

Maternal-Fetal Medicine Fellowship Program

Contact Information

Program Director

Dr. Cynthia Maxwell

Email: cmaxwell@mtsinai.on.ca)

Program Coordinator

Ms. Charmaine Frater

Department of Obstetrics and Gynaecology

Mount Sinai Hospital 600 University Avenue

Toronto, ON M5G 1X5

Tel: 416-586-4800 x8178 Fax: 416-586-5992

Email: cfrater@mtsinai.on.ca

Application Deadline: July 1st each year.

Introduction

Welcome to the postgraduate residency training program in Maternal Fetal Medicine at the University of Toronto.

The term “Fellow” is applied to all trainees in the program who by definition have completed their background training in Obstetrics and Gynaecology.

This program is accredited by the Royal College of Physicians and Surgeons of Canada (Accredited Residency Programs) which uses the term “resident” for all postgraduate trainees. The program was successfully re-certified by RCPSC in April 2007. Trainees who have completed their FRCS in Obstetrics and Gynaecology in Canada are technically residents in Maternal Fetal Medicine, though the term Fellow will be used for all trainees. Our educational program is a dynamic multi-hospital program with a goal of developing future academic leaders in Maternal Fetal Medicine. The program enjoys a rich mix of Canadian and overseas trainees and has graduated over 100 fellows since its inception in 1991.

The program is supported by a diverse range of highly qualified faculty and provides excellent training in clinical and academic Maternal Fetal Medicine. The overall vision of the program is to mentor talented academic physicians to secure faculty positions at university hospitals throughout the world. The goals, objectives and specialty training requirements as outlined by the Royal College of Physicians and Surgeons of Canada are met within the program. This is the largest Maternal Fetal Medicine Fellowship Program in Canada and offers training at the forefront of all aspects of the subspecialty.

The program includes modules in maternal and fetal medicine, fetal ultrasound, genetics, pathology, paediatrics as well as a research component. It is structured as a two year program, and in some cases can be extended to include a third year depending on the candidate’s interests. The diverse background of successful applicants to the program together with their achievements, assures the program of its preeminence in Canada.

Maternal-Fetal Medicine Fellowship Program

All aspects of the Maternal/Fetal Medicine Fellowship Program are contained in this website. It should therefore be used as your reference for all administrative and rotation specific information. The program is under constant evolution and recently converted to the CanMeds 2005 competency framework for teaching and evaluation.

Our program is indebted to the contributions of Drs. Dan Farine, Knox Ritchie and Ron Livingstone who were instrumental in its establishment, as well as Dr. John Kingdom, who directed the program from 1999-2009.

Sincerely,

Cindy Maxwell AB MD FRCSC (Ob/Gyn & MFM) RDMS DABOG
Program Director
Maternal Fetal Medicine Residency Training Program
Assistant Professor
Department of Obstetrics and Gynaecology
University of Toronto

Maternal-Fetal Medicine Fellowship Program

Our Faculty

Mount Sinai Hospital

A. Bocking
M. Czikk
D. Farine
J. Keunen
J. Kingdom
A. Malinowski
C. Maxwell
K. Murphy
N. Okun
G. Ryan
G. Seaward
M. Sermer
W. Whittle
R. Windrim

Lunenfeld-Tanenbaum Research Institute

I. Caniggia
S. Lye

Medical Genetics

D. Chitayat
K. Chong
R. Weksberg

Internal Medicine

D. Feig
C. Laskin
C. Silversides

Perinatal Pathology

S. Keating
P. Shannon

University of Toronto

S. Matthews

Sunnybrook Health Sciences Centre

J. Barrett
H. Cohen
D. Hui
N. Ladhani
O. Nevo

Hospital for Sick Children

S. Viero

St. Michael's Hospital

H. Berger
T. Freire-Lizama
A. Lausman

Maternal-Fetal Medicine Fellowship Program

Our Program Committee

Barrett, Jon
Bocking, Alan ex officio
Farine, Dan
Hui, Dini
Jaeggi, Edgar
Jefferies, Ann
Kingdom, John
Maxwell, Cynthia
Murphy, Kellie
Seaward, Gareth
Sermer, Mathew
Skidmore, Martin
Windrim, Rory

Adjunct Program Committee Members:

Skidmore, Martin (Neonatology)
Keating, Sarah (Perinatal Pathology)
Chong, Karen (Medical Genetics)

Dr. Alan Bocking is the Gordon C. Leitch Professor and Chair of the Department of Obstetrics and Gynaecology at the University of Toronto. He is also the Chief of the Department of Obstetrics and Gynaecology at Mount Sinai Hospital. Dr. Bocking is an internationally recognized expert in fields of fetal physiology as well as preterm labour. He has published over 60 articles in the peer review literature related to his research findings. He is a member of the CIHR Group Development and Fetal Health. Current research interests include the role of an abnormal vaginal flora in predisposing women to preterm labour as well as developing new diagnostic tests for true preterm labour. Dr. Bocking also collaborates with Investigators in the Department of Physiology, Monash University, Melbourne, Australia studying the role of oxidative stress in mediating fetal brain injury with maternal alcohol exposure.

