

**Program Administrators
Supporting Program
Administrators Through the
Transition to Competency Based
Medical Education (CBME)**

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CBME Program Administrators
Committee

INTRO

Competence By Design (CBD) is the Royal College of Physicians and Surgeons of Canada's brand of CBME, and is being rolled out in phases across specialty programs. Program administrators (PA) play a critical role in the transition to CBME.

METHODS

A CBME PA subcommittee was formed in April 2018. The subcommittee developed terms of reference, met monthly, and identified key topic areas that would be important for PA development.

RESULTS

The objectives of the CBME PA subcommittee were to:

- Create a forum for PAs to meet and share information with one another
- Identify best practices, resources, and infrastructure to enable the successful adoption of CBD
- Support and promote the scholarly work of PAs

DISCUSSION

The CBME PA subcommittee provides a forum for PAs to ask questions; learn from their peers; and support each other by sharing templates, challenges, and wins.

A supportive program administrator (PA) community can alleviate anxiety around the transition to Competence By Design (CBD).

Empowering PAs with the necessary tools and information for their work is key for a smooth transition to CBD.



**Learn more about CBME at
McMaster University.**

**TESTIMONIALS FROM PROGRAM
ADMINISTRATORS**

"I was so lucky that the [CBME PA subcommittee] was formed the same year Urology was going through the transition to CBD. Hearing other program administrators have the same fears and thoughts was reassuring. It was great to get different perspectives (surgery, medicine, etc.). Also, PAs would ask questions that I never even thought to ask which I thought was the best part because sometimes when you are in one department you get blinders on."

-Urology Program Administrator

"I find it personally rewarding to be able to support both my peers and residents alike in their transition to CBD. The [CBME PA subcommittee] provides opportunities for program administrators to affect change through their contributions not only within their programs, but with the postgraduate group as a whole."

-Adult Nephrology Program
Administrator