



Anesthesia UNIVERSITY OF TORONTO

Clinician Teacher - Full Time

Academic Position Description: Dr. _____

This academic position description is intended to outline important elements that will be useful in conducting annual reviews and the three-year probationary review; the individual components are not all mandatory but assist in forming a composite picture of a faculty member's progress.

General Description: The Clinician-Teacher will have major clinical and educational responsibilities, and will facilitate the research, teaching and education by others. Teaching may be done concurrently with clinical care and/or in organized educational programs.

Time Distribution: The faculty member is engaged in academic activities for 80% or more of their professional time. The faculty member also contributes to the provision of clinical service which is essential to the academic mission. The time spent in academic-related activities will be distributed as follows:

	Requirements	Time Distribution	Description / Comments
Clinical Activity and related teaching	Academic contributions will be mostly in the context of clinical care a) Undergraduate student teaching (e.g. medical pre-clerkship and/or clerkship) — at least 8 evaluated days per year of student contact. b) Postgraduate teaching of residents and fellows, at least 20 evaluated days per year, during the course of clinical anesthesia, pain management, critical care, and in anesthesia clinics.	80%	The clinician teacher will contribute to bedside teaching of medical students, residents and fellows as appropriate for the location and details of practice
Formal Teaching (outside of clinical care)	Hospital or University rounds, seminars, formal courses, continuing professional development, and faculty development activities.	5-10%	
Research Activity	The clinician teacher will collaborate and facilitate the research of other members of the department	5-10%	Some Clinician-Teachers may develop research interests in educational scholarship
Administrative Activity	He/she may be a member of 1 -2 university, departmental or hospital educational committees	5-10%	Some Clinician Teachers may demonstrate leadership in education, in educational rotations or courses or participate in educational committees at the hospital, departmental, or Faculty level.

Reporting Relationship: The faculty member will report to the Hospital Chief and to the Faculty Department Chair, University of Toronto. The Hospital Department Head and Faculty Department Chair are available to discuss the career development of the faculty member.

Annual Academic Review: For each annual review, the Clinician-Teacher must have an up to date CV and teaching dossier following the University of Toronto format. For some types of scholarly activity, an updated Creative Professional Activity (CPA) dossier is also advised. He/she must also acknowledge the Department of Anesthesia, University of Toronto, on all publications and presentations (oral, written).

Three-year Academic Probationary Review: The progress and contributions in each area of activity will be given a comprehensive review at the end of the first three years of appointment. The review process will be conducted by the Departmental Appointments Committee and the Chair, with input from the Hospital Chief. A satisfactory review will result in a Continuing Annual Appointment with annual reviews. An unsatisfactory review may result in an extension of the probationary period up to two more years or in the termination of the appointment.

Your signature here confirms that you have read and had an opportunity to discuss this appendix and the review process:

_____ Appointee (Print Name)	_____ Date	_____ Signature
_____ Anesthesiologist-in-chief	_____ Date	_____ Signature
_____ Chair	_____ Date	_____ Signature

Clinician-Teacher

The hospital anesthesiologist-in-chief should report on teaching and educational activity.