Dr. Jon Barrett MBBch, MD, FRCOG, FRCSC

Jon Barrett is the Chief of Maternal Fetal Medicine at Sunnybrook Health Sciences Centre and an Associate Professor at the Department of Obstetrics and Gynaecology, University of Toronto. He is also a Research Scientist at the Maternal Infant and Reproductive Health Research Unit (MIRU) of CRWH. In 2002 He was awarded the Chairs award for "Outstanding Research Potential" His basic medical degree was awarded Cum Laude in 1983 and he then moved to England to complete his British Specialist (MRCOG) training in 1990. He then attained his Doctoral Degree (MD) from the University of Newcastle upon Tyne, UK in 1992 during the tenure of a Action Research Fellowship. In 1993 he emigrated to Canada attaining Canadian specialty certification (FRCSC) with certification in Maternal Fetal Medicine in 1995.

Activities: Dr. Barrett directs the Ante Natal Multiples Clinics at Sunnybrook and Women's. He is the chair of the Society of Obstetricians and Gynecologists of Canada Working Group on Multiple Births

Maternal-Fetal Medicine Fellowship Program

and is a member of the Advisory board for Multiple Births Canada. In 2001 he received this Societies "Making a Difference Award" in recognition of "exceptional dedication and accomplishments" to the community of Multiple Births. He is an Ad-hoc member of the Canadian Perinatal Surveillance Network and the Therapeutics Directorate of Health Canada.

Research and Academic Interests: Dr. Barrett's research interests focus on multiple pregnancy. He is the principal investigator in the Twin Birth Study at MIRU. This 8.7 Million Dollar Grant funded by the Canadian Institutes of Health Research, over 140 centers in 30 countries have already joined this massive multi-centered randomized clinical trial. The study will eventually enroll 2800 women over 4.5 years, and conduct a two-year follow-up. He coordinated and published the First Canadian Consensus on the Management of Multiple Pregnancies, and pioneered Canada's first specialized Multiples Clinic, being awarded an Innovation Grant by SWCHSC for over \$ 200 000. He is also a Co-Investigator on the recently funded Early External Cephalic Version Trial, which is also being run through MIRU.

Dr. Dan Farine is a Professor of Obstetrics & Gynecology and the Head of Maternal Fetal Medicine in the University of Toronto. He received his medical degree at Tel-Aviv University. He did his residency in Ob/Gyn in Toronto and his fellowship in Maternal/Fetal Medicine at Columbia University, New York. Dr. Farine is currently the Head, Division of Maternal/Fetal Medicine and Professor of Obstetrics & Gynecology, Medicine and Public Health at The University of Toronto.

Dr. Edgar Jaeggi

EDUCATION: 1977 - M.D., FMH, Swiss Confederation Medical Diploma; 1985 - M.D., University of Basel, Faculty of Medicine.

Cross Appointments: 2004 - Present - Department of Paediatrics, Mount Sinai Hospital, Associate Staff.

Dr. John Kingdom graduated first place in 1984 from Trinity College Dublin Medical School and proceeded to do combined residency training in Pediatrics and Obstetrics and Gynaecology at the University of Glasgow, UK. His residency training included a two-year Masters in placental pathology in Glasgow as an MRC fellow. He then moved to University College Hospital, London in 1994 to undertake fellowship training in Maternal-Fetal Medicine and continued as a Consultant/Senior Lecturer in UCH for three further years until arriving at Mount Sinai Hospital in March 1998 as Associate Professor in Obstetrics & Gynaecology and Pathology.

His clinical and research interests are in placental insufficiency. He established a "Placenta Clinic" in 1999 for the care of high-risk pregnant women and the promotion of clinical and basic research. He currently holds grants from CIHR and PSI Foundation and has published over 90 original research articles and three books. He received the Chair's Award for sustained excellence in research in 2002.

