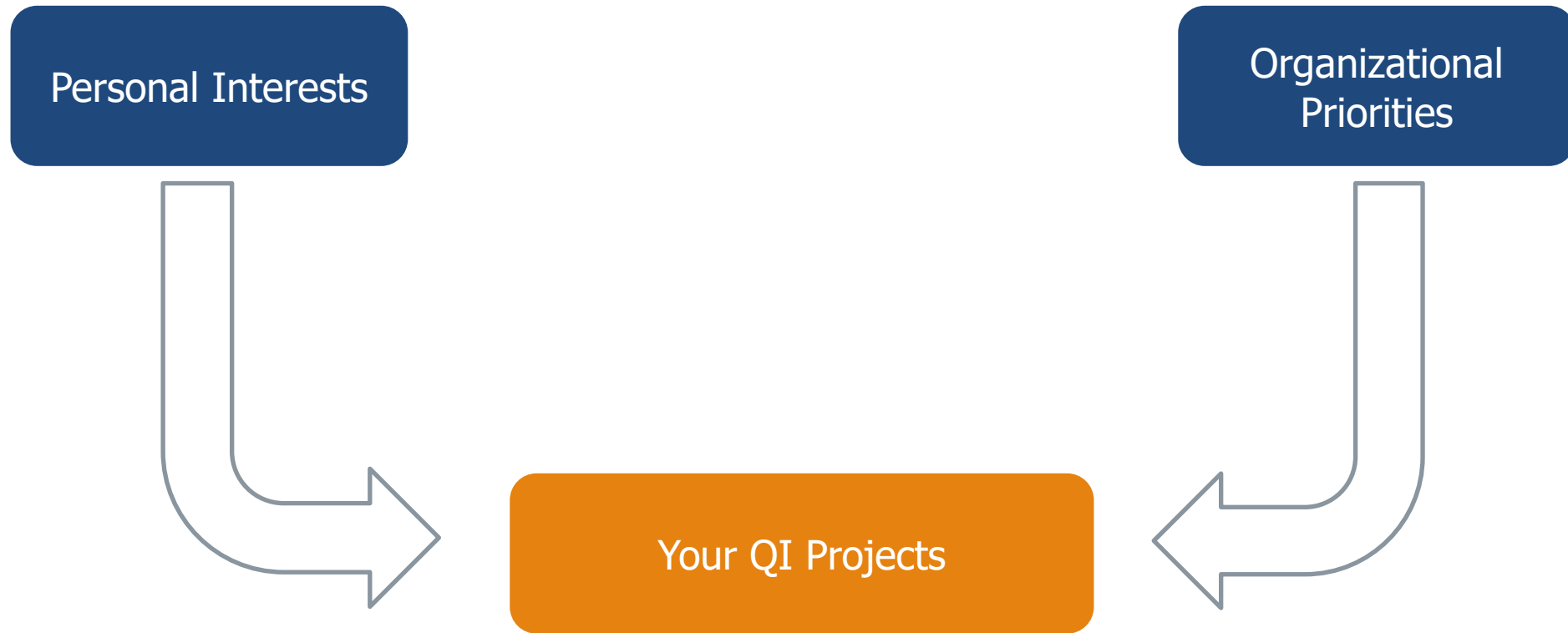


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