

G. Raymond Chang Caribbean Fellowship Subspecialty Internal Medicine

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Established in 2006 by Dr Herbert Ho Ping Kong and funded by G. Raymond Chang, O.C., O.J., this fellowship program supports physicians from the West Indies, the islands of the former British West Indies, interested in pursuing academic Internal Medicine subspecialty training at the University of Toronto. This clinical fellowship is a limited term academic experience, with the objective of providing advanced training and specialized expertise in Internal Medicine subspecialties including, but not limited to Cardiology, Rheumatology, Nephrology, Infectious Diseases, and Gastroenterology or in a closely related discipline such as Neurology. This training is not currently available in the West Indies and such clinical experience is increasingly needed in the tertiary care hospitals around the Caribbean.

Overview

Location: Training will be concentrated at University Health Network (UHN) University of Toronto (UofT) teaching hospital sites, as well as rotations at other UofT teaching hospital sites. Fellows will ideally reside in Toronto for the duration of their training.

Supervision: Primary supervisor will be dependent on the subspecialty of the selected fellow. Secondary central supervisor, Dr Nadine Abdullah, will meet with the fellow at orientation and quarterly thereafter, but may be more frequent.

Start Date and Duration: Start date is generally July or September. Duration of Fellowship is generally 1-2 academic years, depending on the discipline/subspecialty.

Salary Expectation: As of July 1, 2026, total annual salary is \$78,200 based on UHN standards for clinical fellowships, plus vacation and optional standard UHN clinical fellowship benefits.

Post Fellowship: Upon completion of training, physicians will return to their primary institution.

Description

This document delineates an overall description of the G. Raymond Chang Caribbean Fellowship Program. More specific and granular expectations will exist for subspecialty specific fellowships.

Clinical Expectations: The G. Raymond Chang Caribbean Fellowships are largely clinical and are designed to meet the major goal of providing advanced training and specialized clinical skill required for the diagnosis, treatment, and management of patients with disorders within the subspecialty. Rotations will be undertaken in a variety of clinical settings that could potentially include inpatient clinical care units, consultation subspecialty services, and ambulatory clinic experiences. The Fellow will undertake these experiences at a clinical level commensurate with their existing training, which would usually be at a specialist level in Internal Medicine. Therefore, the fellow would be generally expected to undertake a learning as well as teaching role in these rotations at a level equivalent to a PGY4 in Internal Medicine

within the Canadian system. This would imply learning to deliver care at a high consultative level of Internal Medicine with the relevant current subspecialty focus. There would be call duties expected in many of these rotations and these expectations would be congruent with the current Professional Association of Residents of Ontario standards of frequency and duration. The Chang Fellow will be relieved of clinical duties on their post call days. The Chang Fellow would receive direct teaching supervision from attending physicians within the UofT system and would have opportunity to attend relevant teaching sessions on the clinical services to which they are assigned, commensurate to their current level of training.

Research Expectations: Many UofT specialty trainees conduct research and research projects in parallel to and at the same time as their clinical training. If desired by the Chang Fellow, similar opportunities could be arranged for clinical research in this context. Appropriate supervision could also then be arranged. However, the major purpose of the Chang Fellowship is not the development of research skills, and therefore research activity would have to occur in parallel to and not have significant impact on the clinical experiences of the Chang Fellow. Approximately 2-5% of time will be protected for research.

Teaching Expectations: Senior trainees at the UofT generally conduct supervision and teaching of more junior trainees on their clinical rotations and in their clinical environments. Chang Fellows will have the same opportunity to refine their clinical teaching and supervisory skills, which would generally be conducted at the level of a PGY4 Internal Medicine UofT resident, and the Chang Fellows would be given feedback on their teaching and education methodology from their supervisors. In addition, Chang Fellows would be expected to prepare teaching sessions, clinical rounds, and other teaching materials as would be expected of any other equivalent UofT senior trainee in the same clinical rotation or context. A specific percentage of time will not be designated but is directly imbedded within the clinical rotation.

Scholarly Expectations: The scholarly expectations of the fellowship would vary considerably with respect to the needs and desires of the specific Fellow. Again, because this is a largely clinical fellowship the expectations and requirements would be generally small. It is hoped that the Fellow might undertake a small research project during the fellowship and that this could be completed towards at least a poster or oral presentation at a research meeting. In addition, with respect to teaching scholarship, it is hoped that the fellow would complete the fellowship with having prepared at least five or six academic rounds presentations that would be suitable to be used upon return to the Fellow's home institution and would create a portfolio of presentations that could anchor the development of a teaching dossier. Examples include approaches to common clinical problems for junior learners, high-level evidence-based topic reviews incorporating current guidelines, case-based presentations, and challenging clinical dilemmas.