In education, John directed the University of Toronto Maternal-Fetal Medicine Fellowship program, the largest in North America, from 1999-2009. He has had two previous teaching awards in

Maternal-Fetal Medicine Fellowship Program

Toronto, first from the Maternal-Fetal Medicine Fellows in 2000, and second from the undergraduates in Obstetrics and Gynaecology at Mount Sinai Hospital in 2001.

Dr. Cindy Maxwell became Program Director of the Maternal Fetal Medicine Fellowship Program in 2009. She is also a member of the Royal College of Physicians and Surgeons of Canada Committee for Maternal Fetal Medicine. She is a staff perinatologist at Mount Sinai Hospital in the Division of Maternal Fetal medicine. Her practice in the Medical Disorders of Pregnancy Program focuses on medical and surgical complications of pregnancy including maternal obesity and malignancy. She is an Assistant Professor of Obstetrics and Gynaecology at the University of Toronto since 2004. She is a Faculty member of the Toronto Congenital Cardiac Centre for Adults in the Reproductive Section at UHN. Her research interests are in the area of medical disorders of pregnancy, fetal ultrasound and placental development.

Dr. Kellie Murphy completed her obstetrical residency program at Albert Einstein College of Medicine in New York City in 1995. She then completed a Maternal-Fetal Medicine Fellowship Program and a Master of Epidemiology at Columbia Presbyterian Medical Center and School of Public Health in New York. In August of 1998, she joined the Department of Obstetrics and Gynaecology at the University of Toronto where she is currently an Associate Professor, based out of Mount Sinai Hospital. In addition, she holds a joint appointment with the Clinical Epidemiology and the Department of Health Policy Management and Evaluation at the University of Toronto. Her primary research interests include prematurity and perinatal epidemiology.

Dr. Gareth Seaward MBBCH, FCOG (SA) MMed (O&G), FRCSC, MSc, FACOG, Gareth Seaward is an Associate Professor in the Department of Obstetrics and Gynaecology at the University of Toronto and a Maternal Fetal Medicine Specialist at Mt. Sinai Hospital, Toronto. He is currently Director of Intrapartum Obstetrics at Mt. Sinai Hospital and Deputy Director of the Mt. Sinai Fetal Medicine Unit. He is also Director of the Advanced Obstetric Fellowship program at Mt. Sinai Hospital. He received his medical degree from the University of the Witwatersrand, South Africa and subsequently a Masters degree in Medicine. He completed a two-year fellowship in Maternal Fetal Medicine at the University of Toronto with accreditation as a maternal fetal medicine specialist by the Royal College of Physicians and Surgeons of Canada. He also holds a Master's degree in Clinical Epidemiology from the University of Toronto. He is a Fellow of the South African and American Colleges of Obstetricians and Gynecologists, the Society of Obstetricians and Gynecologists of Canada, the Royal College of Physicians and Surgeons of Canada and an international member of the Society of Maternal Fetal Medicine. His current areas of expertise and interest are Minimally Invasive Fetal therapy, Obstetric ultrasound, Hypertension in Pregnancy and Risk Management in Obstetrics. He has received awards for both his research and teaching endeavors at a national and international level and is the author of many manuscripts on the subject of fetal therapy. He is also the Co-ordinator of the SOGC MORE^{OB} program at Mt. Sinai Hospital and an SOGC ALARM course instructor.

Dr. Mathew Sermer MD FRCS, is a Professor of Obstetrics and Gynaecology and Professor of Medicine at the University of Toronto, Canada. He is the Head of Obstetrics and Maternal-Fetal

Maternal-Fetal Medicine Fellowship Program

Medicine, Mount Sinai Hospital. He is also Head of the Medical Disorders of Pregnancy Program, Mount Sinai Hospital. His clinical and research interests are in medical disorders complicating pregnancy, with emphasis on screening for GDM and cardiac disease in pregnancy.

Dr. Martin Skidmore

Assistant Professor, Paediatrics and Ob/Gyn, Faculty of Medicine, University of Toronto
Director, Neonatal-Perinatal Fellowship Training Programme, Sybrook HSC
Chief, Division of Normal Nurseries
Associate Chief, Newborn and Developmental Paediatrics, Sunnybrook Sciences Centre
Clinician-Educator, Neonatology

After graduating from St. Bartholomew's Hospital in London, UK in 1972, Dr. Skidmore finished his neonatal training with fellowship positions at HSC and Women's College Hospital. His research interests include prenatal diagnosis and treatment and neonatal resuscitation.

