

### ***Description of Competency/Promotions Subcommittee***

The Competency/Promotions Subcommittee (CPS) is a subcommittee of the Residency Program Committee (RPC), with the primary mandate of monitoring the progress and evaluation of residents within the Internal Medicine (IM) program. This unit is composed of the IM program director, the CPS chair, and other faculty members. Once competency-by-design (CBD) is in place, the CPS will monitor the assessment and progress of both the CBD and conventional cohorts of trainees within the program. Specific to the CBD cohort, the CPS will regularly review Entrustable Professional Activities (EPAs) for residents, and promote them to the next phase of training when activities have been successfully completed. Where appropriate, the CPS will also support the IM program director and RPC in developing modified learning plans for residents requiring further training.

### ***Description of the Promotions Process***

The promotions process within the IM residency program is overseen by the Competency/Promotions Subcommittee (CPS). Currently, this committee meets a minimum of quarterly, and reviews all relevant evaluations for trainees prior to each session. At each meeting, residents are systematically reviewed by respective committee members, and any concerns or commendations are highlighted. Once competency by design (CBD) is implemented for the IM program, the CPS will also serve as the competency committee, which will review EPAs and other evaluations for residents within the CBD cohort. Based on these periodic reviews, CBD trainees will be promoted accordingly to their next phase of training. If concerns arise regarding the progress of a trainee, additional information will be sought from relevant sources (e.g. academic advisors), and this trainee will then be discussed at an upcoming RPC meeting to determine the best course of action.