Goals and Objectives

General goals of this Fellowship Program are to gain:

- advanced training and specialized skills required for the diagnosis, treatment, and management of patients with both common and rare disorders within the selected subspecialty
- clinical experience in outpatient and ward management within a multidisciplinary environment
- exposure to an academic institution with the opportunity to participate in educational and teaching experiences and have the potential to pursue educational scholarship

Specific goals and objectives vary depending on the subspecialty and are guided by the Royal College of Physicians and Surgeons of Canada Objectives of Training, and specific Competencies in the respective Specialty (<https://www.royalcollege.ca/en/standards-and-accreditation/information-by-discipline>). The educational objectives below are generic and relate to training within the subspecialty or discipline applicable to the Chang Fellow.

Medical Expert

- Demonstrate effective management of a patient with a condition related to the subspecialty, including the assessment and treatment at the level of a consultant Internist with additional training in the subspecialty
- Establish and maintain clinical knowledge, skills and behaviours appropriate to the subspecialty
- Demonstrate clinical and basic science knowledge required for the practice of an Internist with additional training in the subspecialty
- Integrate available best evidence and best practices to enhance quality of care and patient safety
- Demonstrate effective clinical problem solving and judgment to address patient problems, including interpreting available data and integrating information to generate differential diagnoses and management plans
- Demonstrate appropriate and timely application of preventive and therapeutic interventions relevant to the subspecialty
- Demonstrate effective, appropriate and timely performance of diagnostic and therapeutic procedures relevant to the subspecialty

Communicator

- Recognize that being a good communicator is a core clinical skill for consultant internists, and that effective physician-patient communication fosters diagnostic accuracy, patient and physician satisfaction, adherence to medical advice, and improved clinical outcomes
- Gather accurate histories effectively and efficiently from patients with symptoms related to the subspecialty, including patients' beliefs and expectations about their illnesses
- Deliver information to a patient and family, colleagues, and other professionals in a humane manner and in such a way that it is understandable and encourages discussion and participation in decision-making
- Identify and effectively explore problems to be addressed from a patient encounter, including the patient's and family's context, responses, concerns, and preferences

Collaborator

- Participate effectively and appropriately in an interprofessional health care team
- Demonstrate a respectful attitude towards colleagues and members of an interprofessional team

Manager

- Describe the structure and function of the health care system as it relates to the subspecialty discipline, including the roles of a consultant Internist with additional training in the subspecialty
- Set priorities and manage time to balance patient care, practice requirements, outside activities, and personal life
- Demonstrate an understanding of the importance of just allocation of health care resources, balancing effectiveness, efficiency, and access with optimal patient care

Health Advocate

- Respond to individual patient health needs and issues as part of patient care
- Identify the need for advocacy, health promotion, and disease prevention in the communities that a consultant internist with additional subspecialty training will serve, and respond appropriately
- Identify the determinants of health of the various groups of patients that a consultant internist with additional subspecialty training will serve, including barriers to access to care and resources

Scholar

- Maintain and enhance professional activities through ongoing learning
- Critically evaluate medical information and its sources, and apply this appropriately to practice decisions
- Select effective teaching strategies and content to facilitate others' learning
- Deliver effective lectures or presentations

Professional

- Demonstrate a commitment to delivering the highest quality care and maintenance of competence, including regular scanning of current subspecialty discipline literature and attendance at relevant rounds and conferences
- Demonstrate knowledge of one's own limitations and regularly evaluate one's knowledge and skills
- Balance personal and professional priorities to ensure personal health and sustainable practice

Evaluations

- Monthly ITARs (In-training Assessment Reports)
- Narrative and percentage score assessment of scholarly projects (if applicable)
- Assessment of teaching rounds presented by fellow
- In person review meetings with primary and secondary supervisors

Application Requirements

Standard document requirements include CV, 3 letters of reference, MD & Specialty Certificates, proof of citizenship. Additional required non-standard documents:

- Candidate's statement. Minimum 750 words outlining ideal objectives for participation if selected. This would include an outline of the knowledge, skills, attitudes, and general experience one would like to acquire during the fellowship period which would augment and enhance their role as a clinician, teacher, and or scholar when they return to their home institution
- Matched funding commitment from UWI or other source e.g. Caribbean National Government

Fellowship Review Committee Selection Process Criteria

- Minimum training requirement DM-Internal Medicine, UWI
- High level academic performance, professionalism and interpersonal skills
- Interest and dedication to advanced training program
- Reference letters submitted
- Quality of application narrative submission from candidate
- Performance on a selection interview, conducted virtually
- Curriculum Vitae

As part of the selection process, qualified applicants will be invited to interview by selection committees within the Department of Medicine, UWI, as well as The HoPingKong Centre, UHN.

Fellowship Contacts

- Primary Supervisor dependent on the subspecialty of the selected fellow
- Secondary Supervisor Dr Nadine Abdullah, Associate Professor of Medicine, UofT
- UWI representative Dr Mark Hoo Sang, Consultant Cardiologist, University Hospital of the West Indies
- For additional information or to apply, please contact Sarah.Meilach@uhn.ca