	Activity	Evidence of Achievement	Required	Yr 1	Yr 2	Yr 3
Teaching						
Concurrent with provision of clinical care						
	undergraduate (Clinical Clerks) postgraduate (Residents and Fellows)	teaching evaluation reports from MedSIS, POWER, or hospital based evaluations	✓*			
Formal Teaching apart from clinical care						
	Undergraduate <ul style="list-style-type: none"> PBL, ASCM, portfolio anesthesia simulation days for clerks 	evaluations letters from students teaching dossier	✓*			
	postgraduate <ul style="list-style-type: none"> curricular seminars for residents hospital based resident seminars resident simulation teaching fellows' seminars 	evaluations teaching dossier	✓ (years 2&3)			
	Hospital rounds city wide rounds	evaluations teaching dossier	✓ (year 3)			
	continuing professional development faculty development	programs evaluations teaching dossier	± (year 3)			
	Regional or national meetings	programs evaluations teaching dossier	± (year 3)			
Evaluation						
	clinical clerk OSCE resident annual oral examinations	teaching dossier	✓ (years 2&3)			
*normal delay in accumulating evaluations may preclude availability in the first year						
Evidence of Personal Development as a Teacher			Required	Yr 1	Yr 2	Yr 3
Has identified and meets with a mentor			✓			
Attends Faculty Development Day			✓			
Enrolled in educational programs						
CFD Stepping Stones and other programs			±			
Department of Medicine Master Teacher Program			±			
Evidence of Scholarly Activity						
<i>documented in CV, teaching dossier, CPA dossier</i>			±			
Evidence of Administrative Activity						
<i>documented in CV</i>			±			

Clinician-Teacher Reporting Form

NAME: _____ Hospital: _____

<p>Year reviewed: 20 ____</p> <p>Year of appointment</p> <p>1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/></p>

- Required: CV (WebCV)
 Teaching dossier (WebCV)
 Optional: Creative Professional Activity (CPA) dossier

Activity			
		<i>All answers and materials should refer to year in review</i>	
TEACHING			
Teaching concurrent with provision of clinical care			
	undergraduate (Clinical Clerks)	Clinical days booked with Clinical Clerks: <i>include OR and other days with patient contact</i> <i>include regular rotations and electives/selectives</i>	_____
		<i>Attach teaching evaluations from MedSIS or hospital-based evaluations</i>	<input type="checkbox"/>
	postgraduate (Residents and Fellows)	Clinical days booked with Residents <i>include OR and other days with patient contact</i>	_____
		Clinical days booked in OR with Fellows <i>include OR and other days with patient contact</i>	_____
		<i>Attach teaching evaluations from POWER or hospital-based evaluations</i>	<input type="checkbox"/>
Teaching apart from clinical care			
	Undergraduate	<ul style="list-style-type: none"> • PBL. • ASCM, • portfolio • anesthesia simulation days for clerks • other _____ 	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
		<i>Attach evaluations</i> <i>Letters from students may be included</i> <i>Document in teaching dossier</i>	<input type="checkbox"/>
	Postgraduate	<ul style="list-style-type: none"> • central curriculum seminars for residents • hospital based resident seminars • resident simulation teaching • other _____ • fellows' seminars 	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
		<i>Attach evaluations</i> <i>Document in teaching dossier</i>	<input type="checkbox"/>
	Rounds	<ul style="list-style-type: none"> • hospital rounds 	<input type="checkbox"/>

		• city wide rounds	<input type="checkbox"/>
		<i>Attach evaluations Include Notice of Rounds Document in teaching dossier</i>	<input type="checkbox"/>
	Continuing Professional Development and Faculty Development	<i>Attach evaluations Include announcements or event programs Document in teaching dossier</i>	<input type="checkbox"/>
	Regional or national meetings	<i>Attach evaluations Include announcements or event programs Document in teaching dossier</i>	<input type="checkbox"/>
EVALUATION			
	Participation in clinical clerk OSCE or resident annual oral examinations	<i>Document in teaching dossier</i>	<input type="checkbox"/>

Evidence of Personal Development as a Teacher		
Mentor: Name _____	Number of meetings in year	___
attended Faculty Development Day		<input type="checkbox"/>
enrolment in educational programs (optional)		<input type="checkbox"/>
CFD Stepping Stones		<input type="checkbox"/>
Department of Medicine Master Teacher Program		<input type="checkbox"/>
other (<i>name</i>) _____		<input type="checkbox"/>
Evidence of Scholarly Activity		
	<i>Document in CV, teaching dossier, or CPA dossier</i>	
Evidence of Administrative Activity		
committees	<i>Document in CV</i>	
other (<i>specify</i>) _____		