Dr. Rory Windrim attended medical school in Dublin, Ireland in 1985. After working as a family practitioner in rural Newfoundland, he completed Residency training in Obstetrics and Gynaecology at Memorial University, Newfoundland. Following his Residency he worked as an Assistant Professor at Memorial University from 1991 until 1995, during which time he completed a master's programme in Clinical Epidemiology. In 1995 he undertook subspecialty training in Maternal/Fetal Medicine at the University of Toronto, in the Department of Obstetrics and Gynaecology. Since the completion of his fellowship Dr. Windrim has been a staff Perinatologist at Mount Sinai Hospital, in the Department of Obstetrics and Gynaecology, Division of Maternal-Fetal Medicine and an Associate Professor at the University of Toronto. His main interests are in the prevention of preterm birth, fetal diagnosis and therapy, and in-utero fetal therapy procedures. He has been instrumental in developing teaching models to assist in the teaching of invasive fetal procedures.

Maternal-Fetal Medicine Fellowship Program

Structure of Fellowship

Year One

This year includes four rotations each of three months as follows:

- Inpatient Clinical Perinatology (ward service)
- Ultrasound
- Fetal Medicine
- Maternal Medicine

During these rotations half-day sessions are protected for research training. These sessions are to be used to develop ideas for more intensive period of research training in Year Two. Friday afternoons are protected for the Academic Half Day program.

High Risk On-Call Obstetrics

The program places great emphasis on competency in the skills required in the labor & delivery environment for obstetrical care of high-risk patients. During the two clinical years, Fellows are required to be on-call in-house for Obstetrics and Maternal Fetal Medicine for three nights to four per month (two to three weekdays and one-weekend 24 hours). Call will be with the supervising Staff MFM Physicians. The expectation is one of graduated responsibility towards being fully capable of functioning independently in this environment. Each on-call should be debriefed between Staff and Fellow. The expectation is that the Fellow will become familiar with the organization and delivery of High-Risk Obstetrical Care at our Perinatal Centers, assuming an effective supervisory role for the medical student, Intern and Ob/Gyn Resident on-call, with a gradual reduction in direct presence of the MFM Staff. The MFM Staff will always be in-house and directly available to direct, assist and advise as requested.

Procedural Skills and Competencies:

1. Elective cervical cerclage
2. Rescue (emergency) cerclage
3. External cephalic version.
4. Management of preterm labour and delivery at <32 weeks
5. Management of severe pre-eclampsia.
6. Management of specific acute medical problems in labour & delivery.
7. Management of acute post-partum hemorrhage.
8. Cesarean delivery at <32 weeks.
9. Classical cesarean delivery.
10. Complex difficult elective Cesarean delivery.
11. Assessment and management of delivery with invasive placentation.
12. Delivery of preterm twins and triplets.
13. Delivery of the anomalous fetus.

Fellow-of-the-Week

Fellows are also on-call from home with a pager as Fellow-of-the-Week. The responsibilities are as follows:

Maternal-Fetal Medicine Fellowship Program

- To participate in the Fetal Therapy Program. the fellow will have first access to every fetal medicine procedure, either in the 7th floor fetal medicine procedure room or in the 5th floor endoscopy suite for fetal endoscopy/laser procedures. Please liaise daily with the Fetal Medicine Nurse (mobile phone is extension 3377) and the fetal medicine physicians.
- To assess pregnant/immediately post-partum women at the University Health Network Hospital locations (Princess Margaret Hospital, Toronto General Hospital, and Toronto Western Hospital). Any request for assistance by MFM at these hospitals is directed via the in-house MFM staff.
- To conduct a ward round on Saturday and Sunday morning (and on Monday if this is a Civic holiday) of all the antenatal and postnatal high risk patients in the 7th floor. The fellow is expected to see and appropriately examine each patient and to write a clinical note.
- To perform obstetric ultrasound examinations as needed over the weekend to continue optimal antenatal management - routine ultrasounds are done during to normal working week by the fetal medicine nurse sonographers on rotation as well as the Ward fellow.
- To review the 7th floor summary plan on Saturday and Sunday with the MFM staff before departing, and to check to see if the MFM Staff requires any help or assistance due to volume or acuity.
- Handover to the daytime 7th floor fellow takes place at Fetal Medicine rounds at 0800 hours on Mondays. During the daytime Monday to Friday, 0800 to 1700 hours, the 7th floor MFM Fellow is responsible for undertaking "off-floor" or "out-of-hospital" consults as directed by on-call MFM staff.

