

An Evaluation of the Implementation of CBME in Radiology at Queen's University

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Background

Canadian postgraduate Radiology programs are tentatively scheduled to switch to a Competency-Based Medical Education (CBME) framework, entitled Competence by Design (CBD) in July 2021. However, as part of an institution-wide transition, the Radiology program at Queen's University implemented CBME in July 2017. This study aimed to conduct a program evaluation of Queen's Radiology implementation of CBME.

Summary of Work

Using rapid evaluation methodology, the intended implementation of CBME in the Queen's Radiology program was explicitly described. Focus groups and interviews were then conducted with trainees, faculty, and program leaders, on their experiences in the first two years of implementation. Analyses were abductive, using the CBME core components framework (Van Melle et al., 2019) and thematic analysis to understand stakeholders' experiences, and compare planned versus enacted implementation, with an aim towards adaptation.

Summary of Results

Overall, stakeholders felt "the concept [of CBME] makes sense", but it is still unclear "whether or not it will produce better physicians". A more structured curriculum, as well as frequent and timely assessments, were identified as benefits of CBME. A reduction in time off-service was met with positive reviews by most, though some staff had reservations. Increased workload, case availability, creating faculty buy-in, and understanding stage-specific entrustment were cited as major challenges. Concerns about the compatibility of CBME with diagnostic specialties and 'fee for service' compensation models were also raised.

Discussion and Conclusions

This study provides critical insights into the successes and challenges of implementing CBME in Radiology. While the CBME culture is slowly changing in the program, these results highlight areas for discussion and optimization. These findings will be used to support continued change to the Queen's Radiology program and will provide other Radiology programs with valuable information about CBME implementation.

Take Home Messages



Evaluating the implementation of CBME in Queen's Radiology uncovered a number of challenges. Some of these challenges seem to be common across specialties; however, a number of other challenges appeared to be unique to Radiology. As such, this study provides a unique view on CBME implementation and highlights a number of considerations for other programs in the process of implementation.