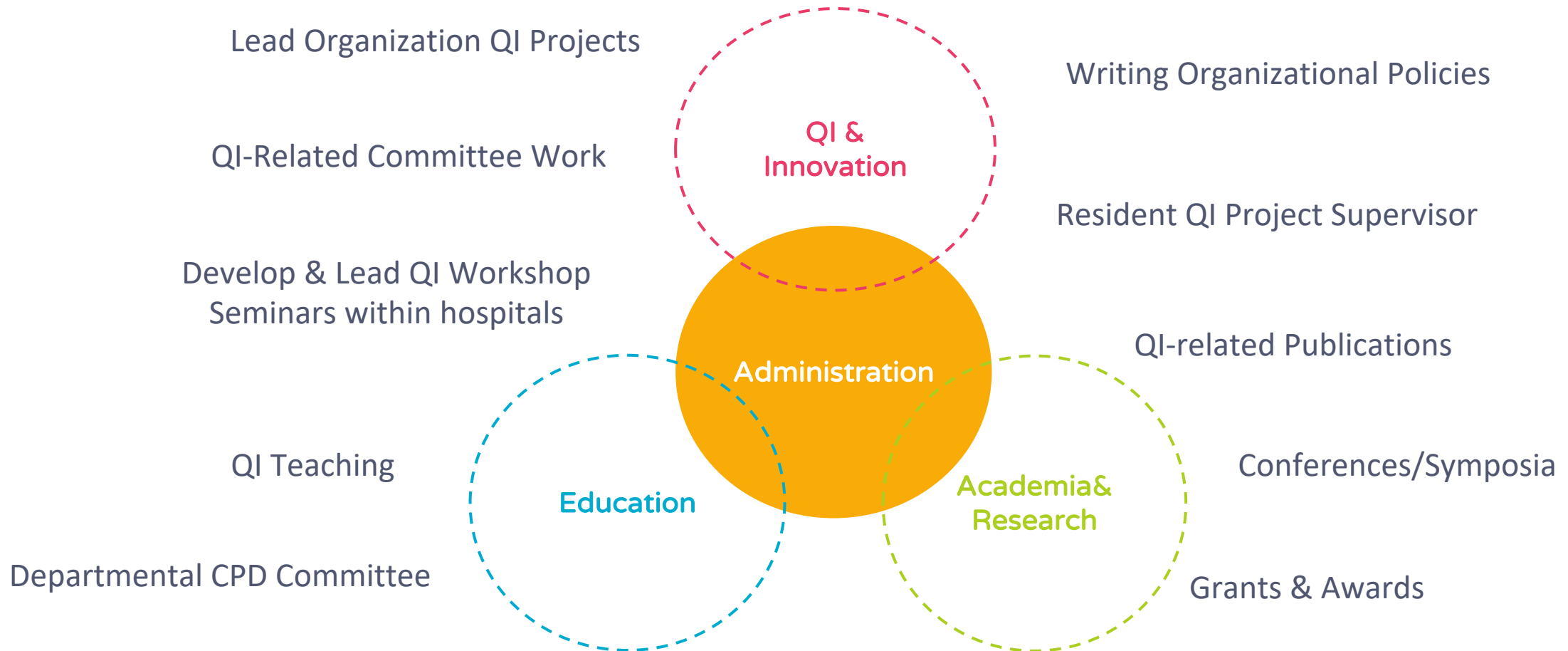
Challenges and Future Direction of QI Work