Year Two

During Year Two, the fellow is assigned to several subspecialty rotations, as well as a research and elective rotation:

- Chronic Villus Sampling (CVS) 1-2 times per week
- Neonatology, Paediatric Clinics and Paediatric Surgery (1 month)
- Genetics and Perinatal Pathology (2 months)
- Fetal Cardiology (3 months part-time)
- Research (6 months)
- Elective (may include advanced Fetal or Maternal medicine; Anaesthesia; ICU; MRI imaging; off-site rotations are permitted with Program Committee approval)

Our overall goal in Year Two is to mentor individual Fellows to develop their chosen clinical and research areas of interest. For this reason, a significant degree of flexibility exists for scheduling the second year and this can be discussed and developed with the Program Director. On call and Fellow of Week duties continue throughout the 2nd Year of training.

Maternal-Fetal Medicine Fellowship Program

Evaluation Process

- The evaluation of an individual fellow performance is based on defined goals and objectives for each rotation in CanMEDS format. The goals and objectives for each rotation are explained to the fellow at the commencement of the rotation, are reviewed mid-way through the three-month rotations, and are formally evaluated in writing by the fellow and rotation supervisor.
- Each fellow in addition builds up their training logs (for high-risk obstetrics, ultrasound anomalies, invasive procedures) based on the cumulative clinical experience.
- On call evaluations are completed for each fellow at the end of each rotation.
- A six-month mid-year evaluation is undertaken in OSCE format followed by an academic review with the Program Director. At the end of the academic year each fellow will sit for a short answer question examination.

Annual Examination

There is an annual examination in Maternal-Fetal Medicine in June in short answer format. This examination is modeled after the national certification examination of the Royal College.

Graduation Requirements

- Satisfactory performance on in-training OSCE and SAQ examinations
- Completion of Case Log Book
- Submission of original research in the form of manuscript to an approved journal
- Satisfactory performance in all clinical rotations as documented in the ITERs
- Satisfactory performance during oncalls as documented in the oncall evaluations.

Monitoring of Clinical Experience

Logs of clinical experience exist for training in invasive procedures including amniocentesis and CVS, cases in fetal and maternal medicine, pathology, ultrasound-detected fetal abnormalities, clinical genetics, and in high-risk obstetrics. Individual fellows are expected to maintain these training logs and to present them for both a six-month interim evaluation and an annual examination.

For each annual examination the fellow is expected to summarize the cases in a standardized format (10 fetal and 10 maternal medicine cases at the end of Year One, and a minimum of 20 fetal and 20 maternal cases at the end of Year Two).

Substandard Performance Evaluations

The performance of individual trainees that is not considered acceptable is discussed at the Maternal Fetal Medicine Fellowship training Committee. If concerns are felt to be significant, the Committee may refer the fellow to the Associate Dean for postgraduate medical education to address the committee's concerns. In such circumstances, specific concerns will be addressed with a fellow and a plan for a remedy will be developed. Progress will be formally evaluated three months later when the fellow is expected to transfer back to normal status. Persistent poor performance may lead to removal from the fellowship training program.

Maternal-Fetal Medicine Fellowship Program

Unacceptable inter-professional or inter-personal behavior may lead to removal from the Maternal Fetal Medicine Fellowship training program.

All Maternal Fetal Medicine Fellows are expected to abide by the code of conduct for confidentiality in each hospital and by the Code of Agreement as set up by the University of Toronto for Fellowship training. Breach of this code of conduct may lead to removal from the Maternal Fetal Medicine Fellowship training program.

Maternal-Fetal Medicine Fellowship Program

Number of Positions

Canadian Applicants

Two (2) Ministry of Health funded positions are available for graduating Canadian residents commencing July 1st each year.

International Medical Graduate Applicants

One funded position is available each year commencing July 1st for academically gifted doctors who already have developed a clinical and academic interest in maternal fetal medicine and have demonstrated a publication track record.

Applicants with External Funding

We are willing to consider additional applications from highly qualified applicants who are funded from their host hospital, university or from national sources.

Maternal-Fetal Medicine Fellowship Program

Admission Requirements

This Fellowship is open to:

- Current PGY5 trainees or graduates of Canadian Residency training programs in Obstetrics & Gynaecology possessing an FRCSC.
- Current R4 trainees in USA Residency Training Programs in Obstetrics & Gynaecology.
- International Medical Graduate doctors who possess national certification for completion of residency training in Obstetrics & Gynaecology.

Canadian Residency graduates receive both University of Toronto after successfully completing the 2 year program as well as Royal College certification in MFM (FRSCS in MFM) after successful passing the national certification examination following program completion. Graduates of US Residency programs in obstetrics and gynecology receive both University of Toronto and Royal College certification of completion of the program if they do an additional PGY5 year and pass the FRCSC examination in General Obstetrics & Gynaecology.

International Medical Graduate Fellows receive accreditation from the University of Toronto upon completion of the program.

For Canadian Applicants:

- CV
- Interview
- Application Form and References
- Expected completion of FRCSC - approved residency program in year of fellowship start

For IMG Applicants:

- CV
- Interview
- Application Form and References
- TOEFL result if first language is other than English
- Possession of specialist certificate in country of training

Maternal-Fetal Medicine Fellowship Program

Application Procedure

Initial enquiries for the Maternal Fetal Medicine Fellowship training program should be directed to the Program Assistant, **Ms. Charmaine Frater** (cfrater@mtsinai.on.ca). Please forward your CV as well as a cover letter explaining your interest in MFM training as well as your interest in our program specifically -- no later than March of the year preceding your desired entry into the MFM Program.

If you fulfill our entry requirements, you will be sent a Fellowship Application Form to complete. We require three written, electronically-signed PDF, or faxed references.

The completed hard copy application should be sent to the Maternal Fetal Medicine Fellowship office at:

Dr. Cynthia Maxwell

Maternal Fetal Medicine Fellowship Director
Department of Obstetrics and Gynaecology
Mount Sinai Hospital
600 University Avenue,
Toronto, ON, Canada, M5G 1X5
Tel: (416) 586-4800 x8178 , Fax (416) 586-5992

Courier address:

Attention: Ms Charmaine Frater

Dr. Cynthia Maxwell, Program Director
Maternal-Fetal Medicine Fellowship Office
Ontario Power Generation Building
700 University Avenue, Level 3, Suite 3271
Toronto ON M5G 1Z5
Tel: (416) 586-4800 x8178

Subsequent Procedures

After application materials are reviewed by the Residency Program Committee, the Committee will decide whether or not to grant the applicant a brief observership and interview. Canadian applicants are encouraged to consider an elective rotation at University of Toronto in MFM, but this is not mandatory for acceptance to the program. Although the deadline for receiving completed application materials is September 1st of the year preceding the start of fellowship, it is important that the program is aware of the applicant's intention to apply and have arranged interviews preferably by March of the year preceding entry into the MFM Program. For international medical graduates, interviews and observerships are often arranged in conjunction with the candidate's travel to North America for meeting such as SMFM or SGI.

Maternal-Fetal Medicine Fellowship Program

Salary and Benefits

Canadian Medical Graduates completing PGY 6 and 7 years within our program receive salary and benefits as per PAIRO requirements. Please see the PAIRO website for details (www.pairo.org).

For International Medical Graduates, the gross salary is \$60,000 per year paid monthly in arrears following basic deductions. There are no benefits (medical, dental, optical) associated with these positions. For non-residents of Canada, your employment entitles you and your family to free medical care in Ontario via the University Health Insurance Plan (UHIP). You need to start this insurance from the date of your arrival, initially for the three month period that coincides with your Pre-Entry Assessment Period (PEAP). After 3 months, Fellows then apply for OHIP (Ontario Health Insurance Plan) coverage. Coverage applies to the fellow, his/her spouse and children.

Vacation and Academic Leave

The Maternal Fetal Medicine Fellowship includes four weeks (20 days) of annual leave in addition to statutory Civic holidays. The program respects cultural/religious holidays according to individual beliefs. The list of approved cultural/religious vacation holidays is available from the general University of Toronto website (www.pgme.utoronto.ca and click on "Religious Observances"). Please note that such vacation days may be taken in lieu of annual leave and are not in addition to standard annual leave.

Academic Educational Allowance

Each fellow will receive an academic educational allowance of \$6,000 for the two-year duration of MFM program. \$1,500 may be used in Year One to attend SMFM on an educational basis. Expenses are reimbursed for any subsequent international meeting only if the fellow has an accepted abstract of original research work as 1st author generated at the University of Toronto. To receive reimbursement to attend a meeting, this must be approved in advance and all original receipts presented. Expenses will be reimbursed for local Toronto and Ontario based meetings in the absence of an abstract, for example local ultrasound or genetics courses in Toronto and the annual Kingston, Ontario perinatal meeting.