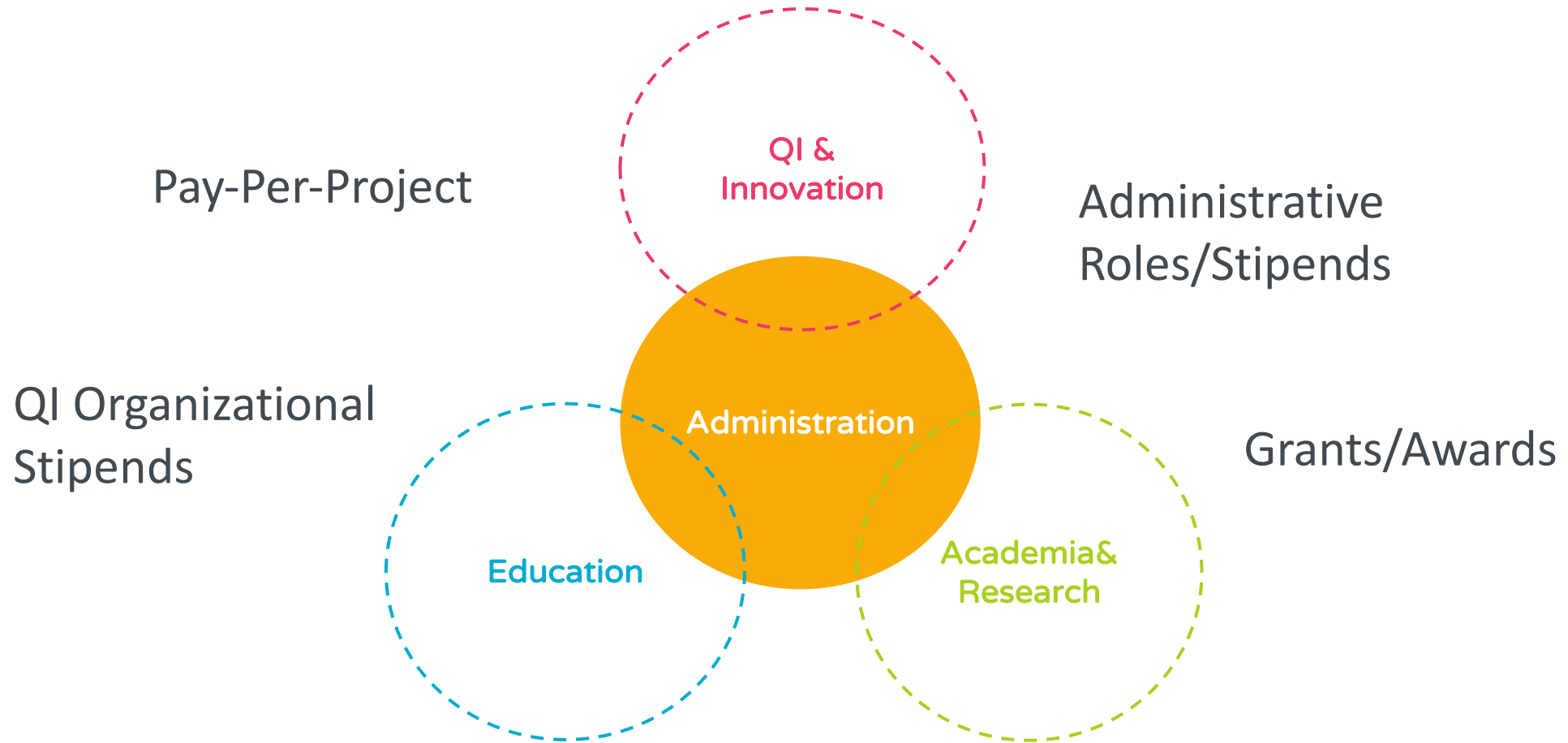
How to Choose QI Projects



How to Measure QI Productivity



How to be Compensated for QI Work



Breakout Rooms (10 minutes)

In the smaller discussion groups, please share what challenges an early clinician-QI might face and what strategies you might suggest to help them.

Room 1: Karen/Andrea

Room 2: Paul/Tara



Debrief: Utilize annotation/chat box to share

Challenges

Solutions



Tips for Clinician-QI

1. Establish strong collaborative networks with other like-minded colleagues
2. Find a mentor (sometimes they might even be in medicine or surgery!)
3. Identify an area of focus – you can't do everything
4. Choose wisely which area you want to focus on – ideally one that aligns with hospital priorities and/or departmental goals
5. Don't hesitate to approach your PIC for an opportunity to gain further professional development in QI/PS



Tips for Clinician-QI

6. If you are going to champion a cause, think of sustainability from the very beginning (e.g. who will take over this work when you are done...)
7. QI work is hard – do it with a team
8. Build a team if you don't have one
9. Co-lead initiatives which also helps to build capacity
10. Identify avenues for compensation and advocate for funding



Clinician in QI Promotion Tips

- Review the academic job description
<https://www.psychiatry.utoronto.ca/clinical-academic-appointments-md>
- Attend the junior faculty promotions primer
- Keep a promotions email folder to track invitations & accomplishments
- Create, then regularly update your teaching and creative professional activity dossiers
- Use the SQUIRE guidelines to systematically measure outcomes of QI projects <http://squire-statement.org/index.cfm?fuseaction=Page.ViewPage&PageID=471>



Questions?

